

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)
2023 Domestic Wage Rates Per Hour

	48 Contiguous States and D.C.	Alaska	Hawaii
HHS Poverty Guideline Family of 3	\$24,860	\$31,070	\$28,590
Wage Rate	\$11.95	\$14.94	\$13.75
Benefits (Health & Retirement)	\$2.39	\$2.99	\$2.75
Full Domestic Wage Rate	\$14.34	\$17.93	\$16.49

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>

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Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2023 International Wage and Benefit Rates

Country Name	PPP Data 2020	PPP Data 2021	2023 Base Wage Rate (\$US)	2023 Benefits Rate (\$US)	2023 Total
United States	\$64,770	\$71,130	\$11.95	\$2.39	\$14.34

Country Name	2020	2021	Base Wage Rate (\$US)	Fringe Benefit Rate	Total
Afghanistan	\$2,100.00	\$1,690.00	\$0.28	\$0.06	\$0.34
Africa Eastern and Southern	\$3,531.46	\$3,755.02	\$0.63	\$0.13	\$0.76
Africa Western and Central	\$4,032.53	\$4,255.20	\$0.71	\$0.14	\$0.86
Albania	\$13,830.00	\$15,320.00	\$2.57	\$0.51	\$3.09
Algeria	\$11,220.00	\$11,950.00	\$2.01	\$0.40	\$2.41
Angola	\$5,800.00	\$5,990.00	\$1.01	\$0.20	\$1.21
Antigua and Barbuda	\$19,560.00	\$21,070.00	\$3.54	\$0.71	\$4.25
Arab World	\$14,147.23	\$15,089.95	\$2.54	\$0.51	\$3.04
Argentina	\$20,250.00	\$23,280.00	\$3.91	\$0.78	\$4.69
Armenia	\$13,890.00	\$15,200.00	\$2.55	\$0.51	\$3.06
Aruba	\$34,100.00	\$41,610.00	\$6.99	\$1.40	\$8.39
Australia	\$51,870.00	\$55,330.00	\$9.30	\$1.86	\$11.16
Austria	\$57,770.00	\$60,230.00	\$10.12	\$2.02	\$12.14
Azerbaijan	\$14,400.00	\$15,600.00	\$2.62	\$0.52	\$3.15
Bahamas, The	\$26,000.00	\$31,050.00	\$5.22	\$1.04	\$6.26
Bahrain	\$47,080.00	\$51,370.00	\$8.63	\$1.73	\$10.36
Bangladesh	\$6,150.00	\$6,870.00	\$1.15	\$0.23	\$1.39
Barbados	\$14,370.00	\$14,880.00	\$2.50	\$0.50	\$3.00
Belarus	\$19,460.00	\$21,130.00	\$3.55	\$0.71	\$4.26
Belgium	\$55,130.00	\$59,360.00	\$9.97	\$1.99	\$11.97
Belize	\$7,910.00	\$9,370.00	\$1.57	\$0.31	\$1.89
Benin	\$3,330.00	\$3,650.00	\$0.61	\$0.12	\$0.74
Bermuda	\$82,750.00	\$90,490.00	\$15.20	\$3.04	\$18.25
Bhutan	\$10,450.00	\$11,300.00	\$1.90	\$0.38	\$2.28
Bolivia	\$8,020.00	\$8,660.00	\$1.46	\$0.29	\$1.75
Bosnia and Herzegovina	\$15,770.00	\$17,450.00	\$2.93	\$0.59	\$3.52
Botswana	\$14,070.00	\$15,610.00	\$2.62	\$0.52	\$3.15
Brazil	\$14,590.00	\$15,830.00	\$2.66	\$0.53	\$3.19
Brunei Darussalam	\$67,010.00	\$66,770.00	\$11.22	\$2.24	\$13.46
Bulgaria	\$24,420.00	\$27,380.00	\$4.60	\$0.92	\$5.52
Burkina Faso	\$2,050.00	\$2,280.00	\$0.38	\$0.08	\$0.46
Burundi	\$760.00	\$790.00	\$0.13	\$0.03	\$0.16
Cabo Verde	\$6,440.00	\$7,180.00	\$1.21	\$0.24	\$1.45
Cambodia	\$4,330.00	\$4,560.00	\$0.77	\$0.15	\$0.92
Cameroon	\$3,790.00	\$3,990.00	\$0.67	\$0.13	\$0.80
Canada	\$46,860.00	\$52,720.00	\$8.86	\$1.77	\$10.63
Caribbean small states	\$15,114.66	\$16,790.51	\$2.82	\$0.56	\$3.39
Cayman Islands	\$53,030.00	\$55,720.00	\$9.36	\$1.87	\$11.24
Central African Republic	\$950.00	\$990.00	\$0.17	\$0.03	\$0.20
Central Europe and the Baltics	\$33,857.29	\$36,438.29	\$6.12	\$1.22	\$7.35
Chad	\$1,550.00	\$1,550.00	\$0.26	\$0.05	\$0.31
Chile	\$23,390.00	\$26,680.00	\$4.48	\$0.90	\$5.38
China	\$17,070.00	\$19,310.00	\$3.24	\$0.65	\$3.89
Colombia	\$14,940.00	\$16,810.00	\$2.82	\$0.56	\$3.39
Comoros	\$3,420.00	\$3,580.00	\$0.60	\$0.12	\$0.72
Congo, Dem. Rep.	\$1,070.00	\$1,140.00	\$0.19	\$0.04	\$0.23

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)**2023 International Wage and Benefit Rates**

Congo, Rep.	\$3,040.00	\$3,410.00	\$0.57	\$0.11	\$0.69
Costa Rica	\$20,430.00	\$21,150.00	\$3.55	\$0.71	\$4.26
Cote d'Ivoire	\$5,220.00	\$5,680.00	\$0.95	\$0.19	\$1.15
Croatia	\$30,430.00	\$35,030.00	\$5.89	\$1.18	\$7.06
Curacao	\$21,670.00	\$23,890.00	\$4.01	\$0.80	\$4.82
Cyprus	\$38,510.00	\$40,650.00	\$6.83	\$1.37	\$8.20
Czechia	\$40,690.00	\$43,760.00	\$7.35	\$1.47	\$8.82
Denmark	\$62,800.00	\$67,130.00	\$11.28	\$2.26	\$13.54
Djibouti	\$4,860.00	\$5,320.00	\$0.89	\$0.18	\$1.07
Dominica	\$10,990.00	\$12,050.00	\$2.02	\$0.40	\$2.43
Dominican Republic	\$16,850.00	\$19,530.00	\$3.28	\$0.66	\$3.94
Early-demographic dividend	\$9,228.25	\$10,092.60	\$1.70	\$0.34	\$2.04
East Asia & Pacific	\$18,514.10	\$20,292.61	\$3.41	\$0.68	\$4.09
East Asia & Pacific (excluding hi	\$15,114.09	\$16,788.82	\$2.82	\$0.56	\$3.39
East Asia & Pacific (IDA & IBRD	\$15,281.92	\$16,975.37	\$2.85	\$0.57	\$3.42
Ecuador	\$10,650.00	\$11,590.00	\$1.95	\$0.39	\$2.34
Egypt, Arab Rep.	\$12,290.00	\$13,050.00	\$2.19	\$0.44	\$2.63
El Salvador	\$8,320.00	\$9,600.00	\$1.61	\$0.32	\$1.94
Equatorial Guinea	\$11,800.00	\$12,040.00	\$2.02	\$0.40	\$2.43
Estonia	\$39,000.00	\$42,720.00	\$7.18	\$1.44	\$8.61
Eswatini	\$7,890.00	\$8,980.00	\$1.51	\$0.30	\$1.81
Ethiopia	\$2,370.00	\$2,550.00	\$0.43	\$0.09	\$0.51
Euro area	\$48,398.94	\$51,784.99	\$8.70	\$1.74	\$10.44
Europe & Central Asia	\$36,140.63	\$39,264.11	\$6.60	\$1.32	\$7.92
Europe & Central Asia (excludin	\$22,369.91	\$24,778.04	\$4.16	\$0.83	\$5.00
Europe & Central Asia (IDA & IB	\$23,828.72	\$26,252.20	\$4.41	\$0.88	\$5.29
European Union	\$45,876.27	\$49,175.34	\$8.26	\$1.65	\$9.92
Fiji	\$10,850.00	\$10,760.00	\$1.81	\$0.36	\$2.17
Finland	\$53,190.00	\$55,560.00	\$9.34	\$1.87	\$11.20
Fragile and conflict affected situ	\$4,502.60	\$4,639.89	\$0.78	\$0.16	\$0.94
France	\$48,880.00	\$52,880.00	\$8.89	\$1.78	\$10.66
Gabon	\$13,900.00	\$12,860.00	\$2.16	\$0.43	\$2.59
Gambia, The	\$2,130.00	\$2,230.00	\$0.37	\$0.07	\$0.45
Georgia	\$14,060.00	\$16,020.00	\$2.69	\$0.54	\$3.23
Germany	\$58,150.00	\$60,880.00	\$10.23	\$2.05	\$12.28
Ghana	\$5,620.00	\$5,850.00	\$0.98	\$0.20	\$1.18
Greece	\$28,280.00	\$31,160.00	\$5.24	\$1.05	\$6.28
Grenada	\$12,950.00	\$14,060.00	\$2.36	\$0.47	\$2.83
Guatemala	\$8,700.00	\$9,610.00	\$1.61	\$0.32	\$1.94
Guinea	\$2,470.00	\$2,500.00	\$0.42	\$0.08	\$0.50
Guinea-Bissau	\$1,940.00	\$2,020.00	\$0.34	\$0.07	\$0.41
Guyana	\$19,080.00	\$23,020.00	\$3.87	\$0.77	\$4.64
Haiti	\$3,140.00	\$3,180.00	\$0.53	\$0.11	\$0.64
Heavily indebted poor countrie	\$2,574.45	\$2,705.08	\$0.45	\$0.09	\$0.55
High income	\$51,313.74	\$55,650.22	\$9.35	\$1.87	\$11.22
Honduras	\$4,940.00	\$5,600.00	\$0.94	\$0.19	\$1.13
Hong Kong SAR, China	\$62,470.00	\$70,840.00	\$11.90	\$2.38	\$14.28
Hungary	\$33,360.00	\$35,650.00	\$5.99	\$1.20	\$7.19
IBRD only	\$13,593.45	\$15,039.32	\$2.53	\$0.51	\$3.03
Iceland	\$53,100.00	\$55,520.00	\$9.33	\$1.87	\$11.19
IDA & IBRD total	\$11,034.90	\$12,129.81	\$2.04	\$0.41	\$2.45
IDA blend	\$5,039.73	\$5,440.10	\$0.91	\$0.18	\$1.10
IDA only	\$3,452.12	\$3,640.27	\$0.61	\$0.12	\$0.73

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IDA total	\$3,967.35	\$4,225.17	\$0.71	\$0.14	\$0.85
India	\$6,430.00	\$7,220.00	\$1.21	\$0.24	\$1.46
Indonesia	\$11,830.00	\$12,730.00	\$2.14	\$0.43	\$2.57
Iran, Islamic Rep.	\$15,280.00	\$16,610.00	\$2.79	\$0.56	\$3.35
Iraq	\$9,230.00	\$9,600.00	\$1.61	\$0.32	\$1.94
Ireland	\$70,720.00	\$80,870.00	\$13.59	\$2.72	\$16.31
Israel	\$39,860.00	\$43,400.00	\$7.29	\$1.46	\$8.75
Italy	\$43,680.00	\$47,590.00	\$8.00	\$1.60	\$9.60
Jamaica	\$9,400.00	\$10,300.00	\$1.73	\$0.35	\$2.08
Japan	\$43,200.00	\$44,910.00	\$7.55	\$1.51	\$9.06
Jordan	\$9,670.00	\$10,100.00	\$1.70	\$0.34	\$2.04
Kazakhstan	\$24,420.00	\$25,280.00	\$4.25	\$0.85	\$5.10
Kenya	\$4,670.00	\$5,150.00	\$0.87	\$0.17	\$1.04
Kiribati	\$3,770.00	\$3,860.00	\$0.65	\$0.13	\$0.78
Korea, Rep.	\$45,080.00	\$47,400.00	\$7.96	\$1.59	\$9.56
Kosovo	\$11,580.00	\$13,360.00	\$2.24	\$0.45	\$2.69
Kuwait	\$53,240.00	\$57,430.00	\$9.65	\$1.93	\$11.58
Kyrgyz Republic	\$4,830.00	\$5,060.00	\$0.85	\$0.17	\$1.02
Lao PDR	\$7,710.00	\$8,170.00	\$1.37	\$0.27	\$1.65
Late-demographic dividend	\$18,162.20	\$20,217.36	\$3.40	\$0.68	\$4.08
Latin America & Caribbean	\$15,188.06	\$16,652.81	\$2.80	\$0.56	\$3.36
Latin America & Caribbean (exc	\$14,625.72	\$15,984.39	\$2.69	\$0.54	\$3.22
Latin America & the Caribbean	\$15,168.09	\$16,630.98	\$2.79	\$0.56	\$3.35
Latvia	\$33,010.00	\$34,480.00	\$5.79	\$1.16	\$6.95
Least developed countries: UN	\$3,188.69	\$3,334.71	\$0.56	\$0.11	\$0.67
Lebanon	\$14,100.00	\$13,400.00	\$2.25	\$0.45	\$2.70
Lesotho	\$2,860.00	\$3,030.00	\$0.51	\$0.10	\$0.61
Liberia	\$1,390.00	\$1,470.00	\$0.25	\$0.05	\$0.30
Libya	\$16,790.00	\$22,010.00	\$3.70	\$0.74	\$4.44
Lithuania	\$38,970.00	\$42,130.00	\$7.08	\$1.42	\$8.49
Low & middle income	\$10,684.53	\$11,751.52	\$1.97	\$0.39	\$2.37
Low income	\$1,945.79	\$2,024.87	\$0.34	\$0.07	\$0.41
Lower middle income	\$6,836.49	\$7,445.89	\$1.25	\$0.25	\$1.50
Luxembourg	\$82,880.00	\$91,810.00	\$15.43	\$3.09	\$18.51
Macao SAR, China	\$69,020.00	\$70,930.00	\$11.92	\$2.38	\$14.30
Madagascar	\$1,470.00	\$1,600.00	\$0.27	\$0.05	\$0.32
Malawi	\$1,540.00	\$1,610.00	\$0.27	\$0.05	\$0.32
Malaysia	\$26,730.00	\$28,280.00	\$4.75	\$0.95	\$5.70
Maldives	\$13,010.00	\$18,840.00	\$3.17	\$0.63	\$3.80
Mali	\$2,150.00	\$2,230.00	\$0.37	\$0.07	\$0.45
Malta	\$40,600.00	\$46,310.00	\$7.78	\$1.56	\$9.34
Marshall Islands	\$7,330.00	\$7,440.00	\$1.25	\$0.25	\$1.50
Mauritania	\$5,540.00	\$5,770.00	\$0.97	\$0.19	\$1.16
Mauritius	\$21,760.00	\$23,410.00	\$3.93	\$0.79	\$4.72
Mexico	\$17,920.00	\$19,060.00	\$3.20	\$0.64	\$3.84
Micronesia, Fed. Sts.	\$4,060.00	\$4,030.00	\$0.68	\$0.14	\$0.81
Middle East & North Africa	\$16,371.86	\$17,585.79	\$2.95	\$0.59	\$3.55
Middle East & North Africa (exc	\$10,677.26	\$11,474.70	\$1.93	\$0.39	\$2.31
Middle East & North Africa (IDA	\$10,726.12	\$11,523.33	\$1.94	\$0.39	\$2.32
Middle income	\$11,682.41	\$12,881.35	\$2.16	\$0.43	\$2.60
Moldova	\$12,940.00	\$15,300.00	\$2.57	\$0.51	\$3.09
Mongolia	\$11,150.00	\$11,000.00	\$1.85	\$0.37	\$2.22

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2023 International Wage and Benefit Rates

Montenegro	\$20,840.00	\$23,920.00	\$4.02	\$0.80	\$4.82
Morocco	\$7,890.00	\$8,770.00	\$1.47	\$0.29	\$1.77
Mozambique	\$1,280.00	\$1,320.00	\$0.22	\$0.04	\$0.27
Myanmar	\$5,080.00	\$4,330.00	\$0.73	\$0.15	\$0.87
Namibia	\$9,510.00	\$9,930.00	\$1.67	\$0.33	\$2.00
Nauru	\$17,160.00	\$19,480.00	\$3.27	\$0.65	\$3.93
Nepal	\$4,020.00	\$4,280.00	\$0.72	\$0.14	\$0.86
Netherlands	\$57,870.00	\$61,950.00	\$10.41	\$2.08	\$12.49
New Zealand	\$44,640.00	\$47,140.00	\$7.92	\$1.58	\$9.51
Nicaragua	\$5,160.00	\$5,880.00	\$0.99	\$0.20	\$1.19
Niger	\$1,230.00	\$1,330.00	\$0.22	\$0.04	\$0.27
Nigeria	\$4,950.00	\$5,220.00	\$0.88	\$0.18	\$1.05
North America	\$62,932.07	\$69,231.70	\$11.63	\$2.33	\$13.96
North Macedonia	\$16,670.00	\$17,530.00	\$2.95	\$0.59	\$3.53
Norway	\$67,820.00	\$83,750.00	\$14.07	\$2.81	\$16.89
OECD members	\$45,538.26	\$49,289.64	\$8.28	\$1.66	\$9.94
Oman	\$32,540.00	\$35,270.00	\$5.93	\$1.19	\$7.11
Other small states	\$21,472.22	\$22,731.61	\$3.82	\$0.76	\$4.58
Pacific island small states	\$6,551.81	\$6,498.91	\$1.09	\$0.22	\$1.31
Pakistan	\$5,190.00	\$5,700.00	\$0.96	\$0.19	\$1.15
Palau	\$17,160.00	\$15,560.00	\$2.61	\$0.52	\$3.14
Panama	\$27,140.00	\$31,160.00	\$5.24	\$1.05	\$6.28
Papua New Guinea	\$3,910.00	\$3,880.00	\$0.65	\$0.13	\$0.78
Paraguay	\$13,590.00	\$14,580.00	\$2.45	\$0.49	\$2.94
Peru	\$11,500.00	\$12,750.00	\$2.14	\$0.43	\$2.57
Philippines	\$8,830.00	\$9,250.00	\$1.55	\$0.31	\$1.87
Poland	\$33,970.00	\$36,340.00	\$6.11	\$1.22	\$7.33
Portugal	\$34,410.00	\$36,150.00	\$6.07	\$1.21	\$7.29
Post-demographic dividend	\$50,489.14	\$54,715.40	\$9.19	\$1.84	\$11.03
Pre-demographic dividend	\$3,391.40	\$3,549.80	\$0.60	\$0.12	\$0.72
Puerto Rico	\$23,370.00	\$24,800.00	\$4.17	\$0.83	\$5.00
Qatar	\$92,020.00	\$100,890.00	\$16.95	\$3.39	\$20.34
Romania	\$32,830.00	\$35,550.00	\$5.97	\$1.19	\$7.17
Russian Federation	\$29,310.00	\$33,250.00	\$5.59	\$1.12	\$6.70
Rwanda	\$2,130.00	\$2,420.00	\$0.41	\$0.08	\$0.49
Samoa	\$6,180.00	\$6,000.00	\$1.01	\$0.20	\$1.21
San Marino	\$53,740.00	\$61,060.00	\$10.26	\$2.05	\$12.31
Sao Tome and Principe	\$4,330.00	\$4,520.00	\$0.76	\$0.15	\$0.91
Saudi Arabia	\$48,170.00	\$52,310.00	\$8.79	\$1.76	\$10.55
Senegal	\$3,490.00	\$3,770.00	\$0.63	\$0.13	\$0.76
Serbia	\$18,960.00	\$20,810.00	\$3.50	\$0.70	\$4.20
Seychelles	\$26,410.00	\$28,580.00	\$4.80	\$0.96	\$5.76
Sierra Leone	\$1,640.00	\$1,760.00	\$0.30	\$0.06	\$0.35
Singapore	\$86,640.00	\$99,420.00	\$16.71	\$3.34	\$20.05
Sint Maarten (Dutch part)	\$31,760.00	\$35,230.00	\$5.92	\$1.18	\$7.10
Slovak Republic	\$32,510.00	\$33,490.00	\$5.63	\$1.13	\$6.75
Slovenia	\$40,600.00	\$43,350.00	\$7.28	\$1.46	\$8.74
Small states	\$19,452.34	\$20,705.80	\$3.48	\$0.70	\$4.18
Solomon Islands	\$2,670.00	\$2,680.00	\$0.45	\$0.09	\$0.54
Somalia	\$1,180.00	\$1,250.00	\$0.21	\$0.04	\$0.25
South Africa	\$13,310.00	\$14,410.00	\$2.42	\$0.48	\$2.91
South Asia	\$6,211.40	\$6,928.09	\$1.16	\$0.23	\$1.40

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2023 International Wage and Benefit Rates

South Asia (IDA & IBRD)	\$6,211.40	\$6,928.09	\$1.16	\$0.23	\$1.40
Spain	\$38,080.00	\$40,880.00	\$6.87	\$1.37	\$8.24
Sri Lanka	\$13,300.00	\$14,290.00	\$2.40	\$0.48	\$2.88
St. Kitts and Nevis	\$27,750.00	\$28,840.00	\$4.85	\$0.97	\$5.82
St. Lucia	\$12,080.00	\$14,210.00	\$2.39	\$0.48	\$2.87
St. Vincent and the Grenadines	\$14,350.00	\$14,960.00	\$2.51	\$0.50	\$3.02
Sub-Saharan Africa	\$3,733.99	\$3,957.07	\$0.66	\$0.13	\$0.80
Sub-Saharan Africa (excluding h	\$3,732.06	\$3,955.00	\$0.66	\$0.13	\$0.80
Sub-Saharan Africa (IDA & IBRD	\$3,733.99	\$3,957.07	\$0.66	\$0.13	\$0.80
Sudan	\$3,870.00	\$3,920.00	\$0.66	\$0.13	\$0.79
Suriname	\$13,600.00	\$14,150.00	\$2.38	\$0.48	\$2.85
Sweden	\$58,190.00	\$62,380.00	\$10.48	\$2.10	\$12.58
Switzerland	\$69,200.00	\$74,270.00	\$12.48	\$2.50	\$14.98
Tajikistan	\$4,500.00	\$5,190.00	\$0.87	\$0.17	\$1.05
Tanzania	\$2,640.00	\$2,800.00	\$0.47	\$0.09	\$0.56
Thailand	\$17,420.00	\$18,180.00	\$3.05	\$0.61	\$3.67
Timor-Leste	\$5,670.00	\$2,900.00	\$0.49	\$0.10	\$0.58
Togo	\$2,180.00	\$2,360.00	\$0.40	\$0.08	\$0.48
Tonga	\$7,290.00	\$7,160.00	\$1.20	\$0.24	\$1.44
Trinidad and Tobago	\$23,460.00	\$25,330.00	\$4.26	\$0.85	\$5.11
Tunisia	\$10,250.00	\$11,170.00	\$1.88	\$0.38	\$2.25
Turkiye	\$27,390.00	\$30,060.00	\$5.05	\$1.01	\$6.06
Turks and Caicos Islands	\$19,520.00	\$21,910.00	\$3.68	\$0.74	\$4.42
Tuvalu	\$6,580.00	\$6,850.00	\$1.15	\$0.23	\$1.38
Uganda	\$2,330.00	\$2,440.00	\$0.41	\$0.08	\$0.49
Ukraine	\$13,390.00	\$13,950.00	\$2.34	\$0.47	\$2.81
United Arab Emirates	\$71,070.00	\$76,810.00	\$12.91	\$2.58	\$15.49
United Kingdom	\$44,840.00	\$49,980.00	\$8.40	\$1.68	\$10.08
Upper middle income	\$17,133.64	\$19,053.61	\$3.20	\$0.64	\$3.84
Uruguay	\$22,030.00	\$23,110.00	\$3.88	\$0.78	\$4.66
Uzbekistan	\$7,840.00	\$8,650.00	\$1.45	\$0.29	\$1.74
Vanuatu	\$3,350.00	\$3,530.00	\$0.59	\$0.12	\$0.71
Vietnam	\$10,560.00	\$11,130.00	\$1.87	\$0.37	\$2.24
West Bank and Gaza	\$6,620.00	\$7,470.00	\$1.26	\$0.25	\$1.51
World	\$17,144.51	\$18,669.28	\$3.14	\$0.63	\$3.76
Zambia	\$3,270.00	\$3,260.00	\$0.55	\$0.11	\$0.66
Zimbabwe	\$2,060.00	\$2,280.00	\$0.38	\$0.08	\$0.46

No Data

American Samoa
 Andorra
 British Virgin Islands
 Channel Islands
 Cuba
 Eritrea
 Faroe Islands
 French Polynesia
 Gibraltar
 Greenland
 Guam
 Isle of Man

Sweatfree Contracting Ordinance (Administrative Code Chapter 12U)

2023 International Wage and Benefit Rates

Korea, Dem. People's Rep.
Liechtenstein
Monaco
New Caledonia
Northern Mariana Islands
Not classified
South Sudan
St. Martin (French part)
Syrian Arab Republic
Turkmenistan
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>

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