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

	48 Contiguous States and D.C.	s and D.C. Alaska H		
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

2022 International Wage and Benefit Rates

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

			Base Wage Rate	Fringe Benefit	
Country Name	2019	2020	(\$US)	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

2022 International Wage and Benefit Rates

Czech Republic	Cyprus	\$40,340.00	\$37,120.00	\$6.40	\$1.28	\$7.68
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Lebanon \$14,710.00 \$10,860.00 \$1.87 \$0.37 \$2.25	Lao PDR	_				\$1.60
	Latvia					\$6.51
Lesotho \$3,140.00 \$2,870.00 \$0.49 \$0.10 \$0.59	Lebanon	\$14,710.00	\$10,860.00			\$2.25
	Lesotho	\$3,140.00	\$2,870.00	\$0.49	\$0.10	\$0.59

2022 International Wage and Benefit Rates

Liberia	\$1,370.00	\$1,390.00	\$0.24	\$0.05	\$0.29
Libya	\$23,020.00	\$1,390.00	\$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	\$17.22
,	\$117,630.00	\$1,500.00	\$12.46	\$2.49	\$14.95
Madagascar		\$1,500.00	\$0.27	\$0.05	\$0.31
Malawi	\$1,580.00			·	· ·
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 <i>,</i> 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		\$1.65	\$9.87

2022 International Wage and Benefit Rates

¢2,420,00	¢2,420,00	ć0.F0	Ć0.43	60.74
		<u> </u>	· ·	\$0.71
				\$3.83
			· · · · · · · · · · · · · · · · · · ·	\$5.55
				\$0.35
				\$17.87
				\$6.41
			· · · · · · · · · · · · · · · · · · ·	\$8.16
				\$4.05
. ,				\$0.55
				\$0.26
\$13,930.00	\$13,140.00	\$2.27	\$0.45	\$2.72
\$6,593.73	\$6,238.87	\$1.08	\$0.22	\$1.29
\$41,790.00	\$37,980.00	\$6.55	\$1.31	\$7.86
\$13,230.00	\$12,850.00	\$2.22	\$0.44	\$2.66
\$28,570.00	\$25,300.00	\$4.36	\$0.87	\$5.24
\$14,840.00	\$12,450.00	\$2.15	\$0.43	\$2.58
\$13,920.00	\$13,330.00	\$2.30	\$0.46	\$2.76
\$4,080.00	\$3,920.00	\$0.68	\$0.14	\$0.81
\$17,790.00	\$14,040.00	\$2.42	\$0.48	\$2.91
\$56,200.00	\$57,010.00	\$9.83	\$1.97	\$11.80
\$69,440.00	\$69,170.00	\$11.93	\$2.39	\$14.31
\$4,330.00	\$4,510.00	\$0.78	\$0.16	\$0.93
\$2,810.00	\$2,780.00	\$0.48	\$0.10	\$0.58
\$59,040.00		\$9.89	\$1.98	\$11.86
\$15,600.00		\$2.61	\$0.52	\$3.13
	\$17,780.00	\$3.07	\$0.61	\$3.68
				\$1.07
				\$0.46
				\$1.50
				\$5.44
				\$2.17
				\$5.56
				\$4.46
				\$1.33
		· · · · · · · · · · · · · · · · · · ·		\$0.47
		4	4	\$2.77
				\$13.80
				\$9.51
				\$4.45
				\$1.60
				\$0.69
				\$2.15
				\$1.37
				\$0.70
\$2,360.00	\$2,180.00	\$0.38	\$0.08	\$0.45
	\$41,790.00 \$13,230.00 \$28,570.00 \$14,840.00 \$13,920.00 \$4,080.00 \$17,790.00 \$56,200.00 \$69,440.00 \$4,330.00 \$2,810.00 \$15,600.00 \$15,600.00 \$15,600.00 \$17,180.00 \$27,250.00 \$11,540.00 \$27,250.00 \$11,540.00 \$29,490.00 \$29,490.00 \$2,220.00 \$13,510.00 \$13,510.00 \$71,500.00 \$48,760.00 \$2,2840.00 \$2,2840.00 \$7,750.00 \$3,510.00 \$10,020.00 \$7,660.00 \$3,550.00	\$17,800.00 \$18,510.00 \$29,120.00 \$1,750.00 \$1,690.00 \$89,630.00 \$86,340.00 \$31,410.00 \$31,000.00 \$40,060.00 \$19,556.02 \$2,740.00 \$1,240.00 \$13,930.00 \$13,140.00 \$13,930.00 \$13,140.00 \$13,930.00 \$13,140.00 \$13,930.00 \$13,140.00 \$13,930.00 \$13,140.00 \$13,230.00 \$12,850.00 \$13,230.00 \$12,850.00 \$13,920.00 \$14,040.00 \$56,200.00 \$57,010.00 \$69,440.00 \$69,170.00 \$2,810.00 \$2,780.00 \$2,780.00 \$2,780.00 \$2,780.00 \$13,500.00 \$17,780.00 \$2,780.00 \$2,220.00 \$2,230.00 \$7,180.00 \$2,230.00 \$7,180.00 \$26,290.00 \$11,540.00 \$26,880.00 \$29,490.00 \$21,560.00 \$22,220.00 \$2,260.00 \$13,370.00 \$66,680.00 \$48,760.00 \$45,960.00 \$22,840.00 \$21,500.00 \$7,750.00 \$45,960.00 \$22,840.00 \$21,500.00 \$7,750.00 \$3,510.00 \$3,3360.00 \$33,550.00 \$33,360.00	\$17,800.00 \$18,510.00 \$3.19 \$29,120.00 \$26,820.00 \$4.62 \$1,750.00 \$1,690.00 \$0.29 \$89,630.00 \$31,000.00 \$5.35 \$40,060.00 \$39,420.00 \$6.80 \$20,751.00 \$19,556.02 \$3.37 \$2,740.00 \$12,480.00 \$0.21 \$13,930.00 \$13,140.00 \$2,27 \$6,593.73 \$6,238.87 \$1.08 \$41,790.00 \$12,850.00 \$2.22 \$28,570.00 \$12,850.00 \$4.36 \$14,840.00 \$12,850.00 \$2.22 \$28,570.00 \$12,850.00 \$2.30 \$13,300.00 \$12,850.00 \$2.30 \$13,300.00 \$13,300.00 \$2.22 \$28,570.00 \$25,300.00 \$2.30 \$14,840.00 \$2.25 \$13,920.00 \$13,330.00 \$2.30 \$4.36 \$14,840.00 \$12,450.00 \$2.15 \$13,920.00 \$13,330.00 \$2.30 \$4,080.00 \$3,920.00 \$0.68 \$17,790.00 \$14,040.00 \$2.42 \$56,200.00 \$57,010.00 \$9.83 \$69,440.00 \$2,780.00 \$11.93 \$4,330.00 \$2.60 \$11.93 \$4,330.00 \$2.60 \$2.61 \$18,500.00 \$2.61 \$18,500.00 \$2.61 \$11.93 \$4,330.00 \$2.61 \$11.93 \$4,330.00 \$2.61 \$11.93 \$4,330.00 \$2.61 \$11.93 \$4,330.00 \$2.61 \$11.93 \$4,330.00 \$2.61 \$11.93 \$4,330.00 \$2.61 \$11.93 \$4,330.00 \$2.780.00 \$3.07 \$2.61 \$11.93 \$4,330.00 \$2.30 \$3.07 \$2.61 \$11.93 \$4.330.00 \$2.30 \$3.07 \$2.20 \$2.2	\$17,800.00 \$18,510.00 \$3.19 \$0.64 \$29,120.00 \$26,820.00 \$4.62 \$0.92 \$1,750.00 \$1,690.00 \$0.29 \$0.06 \$89,630.00 \$31,690.00 \$14.89 \$2.98 \$31,410.00 \$31,000.00 \$5.35 \$1.07 \$40,060.00 \$39,420.00 \$6.80 \$1.36 \$20,751.00 \$19,556.02 \$3.37 \$0.67 \$2,740.00 \$2,680.00 \$0.21 \$0.04 \$13,930.00 \$13,140.00 \$2.27 \$0.45 \$6,593.73 \$6,238.87 \$1.08 \$0.22 \$41,790.00 \$13,140.00 \$2.27 \$0.45 \$41,790.00 \$17,285.00 \$12,285.00 \$2.22 \$0.44 \$28,570.00 \$12,850.00 \$2.15 \$0.44 \$28,570.00 \$12,850.00 \$2.15 \$0.44 \$28,570.00 \$12,450.00 \$2.15 \$0.44 \$28,570.00 \$21,850.00 \$2.22 \$0.44 \$28,570.00 \$25,300.00 \$2.30 \$0.46 \$0.87 \$13,920.00 \$13,330.00 \$2.30 \$0.46 \$0.87 \$14,840.00 \$12,450.00 \$2.15 \$0.43 \$13,920.00 \$13,330.00 \$2.30 \$0.46 \$4.080.00 \$3,920.00 \$0.68 \$0.14 \$17,790.00 \$14,040.00 \$2.42 \$0.48 \$26,400.00 \$59,170.00 \$14,040.00 \$2.42 \$0.48 \$28,570.00 \$27,010.00 \$9.83 \$1.97 \$69,440.00 \$52,810.00 \$1.93 \$2.39 \$4.330.00 \$2.29 \$0.46 \$28,100 \$2.29 \$0.44 \$28,500.00 \$2.20 \$0.46 \$2.20 \$0.44 \$28,500.00 \$2.20 \$0.46 \$0.40 \$

No Data

American Samoa Andorra British Virgin Islands Channel Islands

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