

**Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)
2022 Domestic Wage Rates Per Hour**

	48 Contiguous States and D.C.	Alaska	Hawaii
HHS Poverty Guideline Family of 3	\$23,030	\$28,790	\$26,490
Wage Rate	\$11.07	\$13.84	\$12.74
Benefits (Health & Retirement)	\$2.21	\$2.77	\$2.55
Full Domestic Wage Rate	\$13.29	\$16.61	\$15.28

NOTE: This rate is calculated based on the Section 12U.3(b) of the Sweatfree Contracting Ordinance, which requires "Each Contractor and Subcontractor shall pay at least the following minimum wages to Workers: (1) to Workers working in the United States a base hourly wage, to be set and adjusted annually by the Director, to produce for 2,080 hours worked, an annual income equal to or greater than the U.S. Department of Health and Human Services most recent poverty guidelines for a family of three plus an additional 20 percent of the wage level paid, including without limitation amounts paid as hourly wages or health benefits or retirement benefits"

Data Sources:

**HHS U.S. FEDERAL POVERTY GUIDELINES USED TO DETERMINE FINANCIAL ELIGIBILITY FOR CERTAIN
FEDERAL PROGRAMS**

<https://aspe.hhs.gov/poverty-guidelines>

Accessed 9/15/2022

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2022 International Wage and Benefit Rates

Country Name	PPP Data 2019	PPP Data 2020	2020 Base Wage Rate (\$US)	2020 Benefits Rate (\$US)	2022 Total
United States	\$66,120	\$64,210	\$11.07	\$2.21	\$13.29

Country Name	2019	2020	Base Wage Rate (\$US)	Fringe Benefit Rate	Total
Afghanistan	\$2,190.00	\$2,100.00	\$0.36	\$0.07	\$0.43
Albania	\$13,820.00	\$13,410.00	\$2.31	\$0.46	\$2.77
Algeria	\$11,710.00	\$11,090.00	\$1.91	\$0.38	\$2.29
Angola	\$6,360.00	\$5,930.00	\$1.02	\$0.20	\$1.23
Antigua and Barbuda	\$21,340.00	\$17,910.00	\$3.09	\$0.62	\$3.71
Argentina	\$22,090.00	\$20,230.00	\$3.49	\$0.70	\$4.19
Armenia	\$14,420.00	\$13,100.00	\$2.26	\$0.45	\$2.71
Aruba	\$37,990.00	\$30,330.00	\$5.23	\$1.05	\$6.28
Australia	\$50,090.00	\$52,230.00	\$9.01	\$1.80	\$10.81
Austria	\$57,870.00	\$55,620.00	\$9.59	\$1.92	\$11.51
Azerbaijan	\$14,470.00	\$14,390.00	\$2.48	\$0.50	\$2.98
Bahamas, The	\$36,320.00	\$27,750.00	\$4.79	\$0.96	\$5.74
Bahrain	\$44,460.00	\$40,730.00	\$7.02	\$1.40	\$8.43
Bangladesh	\$6,020.00	\$6,240.00	\$1.08	\$0.22	\$1.29
Barbados	\$15,340.00	\$13,840.00	\$2.39	\$0.48	\$2.86
Belarus	\$19,500.00	\$19,040.00	\$3.28	\$0.66	\$3.94
Belgium	\$54,790.00	\$53,650.00	\$9.25	\$1.85	\$11.10
Belize	\$6,830.00	\$5,940.00	\$1.02	\$0.20	\$1.23
Benin	\$3,390.00	\$3,470.00	\$0.60	\$0.12	\$0.72
Bermuda	\$86,300.00	\$82,630.00	\$14.25	\$2.85	\$17.10
Bhutan	\$11,250.00	\$10,440.00	\$1.80	\$0.36	\$2.16
Bolivia	\$8,900.00	\$8,190.00	\$1.41	\$0.28	\$1.69
Bosnia and Herzegovina	\$15,660.00	\$15,460.00	\$2.67	\$0.53	\$3.20
Botswana	\$16,200.00	\$15,210.00	\$2.62	\$0.52	\$3.15
Brazil	\$14,890.00	\$14,440.00	\$2.49	\$0.50	\$2.99
Brunei Darussalam	\$66,450.00	\$67,580.00	\$11.65	\$2.33	\$13.98
Bulgaria	\$23,810.00	\$24,100.00	\$4.16	\$0.83	\$4.99
Burkina Faso	\$2,150.00	\$2,110.00	\$0.36	\$0.07	\$0.44
Burundi	\$790.00	\$780.00	\$0.13	\$0.03	\$0.16
Cabo Verde	\$7,320.00	\$6,220.00	\$1.07	\$0.21	\$1.29
Cambodia	\$4,310.00	\$4,250.00	\$0.73	\$0.15	\$0.88
Cameroon	\$3,820.00	\$3,780.00	\$0.65	\$0.13	\$0.78
Canada	\$48,670.00	\$46,050.00	\$7.94	\$1.59	\$9.53
Cayman Islands	\$56,950.00	\$53,770.00	\$9.27	\$1.85	\$11.13
Central African Republic	\$1,060.00	\$1,040.00	\$0.18	\$0.04	\$0.22
Chad	\$1,620.00	\$1,480.00	\$0.26	\$0.05	\$0.31
Chile	\$24,370.00	\$23,510.00	\$4.05	\$0.81	\$4.86
China	\$16,610.00	\$17,070.00	\$2.94	\$0.59	\$3.53
Colombia	\$15,330.00	\$14,730.00	\$2.54	\$0.51	\$3.05
Comoros	\$3,120.00	\$3,160.00	\$0.54	\$0.11	\$0.65
Congo, Dem. Rep.	\$1,080.00	\$1,110.00	\$0.19	\$0.04	\$0.23
Congo, Rep.	\$3,130.00	\$3,130.00	\$0.54	\$0.11	\$0.65
Costa Rica	\$21,280.00	\$20,970.00	\$3.62	\$0.72	\$4.34
Cote d'Ivoire	\$5,290.00	\$5,300.00	\$0.91	\$0.18	\$1.10
Croatia	\$30,510.00	\$29,460.00	\$5.08	\$1.02	\$6.10
Curacao	\$25,750.00	\$21,480.00	\$3.70	\$0.74	\$4.44

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2022 International Wage and Benefit Rates

Cyprus	\$40,340.00	\$37,120.00	\$6.40	\$1.28	\$7.68
Czech Republic	\$40,260.00	\$40,260.00	\$6.94	\$1.39	\$8.33
Denmark	\$60,400.00	\$62,260.00	\$10.74	\$2.15	\$12.88
Djibouti	\$5,320.00	\$5,360.00	\$0.92	\$0.18	\$1.11
Dominica	\$12,650.00	\$10,970.00	\$1.89	\$0.38	\$2.27
Dominican Republic	\$18,310.00	\$17,060.00	\$2.94	\$0.59	\$3.53
Ecuador	\$11,500.00	\$10,580.00	\$1.82	\$0.36	\$2.19
Egypt, Arab Rep.	\$11,810.00	\$12,210.00	\$2.11	\$0.42	\$2.53
El Salvador	\$8,690.00	\$7,970.00	\$1.37	\$0.27	\$1.65
Equatorial Guinea	\$14,210.00	\$13,400.00	\$2.31	\$0.46	\$2.77
Estonia	\$37,140.00	\$37,300.00	\$6.43	\$1.29	\$7.72
Eswatini	\$8,160.00	\$7,950.00	\$1.37	\$0.27	\$1.65
Ethiopia	\$2,300.00	\$2,410.00	\$0.42	\$0.08	\$0.50
Euro area	\$49,174.79	\$47,325.05	\$8.16	\$1.63	\$9.79
Fiji	\$13,090.00	\$11,420.00	\$1.97	\$0.39	\$2.36
Finland	\$50,580.00	\$51,800.00	\$8.93	\$1.79	\$10.72
France	\$50,130.00	\$47,730.00	\$8.23	\$1.65	\$9.88
Gabon	\$14,320.00	\$14,300.00	\$2.47	\$0.49	\$2.96
Gambia, The	\$2,280.00	\$2,240.00	\$0.39	\$0.08	\$0.46
Georgia	\$14,930.00	\$14,040.00	\$2.42	\$0.48	\$2.91
Germany	\$57,460.00	\$56,370.00	\$9.72	\$1.94	\$11.66
Ghana	\$5,540.00	\$5,810.00	\$1.00	\$0.20	\$1.20
Greece	\$30,080.00	\$27,830.00	\$4.80	\$0.96	\$5.76
Grenada	\$15,850.00	\$14,630.00	\$2.52	\$0.50	\$3.03
Guatemala	\$8,850.00	\$8,690.00	\$1.50	\$0.30	\$1.80
Guinea	\$2,540.00	\$2,500.00	\$0.43	\$0.09	\$0.52
Guinea-Bissau	\$2,060.00	\$1,980.00	\$0.34	\$0.07	\$0.41
Guyana	\$13,510.00	\$19,140.00	\$3.30	\$0.66	\$3.96
Haiti	\$3,210.00	\$3,100.00	\$0.53	\$0.11	\$0.64
Honduras	\$5,500.00	\$5,040.00	\$0.87	\$0.17	\$1.04
Hong Kong SAR, China	\$65,240.00	\$62,420.00	\$10.76	\$2.15	\$12.92
Hungary	\$32,630.00	\$32,390.00	\$5.59	\$1.12	\$6.70
Iceland	\$57,770.00	\$52,030.00	\$8.97	\$1.79	\$10.77
India	\$6,900.00	\$6,440.00	\$1.11	\$0.22	\$1.33
Indonesia	\$11,940.00	\$11,750.00	\$2.03	\$0.41	\$2.43
Iran, Islamic Rep.	\$15,540.00	\$15,760.00	\$2.72	\$0.54	\$3.26
Iraq	\$11,290.00	\$9,840.00	\$1.70	\$0.34	\$2.04
Ireland	\$67,820.00	\$71,040.00	\$12.25	\$2.45	\$14.70
Israel	\$39,780.00	\$39,090.00	\$6.74	\$1.35	\$8.09
Italy	\$44,750.00	\$42,510.00	\$7.33	\$1.47	\$8.80
Jamaica	\$9,900.00	\$8,940.00	\$1.54	\$0.31	\$1.85
Japan	\$43,930.00	\$43,630.00	\$7.52	\$1.50	\$9.03
Jordan	\$10,500.00	\$10,320.00	\$1.78	\$0.36	\$2.14
Kazakhstan	\$24,030.00	\$24,410.00	\$4.21	\$0.84	\$5.05
Kenya	\$4,570.00	\$4,510.00	\$0.78	\$0.16	\$0.93
Kiribati	\$4,590.00	\$4,050.00	\$0.70	\$0.14	\$0.84
Korea, Rep.	\$43,370.00	\$45,570.00	\$7.86	\$1.57	\$9.43
Kosovo	\$12,060.00	\$11,570.00	\$2.00	\$0.40	\$2.39
Kyrgyz Republic	\$5,000.00	\$4,820.00	\$0.83	\$0.17	\$1.00
Lao PDR	\$7,740.00	\$7,750.00	\$1.34	\$0.27	\$1.60
Latvia	\$31,410.00	\$31,470.00	\$5.43	\$1.09	\$6.51
Lebanon	\$14,710.00	\$10,860.00	\$1.87	\$0.37	\$2.25
Lesotho	\$3,140.00	\$2,870.00	\$0.49	\$0.10	\$0.59

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2022 International Wage and Benefit Rates

Liberia	\$1,370.00	\$1,390.00	\$0.24	\$0.05	\$0.29
Libya	\$23,020.00	\$17,370.00	\$3.00	\$0.60	\$3.59
Lithuania	\$37,200.00	\$37,760.00	\$6.51	\$1.30	\$7.81
Luxembourg	\$77,680.00	\$83,230.00	\$14.35	\$2.87	\$17.22
Macao SAR, China	\$117,650.00	\$72,260.00	\$12.46	\$2.49	\$14.95
Madagascar	\$1,630.00	\$1,500.00	\$0.26	\$0.05	\$0.31
Malawi	\$1,580.00	\$1,570.00	\$0.27	\$0.05	\$0.32
Malaysia	\$28,850.00	\$27,360.00	\$4.72	\$0.94	\$5.66
Maldives	\$18,300.00	\$12,340.00	\$2.13	\$0.43	\$2.55
Mali	\$2,320.00	\$2,250.00	\$0.39	\$0.08	\$0.47
Malta	\$43,910.00	\$39,480.00	\$6.81	\$1.36	\$8.17
Marshall Islands	\$5,190.00	\$5,060.00	\$0.87	\$0.17	\$1.05
Mauritania	\$5,500.00	\$5,320.00	\$0.92	\$0.18	\$1.10
Mauritius	\$26,680.00	\$22,370.00	\$3.86	\$0.77	\$4.63
Mexico	\$19,290.00	\$18,050.00	\$3.11	\$0.62	\$3.73
Micronesia, Fed. Sts.	\$4,020.00	\$3,960.00	\$0.68	\$0.14	\$0.82
Moldova	\$14,280.00	\$13,370.00	\$2.31	\$0.46	\$2.77
Mongolia	\$11,570.00	\$11,200.00	\$1.93	\$0.39	\$2.32
Montenegro	\$23,330.00	\$20,310.00	\$3.50	\$0.70	\$4.20
Morocco	\$7,710.00	\$7,260.00	\$1.25	\$0.25	\$1.50
Mozambique	\$1,310.00	\$1,270.00	\$0.22	\$0.04	\$0.26
Myanmar	\$4,770.00	\$4,960.00	\$0.86	\$0.17	\$1.03
Namibia	\$9,970.00	\$9,320.00	\$1.61	\$0.32	\$1.93
Nauru	\$20,240.00	\$22,180.00	\$3.82	\$0.76	\$4.59
Nepal	\$4,160.00	\$4,040.00	\$0.70	\$0.14	\$0.84
Netherlands	\$59,250.00	\$58,240.00	\$10.04	\$2.01	\$12.05
New Zealand	\$44,430.00	\$43,890.00	\$7.57	\$1.51	\$9.08
Nicaragua	\$5,470.00	\$5,210.00	\$0.90	\$0.18	\$1.08
Niger	\$1,330.00	\$1,230.00	\$0.21	\$0.04	\$0.25
Nigeria	\$5,180.00	\$5,000.00	\$0.86	\$0.17	\$1.03
North America	\$64,328.91	\$62,347.06	\$10.75	\$2.15	\$12.90
North Macedonia	\$16,740.00	\$16,070.00	\$2.77	\$0.55	\$3.33
Norway	\$68,860.00	\$65,150.00	\$11.23	\$2.25	\$13.48
Oman	\$30,330.00	\$28,850.00	\$4.97	\$0.99	\$5.97
Pacific island small states	\$7,437.49	\$6,727.98	\$1.16	\$0.23	\$1.39
Pakistan	\$5,450.00	\$5,330.00	\$0.92	\$0.18	\$1.10
Palau	\$19,120.00	\$16,620.00	\$2.87	\$0.57	\$3.44
Panama	\$30,560.00	\$25,950.00	\$4.47	\$0.89	\$5.37
Papua New Guinea	\$4,290.00	\$4,240.00	\$0.73	\$0.15	\$0.88
Paraguay	\$12,760.00	\$12,610.00	\$2.17	\$0.43	\$2.61
Peru	\$12,920.00	\$11,590.00	\$2.00	\$0.40	\$2.40
Philippines	\$10,220.00	\$9,030.00	\$1.56	\$0.31	\$1.87
Poland	\$32,410.00	\$33,040.00	\$5.70	\$1.14	\$6.84
Portugal	\$35,230.00	\$33,640.00	\$5.80	\$1.16	\$6.96
Puerto Rico	\$24,470.00	\$23,360.00	\$4.03	\$0.81	\$4.83
Qatar	\$91,490.00	\$88,060.00	\$15.18	\$3.04	\$18.22
Romania	\$31,410.00	\$31,700.00	\$5.47	\$1.09	\$6.56
Russian Federation	\$29,120.00	\$29,210.00	\$5.04	\$1.01	\$6.04
Rwanda	\$2,240.00	\$2,160.00	\$0.37	\$0.07	\$0.45
Samoa	\$6,620.00	\$6,510.00	\$1.12	\$0.22	\$1.35
Sao Tome and Principe	\$4,160.00	\$4,320.00	\$0.74	\$0.15	\$0.89
Saudi Arabia	\$49,470.00	\$47,700.00	\$8.23	\$1.65	\$9.87

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2022 International Wage and Benefit Rates

Senegal	\$3,420.00	\$3,420.00	\$0.59	\$0.12	\$0.71
Serbia	\$17,800.00	\$18,510.00	\$3.19	\$0.64	\$3.83
Seychelles	\$29,120.00	\$26,820.00	\$4.62	\$0.92	\$5.55
Sierra Leone	\$1,750.00	\$1,690.00	\$0.29	\$0.06	\$0.35
Singapore	\$89,630.00	\$86,340.00	\$14.89	\$2.98	\$17.87
Slovak Republic	\$31,410.00	\$31,000.00	\$5.35	\$1.07	\$6.41
Slovenia	\$40,060.00	\$39,420.00	\$6.80	\$1.36	\$8.16
Small states	\$20,751.00	\$19,556.02	\$3.37	\$0.67	\$4.05
Solomon Islands	\$2,740.00	\$2,680.00	\$0.46	\$0.09	\$0.55
Somalia	\$1,230.00	\$1,240.00	\$0.21	\$0.04	\$0.26
South Africa	\$13,930.00	\$13,140.00	\$2.27	\$0.45	\$2.72
South Asia	\$6,593.73	\$6,238.87	\$1.08	\$0.22	\$1.29
Spain	\$41,790.00	\$37,980.00	\$6.55	\$1.31	\$7.86
Sri Lanka	\$13,230.00	\$12,850.00	\$2.22	\$0.44	\$2.66
St. Kitts and Nevis	\$28,570.00	\$25,300.00	\$4.36	\$0.87	\$5.24
St. Lucia	\$14,840.00	\$12,450.00	\$2.15	\$0.43	\$2.58
St. Vincent and the Grenadines	\$13,920.00	\$13,330.00	\$2.30	\$0.46	\$2.76
Sudan	\$4,080.00	\$3,920.00	\$0.68	\$0.14	\$0.81
Suriname	\$17,790.00	\$14,040.00	\$2.42	\$0.48	\$2.91
Sweden	\$56,200.00	\$57,010.00	\$9.83	\$1.97	\$11.80
Switzerland	\$69,440.00	\$69,170.00	\$11.93	\$2.39	\$14.31
Tajikistan	\$4,330.00	\$4,510.00	\$0.78	\$0.16	\$0.93
Tanzania	\$2,810.00	\$2,780.00	\$0.48	\$0.10	\$0.58
Kuwait	\$59,040.00		\$9.89	\$1.98	\$11.86
Turkmenistan	\$15,600.00		\$2.61	\$0.52	\$3.13
Thailand	\$18,500.00	\$17,780.00	\$3.07	\$0.61	\$3.68
Timor-Leste	\$5,040.00	\$5,190.00	\$0.89	\$0.18	\$1.07
Togo	\$2,220.00	\$2,230.00	\$0.38	\$0.08	\$0.46
Tonga	\$7,180.00	\$7,260.00	\$1.25	\$0.25	\$1.50
Trinidad and Tobago	\$27,250.00	\$26,290.00	\$4.53	\$0.91	\$5.44
Tunisia	\$11,540.00	\$10,500.00	\$1.81	\$0.36	\$2.17
Turkiye	\$26,410.00	\$26,880.00	\$4.64	\$0.93	\$5.56
Turks and Caicos Islands	\$29,490.00	\$21,560.00	\$3.72	\$0.74	\$4.46
Tuvalu	\$6,290.00	\$6,420.00	\$1.11	\$0.22	\$1.33
Uganda	\$2,220.00	\$2,260.00	\$0.39	\$0.08	\$0.47
Ukraine	\$13,510.00	\$13,370.00	\$2.31	\$0.46	\$2.77
United Arab Emirates	\$71,500.00	\$66,680.00	\$11.50	\$2.30	\$13.80
United Kingdom	\$48,760.00	\$45,960.00	\$7.93	\$1.59	\$9.51
Uruguay	\$22,840.00	\$21,500.00	\$3.71	\$0.74	\$4.45
Uzbekistan	\$7,750.00	\$7,720.00	\$1.33	\$0.27	\$1.60
Vanuatu	\$3,510.00	\$3,340.00	\$0.58	\$0.12	\$0.69
Vietnam	\$10,020.00	\$10,410.00	\$1.80	\$0.36	\$2.15
West Bank and Gaza	\$7,660.00	\$6,610.00	\$1.14	\$0.23	\$1.37
Zambia	\$3,550.00	\$3,360.00	\$0.58	\$0.12	\$0.70
Zimbabwe	\$2,360.00	\$2,180.00	\$0.38	\$0.08	\$0.45

No Data

American Samoa
Andorra
British Virgin Islands
Channel Islands

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2022 International Wage and Benefit Rates

Cuba	
Eritrea	
Faroe Islands	
French Polynesia	
Gibraltar	
Greenland	
Guam	
Isle of Man	
Korea, Dem. People's Rep.	
Liechtenstein	
Monaco	
New Caledonia	
Northern Mariana Islands	
San Marino	
Sint Maarten (Dutch part)	
South Sudan	
St. Martin (French part)	
Syrian Arab Republic	
Venezuela, RB	
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>