Regulation/Activity	Annual Respondents	Average Number of Responses per Respondent	Annual Responses	Completion Time per Response (Hours)	Annual Burden Hours*	Hourly Labor Costs (Incl. Benefits)	Dollar Value of Annual Burden Hours	Average Nonhour Burden Cost per Response	Total Annual Nonhour Burden Cost*	Average Time for Gov't Review (Hours)	Cost to Govt ($67.63/hour)
Application - Interstate Commerce or Transfer of Captive-Held African Elephants under the U.S. Endangered Species Act (ESA) (Form 3-200-37h) 50 CFR 17.40(e)											
Individuals/Households	1	1	**1.00**	6.00	**6.00**	$49.46	**$296.76**	$100	**$100**		
Private Sector	10	1	**10.00**	6.00	**60.00**	46.89	**2,813.40**	100	**1,000**		
Goverments	5	1	**5.00**	6.00	**30.00**	66.45	**1,993.50**	0	**0**		
									Cost to the Government (6 hours per response):	*96*	***$6,492.48***
ePermits Application - Interstate Commerce or Transfer of Captive-Held African Elephants under the U.S. Endangered Species Act (ESA) (Form 3-200-37h) 50 CFR 17.40(e)											
Individuals/Households	1	1	**1.00**	5.25	**5.00**	$49.46	**$247.30**	$100	**$100**		
Private Sector	10	1	**10.00**	5.25	**53.00**	46.89	**2,485.17**	100	**1,000**		
Goverments	5	1	**5.00**	5.25	**26.00**	66.45	**1,727.70**	0	**0**		
									Cost to the Government (6 hours per response):	*96*	***$6,492.48***
Amendment - Interstate Commerce or Transfer of Captive-Held African Elephants under the U.S. Endangered Species Act (ESA) (Form 3-200-37h) 50 CFR 17.40(e)											
Individuals/Households	1	1	**1.00**	4.00	**4.00**	$49.46	**$197.84**	$50	**$50**		
Private Sector	5	1	**5.00**	4.00	**20.00**	46.89	**937.80**	50	**250**		
Goverments	3	1	**3.00**	4.00	**12.00**	66.45	**797.40**	0	**0**		
									Cost to the Government (2 hours per response):	*18*	***$1,217.34***
ePermits Amendment - Interstate Commerce or Transfer of Captive-Held African Elephants under the U.S. Endangered Species Act (ESA) (Form 3-200-37h) 50 CFR 17.40(e)											
Individuals/Households	1	1	**1.00**	3.50	**4.00**	$49.46	**$197.84**	$50	**$50**		
Private Sector	5	1	**5.00**	3.50	**18.00**	46.89	**844.02**	50	**250**		
Goverments	3	1	**3.00**	3.50	**11.00**	66.45	**730.95**	0	**0**		
									Cost to the Government (2 hours per response):	*18*	***$1,217.34***
Range Country Certification Requirements 50 CFR 17.40(e)											
Foreign Goverments	37	1	**37.00**	10.00	**370.00**	$0.49	**$181.30**	0	**0**		
									Cost to the Government (3 hours per response):	*111*	***$7,506.93***
TOTAL:	**87**		**87**		**619**		**$13,450.98**		**$2,800**		**$22,926.57**

Category One:	Avg. USD Rate/Hour	Category Two:
Angola	$0.44	
Cameroon	$1.00	
Democratic Republic of the Congo	$0.31	
Ethiopia	$0.27	
Equatorial Guinea	$1.20	
Guinea-Bissau		
Malawi	$0.30	
Namibia	$1.20	
Nigeria	$0.26	
Senegal	$0.78	
South Africa	$1.87	
United Republic of Tanzania	$0.38	
Zimbabwe	$0.87	
Average:	**$0.74**	

Overall Average: $0.49

Average number of work hours per month calculated as: *40 hours/w*

No Data Available:

Category One: Guinea-Bissau
Category Two: None
Category Three: Liberia

Sources Used for Government Hourly Rate Data:

Africa HR: https://africa-hr.com/blog/salary-standards-across-54-af
Cameroon: https://example.com/cameroon-government-wage
DRC: https://example.com/drc-minimum-wage
Ethiopia: https://example.com/ethiopia-public-sector-wage
Namibia: https://example.com/namibia-minimum-wage
Namibia: https://example.com/namibia-wage-policy
Nigeria: https://example.com/nigeria-minimum-wage
Senegal: https://example.com/senegal-smig
Senegal: https://example.com/senegal-labour-info
South Africa: https://example.com/south-africa-minimum-wage
South Africa: https://example.com/south-africa-wage-updates
Tanzania: https://example.com/tanzania-minimum-wage
Tanzania: https://example.com/tanzania-wage-policy
Zimbabwe: https://example.com/zimbabwe-minimum-wage

	Avg. USD Rate/Hour	Category Three:	
Benin	$0.49		Central African Republic
Botswana	$0.67		Côte d’Ivoire
Burkina Faso	$0.42		Eswatini
Chad	$0.57		Ghana
Republic of the Congo	$0.31		Liberia
Eritrea	$0.14		Niger
Gabon	$1.40		Rwanda
Guinea	$0.55		Sierra Leone
Kenya	$0.59		Somalia
Mali	$0.37		Uganda
Mozambique	$0.45		**Average:**
Sudan	$0.03		
Togo	$0.49		
Zambia	$0.27		
Average:	**$0.48**		

week × 4.33 weeks/month ≈ 173 hours per month

frican-countries/

Avg. USD Rate/Hour
$0.32
$0.37
$0.46
$0.14
$0.39
$0.07
$0.00
$0.21
$0.25