

Sweatfree Contracting Ordinance (L.E.C. Article 151)
2025 Domestic Wage Rates Per Hour

| | 48 Contiguous States and D.C. | Alaska | Hawaii |
|---|--------------------------------------|-----------------|-----------------|
| HHS Poverty Guideline Family of 3 | \$26,650 | \$33,310 | \$30,650 |
| Wage Rate | \$12.81 | \$16.01 | \$14.74 |
| Benefits (Health & Retirement) | \$2.56 | \$3.20 | \$2.95 |
| Full Domestic Wage Rate | \$15.38 | \$19.22 | \$17.68 |

NOTE: This rate is calculated based on the Section 151.3(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>

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Sweatfree Contracting Ordinance (L.E.C. Article 151)
2025 International Wage and Benefit Rates

| Country Name | PPP Data 2022 | PPP Data 2023 | 2025 Base Wage Rate (\$US) | 2025 Benefits Rate (\$US) | 2025 Total |
|---------------|---------------|---------------|----------------------------|---------------------------|----------------|
| United States | \$78,710.00 | \$82,340.00 | \$12.81 | \$2.56 | \$15.38 |

| Country Name | 2022 | 2023 | Base Wage Rate (\$US) | Fringe Benefit Rate | Total |
|--------------------------------|--------------|--------------|-----------------------|---------------------|----------------|
| Afghanistan | \$2,130.00 | \$2,220.00 | \$0.35 | \$0.07 | \$0.41 |
| Africa Eastern and Southern | \$4,118.38 | \$4,269.74 | \$0.66 | \$0.13 | \$0.80 |
| Africa Western and Central | \$4,939.20 | \$5,167.98 | \$0.80 | \$0.16 | \$0.96 |
| Albania | \$19,110.00 | \$20,990.00 | \$3.27 | \$0.65 | \$3.92 |
| Algeria | \$15,470.00 | \$16,580.00 | \$2.58 | \$0.52 | \$3.10 |
| Andorra | \$75,250.00 | | \$12.25 | \$2.45 | \$14.70 |
| Angola | \$7,310.00 | \$7,280.00 | \$1.13 | \$0.23 | \$1.36 |
| Antigua and Barbuda | \$28,580.00 | \$30,680.00 | \$4.77 | \$0.95 | \$5.73 |
| Arab World | \$17,041.24 | \$17,487.52 | \$2.72 | \$0.54 | \$3.27 |
| Argentina | \$29,050.00 | \$29,460.00 | \$4.58 | \$0.92 | \$5.50 |
| Armenia | \$18,650.00 | \$20,770.00 | \$3.23 | \$0.65 | \$3.88 |
| Aruba | \$40,060.00 | \$41,080.00 | \$6.39 | \$1.28 | \$7.67 |
| Australia | \$63,370.00 | \$67,460.00 | \$10.50 | \$2.10 | \$12.60 |
| Austria | \$70,560.00 | \$70,260.00 | \$10.93 | \$2.19 | \$13.12 |
| Azerbaijan | \$21,040.00 | \$22,590.00 | \$3.52 | \$0.70 | \$4.22 |
| Bahamas, The | \$32,730.00 | \$35,210.00 | \$5.48 | \$1.10 | \$6.57 |
| Bahrain | \$58,970.00 | \$59,900.00 | \$9.32 | \$1.86 | \$11.18 |
| Bangladesh | \$8,790.00 | \$9,510.00 | \$1.48 | \$0.30 | \$1.78 |
| Barbados | \$19,260.00 | \$20,490.00 | \$3.19 | \$0.64 | \$3.83 |
| Belarus | \$27,240.00 | \$29,690.00 | \$4.62 | \$0.92 | \$5.54 |
| Belgium | \$68,020.00 | \$69,450.00 | \$10.81 | \$2.16 | \$12.97 |
| Belize | \$12,830.00 | \$13,320.00 | \$2.07 | \$0.41 | \$2.49 |
| Benin | \$3,800.00 | \$4,090.00 | \$0.64 | \$0.13 | \$0.76 |
| Bermuda | \$110,730.00 | \$113,390.00 | \$17.64 | \$3.53 | \$21.17 |
| Bhutan | \$14,280.00 | | \$2.32 | \$0.46 | \$2.79 |
| Bolivia | \$10,070.00 | \$10,620.00 | \$1.65 | \$0.33 | \$1.98 |
| Bosnia and Herzegovina | \$20,840.00 | \$22,320.00 | \$3.47 | \$0.69 | \$4.17 |
| Botswana | \$20,010.00 | \$20,960.00 | \$3.26 | \$0.65 | \$3.91 |
| Brazil | \$19,330.00 | \$20,470.00 | \$3.19 | \$0.64 | \$3.82 |
| Brunei Darussalam | \$79,990.00 | \$86,360.00 | \$13.44 | \$2.69 | \$16.13 |
| Bulgaria | \$32,970.00 | \$35,670.00 | \$5.55 | \$1.11 | \$6.66 |
| Burkina Faso | \$2,530.00 | \$2,640.00 | \$0.41 | \$0.08 | \$0.49 |
| Burundi | \$890.00 | \$920.00 | \$0.14 | \$0.03 | \$0.17 |
| Cabo Verde | \$9,360.00 | \$10,190.00 | \$1.59 | \$0.32 | \$1.90 |
| Cambodia | \$6,650.00 | \$7,260.00 | \$1.13 | \$0.23 | \$1.36 |
| Cameroon | \$5,060.00 | \$5,300.00 | \$0.82 | \$0.16 | \$0.99 |
| Canada | \$61,920.00 | \$62,640.00 | \$9.75 | \$1.95 | \$11.70 |
| Caribbean small states | \$21,705.29 | \$25,028.27 | \$3.89 | \$0.78 | \$4.67 |
| Cayman Islands | \$54,040.00 | | \$8.80 | \$1.76 | \$10.56 |
| Central African Republic | \$1,280.00 | \$1,330.00 | \$0.21 | \$0.04 | \$0.25 |
| Central Europe and the Baltics | \$42,985.69 | \$44,685.71 | \$6.95 | \$1.39 | \$8.34 |
| Chad | \$1,780.00 | \$1,840.00 | \$0.29 | \$0.06 | \$0.34 |
| Chile | \$29,440.00 | \$31,130.00 | \$4.84 | \$0.97 | \$5.81 |
| China | \$22,320.00 | \$24,360.00 | \$3.79 | \$0.76 | \$4.55 |
| Colombia | \$20,230.00 | \$20,570.00 | \$3.20 | \$0.64 | \$3.84 |
| Comoros | \$3,730.00 | \$3,890.00 | \$0.61 | \$0.12 | \$0.73 |
| Congo, Dem. Rep. | \$1,400.00 | \$1,560.00 | \$0.24 | \$0.05 | \$0.29 |
| Congo, Rep. | \$5,930.00 | \$6,500.00 | \$1.01 | \$0.20 | \$1.21 |
| Costa Rica | \$24,070.00 | \$26,120.00 | \$4.06 | \$0.81 | \$4.88 |
| Cote d'Ivoire | \$6,490.00 | \$6,910.00 | \$1.08 | \$0.22 | \$1.29 |
| Croatia | \$41,800.00 | \$45,440.00 | \$7.07 | \$1.41 | \$8.48 |
| Curacao | \$29,210.00 | | \$4.75 | \$0.95 | \$5.71 |
| Cyprus | \$51,580.00 | \$51,740.00 | \$8.05 | \$1.61 | \$9.66 |
| Czechia | \$47,520.00 | \$49,290.00 | \$7.67 | \$1.53 | \$9.20 |
| Denmark | \$79,860.00 | \$75,840.00 | \$11.80 | \$2.36 | \$14.16 |
| Djibouti | \$6,640.00 | \$6,940.00 | \$1.08 | \$0.22 | \$1.30 |
| Dominica | \$17,800.00 | \$19,390.00 | \$3.02 | \$0.60 | \$3.62 |

Sweatfree Contracting Ordinance (L.E.C. Article 151)

2025 International Wage and Benefit Rates

| | | | | | |
|---|-------------|-------------|---------|--------|----------------|
| Dominican Republic | \$23,450.00 | \$24,480.00 | \$3.81 | \$0.76 | \$4.57 |
| Early-demographic dividend | \$11,950.40 | \$12,840.24 | \$2.00 | \$0.40 | \$2.40 |
| East Asia & Pacific | \$23,185.78 | \$24,997.81 | \$3.89 | \$0.78 | \$4.67 |
| East Asia & Pacific (excluding high income) | \$19,346.14 | \$21,051.73 | \$3.28 | \$0.66 | \$3.93 |
| East Asia & Pacific (IDA & IBRD countries) | \$19,563.27 | \$21,288.39 | \$3.31 | \$0.66 | \$3.98 |
| Ecuador | \$15,030.00 | \$15,700.00 | \$2.44 | \$0.49 | \$2.93 |
| Egypt, Arab Rep. | \$16,950.00 | \$17,710.00 | \$2.76 | \$0.55 | \$3.31 |
| El Salvador | \$11,120.00 | \$11,860.00 | \$1.85 | \$0.37 | \$2.21 |
| Equatorial Guinea | \$11,840.00 | \$12,250.00 | \$1.91 | \$0.38 | \$2.29 |
| Estonia | \$46,070.00 | \$45,380.00 | \$7.06 | \$1.41 | \$8.47 |
| Eswatini | \$9,600.00 | \$10,460.00 | \$1.63 | \$0.33 | \$1.95 |
| Ethiopia | \$2,830.00 | \$3,050.00 | \$0.47 | \$0.09 | \$0.57 |
| Euro area | \$59,206.15 | \$61,127.86 | \$9.51 | \$1.90 | \$11.41 |
| Europe & Central Asia | \$46,339.92 | \$48,200.68 | \$7.50 | \$1.50 | \$9.00 |
| Europe & Central Asia (excluding high income) | \$24,471.79 | \$26,745.27 | \$4.16 | \$0.83 | \$4.99 |
| Europe & Central Asia (IDA & IBRD countries) | \$32,111.60 | \$34,703.91 | \$5.40 | \$1.08 | \$6.48 |
| European Union | \$56,679.04 | \$58,453.51 | \$9.10 | \$1.82 | \$10.91 |
| Faroe Islands | \$76,140.00 | \$78,670.00 | \$12.24 | \$2.45 | \$14.69 |
| Fiji | \$12,940.00 | \$14,280.00 | \$2.22 | \$0.44 | \$2.67 |
| Finland | \$62,280.00 | \$62,070.00 | \$9.66 | \$1.93 | \$11.59 |
| Fragile and conflict affected situations | \$5,243.87 | \$5,428.49 | \$0.84 | \$0.17 | \$1.01 |
| France | \$56,820.00 | \$59,070.00 | \$9.19 | \$1.84 | \$11.03 |
| Gabon | \$18,620.00 | \$19,720.00 | \$3.07 | \$0.61 | \$3.68 |
| Gambia, The | \$3,020.00 | \$3,210.00 | \$0.50 | \$0.10 | \$0.60 |
| Georgia | \$20,900.00 | \$23,130.00 | \$3.60 | \$0.72 | \$4.32 |
| Germany | \$68,850.00 | \$70,900.00 | \$11.03 | \$2.21 | \$13.24 |
| Ghana | \$7,090.00 | \$7,450.00 | \$1.16 | \$0.23 | \$1.39 |
| Greece | \$38,340.00 | \$40,370.00 | \$6.28 | \$1.26 | \$7.54 |
| Grenada | \$16,400.00 | \$17,620.00 | \$2.74 | \$0.55 | \$3.29 |
| Guatemala | \$12,750.00 | \$13,500.00 | \$2.10 | \$0.42 | \$2.52 |
| Guinea | \$3,990.00 | \$4,000.00 | \$0.62 | \$0.12 | \$0.75 |
| Guinea-Bissau | \$2,700.00 | \$2,860.00 | \$0.45 | \$0.09 | \$0.53 |
| Guyana | \$24,050.00 | \$33,240.00 | \$5.17 | \$1.03 | \$6.21 |
| Haiti | \$3,270.00 | \$3,280.00 | \$0.51 | \$0.10 | \$0.61 |
| Heavily indebted poor countries (HIPC) | \$3,136.36 | \$3,290.72 | \$0.51 | \$0.10 | \$0.61 |
| High income | \$60,636.65 | \$62,877.02 | \$9.78 | \$1.96 | \$11.74 |
| Honduras | \$6,270.00 | \$6,650.00 | \$1.03 | \$0.21 | \$1.24 |
| Hong Kong SAR, China | \$73,140.00 | \$77,970.00 | \$12.13 | \$2.43 | \$14.56 |
| Hungary | \$42,440.00 | \$43,420.00 | \$6.76 | \$1.35 | \$8.11 |
| IBRD only | \$17,765.97 | \$19,193.74 | \$2.99 | \$0.60 | \$3.58 |
| Iceland | \$72,960.00 | \$77,690.00 | \$12.09 | \$2.42 | \$14.51 |
| IDA & IBRD total | \$14,211.56 | \$15,262.22 | \$2.37 | \$0.47 | \$2.85 |
| IDA blend | \$5,997.13 | \$6,222.69 | \$0.97 | \$0.19 | \$1.16 |
| IDA only | \$4,273.80 | \$4,498.93 | \$0.70 | \$0.14 | \$0.84 |
| IDA total | \$4,835.67 | \$5,057.99 | \$0.79 | \$0.16 | \$0.94 |
| India | \$9,030.00 | \$10,020.00 | \$1.56 | \$0.31 | \$1.87 |
| Indonesia | \$13,890.00 | \$15,020.00 | \$2.34 | \$0.47 | \$2.80 |
| Iran, Islamic Rep. | \$16,400.00 | \$17,640.00 | \$2.74 | \$0.55 | \$3.29 |
| Iraq | \$14,300.00 | \$14,160.00 | \$2.20 | \$0.44 | \$2.64 |
| Ireland | \$95,860.00 | \$95,100.00 | \$14.80 | \$2.96 | \$17.76 |
| Israel | \$53,090.00 | \$53,330.00 | \$8.30 | \$1.66 | \$9.96 |
| Italy | \$55,750.00 | \$56,540.00 | \$8.80 | \$1.76 | \$10.56 |
| Jamaica | \$10,570.00 | \$11,250.00 | \$1.75 | \$0.35 | \$2.10 |
| Japan | \$50,210.00 | \$52,750.00 | \$8.21 | \$1.64 | \$9.85 |
| Jordan | \$9,820.00 | \$10,290.00 | \$1.60 | \$0.32 | \$1.92 |
| Kazakhstan | \$31,830.00 | \$34,680.00 | \$5.40 | \$1.08 | \$6.48 |
| Kenya | \$5,790.00 | \$6,200.00 | \$0.96 | \$0.19 | \$1.16 |
| Kiribati | \$5,090.00 | \$5,920.00 | \$0.92 | \$0.18 | \$1.11 |
| Korea, Rep. | \$51,980.00 | \$53,180.00 | \$8.28 | \$1.66 | \$9.93 |
| Kosovo | \$14,130.00 | \$15,450.00 | \$2.40 | \$0.48 | \$2.88 |
| Kuwait | \$62,340.00 | \$61,730.00 | \$9.61 | \$1.92 | \$11.53 |
| Kyrgyz Republic | \$6,430.00 | \$7,010.00 | \$1.09 | \$0.22 | \$1.31 |
| Lao PDR | \$8,110.00 | \$8,610.00 | \$1.34 | \$0.27 | \$1.61 |

Sweatfree Contracting Ordinance (L.E.C. Article 151)

2025 International Wage and Benefit Rates

| | | | | | |
|--|--------------|--------------|---------|--------|----------------|
| Late-demographic dividend | \$23,624.62 | \$25,486.64 | \$3.97 | \$0.79 | \$4.76 |
| Latin America & Caribbean | \$20,100.75 | \$21,116.36 | \$3.29 | \$0.66 | \$3.94 |
| Latin America & Caribbean (excluding high income) | \$19,401.27 | \$20,338.97 | \$3.16 | \$0.63 | \$3.80 |
| Latin America & the Caribbean (IDA & IBRD countries) | \$20,066.56 | \$21,077.49 | \$3.28 | \$0.66 | \$3.94 |
| Latvia | \$42,390.00 | \$42,940.00 | \$6.68 | \$1.34 | \$8.02 |
| Least developed countries: UN classification | \$3,980.17 | \$4,185.51 | \$0.65 | \$0.13 | \$0.78 |
| Lebanon | \$11,800.00 | | \$1.92 | \$0.38 | \$2.30 |
| Lesotho | \$3,320.00 | \$3,500.00 | \$0.54 | \$0.11 | \$0.65 |
| Liberia | \$1,590.00 | \$1,680.00 | \$0.26 | \$0.05 | \$0.31 |
| Libya | \$12,190.00 | \$13,910.00 | \$2.16 | \$0.43 | \$2.60 |
| Lithuania | \$48,660.00 | \$48,980.00 | \$7.62 | \$1.52 | \$9.15 |
| Low & middle income | \$13,160.63 | \$14,148.55 | \$2.20 | \$0.44 | \$2.64 |
| Low income | \$2,275.82 | \$2,364.58 | \$0.37 | \$0.07 | \$0.44 |
| Lower middle income | \$8,478.70 | \$9,184.42 | \$1.43 | \$0.29 | \$1.71 |
| Luxembourg | \$97,590.00 | \$90,770.00 | \$14.12 | \$2.82 | \$16.95 |
| Macao SAR, China | \$76,620.00 | | \$12.47 | \$2.49 | \$14.97 |
| Madagascar | \$1,700.00 | \$1,780.00 | \$0.28 | \$0.06 | \$0.33 |
| Malawi | \$1,720.00 | \$1,780.00 | \$0.28 | \$0.06 | \$0.33 |
| Malaysia | \$33,280.00 | \$35,360.00 | \$5.50 | \$1.10 | \$6.60 |
| Maldives | \$20,250.00 | \$21,840.00 | \$3.40 | \$0.68 | \$4.08 |
| Mali | \$2,420.00 | \$2,530.00 | \$0.39 | \$0.08 | \$0.47 |
| Malta | \$51,950.00 | \$54,960.00 | \$8.55 | \$1.71 | \$10.26 |
| Marshall Islands | \$8,420.00 | \$9,000.00 | \$1.40 | \$0.28 | \$1.68 |
| Mauritania | \$6,450.00 | \$6,950.00 | \$1.08 | \$0.22 | \$1.30 |
| Mauritius | \$27,730.00 | \$30,230.00 | \$4.70 | \$0.94 | \$5.64 |
| Mexico | \$22,800.00 | \$24,170.00 | \$3.76 | \$0.75 | \$4.51 |
| Micronesia, Fed. Sts. | \$4,610.00 | \$4,730.00 | \$0.74 | \$0.15 | \$0.88 |
| Middle East & North Africa | \$19,698.27 | \$20,400.44 | \$3.17 | \$0.63 | \$3.81 |
| Middle East & North Africa (excluding high income) | \$13,174.10 | \$13,812.47 | \$2.15 | \$0.43 | \$2.58 |
| Middle East & North Africa (IDA & IBRD countries) | \$13,240.97 | \$13,895.31 | \$2.16 | \$0.43 | \$2.59 |
| Middle income | \$14,501.96 | \$15,628.05 | \$2.43 | \$0.49 | \$2.92 |
| Moldova | \$16,450.00 | \$17,880.00 | \$2.78 | \$0.56 | \$3.34 |
| Mongolia | \$14,410.00 | \$16,030.00 | \$2.49 | \$0.50 | \$2.99 |
| Montenegro | \$28,440.00 | \$31,270.00 | \$4.87 | \$0.97 | \$5.84 |
| Morocco | \$9,150.00 | \$9,700.00 | \$1.51 | \$0.30 | \$1.81 |
| Mozambique | \$1,460.00 | \$1,530.00 | \$0.24 | \$0.05 | \$0.29 |
| Myanmar | \$5,630.00 | \$5,840.00 | \$0.91 | \$0.18 | \$1.09 |
| Namibia | \$10,250.00 | \$10,700.00 | \$1.66 | \$0.33 | \$2.00 |
| Nauru | \$21,670.00 | \$23,550.00 | \$3.66 | \$0.73 | \$4.40 |
| Nepal | \$5,130.00 | \$5,460.00 | \$0.85 | \$0.17 | \$1.02 |
| Netherlands | \$73,720.00 | \$77,650.00 | \$12.08 | \$2.42 | \$14.50 |
| New Zealand | \$51,470.00 | \$51,740.00 | \$8.05 | \$1.61 | \$9.66 |
| Nicaragua | \$7,220.00 | \$7,890.00 | \$1.23 | \$0.25 | \$1.47 |
| Niger | \$1,680.00 | \$1,820.00 | \$0.28 | \$0.06 | \$0.34 |
| Nigeria | \$5,790.00 | \$6,020.00 | \$0.94 | \$0.19 | \$1.12 |
| North America | \$76,958.93 | \$80,237.62 | \$12.49 | \$2.50 | \$14.98 |
| North Macedonia | \$23,030.00 | \$23,150.00 | \$3.60 | \$0.72 | \$4.32 |
| Norway | \$123,270.00 | \$105,610.00 | \$16.43 | \$3.29 | \$19.72 |
| OECD members | \$56,269.96 | \$58,234.49 | \$9.06 | \$1.81 | \$10.87 |
| Oman | \$39,640.00 | \$40,480.00 | \$6.30 | \$1.26 | \$7.56 |
| Other small states | \$28,737.29 | \$29,994.78 | \$4.67 | \$0.93 | \$5.60 |
| Pacific island small states | \$7,344.00 | \$7,979.56 | \$1.24 | \$0.25 | \$1.49 |
| Pakistan | \$5,840.00 | \$5,930.00 | \$0.92 | \$0.18 | \$1.11 |
| Palau | \$16,790.00 | \$16,550.00 | \$2.58 | \$0.52 | \$3.09 |
| Panama | \$34,600.00 | \$37,880.00 | \$5.89 | \$1.18 | \$7.07 |
| Papua New Guinea | \$4,160.00 | \$4,350.00 | \$0.68 | \$0.14 | \$0.81 |
| Paraguay | \$15,820.00 | \$16,960.00 | \$2.64 | \$0.53 | \$3.17 |
| Peru | \$15,530.00 | \$16,070.00 | \$2.50 | \$0.50 | \$3.00 |
| Philippines | \$10,730.00 | \$12,200.00 | \$1.90 | \$0.38 | \$2.28 |
| Poland | \$44,270.00 | \$44,790.00 | \$6.97 | \$1.39 | \$8.36 |
| Portugal | \$43,650.00 | \$46,130.00 | \$7.18 | \$1.44 | \$8.61 |
| Post-demographic dividend | \$61,983.27 | \$64,320.26 | \$10.01 | \$2.00 | \$12.01 |
| Pre-demographic dividend | \$4,203.39 | \$4,334.24 | \$0.67 | \$0.13 | \$0.81 |

Sweatfree Contracting Ordinance (L.E.C. Article 151)

2025 International Wage and Benefit Rates

| | | | | | |
|--|--------------|--------------|---------|--------|----------------|
| Puerto Rico | \$31,510.00 | \$33,010.00 | \$5.14 | \$1.03 | \$6.16 |
| Qatar | \$118,630.00 | \$125,240.00 | \$19.49 | \$3.90 | \$23.39 |
| Romania | \$40,940.00 | \$44,550.00 | \$6.93 | \$1.39 | \$8.32 |
| Russian Federation | \$40,140.00 | \$43,530.00 | \$6.77 | \$1.35 | \$8.13 |
| Rwanda | \$3,030.00 | \$3,330.00 | \$0.52 | \$0.10 | \$0.62 |
| Samoa | \$6,110.00 | \$6,890.00 | \$1.07 | \$0.21 | \$1.29 |
| San Marino | \$69,360.00 | | \$11.29 | \$2.26 | \$13.55 |
| Sao Tome and Principe | \$6,150.00 | \$6,210.00 | \$0.97 | \$0.19 | \$1.16 |
| Saudi Arabia | \$61,970.00 | \$61,440.00 | \$9.56 | \$1.91 | \$11.47 |
| Senegal | \$4,380.00 | \$4,630.00 | \$0.72 | \$0.14 | \$0.86 |
| Serbia | \$25,000.00 | \$27,260.00 | \$4.24 | \$0.85 | \$5.09 |
| Seychelles | \$29,630.00 | \$32,450.00 | \$5.05 | \$1.01 | \$6.06 |
| Sierra Leone | \$3,110.00 | \$3,340.00 | \$0.52 | \$0.10 | \$0.62 |
| Singapore | \$114,720.00 | \$118,760.00 | \$18.48 | \$3.70 | \$22.18 |
| Sint Maarten (Dutch part) | \$45,580.00 | \$48,320.00 | \$7.52 | \$1.50 | \$9.02 |
| Slovak Republic | \$40,310.00 | \$42,460.00 | \$6.61 | \$1.32 | \$7.93 |
| Slovenia | \$50,210.00 | \$53,220.00 | \$8.28 | \$1.66 | \$9.94 |
| Small states | \$24,790.77 | \$26,303.57 | \$4.09 | \$0.82 | \$4.91 |
| Solomon Islands | \$2,710.00 | \$2,860.00 | \$0.45 | \$0.09 | \$0.53 |
| Somalia | \$1,480.00 | \$1,550.00 | \$0.24 | \$0.05 | \$0.29 |
| South Africa | \$14,450.00 | \$14,990.00 | \$2.33 | \$0.47 | \$2.80 |
| South Asia | \$8,459.81 | \$9,270.80 | \$1.44 | \$0.29 | \$1.73 |
| South Asia (IDA & IBRD) | \$8,459.81 | \$9,270.80 | \$1.44 | \$0.29 | \$1.73 |
| Spain | \$49,730.00 | \$52,790.00 | \$8.21 | \$1.64 | \$9.86 |
| Sri Lanka | \$13,820.00 | \$13,990.00 | \$2.18 | \$0.44 | \$2.61 |
| St. Kitts and Nevis | \$30,970.00 | \$32,860.00 | \$5.11 | \$1.02 | \$6.14 |
| St. Lucia | \$22,530.00 | \$23,670.00 | \$3.68 | \$0.74 | \$4.42 |
| St. Vincent and the Grenadines | \$18,250.00 | \$20,210.00 | \$3.14 | \$0.63 | \$3.77 |
| Sub-Saharan Africa | \$4,450.39 | \$4,632.85 | \$0.72 | \$0.14 | \$0.87 |
| Sub-Saharan Africa (excluding high income) | \$4,447.93 | \$4,630.21 | \$0.72 | \$0.14 | \$0.86 |
| Sub-Saharan Africa (IDA & IBRD countries) | \$4,450.39 | \$4,632.85 | \$0.72 | \$0.14 | \$0.87 |
| Sudan | \$3,290.00 | \$2,720.00 | \$0.42 | \$0.08 | \$0.51 |
| Suriname | \$18,450.00 | \$19,180.00 | \$2.98 | \$0.60 | \$3.58 |
| Sweden | \$69,230.00 | \$69,680.00 | \$10.84 | \$2.17 | \$13.01 |
| Switzerland | \$88,390.00 | \$87,050.00 | \$13.55 | \$2.71 | \$16.25 |
| Syrian Arab Republic | \$4,610.00 | | \$0.75 | \$0.15 | \$0.90 |
| Tajikistan | \$5,990.00 | \$6,230.00 | \$0.97 | \$0.19 | \$1.16 |
| Tanzania | \$3,730.00 | \$3,940.00 | \$0.61 | \$0.12 | \$0.74 |
| Thailand | \$21,580.00 | \$22,940.00 | \$3.57 | \$0.71 | \$4.28 |
| Timor-Leste | \$5,450.00 | \$5,620.00 | \$0.87 | \$0.17 | \$1.05 |
| Togo | \$2,870.00 | \$3,080.00 | \$0.48 | \$0.10 | \$0.58 |
| Tonga | \$7,760.00 | | \$1.26 | \$0.25 | \$1.52 |
| Trinidad and Tobago | \$31,630.00 | \$35,840.00 | \$5.58 | \$1.12 | \$6.69 |
| Tunisia | \$13,240.00 | \$13,560.00 | \$2.11 | \$0.42 | \$2.53 |
| Turkiye | \$38,720.00 | \$41,900.00 | \$6.52 | \$1.30 | \$7.82 |
| Turkmenistan | \$18,100.00 | \$19,670.00 | \$3.06 | \$0.61 | \$3.67 |
| Turks and Caicos Islands | \$23,740.00 | \$23,700.00 | \$3.69 | \$0.74 | \$4.43 |
| Tuvalu | \$7,630.00 | \$8,320.00 | \$1.29 | \$0.26 | \$1.55 |
| Uganda | \$2,860.00 | \$3,040.00 | \$0.47 | \$0.09 | \$0.57 |
| Ukraine | \$15,540.00 | \$18,120.00 | \$2.82 | \$0.56 | \$3.38 |
| United Arab Emirates | \$73,790.00 | \$76,680.00 | \$11.93 | \$2.39 | \$14.32 |
| United Kingdom | \$58,200.00 | \$56,780.00 | \$8.84 | \$1.77 | \$10.60 |
| Upper middle income | \$21,006.39 | \$22,659.04 | \$3.53 | \$0.71 | \$4.23 |
| Uruguay | \$29,790.00 | \$31,980.00 | \$4.98 | \$1.00 | \$5.97 |
| Uzbekistan | \$10,400.00 | \$11,020.00 | \$1.71 | \$0.34 | \$2.06 |
| Vanuatu | \$3,860.00 | \$3,940.00 | \$0.61 | \$0.12 | \$0.74 |
| Viet Nam | \$13,180.00 | \$14,190.00 | \$2.21 | \$0.44 | \$2.65 |
| West Bank and Gaza | \$7,620.00 | \$6,990.00 | \$1.09 | \$0.22 | \$1.31 |
| World | \$21,450.35 | \$22,624.72 | \$3.52 | \$0.70 | \$4.22 |
| Zambia | \$3,610.00 | \$3,880.00 | \$0.60 | \$0.12 | \$0.72 |
| Zimbabwe | \$3,480.00 | \$3,770.00 | \$0.59 | \$0.12 | \$0.70 |

Sweatfree Contracting Ordinance (L.E.C. Article 151)
2025 International Wage and Benefit Rates

No Data

American Samoa
Channel Islands
Cuba
Eritrea
Gibraltar
Greenland
Guam
Isle of Man
Not classified
Liechtenstein
St. Martin (French part)
Monaco
Northern Mariana Islands
New Caledonia
Korea, Dem. People's Rep.
French Polynesia
South Sudan
Venezuela, RB
British Virgin Islands
Virgin Islands (U.S.)
Yemen, Rep.

Calculation: These rates are based on the San Francisco Labor and Employment Code Section 151.3(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>
Accessed 4/29/2025