



Spain's Wage Gap Charts

Wage gap charts for Spain vis-à-vis developed and "emerging" selected economies, with available wage and PPP data (1975-2005)

Wage gap charts for Spain vis-à-vis developed and “emerging” selected economies, with available wage and PPP data (1975-2005).

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The Argument for Wage Equalization Using Purchasing Power Parities (PPPs)

▪ Classic Problem Scenario

- With market liberalization, MNCs sell their products in both the host countries and in all other markets where they are active, including their home country, at the same or at a very similar sales price,
- They achieve maximum profitability when the manufacturing process in their developing countries' operations is at par in quality and production efficiency with the standards used in their home operations but their cost of labour is dramatically lower,
- The MNCs' markets and their manufacturing and marketing operations are *globalised* but their labour costs remain strategically very low in order to achieve maximum competitiveness and shareholder value at the expense of the South's workers,
- The resulting situation is one where MNCs get all the benefit. Sometimes the salaries that they pay are higher than the legal minimum wage in the host country. Yet, these wages still keep workers in dire poverty. A minimum wage does not make a living wage even in the most developed economies,
- What has occurred, with market globalisation, is the dramatic widening of the gap between wages in the North and in the South,
- While the standard of living of a worker in the North provides the basic means to make a living and afford a basic standard of comfort, a worker working for the same company, doing the exact same job with the same level of quality and efficiency, lives in a shanty town in a cardboard house with no sewage, water and direct electricity,
- In this way, the huge differential in labour costs is added to the profit margin, keeping the part that should have provided the worker with an equivalent standard of living to that enjoyed by the same workers in the North. This difference is the part that workers should have received in the first place, as their fair share of the income resulting from the economic activity.

The Argument for Wage Equalization Using Purchasing Power Parities (PPPs)

▪ The Argument

- In true democracy the purpose of all governments is to procure the welfare of every rank of society, especially of the dispossessed, with the only end that we all have access to a dignified life, in an ethos where the end of democratic societies is the social good and not the market. The market is just one vehicle to generate material wellbeing,
- In this ethos, and with markets globalised, workers performing the same or an equivalent job for the same business entity, in the generation of products and services that this entity markets at global prices in the global market, must enjoy an equivalent remuneration,
- This equivalent remuneration is considered a living wage, which is a human right,
- A living wage provides workers in the South with the same ability to fulfil their needs, in terms of food, housing, clothing, healthcare, education, transportation, savings and even leisure, as that enjoyed by equivalent workers in the North, which we define in terms of the purchasing power parities (PPP) as defined by the World Bank and the OECD,
- The definition of a living wage of The Jus Semper Global Alliance is as follows: *A living wage is that which, using the same logic of ILO's Convention 100, awards "equal pay for work of equal value" between North and South in PPPs terms,*
- The premise is that workers must earn equal pay for equal work in terms of material quality of life for obvious reasons of social justice, but also, and equally important, for reasons of long-term global economic, environmental and social sustainability.

The Argument for Wage Equalization Using Purchasing Power Parities (PPPs)

■ The Argument

- The argument of an equivalent living wage is anchored on two criteria:
 - Article 23 of the UN Universal Declaration of Human Rights, on the following points:
 - a. Everyone, without any discrimination, has the right to equal pay for equal work,
 - b. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
 - ILO's Convention 100 of "equal pay for work of equal value", which is applied for gender equality, but applied in this case to North-South equality, using PPPs as the mechanism,
- The proposal is to make workers in the South earn living wages at par with those of the First World in terms of PPPs in the course of a generation (thirty years),
- There will not be any real progress in the true sustainability of people and planet –reversing environmental degradation and significantly reducing poverty– if there is no sustained growth, in that period, in the South's quality of life, through the gradual closing of the North –South wage gap; attacking, in this way, one of the main causes of poverty, and pursuing concurrently sustainable development –reducing consumption in the North and increasing it to dignified levels in the South, thus reducing our total footprint on the planet,
- Just as the International Labour Organisation's Decent Work Agenda states, the decent work concept has led to an international consensus that productive employment and decent work are key elements to achieving poverty reduction,
- The material quality of life in Jus Semper's The Living Wages North and South Initiative (TLWNSI) is defined in terms of purchasing power, so that equal pay occurs when purchasing power is equal,
- Purchasing power is determined using purchasing power parities (PPPs),
- Purchasing power parities (PPPs) are the rates of currency conversion that eliminate the differences in price levels between countries.

The Argument for Wage Equalization Using Purchasing Power Parities (PPPs)

▪ Concept of Living Wage Using PPPs

- The concept of a living wage using PPPs is straightforward. To determine real wages in terms of purchasing power of any country in question, the PPPs of this country are applied to nominal wages. These are the real wages for each country,
- Purchasing power parities reflect the amount in dollars required in a given country to have the same purchasing power that \$1 U.S. Dollar has in the United States; e.g.: if the PPP index in one country is 69, then \$0,69 dollars are required in that country to buy the same that \$1 dollar buys in the U.S.; thus, the cost of living is lower. If the PPP were to be higher than 100, say 120, then \$1,20 is required in that country to buy the same that \$1 dollar buys in the U.S.; the cost of living is, thus, higher,
- To calculate a living wage, the real wage of a specific category of U.S. workers is used as the benchmark, and the PPPs of a country in question is then applied to the U.S. wage,
- This provides the equivalent living wage that a worker in the country in question should be earning in order to be at par in terms of purchasing power to the material quality of life enjoyed by the equivalent U.S. worker. This is the equalized wage in terms of purchasing power,
- In this way, the comparison between the actual real wage of the country in question exposes the gap, in real terms, between the current real wage of the worker of the country in question and the living wage it should be earning, in order to be equally compensated in terms of PPPs,
- In practice, since the PPPs vary annually, due to the dynamics of economic forces, the pace of the gradual equalization of wages, through small real-wage increases, needs to be reviewed annually.

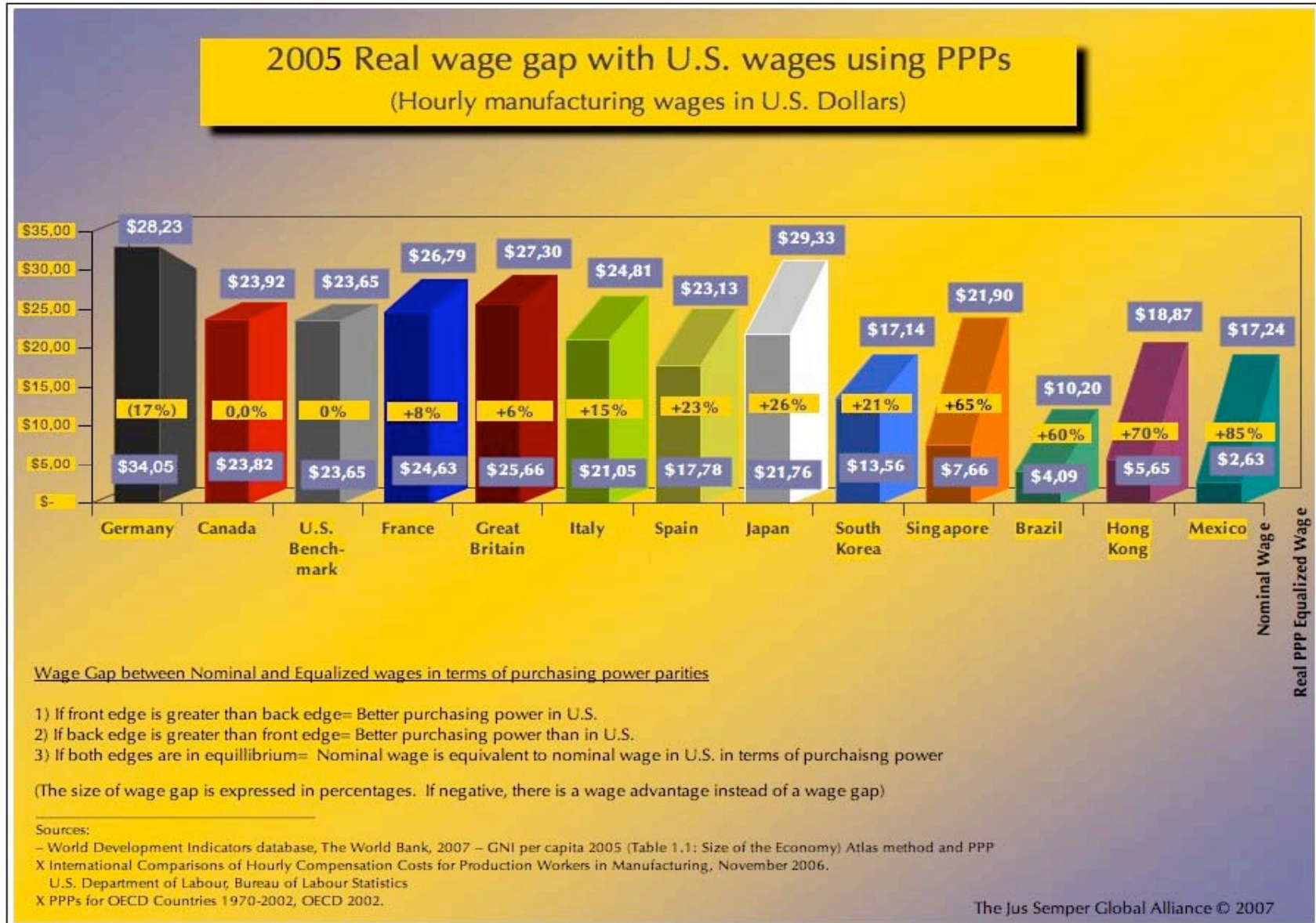
The Argument for Wage Equalization Using Purchasing Power Parities (PPPs)

■ A Classic Example in 2005

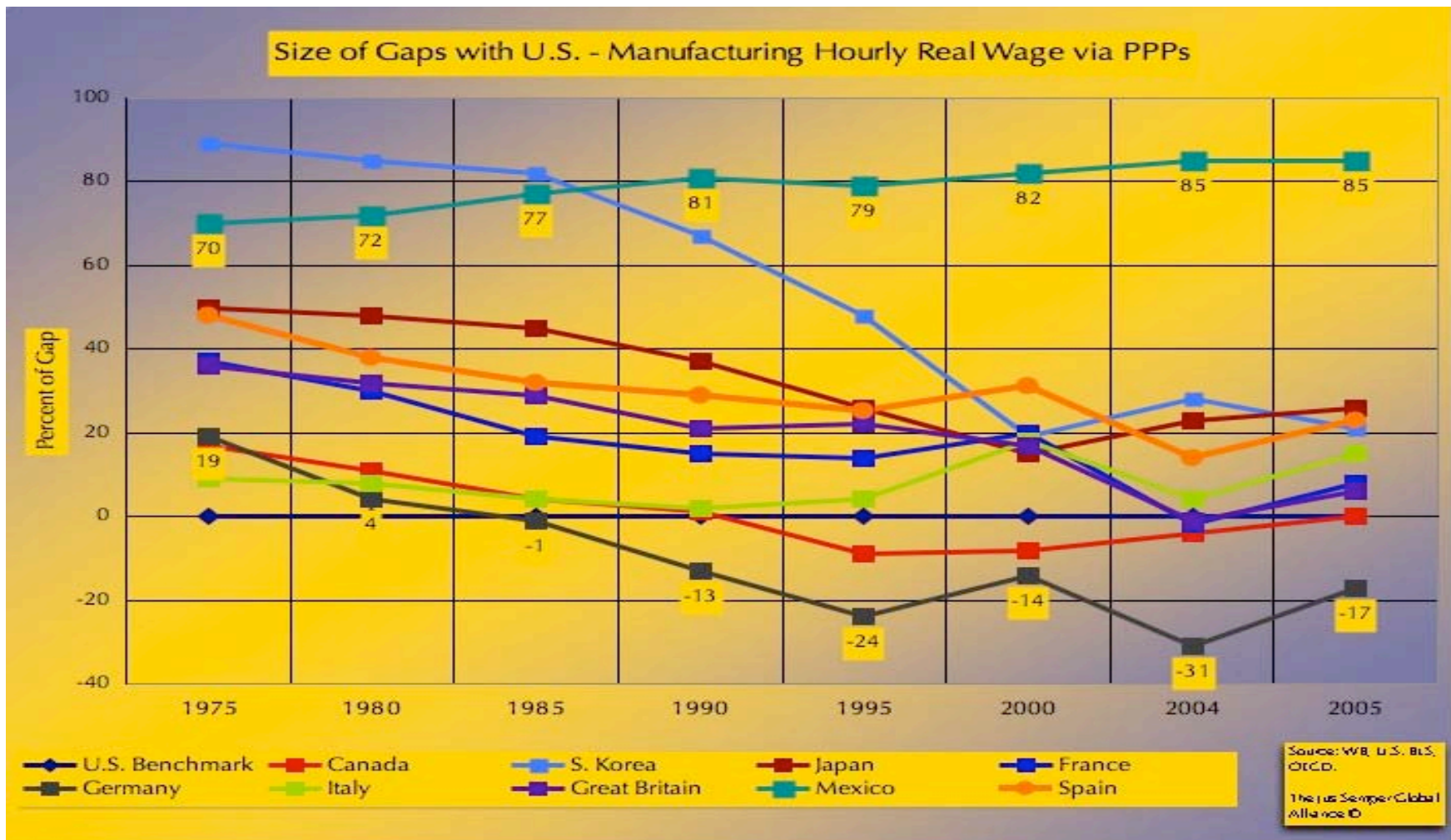
- Equivalent manufacturing workers in Mexico and Brazil earn only 15% and 40%, respectively, of what they should be making in order to be compensated at par with U.S. counterparts in terms of purchasing power,
- U.S. Workers earn \$23,65/hour whilst Mexican and Brazilian workers earn only \$2,63/hour and \$4,09/hour, respectively,
- Since costs of living in PPPs terms in Mexico and Brazil are 73¢ and 43¢, respectively, for each \$1 U.S. Dollar, equivalent Mexican and Brazilian manufacturing workers should be earning instead \$17,24/hour and \$10,20/hour, respectively, in order to enjoy equal purchasing power compensation,
- The difference is the wage gap that employers perversely keep to increase profits,
- Canada, in contrast, is virtually at par with its U.S. Counterparts, since its nominal wage 99,6% of the equivalent wage needed to be at par, with a PPP of \$1,01 per each \$1 U.S. Dollar.

Nominal Wage, Real Wage and Wage Equalization for Manufacturing Workers by Using Purchase Power Parities (PPPs) Benchmark					
2005	Nominal Hourly	PPP	PPP	Equalized Nominal Hourly	Equalization
	<u>Wage</u>	<u>2003</u>	<u>Real Wage</u>	<u>Wage</u>	<u>Index</u>
United States	\$23,65	100	\$23,65	\$23,65	100
Canada	\$23,82 101%	101	\$23,55 99,6%	\$23,92 101%	100
Mexico	\$2,63 11%	73	\$3,61 15%	\$17,24 73%	15
Brazil	\$4,09 17%	43	\$9,48 40%	\$10,20 43%	40
Sources:					
U.S. Department of Labour, Bureau of Labor Statistics, November 2006.					
World Bank, World Development Indicators 2007, 1.1. Size of the Economy					

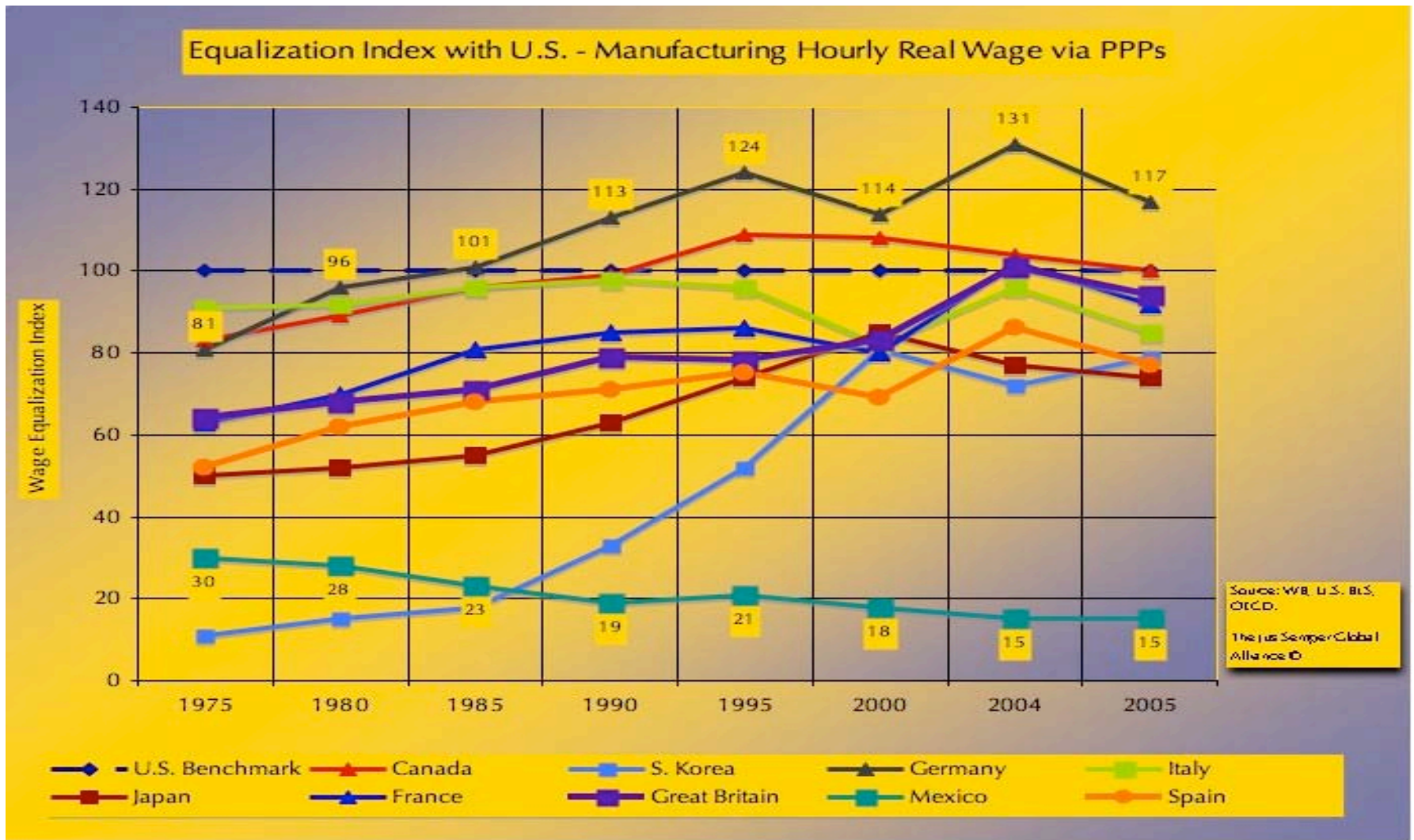
- In 2005, Spain's manufacturing real wages still resemble those of the G7 countries, with a PPP equalization gap with the U.S. of only 23%, less than Japan's 26%.



- In the last 30 years, all the G7 nations, Spain and South Korea surpassed, eliminated or, at least, experienced a very significant reduction of their PPP wage gaps equalized with equivalent U.S. jobs,
- Spain, with a cost of living at par with Mexico's 30 years ago, dramatically reduced its wage gap, surpassing Japan since 2004 and near South Korea, and it is now getting close to Italy, Great Britain, France and Canada.
- In 2005, nonetheless, Spain suffers a clear loss of 12,3% in wage purchasing power vis-à-vis its U.S. counterparts. This loss occurs in all European countries (averaging -10,4%), Japan (-3,6%) and Canada (-3.9%). Thus, Spain's real manufacturing wage gap increases from 14 to 23%.

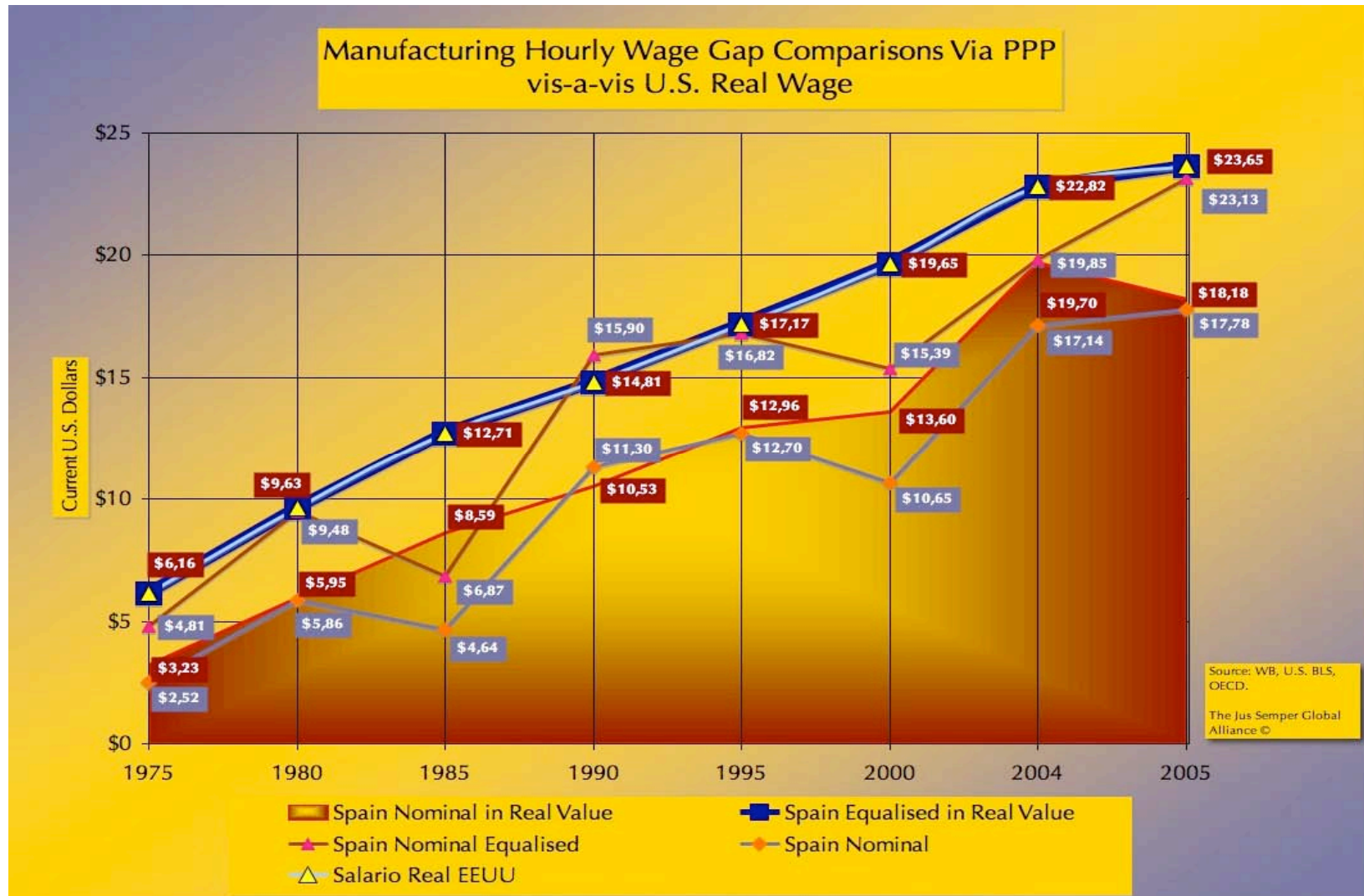


- From an equalization angle, between 1975 and 2004, Spain consistently improved its equalization index 65%, from 52 in 1975 to 86 in 2004, surpassing South Korea and Japan and getting close to Italy, which has an equalization index of 96 in 2004.
- In 2005, the loss of purchasing power –previously discussed– of Spanish wages generates a deterioration of its equalization index, moving from 86 to 77. In this way, South Korea, the only country with an increase in its purchasing power (4,9%), takes a better position than Spain and Japan, with an equalization index of 79.

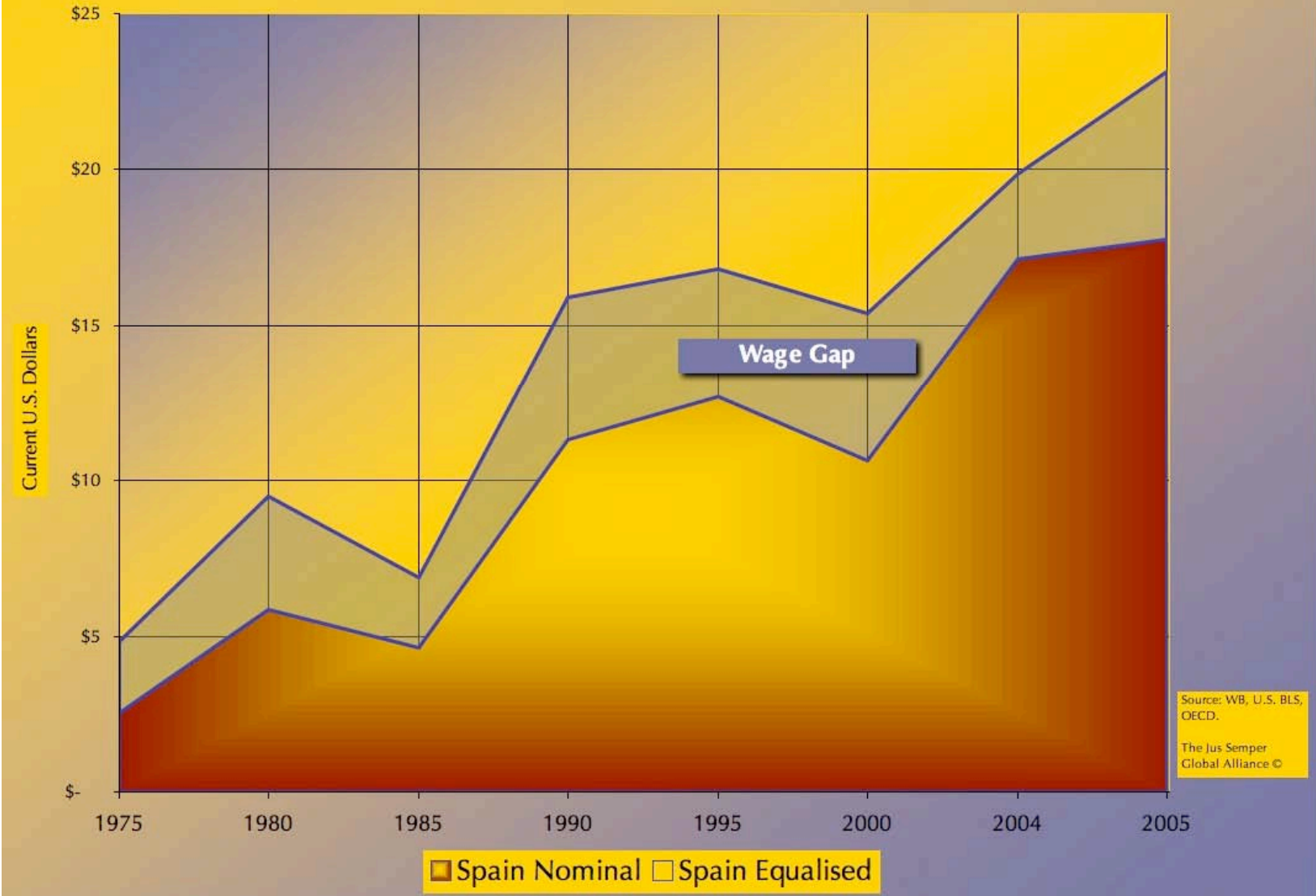


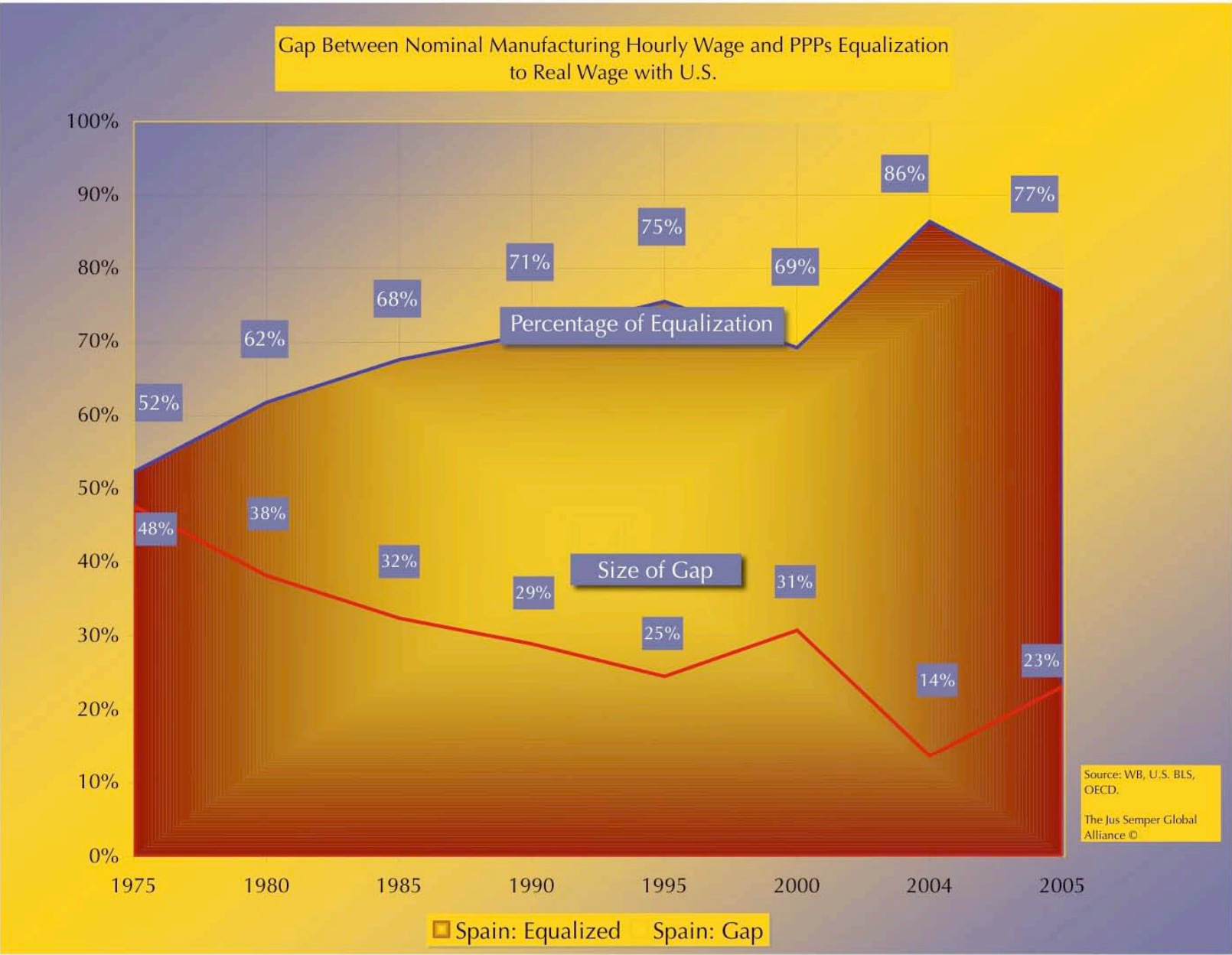
- **The state of manufacturing wages in Spain loses ground in its PPP equalization with the U.S, as a result of its loss in purchasing power.**
 - Since 1975 real wages improved 48% up to 2005 –relative to their equalization with the United States based on PPP– regardless of price levels and exchange rate fluctuations during this period; albeit this is less than the 65% growth up to 2004, before its 12,3% loss in purchasing power previously discussed,
 - Yet, the gap between nominal and equalized wages, based on PPP, is reduced substantially, dropping from 48% to 23%, amounting to a reduction of 52%. That is, between 1975 and 2004, Spanish nominal manufacturing wages increased 606%, from \$2,52 to \$17,78/hour, whilst the cost-of-living PPP index –relative to that of the U.S.– only increased 26%, moving from 78 to 98,
 - As a result of the combination of U.S. nominal wages increasing only 284% –below Spain’s 606% growth– from \$6,16 to \$23,65/hour in the same period, and the PPP Spanish cost of living index barely growing vis-à-vis the U.S., Spanish PPP wage equalization increases to the 77% level,
 - To illustrate Spain’s success, Mexico offers a clear contrast. In 1975 Mexico and Spain had the same PPP cost-of-living index (78). Although, during the period of twenty-nine years, price levels have been more equalized in Spain than in Mexico (a generally higher cost of living in Spain), relative to the U.S., the insertion of Spain in the European Union and of Mexico in the North American Free Trade Agreement have drawn dramatically different results. The hard facts are that Spain's economic strategy gives sustained support to aggregate demand and Mexico's depresses it. Thus, while nominal manufacturing wages increase seven fold in Spain, in Mexico they grow a meagre 80% –well below the 284% growth of wages in the U.S., its main trading partner. Thus, the Spanish economy joins fully the group of developed economies whilst Mexico retreats into poverty levels that precede, at the very least, the levels prevalent three decades ago.

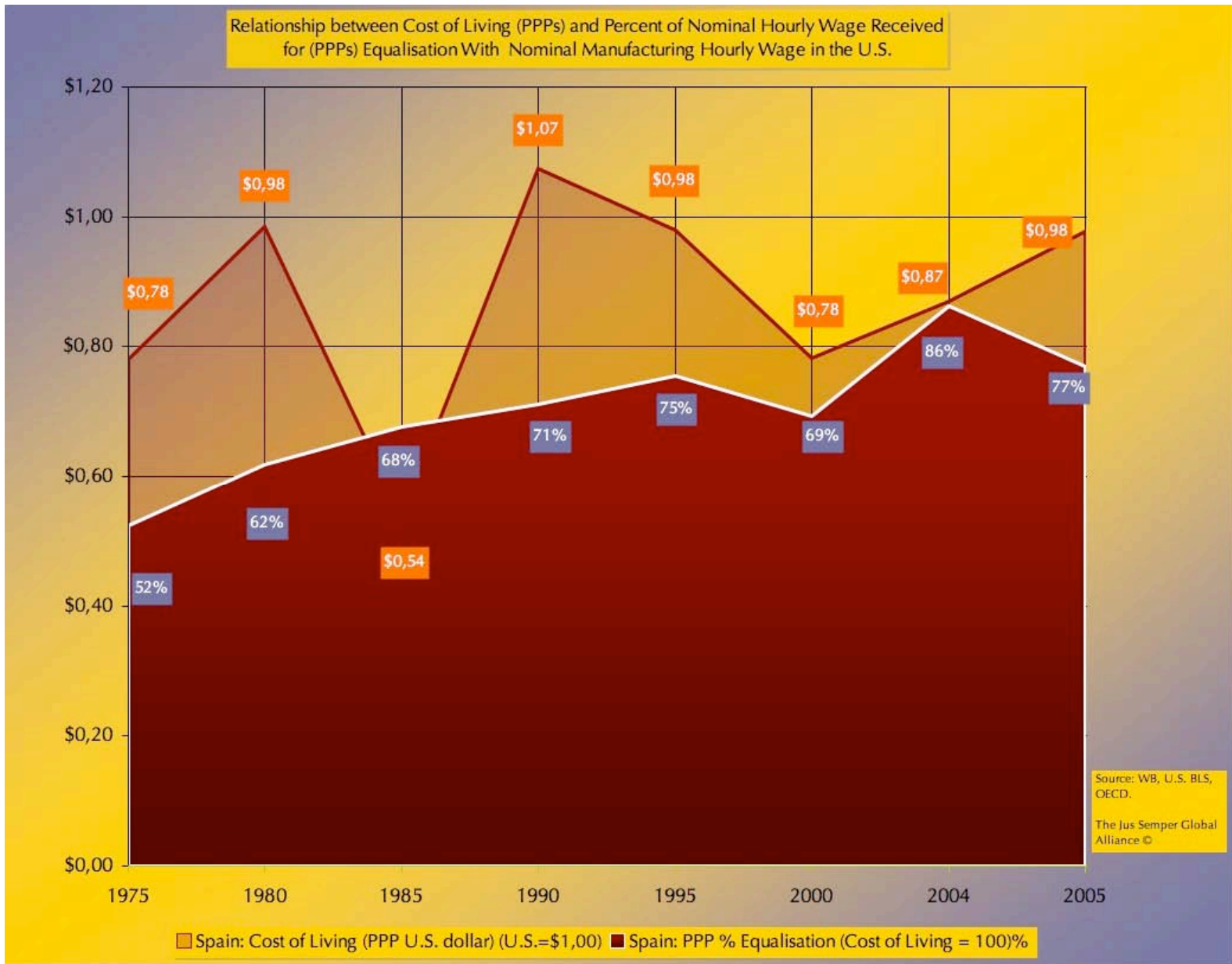
- Between 1975 and 2005, the hourly equalized manufacturing Spanish wage –the wage required to receive an equivalent remuneration to that of their U.S. counterparts– increased 381%, due to the increase of the Spanish PPP cost of living, relative to the U.S. PPP cost of living, going from \$4,81 in 1975 to \$23,13 U.S. dollars in 2005. Thus, given that the Spanish hourly manufacturing wage increased nominally 606%, from 2,52 in 1975 to 17,78 U.S. dollars in 2005, the equalization level grew 48%, with the equalization index moving from 52 to 77.



Gap Between Nominal Manufacturing Hourly Wage and PPPs Equalization to Real Wage with U.S.







Nominal Manufacturing Hourly Wage and Equalization Via PPP with U.S. Equivalent



Source: WB, U.S. BLS, OECD.
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The Jus Semper Global Alliance – Manufacturing workers' Wage Gap Analysis in Purchasing Power Parities (PPPs) Comparison Terms 1975-05

		1975	1980	1985	1990	1995	2000	2004	2005
Benchmark	U.S. Hourly rate	6,16	9,63	12,71	14,81	17,17	19,65	22,82	23,65
Canada	GDP PPPs in country currency*	1,222	1,206	1,256	1,3	1,212	1,156	1,1983	1,2259
	Exchange rate	1,017	1,169	1,366	1,167	1,373	1,486	1,302	1,212
	GDP PPPs in US Dollars	\$ 1,20	\$ 1,03	\$ 0,92	\$ 1,11	\$ 0,88	\$ 0,78	\$ 0,92	\$ 1,01
	2. Equalized PPP compensation US \$	\$ 7,40	\$ 9,93	\$ 11,69	\$ 16,50	\$ 15,16	\$ 15,28	\$ 21,00	\$ 23,92
	3. Actual Real compensation US \$	\$ 5,09	\$ 8,60	\$ 12,18	\$ 14,66	\$ 18,69	\$ 21,19	\$ 23,65	\$ 23,55
	4. Actual Nominal compensation US \$	\$ 6,11	\$ 8,87	\$ 11,20	\$ 16,33	\$ 16,50	\$ 16,48	\$ 21,77	\$ 23,82
	Compensation Deficit in US \$ (2÷4)	\$ 1,29	\$ 1,06	\$ 0,49	\$ 0,17	\$ (1,34)	\$ (1,20)	\$ (0,77)	\$ 0,10
	Wage Equalisation index (4÷2 or 3÷1)	0,83	0,89	0,96	0,99	1,09	1,08	1,04	1,00
South Korea	GDP PPPs in country currency*	238,9	411,6	465	538	629	582,5	780,8	742,3
	Exchange rate	484	607,4	870	707,8	771,3	1131	1145	1024
	GDP PPPs in US Dollars	\$ 0,49	\$ 0,68	\$ 0,53	\$ 0,76	\$ 0,82	\$ 0,52	\$ 0,68	\$ 0,72
	2. Equalized PPP compensation US \$	\$ 3,04	\$ 6,53	\$ 6,79	\$ 11,26	\$ 14,00	\$ 10,12	\$ 15,56	\$ 17,14
	3. Actual Real compensation US \$	\$ 0,65	\$ 1,40	\$ 2,30	\$ 4,87	\$ 8,93	\$ 15,98	\$ 16,32	\$ 18,70
	4. Actual Nominal compensation US \$	\$ 0,32	\$ 0,95	\$ 1,23	\$ 3,70	\$ 7,28	\$ 8,23	\$ 11,13	\$ 13,56
	Compensation Deficit in US \$ (2÷4)	\$ 2,72	\$ 5,58	\$ 5,56	\$ 7,56	\$ 6,72	\$ 1,89	\$ 4,43	\$ 3,58
	Wage Equalisation index (4÷2 or 3÷1)	0,11	0,15	0,18	0,33	0,52	0,81	0,72	0,79
Japan	GDP PPPs in country currency*	286	243,9	213,6	195	172,9	141,8	134,5	136,5
	Exchange rate	296,7	225,7	238,5	145	94,0	107,8	108,2	110,1
	GDP PPPs in US Dollars	\$ 0,96	\$ 1,08	\$ 0,90	\$ 1,34	\$ 1,84	\$ 1,32	\$ 1,24	\$ 1,24
	2. Equalized PPP compensation US \$	\$ 5,94	\$ 10,41	\$ 11,38	\$ 19,92	\$ 31,60	\$ 25,85	\$ 28,36	\$ 29,33
	3. Actual Real compensation US \$	\$ 3,08	\$ 5,05	\$ 7,00	\$ 9,36	\$ 12,75	\$ 16,67	\$ 17,57	\$ 17,55
	4. Actual Nominal compensation US \$	\$ 2,97	\$ 5,46	\$ 6,27	\$ 12,59	\$ 23,47	\$ 21,93	\$ 21,84	\$ 21,76
	Compensation Deficit in US \$ (2÷4)	\$ 2,97	\$ 4,95	\$ 5,11	\$ 7,33	\$ 8,13	\$ 3,92	\$ 6,52	\$ 7,57
	Wage Equalisation index (4÷2 or 3÷1)	0,50	0,52	0,55	0,63	0,74	0,85	0,77	0,74

The Jus Semper Global Alliance – Manufacturing workers' Wage Gap Analysis in Purchasing Power Parities (PPPs) Comparison Terms 1975-05

		1975	1980	1985	1990	1995	2000	2004	2005
Benchmark	U.S. Hourly rate	6,16	9,63	12,71	14,81	17,17	19,65	22,82	23,65
France	GDP PPPs in country currency*	4,978	5,559	6,559	6,61	6,49	1,068	0,829	0,910
	Exchange rate	4,282	4,22	8,98	5,447	4,986	1,083	0,804	0,8033
	GDP PPPs in US Dollars	\$ 1,16	\$ 1,32	\$ 0,73	\$ 1,21	\$ 1,30	\$ 0,99	\$ 1,03	\$ 1,13
	2. Equalized PPP compensation US \$	\$ 7,16	\$ 12,69	\$ 9,28	\$ 17,97	\$ 22,35	\$ 19,38	\$ 23,52	\$ 26,79
	3. Actual Real compensation US \$	\$ 3,87	\$ 6,76	\$ 10,24	\$ 12,66	\$ 14,80	\$ 15,67	\$ 23,17	\$ 21,74
	4. Actual Nominal compensation US \$	\$ 4,50	\$ 8,90	\$ 7,48	\$ 15,36	\$ 19,26	\$ 15,46	\$ 23,89	\$ 24,63
	Compensation Deficit in US \$ (2÷4)	\$ 2,66	\$ 3,79	\$ 1,80	\$ 2,61	\$ 3,09	\$ 3,92	\$ (0,37)	\$ 2,16
	Wage Equalisation index (4÷2 or 3÷1)	0,63	0,70	0,81	0,85	0,86	0,80	1,02	0,92
Germany	GDP PPPs in country currency*	3,062	2,397	2,173	2,09	2,02	1,092	0,876	0,959
	Exchange rate	2,455	1,815	2,942	1,617	1,432	1,083	0,804	0,8033
	GDP PPPs in US Dollars	\$ 1,25	\$ 1,32	\$ 0,74	\$ 1,29	\$ 1,41	\$ 1,01	\$ 1,09	\$ 1,19
	2. Equalized PPP compensation US \$	\$ 7,68	\$ 12,72	\$ 9,39	\$ 19,14	\$ 24,22	\$ 19,81	\$ 24,86	\$ 28,23
	3. Actual Real compensation US \$	\$ 5,02	\$ 9,21	\$ 12,81	\$ 16,80	\$ 21,34	\$ 22,49	\$ 29,83	\$ 27,64
	4. Actual Nominal compensation US \$	\$ 6,26	\$ 12,16	\$ 9,46	\$ 21,71	\$ 30,10	\$ 22,67	\$ 32,50	\$ 33,00
	Compensation Deficit in US \$ (2÷4)	\$ 1,42	\$ 0,56	\$ (0,07)	\$ (2,57)	\$ (5,88)	\$ (2,86)	\$ (7,64)	\$ (4,77)
	Wage Equalisation index (4÷2 or 3÷1)	0,81	0,96	1,01	1,13	1,24	1,14	1,31	1,17
Italy	GDP PPPs in country currency*	539,5	783	1184	1421	1556	1	0,754	0,843
	Exchange rate	652,4	855,1	1909	1198	1629	1,083	0,804	0,8033
	GDP PPPs in US Dollars	\$ 0,83	\$ 0,92	\$ 0,62	\$ 1,19	\$ 0,96	\$ 0,86	\$ 0,94	\$ 1,05
	2. Equalized PPP compensation US \$	\$ 5,09	\$ 8,82	\$ 7,88	\$ 17,57	\$ 16,40	\$ 16,88	\$ 21,40	\$ 24,81
	3. Actual Real compensation US \$	\$ 5,61	\$ 8,84	\$ 12,19	\$ 14,57	\$ 16,43	\$ 16,11	\$ 21,84	\$ 20,07
	4. Actual Nominal compensation US \$	\$ 4,64	\$ 8,09	\$ 7,56	\$ 17,28	\$ 15,69	\$ 13,84	\$ 20,48	\$ 21,05
	Compensation Deficit in US \$ (2÷4)	\$ 0,45	\$ 0,73	\$ (0,32)	\$ 0,29	\$ 0,71	\$ 3,04	\$ 0,92	\$ 3,76
	Wage Equalisation index (4÷2 or 3÷1)	0,91	0,92	0,96	0,98	0,96	0,82	0,96	0,85
England	GDP PPPs in country currency*	0,3802	0,4928	0,5327	0,602	0,656	0,684	0,584	0,634
	Exchange rate	0,4501	0,43	0,7708	0,5605	0,6335	0,6598	0,546	0,549
	GDP PPPs in US Dollars	\$ 0,84	\$ 1,15	\$ 0,69	\$ 1,07	\$ 1,04	\$ 1,04	\$ 1,07	\$ 1,1545
	2. Equalized PPP compensation US \$	\$ 5,20	\$ 11,04	\$ 8,78	\$ 15,91	\$ 17,78	\$ 20,38	\$ 24,42	\$ 27,30
	3. Actual Real compensation US \$	\$ 3,97	\$ 6,56	\$ 9,00	\$ 11,74	\$ 13,32	\$ 16,23	\$ 23,14	\$ 22,23
	4. Actual Nominal compensation US \$	\$ 3,35	\$ 7,52	\$ 6,22	\$ 12,61	\$ 13,79	\$ 16,84	\$ 24,76	\$ 25,66
	Compensation Deficit in US \$ (2÷4)	\$ 1,85	\$ 3,52	\$ 2,56	\$ 3,30	\$ 3,99	\$ 3,54	\$ (0,34)	\$ 1,64
	Wage Equalisation index (4÷2 or 3÷1)	0,64	0,68	0,71	0,79	0,78	0,83	1,01	0,94
Spain	GDP PPPs in country currency*	44,83	70,54	91,83	109,50	122,08	0,848	0,699	0,786
	Exchange rate	57,39	71,64	170	102	124,6	1,083	0,804	0,8033
	GDP PPPs in US Dollars	\$ 0,78	\$ 0,98	\$ 0,54	\$ 1,07	\$ 0,98	\$ 0,78	\$ 0,87	\$ 0,98
	2. Equalized PPP compensation US \$	\$ 4,81	\$ 9,48	\$ 6,87	\$ 15,90	\$ 16,82	\$ 15,39	\$ 19,85	\$ 23,13
	3. Actual Real compensation US \$	\$ 3,23	\$ 5,95	\$ 8,59	\$ 10,53	\$ 12,96	\$ 13,60	\$ 19,70	\$ 18,18
	4. Actual Nominal compensation US \$	\$ 2,52	\$ 5,86	\$ 4,64	\$ 11,30	\$ 12,70	\$ 10,65	\$ 17,14	\$ 17,78
	Compensation Deficit in US \$ (2÷4)	\$ 2,29	\$ 3,62	\$ 2,23	\$ 4,60	\$ 4,12	\$ 4,74	\$ 2,71	\$ 5,35
	Wage Equalisation index (4÷2 or 3÷1)	0,52	0,62	0,68	0,71	0,75	0,69	0,86	0,77
Mexico	GDP PPPs in country currency*	9,80	18,80	136,4	1530	2,96	5,456	7,952	7,937
	Exchange rate	12,5	22,97	256,9	2813	6,419	9,459	11,29	10,89
	GDP PPPs in US Dollars	\$ 0,78	\$ 0,82	\$ 0,53	\$ 0,54	\$ 0,46	\$ 0,58	\$ 0,70	\$ 0,73
	2. Equalized PPP compensation US \$	\$ 4,83	\$ 7,88	\$ 6,75	\$ 8,06	\$ 7,92	\$ 11,33	\$ 16,07	\$ 17,24
	3. Actual Real compensation US \$	\$ 1,86	\$ 2,69	\$ 2,99	\$ 2,89	\$ 3,69	\$ 3,59	\$ 3,46	\$ 3,61
	4. Actual Nominal compensation US \$	\$ 1,46	\$ 2,20	\$ 1,59	\$ 1,57	\$ 1,70	\$ 2,07	\$ 2,44	\$ 2,63
	Compensation Deficit in US \$ (2÷4)	\$ 3,37	\$ 5,68	\$ 5,16	\$ 6,49	\$ 6,22	\$ 9,26	\$ 13,63	\$ 14,61
	Wage Equalisation index (4÷2 or 3÷1)	0,30	0,28	0,24	0,19	0,21	0,18	0,15	0,15

The Jus Semper Global Alliance – Manufacturing workers' Wage Gap Analysis in Purchasing Power Parities (PPPs) Comparison Terms 1975-05

		1996	1998	2000	2001	2002	2003	2004	2005
Benchmark	U.S. Hourly rate	17,74	18,52	19,65	20,52	21,33	22,20	22,82	23,65
Brazil	GDP PPPs in country currency*	0,697	0,832	0,897	1,022	1,110	1,114	1,106	1,050
	Exchange rate	1,005	1,161	1,83	2,353	2,921	3,075	2,926	2,435
	GDP PPPs in US Dollars	\$ 0,69	\$ 0,72	\$ 0,49	\$ 0,43	\$ 0,38	\$ 0,36	\$ 0,38	\$ 0,43
	2. Equalized PPP compensation US \$	\$ 12,31	\$ 13,27	\$ 9,64	\$ 8,91	\$ 8,10	\$ 8,04	\$ 8,62	\$ 10,20
	3. Actual Real compensation US \$	\$ 8,30	\$ 7,66	\$ 7,14	\$ 6,84	\$ 6,77	\$ 7,57	\$ 8,34	\$ 9,48
	4. Actual Nominal compensation US \$	\$ 5,76	\$ 5,49	\$ 3,50	\$ 2,97	\$ 2,57	\$ 2,74	\$ 3,15	\$ 4,09
	Compensation Deficit in US \$ (2÷4)	\$ 6,55	\$ 7,78	\$ 6,14	\$ 5,94	\$ 5,53	\$ 5,30	\$ 5,47	\$ 6,11
	Wage Equalisation index (4÷2 or 3÷1)	0,47	0,41	0,36	0,33	0,32	0,34	0,37	0,40
		1996	1998	2000	2001	2002	2003	2004	2005
Benchmark	U.S. Hourly rate	17,74	18,52	19,65	20,52	21,33	22,20	22,82	23,65
Hong Kong	GDP PPPs in country currency*	7,74	8,83	7,89	7,73	7,01	7,02	6,58	6,21
	Exchange rate	7,735	7,75	7,79	7,80	7,80	7,79	7,79	7,78
	GDP PPPs in US Dollars	\$ 1,00	\$ 1,14	\$ 1,01	\$ 0,99	\$ 0,90	\$ 0,90	\$ 0,84	\$ 0,80
	2. Equalized PPP compensation US \$	\$ 17,76	\$ 21,10	\$ 19,90	\$ 20,34	\$ 19,16	\$ 20,02	\$ 19,28	\$ 18,87
	3. Actual Real compensation US \$	\$ 5,11	\$ 4,74	\$ 5,38	\$ 5,79	\$ 6,30	\$ 6,14	\$ 6,52	\$ 7,08
	4. Actual Nominal compensation US \$	\$ 5,12	\$ 5,40	\$ 5,45	\$ 5,74	\$ 5,66	\$ 5,54	\$ 5,51	\$ 5,65
	Compensation Deficit in US \$ (2÷4)	\$ 12,64	\$ 15,70	\$ 14,45	\$ 14,60	\$ 13,50	\$ 14,48	\$ 13,77	\$ 13,22
	Wage Equalisation index (4÷2 or 3÷1)	0,29	0,26	0,27	0,28	0,30	0,28	0,29	0,30
Singapore	GDP PPPs in country currency*	1,601	1,99	1,71	1,69	1,56	1,53	1,53	1,54
	Exchange rate	1,41	1,67	1,73	1,79	1,79	1,74	1,69	1,66
	GDP PPPs in US Dollars	\$ 1,14	\$ 1,19	\$ 0,99	\$ 0,94	\$ 0,87	\$ 0,88	\$ 0,90	\$ 0,93
	2. Equalized PPP compensation US \$	\$ 20,14	\$ 22,09	\$ 19,52	\$ 19,31	\$ 17,89	\$ 19,49	\$ 20,64	\$ 21,90
	3. Actual Real compensation US \$	\$ 7,19	\$ 6,17	\$ 7,23	\$ 7,41	\$ 7,70	\$ 8,18	\$ 8,16	\$ 8,27
	4. Actual Nominal compensation US \$	\$ 8,16	\$ 7,36	\$ 7,18	\$ 6,97	\$ 6,71	\$ 7,18	\$ 7,38	\$ 7,66
	Compensation Deficit in US \$ (2÷4)	\$ 11,98	\$ 14,73	\$ 12,34	\$ 12,34	\$ 11,18	\$ 12,31	\$ 13,26	\$ 14,24
	Wage Equalisation index (4÷2 or 3÷1)	0,41	0,33	0,37	0,36	0,38	0,37	0,36	0,35

***Definitions:**

- PPPs stands for Purchasing Power Parities, which reflect the currency units in a given currency that are required to buy the same goods and services that can be purchased in the base country with one currency unit. This analysis uses the U.S. and the U.S. dollar as the benchmark.
- GDPs PPPs in country currency express the number of country currency units required to buy the same goods and services a U.S. dollar can buy in the U.S.
- Exchange rate is nominal exchange rate.
- GDP PPPs in U.S. Dollars expresses the U.S. dollar units required in a given country to buy the same goods and services a U.S. dollar can buy in the U.S. If the PPP is less than 1, a U.S. dollar can buy more in the country in question because the cost of living is lower, and viceversa.
- The PPP, expressed in national currency, reflects the exchange rate in comparison with the market exchange rate, which does not reflect the ratio of prices.
- Equal PPP compensation expresses the hourly U.S. dollar nominal rate required in a given country to equally compensate a local worker, in terms of purchasing power, for equal work rendered, as the equivalent U.S. worker is compensated, in accordance with Article 23 of the UN Universal Declaration of Human Rights and ILO's Convention 100 of "equal pay for equal work", applied in a global context.
- Actual Real Compensation is the hourly wage paid in a given country in purchasing power terms.
- Actual Nominal Compensation is the nominal hourly wage paid in a given country.
- Compensation deficit expresses the wage gap between the hourly nominal rate paid (4) and the equalized PPP hourly rate that should be paid for equal work (2).
- Compensation equalization index expresses the ratio of actual nominal pay to equivalent PPP hourly pay (4 between 2); or the ratio of actual real pay (3) to the hourly nominal pay benchmark (1) (3 between 1).
- Note: Slight variations in data in years previously reported are due to adjustments made in the data reported by the U.S. Bureau of Labour Statistics after our reports were issued.

Sources: The Jus Semper Global Alliance analysis using the sources below.**(Sources with X indicate that some of their data is directly incorporated in the table:)**

- World Development Indicators 1998, 2000, 2002 and 2004, 2006, 2007 The World Bank, table 1.1
- World Development Indicators database, The World Bank, April 2007 – GNI per capita 2005, Atlas method and PPP
- X International Comparisons of Hourly Compensation Costs for Production Workers in Manufacturing, November 2006.
U.S. Department of Labour, Bureau of Labour Statistics
- X Comparative Real Gross Domestic Product per Capita and per Employed Person, Fourteen Countries 1960-2005
U.S. Department of Labour, Bureau of Labour Statistics, Office of Productivity and Technology.
- X PPPs for OECD Countries 1970-2002, OECD 2002 and GDP PPPs historical series 1970-1999.
- Purchasing Power parities – Measurement and Uses by Paul Schreyer and Francette Koechlin, OECD Statistical briefs, March 2002.