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# The Occupational Wages around the World 1953-2008 database[[1]](#endnote-1)

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# *Introduction*

This document describes the standardization procedure used to create the *Occupational Wages around the World 1953-2008* database (‘OWW’) from the ILO October Inquiry data. Earlier standardization procedures were those applied to the 1983-2008 ILO October Inquiry data (Oostendorp 2012) and to the 1983-1998 ILO October Inquiry data (Freeman and Oostendorp 2000). The new OWW 1953-2008 database is based on a standardization procedure for the 1953-2008 ILO October Inquiry data and has the following features compared to the earlier OWW releases:

1. The time span is significantly increased to a period of more than 50 years.
2. While the latest 1983-2008 standardization included both standardized hourly and monthly wages for 1983-2008, the current standardization adds hourly but not monthly wages for the 1953-1982 period. The reason for this is that for the 1953-1982 period, the pay data for the largest group of occupations (41 out of 48) are reported as hourly wages, without accompanying hours worked data (making it impossible to calculate the monthly equivalent wages).
3. A systematic and transparent procedure for selecting exchange rates is introduced.
4. Information is provided on the share of wage observations that are reported for the entire country or for specific ethnic groups.

It can be noted that it will not be possible to further extend the OWW forward in time, as the ILO October Inquiry has been discontinued after 2008. Since then, the ILOSTAT database provides occupational data but at the much more aggregated level of 9 ISCO major groups. It would be possible, however, to extend the OWW backwards, as the ILO October Inquiry started in 1924 and has been collected annually ever since, although for fewer occupations and countries (see Table1 in Freeman and Oostendorp 2000).

In the remainder of this document, we will first discuss the main characteristics of the 1953-2008 ILO October Inquiry database, followed by a detailed account of each of the steps of the standardization procedure. Finally, we will discuss the contents of the standardized OWW data file.

## The 1953-1982 and 1983-2008 ILO October Inquiry data

The 1953-1982 October Inquiry and the 1983-2008 October Inquiry differ in a number of respects. First, the number of occupations varies between the two periods. While the total number of occupations reported in the 1953-1982 October Inquiry is 48, the number of occupations was expanded to 161[[2]](#endnote-2) in the 1983-2008 October Inquiry.

Second, not all of the occupations reported in the 1953-1982 period are still available in the 1983-2008 period. In particular, the occupations pattern makers (wood) in the manufacturing of machinery, permanent way laborers in the transport industry and unskilled laborers (public parks & gardens) in municipal services were reported in the 1953-1982 October Inquiry but not afterwards.

Third, there is a very good match between the reported occupations in the 1953-1982 period and the 1983-2008 period (except for the three occupations that were discontinued after 1982), but the match is not perfect. In Table A.1 in Appendix A we show how we matched the occupations. For a number of occupations the corresponding industry differs (somewhat) between the two periods. For instance for sewing-machine operators, we have as industry 'Manufacture of wearing apparel (men's cotton shirts)' for the 1953-1982 period and 'Manufacture of wearing apparel (except footwear)' in the 1983-2008 period. For a number of occupations the occupational description has been changed, for instance from 'Weavers' to 'Cloth weavers (machine)'. Also the industry 'Manufacture of chemicals' was split into two industries in the period 1983-2008, namely 'Manufacture of industrial chemicals' and 'Manufacture of other chemical products'. For this reason we matched occupations 17 and 18 from the 1953-1982 October Inquiry ('Mixers' and 'Labourers, unskilled') twice to occupations 55 and 57 respectively 56 and 59 in the 1983-2008 October Inquiry (see Table A.1). Although we expect that the occupational matching is sufficiently precise for most purposes, it might be a problem in specific cases (in which case one will observe a 'break' in the relevant data series between 1982 and 1983).

Fourth, and finally, while the 1983-2008 ILO October Inquiry is available in electronic format (<http://laborsta.ilo.org>), the 1953-1982 ILO October Inquiry is only available as hard copy in various ILO publications (see note to Table 1 in Freeman and Oostendorp 2000). We have therefore scanned the 1953-1982 ILO October Inquiry using these various ILO publications creating an electronic version of the ILO October Inquiry for the entire 1953-2008 period. It should be noted, however, that many of the pay observations have been reported throughout the period with additional footnotes, such as "Average per hour", "Auckland", "Both sexes" or "Large hotels". These footnotes have been coded as much as possible, using the variables *y0* (year), *y1* (country code), *y2* (city or region code), *y3* (industry code), *y4* (occupation code), *y6* (pay or hours of work concept code such as wages versus earnings, and normal versus average hours of work), *y7* (sex code), *y8* (range code), *y9* (period concept code such as monthly versus hourly pay) and *y10* (averaging concept code such as mean versus minimum pay). The part of the footnote that could not be coded within *y0-y10* was retained within a string variable *ftn*. This follows the nomenclature used in the electronic version of the 1983-2003 ILO October Inquiry.[[3]](#endnote-3) In the description of the raw data below we will refer to many of these variables although in the OWW data file only *y0, y1, y4* are retained because the standardization procedure yields wages in a standard format for each country/occupation/year (*y1/y4/y0*) triple.[[4]](#endnote-4)

Figure 1 reports the number of countries that report pay data for each year and all years cumulatively for at least one of the 48 respectively 161 occupations in the 1953-1982 and 1983-2008 period. The number of countries that report pay data for at least one occupation varies between 55 and 105 countries in the years 1953-1982 and between 26 and 78 countries in the years 1983-2002. The number of countries reporting for 2008 is rather low at 26 reflecting a clear downward trend in the number of countries reporting since the mid-seventies. In terms of cumulative number of countries reporting, for the 1953-1982 and 1983-2008 period a total number of 166 respectively 171 countries reported pay at least one time in this period.

**Figure 1. Number of countries reporting in the 1953-1982 and 1983-2008 ILO October Inquiry**

Table 1 gives a detailed description of the information in 1953-1982 and 1983-2008 ILO October Inquiry. It should be noted that the numbers reflect only those observations that were retained after extensive cleaning with respect to the *y0-y10* variables (the data cleaning procedure is described below). Also if a range has been reported for pay, we found the midpoint of the range and use it as the reported pay for the category.

Panel A gives information on the size of the samples. It shows the maximum conceivable number of observations that the Inquiry would contain if each country reported a single wage statistic for each occupation yearly: over 200,000 pieces of data for the 1953-1982 period and more than 700,000 for the 1983-2008 period.[[5]](#endnote-5) The actual number of observations is smaller, largely because most countries do not report statistics in many years. On average, countries report wages for respectively 15.4 and 9.3 years out of 30 and 26 possible years for the periods 1953-1982 and 1983-2008. This implies that about one half and two-thirds of country year observations are empty for the 1953-1982 and 1983-2008 periods respectively. In addition, countries do not report data for every occupation in the years when they do report. The bottom line is that there are 79,447 and 125,275 country x year x occupation cells with wage data in the 1953-1982 and 1983-2008 data files.[[6]](#endnote-6)

However, many countries report more than one wage for a single occupation. Some give hourly wage rates **and** average earnings. Others give wages for men **and** wages for women. Others give wages for one gender and for both genders. Nearly one-third and one- half of the observations (31.9 respectively 51.4%) contain multiple wage figures in the periods 1953-1982 and 1983-2008. While this will help us to calibrate the data into a standardized format, it makes the raw data difficult to use in cross-country comparisons, particularly since different countries report pay differently. Including multiple wages, there are 124,514 respectively 240,309 pieces of data for the 1953-1982 and 1983-2008 periods.

Panel B shows the frequency distribution of countries by the number of occupations they report; and the frequency distribution of occupations by the number of countries that report statistics on them. The distribution of countries by number of occupations shows that in most countries there are sufficient occupations with wage data to get a good measure of the overall wage structure. It also shows, however, that different countries report on different numbers of occupations, which creates problems in comparing wage structures across countries. The distribution of occupations by country shows that many occupations have wage data for large numbers of countries, which will allow us to contrast labor costs and living standards for workers in the same occupation around the world.

**Table 1. Types of observations contained in the October Inquiry, 1953-2008**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | | No. of observations | | |
| **A. SAMPLE SIZE** | | | 1953-1982 | | 1983-2008 |
| Maximum conceivable observations (excl multiple observations) | | | 239,040 | | 715,806 |
| Missing because country did not report in given year | | | 116,496 | | 460,782 |
| Missing because occupation missing in year country reported | | | 43,097 | | 129,749 |
|  | | |  | |  |
| Actual year/country/occupation observations (excl multiple observations) | | | 79,447 | | 125,275 |
| Observations with multiple figures | | | 25,339 | | 64,441 |
| Multiple figures | | | 45,067 | | 115,034 |
| Total, including all multiple observations | | | 124,514 | | 240,309 |
| **B. COUNTRIES AND OCCUPATIONS WITH AT LEAST ONE REPORTED WAGE STATISTIC** | | | | | |
| Countries with reported wage statistic for different numbers of occupations | | | | | |
| 1953-1982 | | 1983-2008 | | | |
| No. of occupations | No. of countries (total=166) | No. of occupations | | No. of countries (total=171) | |
| <=9 | 2 | <=29 | | 17 | |
| 10-19 | 3 | 30-59 | | 14 | |
| 20-29 | 12 | 60-79 | | 16 | |
| 30-39 | 41 | 80-99 | | 16 | |
| 40+ | 108 | 100-119 | | 32 | |
|  |  | 120-139 | | 23 | |
|  |  | 140+ | | 53 | |
| Occupations with one reported wage statistic for different numbers of countries | | | | | |
| 1953-1982 | | 1983-2008 | | | |
| No. of countries reporting on occupations | No. of occs (total=48) | No. of countries reporting on occupations | | No. of occs (total=161) | |
| <=79 | 2 | <=79 | | 22 | |
| 80-99 | 0 | 80-99 | | 30 | |
| 100-119 | 9 | 100-119 | | 39 | |
| 120-139 | 7 | 120-139 | | 46 | |
| 140-159 | 19 | 140-159 | | 24 | |
| 160+ | 11 | 160+ | | 0 | |
| **C. ACTUAL OBSERVATIONS** | | | 1953-1982 | | 1983-2008 |
| Pay concept (*y6*) | | |  | |  |
| Wage rates | | | 100,501 | | 141,567 |
| Earnings | | | 24,013 | | 98,742 |
| Averaging concept (*y10*) | | |  | |  |
| Mean | | | 42,656 | | 182,599 |
| Minimum | | | 36,183 | | 38,144 |
| Maximum | | | 2,044 | | 5,594 |
| Average of min-max | | | 0 | | 25 |
| Prevailing | | | 43,026 | | 7,121 |
| Median | | | 0 | | 6,810 |
| Other | | | 605 | | 0 |
| Missing | | | 0 | | 16 |
| Period concept (*y9*) | | |  | |  |
| Monthly | | | 16,659 | | 154,911 |
| Hourl*y*1 | | | 107,855 | | 43,434 |
| Daily | | | 0 | | 9,964 |
| Weekly | | | 0 | | 27,044 |
| Fortnight | | | 0 | | 1,261 |
| Annual | | | 0 | | 3,584 |
| Other | | | 0 | | 81 |
| Missing | | | 0 | | 30 |
| Sex (*y7*) | | |  | |  |
| Male workers | | | 15,891 | | 94,918 |
| Male and female workers | | | 95,376 | | 90,663 |
| Female workers | | | 13,247 | | 54,728 |
| Coverage (*y2*) | | |  | |  |
| Whole country | | | 39,528 | | 237,285 |
| Part of country | | | 84,986 | | 3,024 |

Notes: Tabulated from the ILO October Inquiry computer files, 1983-2008, and from the hardcopy tables, 1953-1982. The total number of countries is 166 in 1953-1982 and 171 in 1983-2008 (192 total). 1The hourly figures under “period concept” for 1983-2008 include a small number of observations which concern hours paid for, and another small number which concern wages relating to hours worked.

Panel C shows the diverse way in which countries report wages. Most countries report wage rates, presumably from employer surveys or collective bargaining contracts or

legislated pay schedules. However, many report earnings, especially in the 1983-2008 period, which may come from household surveys. For the 1983-2008 period, most pay statistics are in the form of meansbut 16 percent report minimum wages, some from collective bargaining contracts. Some countries report maximum wages. Others give prevailing wages. The US reports median weekly earnings for most occupations (from individual reports on the Current Population Survey). For the 1953-1982 period we find a different pattern, however. For this period most pay statistics are in the form of prevailing (35%) or mean wages (34%), followed by minimum wages (29%).

The time period to which the pay refers also varies. For the 1983-2008 period the most common period is the month, followed by the hour, but some countries report weekly pay, others give daily rates for some occupations, and so on. For the 1953-1982 period only two time periods are used, namely hourly (87%) and monthly (13%). There is also variation

by gender. For the 1983-2008 period 39 percent of the observations relate to male workers, 38 percent to all workers, and 23 percent to female workers. For the 1953-1982 period most

wages are for both genders (77%), and the remaining wages are more or less equally split between male (13%) and female wages (11%).

Finally, in terms of coverage, most pay figures in the 1983-2008 period are for the whole country (99%), while for the 1953-1982 period this number is much lower (32%). When the country coverage is for only part of the country, the reported pay is virtually always for the dominant economic regions where most of the employment is located. This implies that the pay figures may not be that different from those for the entire country. Also if they are actually different, this may be less of an issue if one analyzes within-country wage inequality.

*Standardization procedure for the 1953-2008 ILO October Inquiry data*

Because of the nonstandard nature of the database we use a standardization procedure to make the data comparable across occupations, countries and time. This procedure is similar to the standardization procedure that was applied to the 1983-2008 ILO October Inquiry (Oostendorp 2012). However, unlike the latest standardization procedure which generated both standardized hourly and monthly wages for 1983-2008, wages will only be standardized on an hourly basis for the period 1953-1982. As noted before, the reason for this is that for the 1953-1982 period, the pay data of 41 occupations are reported as hourly wages, without accompanying hours worked data (making it impossible to calculate the monthly equivalent wages). As done in the latest standardization, the data will be standardized for adult wages (i.e. the mean wage for both sexes) as the data are most frequently reported in terms of adult wages over the whole 1953-2008 period (see Table 1). Also standardization in terms of adult wages is preferred as adult wages are representative of the actual wages earned by all workers. The remainder of this section provides a detailed account of each of the steps in the standardization procedure.

*Step 1.Data cleaning of hours of work data*

Initially, the data for hours of work were inspected for whether they were out of bound and/or whether there was a typo in the raw data. In a number of cases the reported hours of work per week did indeed exceed the total of 168 hours in the week and this was due to an incorrect coding of the period concept (for instance monthly hours were reported as weekly hours).[[7]](#endnote-7) Also a number of obvious typos in the hours of work data was found and these were corrected.

No further cleaning of the hours of work data was done, because measurement error in hours of work and pay figures often appear to be negatively correlated, with low (high) reported hours of work appearing in combination with high (low) hourly pay figures. Hence, in these cases the implied actual monthly wages may still be reasonable. Also apparently low numbers for hours of work may reflect gender differences (with much lower hours of work reported for female workers in some instances) or the difference between normal hours of work and the hours actually worked. Therefore the more extensive cleaning was applied to the derived hourly and monthly wages (see step 3 below)

*Step 2. Construction of hourly and monthly data*

Hourly data

The wage observations for the period 1983-2008 which were not reported on an hourly basis have been recalculated on an hourly basis using the reported hours of work. In case hours of work have been reported using the same period concept as wages (for instance both are reported per week or per day), this is straightforward. However, in a number of cases dimensional analysis was applied if the hours of work were reported but for a different time period than for wages.[[8]](#endnote-8) For instance, if wages were reported on a monthly basis and hours of work on a weekly basis, then the hourly wages were calculated as (wages\*12/52)/hours.

However, the number of hours was not always reported for the given occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*), city/region (*y2*) and country (*y1*). In this case the next best alternative hours of work was assigned. The following table reports the different hours of work data that have been used successively in lexicographic order for the 1983-2008 data.

##### Table 2. Lexicographic assignment of hours of work for 1983-2008 data

|  |  |
| --- | --- |
| **Lexicographic order** | **Hours of work assigned from** |
| 1 | same occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*) city/region (*y2*) and country (*y1*) |
| 2 | average of any city/region (*y2*) for given occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*) and country (*y1*) |
| 3 | average of any sex (*y7*) for given occupation (*y4*), pay concept (*y6*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 5 | other pay concept (*y6*) for given occupation (*y4*), sex (*y7*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 4 | closest other year (*y0*) for given occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 6 | average of any occupation (*y4*) for given pay concept (*y6*), sex (*y7*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 7 | average of any occupation/ pay concept/sex/year/city/region (*y4*, *y6*, *y7*, *y0*, *y2*) for given country (*y1*) |
| 8 | average of any country (*y1*), any pay concept (*y6*), any sex (*y7*), any year (*y0*) and any city/region (*y2*) for given occupation (*y4*) |

The above lexicographic ordering has been chosen because the variation in hours of work in the 1983-2008 period can be attributed in increasing order of magnitude to variation in city/region (*y2*), sex (*y7*), pay concept (*y6*), year (*y0*) and occupation (*y4*). In the few remaining cases where the lexicographic assignment rules 1 to 6 did not yield an estimate of hours of work, the country-average (assignment rule 7) or, if not available, the world-average of hours of work by occupation (assignment rule 8) was used.

A similar approach was used to construct the hourly wages in the 1953-1982 data. In this period hourly wages (and no hours of work data) were reported for 41 of the 48 occupations. The remaining 7 of the 48 occupations were reported on a monthly rather than hourly basis but countries were asked to report the hours of work as well. In case no hours of work was reported, we applied the lexicographic assignment rules in Table 3. Once again, the specific lexicographic ordering was chosen to reflect that the variation in hours of work can be explained in increasing order of magnitude by variation in sex (*y7*), city/region (*y2*), year (*y0*) and occupation (*y4*).[[9]](#endnote-9)

##### Table 3. Lexicographic assignment of hours of work for 1953-1982 data

|  |  |
| --- | --- |
| **Lexicographic order** | **Hours of work assigned from** |
| 1 | same occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*) city/region (*y2*) and country (*y1*) |
| 2 | average of any sex (*y7*) for given occupation (*y4*), pay concept (*y6*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 3 | average of any city/region (*y2*) for given occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*) and country (*y1*) |
| 4 | closest other year (*y0*) for given occupation (*y4*), pay concept (*y6*), sex (*y7*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 5 | average of any occupation (*y4*) for given pay concept (*y6*), sex (*y7*), year (*y0*), city/region (*y2*) and country (*y1*) |
| 6 | average of any occupation/ pay concept/sex/year/city/region (*y4*, *y6*, *y7*, *y0*, *y2*) for given country (*y1*) |
| 7 | average of any country (*y1*), any pay concept (*y6*), any sex (*y7*), any year (*y0*) and any city/region (*y2*) for given occupation (*y4*) |

Also here, in the remaining cases where the lexicographic assignment rules 1 to 5 did not yield an estimate of hours of work, the country-average (assignment rule 6) or, if not available, the world-average of hours of work by occupation (assignment rule 7) was used.

Monthly data

The wage observations for the period 1983-2008 which were not reported on a monthly basis have been recalculated as monthly wages using dimensional analysis to the extent possible. Hourly wages were transformed into monthly wages using the lexicographically assigned hours of work as discussed above. However, wage observations that are reported on a daily basis could not be converted into monthly pay figures, because the number of working days per month is not reported. Therefore, the observations are either on a monthly or daily basis, and data correction factors for daily wages will need to be estimated to convert them into monthly pay figures (see step 4 below).

## Step 3. Data cleaning

The data cleaning of the wage data was undertaken in five different steps. First, a number of wage observations were removed from the data set because their exact data type was unspecified or too idiosyncratic. For the period concept, wage observations with a missing or ‘other’ period concept (such as per shift, per piece) were dropped. For the averaging concept, wage observations with missing averaging concept were also dropped. We also removed the wage observations that were reported as the average of minimum and maximum wages because there are only few of them (see Table 1) and it is not a common averaging concept.

Second, data plots with hourly wages (in local currency units (LCU) or in US$) on the vertical axis and year of reporting on the horizontal axis for each country x occupation pair were inspected. The following figure shows one example of a plot for the occupation “Hotel receptionist” for Barbados in LCU (this occupation was not reported in the period 1953-1982). The plot clearly shows that the reported wage observations for 1987, 1990 and 1991 are potential outliers. Further inspection of the raw data showed that the 1990/1991 outliers were not caused by variation in the averaging concept (e.g. maximum wage reported instead of minimum wage), (obvious) miscoding in the period concept (e.g. annual wages reported instead of monthly wages), gender wage differences, or differences in location (i.e. regions within the country) from which wages were reported. In this case it was therefore decided to drop these outliers in order to preserve the obvious time pattern in the data. The outlier for 1987 arose because the same wage was reported as minimum and maximum, and although it possibly reflects the maximum, it was dropped.



The following figure shows a similar plot for the occupation “Hand compositor” for Slovakia in LCU:



The plot clearly shows that the reported wages for 2001 include (at least one) outlier, and further inspection of the raw data showed that this was due to an obvious miscoding of the period concept for 2001 (one of the reported wages was reported as hourly rather than monthly). Therefore the period concept was recoded to monthly wages in this case and the obvious time pattern was restored.

As final example we show a figure for the occupation “labourer” in manufacture of machinery (except electrical) for Costa Rica. Because this occupation was also reported in the 1953-1982 period, we plot the wage figures in US$ rather than LCU. The observation for



2008 is a potential outlier, and further inspection of the raw data shows that this is caused by a typo leading to a misplaced digit.

In total 20,179 country x occupation pairs were inspected. For a few country x occupation pairs it was obvious that there was no logical time pattern in the reported data and all the observations of the country x occupation pair were deleted from the database. The following plot for “Salesperson” for Great Britain illustrates this case. Here only minimum wages are reported for the period 1985-1986, and both average and median wages are reported for the 1990-2008 period. However, there is a break in the reported average/median wages which cannot be explained. It was therefore decided to drop all the observations from this country x occupation pair.



As a third step in the cleaning procedure, hourly wages were inspected across occupations for each country x year pair. In case occupational wages were a tenfold smaller or a tenfold larger than the average occupational wage within a country x year pair, then this wage observation was further checked and corrected if necessary.

Fourth, the average hourly wage within a country x year pair was compared to GDP per capita for that country and year. In case the ratio of the average wage and GDP per capita was very low or high (in the lower or upper 1% of the distribution) , then these wage observations were further checked and corrected if necessary.

In the fifth and final step of the cleaning procedure the monthly wages were also cleaned. In principle hourly and monthly wages will show the same time patterns unless the hours of work changed significantly for a given country-occupation pair across time. We calculated the range in hours of work for each country-occupation pair and repeated the second step of the cleaning procedure but now for monthly wages in case the range in hours of work standardized by the mean hours of work exceeded 0.25 (2,069 country-occupation pairs).[[10]](#endnote-10)

As a consequence of the above cleaning steps, roughly 2,000 corrections were introduced and the number of year/country/occupation observations dropped by 0.26% . In the cleaned dataset, there are two pay concepts (63.1% wage rates, 36.9% earnings), five averaging concepts (67.9% mean, 18.8% minimum, 2.2% maximum, 9.6% prevailing, 1.4% median) and 3 sex concepts (46.0% male and female, 33.8% male, 20.1% female). In the following section we discuss the procedure to standardize these data with these different concepts.

*Step 4. Estimation of data type correction factors*

The next step is to estimate data correction factors for the 1953-2008 ILO October Inquiry data following the procedure discussed in Freeman and Oostendorp (2000) which was further improved in Oostendorp (2012). Note first that because data concepts can occur in combination with each other, this gives potentially 30 data correction factors for hourly wages: 2 types of pay concepts (wage and earnings), 5 types of averaging concepts (mean, minimum, maximum, prevailing and median) and 3 types of sex concepts (male, female, both sexes) (2 x 5 x 3 = 30). For monthly wages we also have 2 types of period concepts (monthly and daily) and therefore there will be 60 potential data correction factors. Furthermore, the impact on wages of each of these (combinations of) data concepts could vary across countries (and even across regions within countries), occupations, and years. Hence, there are a large number of potential correction factors that need to be estimated.

This problem of heterogeneity of the data correction factors was discussed in Freeman and Oostendorp (2000). It was noted that the variation in the October Inquiry is too ‘thin’ to estimate all potential data correction factors for all data types and that it is necessary to simplify the procedure. Also here we will assume that the different data types affect wages separately rather than interactively (reducing the number of combinations of data concepts from 30 to 10 for hourly wages and 60 to 12 for monthly wages). Also we will not estimate data correction factors that vary across occupation, assuming for instance that the gender wage gap is constant across occupations within a country.[[11]](#endnote-11) The reason we do make these simplifying assumptions is that we think that the largest source of variation in the data correction factors can be found across countries rather than across occupations. However, we will allow the data correction factors to vary across the 1953-1982 and 1983-2008 periods, effectively by doing the standardization separately for both periods.

We also do not estimate correction factors for differences in regional coverage, as regional coverage varies strongly across years within countries implying that such correction factors are hard to identify if regional wage gaps are also country-specific. However, we will include a variable in the database that indicates the share of observations that are reported for the entire country underlying each standardized wage. Finally, in some instances wages were reported for ‘indigenous’ and ‘European’ workers separately (primarily in the 1950s for a few former colonies). We did not estimate ethnic wage correction factors but include variables in the database indicating the share of observations that are reported for indigenous respectively European workers underlying each standardized wage.

In Freeman and Oostendorp (2000, 2001) data correction factors were estimated that varied by region or income rank of the country but not by country. In Oostendorp (2012) *country-specific* data correction factors were estimated as much as possible. Because data correction factors turned out to be highly variable across countries, this country-specific standardization procedure can be seen as an important refinement of the original procedure. Apart from the introduction of country-specific data correction factors, also country-specific occupational dummies were introduced to allow the occupational wage structure or ranking to vary across countries. Therefore we will follow the same procedure as in Oostendorp (2012) to standardize the data with country-specific data correction factors and occupational wage structures.

A number of issues need to be addressed when estimating country-specific data correction factors. First, some or none of the data correction factors can be estimated because they are not identified for lack of variation in the data at the country level. If wages in one country are only reported as minimum wages, then it will not be possible to estimate the average wage in this country. Or if average wages are only reported for female workers, and prevailing wages for male workers, then it is not possible to identify the data correction factors for the averaging and sex concept separately as they are perfectly correlated. Second, there might be variation in the data but some of the data types are reported sparsely. For instance in some countries wages are mostly reported as minimum wages and only in a few instances as average wages. Third, the estimated data correction factor may be implausible. If wages have been reported as median wages in some instances, and if the estimated data correction factor for the averaging concept implies that median wages are higher than average wages, then this is not plausible.

Taking these issues into account, we therefore distinguish between three types of standard(ized) wages. First, there are wages that are reported in a standard format and that do not need to be standardized. The standard format is here defined as mean hourly or monthly wage rates for adult (i.e. male and female) workers. Second, there are wages that are reported at least partly in non-standard format and for which plausible data country-specific correction factors can be identified on non-sparse data types. The definition of non-sparse data types is arbitrary and we have chosen as cut-off point at least 10 wage observations of the given data type. Third, there are wages that are reported at least partly in non-standard format for which no plausible country-specific estimates on non-sparse data types for all correction factors can be identified. In this case we substitute the estimated data correction factors for the pooled sample of all countries for the correction factors that could not be estimated plausibly on non-sparse data for a given country.

We have applied the following rules to determine whether an estimated data correction factor is plausible: (1) minimum pay should be below average pay, (2) maximum pay should be above average pay, (3) median pay should be below average pay, (4) prevailing wages should be within 25% of average pay, (5) earnings should be above wages, and (6) the number of working days per month is at least 20 and at most 30.4 days (the average number of days in a month).[[12]](#endnote-12)

We also applied two additional rules taking into account that the data correction factor for both sexes should be a weighted average of the data correction factors for males and females and that female wages are typically lower than male wages. In particular, if both female and male wages are estimated to be below the adult wages (wages for both sexes), then the (implausible) negative data correction factor for male wages (relative to adult wages) is set equal to zero (which would be a lower bound). And if both female and male wages are estimated to be above adult wages, then the (implausible) positive data correction factor for female wages (relative to wages for both sexes) is set equal to zero (which would be an upper bound).

If any of the estimated data correction factors is deemed implausible according to the above rules, then it is replaced by the estimated data correction factor for the pooled sample of all countries and the remaining data corrections factors were reestimated.[[13]](#endnote-13)

We also distinguish a fourth type of standard(ized) wage namely wages which are corrected using exclusively the estimated data correction factors for the pooled sample of all countries (hence not country-specific). This type of standardized wages corresponds to the standardization variant 2 in Freeman and Oostendorp (2000, table A.1). Hence we include this type of standard(ized) data for comparison.

It should be noted that for each of the standardized data there is an issue of how to treat multiple wage observations within a given country, occupation, and year. Countries often report wages in different format (for instance male *and* female wages or for different regions) and therefore we have often multiple estimated standard wages for a given country, occupation and year. Following Freeman and Oostendorp (2000) and Oostendorp (2012), we use two types of weighting schemes. First, we use uniform weighting which gives an equal weight of the reciprocal of the number of wage observations reported within a country, occupation and year. Second, we use lexicographic weighting, which gives weight equal to one to the wage observation that is reported in standard format and zero to others.[[14]](#endnote-14) If no standard wage is reported, then uniform weights are assigned. It can be shown that lexicographic weighting is most efficient if there is much uncertainty in the data type correction terms and uniform weighting is most efficient if there is much measurement error in the reported wage data (see Appendix in Freeman and Oostendorp 2000). However, as shown later, the correlation between lexicographically and uniformly calibrated data is very high at 0.995 or more (Table 7).

The following table summarizes the different standardized data that we have calculated.

##### Table 4. Sources of data for different types of standardized data

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | type 1 | type 2 | type 3 | type 4 |
| data reported in standard format | yes | yes | yes | yes |
| data corrected with country-specific correction factors | no | yes | yes | no |
| data corrected with average correction factors | no | no | yes | yes |

Tables A.2 and A.3 in appendix A report the estimated data correcting factors for hourly wages for the different countries for the 1953-1982 and 1983-2008 ILO October Inquiry respectively. Table A.4 reports the estimated correction factors for monthly wages (for 1983-2008 only). Naturally no correction factor was estimated for data types that were not reported (indicated by a dot). Correction factors in italics are the pooled data correction factors (not country-specific), either because the country-specific correction factor could not be estimated, the data type was sparsely reported, or because the estimate was implausible.

We have not attempted to estimate data correction factors for the coverage of the wage data to estimate the difference in wages reported for the whole country and for part of the country. The reason for this omission is that regional coverage varies mostly across time, and therefore its impact on wages is mostly unidentified.

Because the data correction factors were estimated for *log* wages, they indicate that the reported wages of the corresponding data type deviate from the standard data type by the factor exp(estimated data correction factor) or by (exp(estimated data correction factor)-1)x100%.

As an example, Table A2 for hourly wages in 1953-1982 shows that for Antigua and Barbuda (*y1*=AG) it is estimated that earnings are 8 percent higher than wage rates, that males and females earn respectively 8 percent more and 9 percent less than adult workers, that minimum wages are 4 percent less than average wages, that prevailing wages are 8 percent higher than average wages, and that maximum wages are 29.7 percent higher than average wages (exp(0.26)-1=0.297) in the 1953-1982 period. A country-specific data correction factor for Antigua and Barbuda for the minimum, prevailing and maximum wages could not be estimated because of lack of variation in the data and therefore the corresponding data correction factors estimated across all countries is reported (and are indicated in italics).

It is clear that the estimated correction factors vary widely across countries, underlining the need for estimating country-specific correction factors unlike in Freeman and Oostendorp (2000, 2001).

*Exchange rates*

Wages in the ILO October Inquiry have been reported in contemporaneous local currency units making comparisons over time and across countries difficult. Therefore two conversion factors have been included in the database, namely a conversion rate between the reported LCU and the present-day LCU, and an exchange rate of the present-day LCU and current US$.

The conversion rate between the reported LCU and present-day LCU includes both redenominations (often as a consequence of a previous high inflation period), as well as changes in currency used (e.g. after independence, introduction of new currencies such as euro).

The US$ exchange rate included in the database has been based on different sources. The default choice is the average exchange rate from the IMF International financial statistics (“Exchange Rates, Domestic Currency per U.S. Dollar, Period Average, Rate”). If this average rate is not available, we used the end of period rate instead (“Exchange Rates, Domestic Currency per U.S. Dollar, End of Period, Rate”). However, often other sources are needed because of missing rates and we used various rates reported in the Penn World Tables (“Market rates” and “Market and estimated rates”), World Development Indicators of the World Bank (“Official exchange rate (LCU per US$, period average)” and “GDP exchange rate: GDP (current LCU)/ GDP (current US$)”), UNIDO INDSTAT database (“Average period exchange rates”). In case still none of these sources provided an exchange rate, we searched for ad hoc sources. In a few cases we were unable to identify an alternative source. Table 5 details this process of exchange rate selection. The variables *select* and *comment* are included in the database indicating the source selected for each country/year pair. The two-letter country codes listed in the table are reported in Appendix B, followed by the years for which the exchange rate source is selected. If no years are indicated, the selection applies to all years in which the country reports.

The excel file “Exrt1953\_2008release1.0.xlsx” contains all the exchange rates from the different sources for the countries and years covered by the Occupational Wages around the World database. It also includes the variables *select* and *comment* indicating which of the various sources was selected. The variable *conv\_wage* indicates the conversion rate between the reported LCU (as indicated by the variable *curr\_current*) and the present-day LCU (indicated by the variable *curr\_present*), and the exchange rate of the present-day LCU per current US$ is given by the variable *exrt\_usd*.

**Table 5. Selection of exchange rates**

|  |
| --- |
| 1. Default choice:  * IMF average rate (*select*=’IMF\_avg’) |
| 1. IMF end of period rate (*select*=’IMF\_end’) is used:  * When IMF average rate is not available: VN 1957-74 |
| 1. PWT market rate (*select*=’PWT\_m’) is used for  * Euro countries: AT, BE, DE, FI, FR, GR, IS, IT, LU, NL, PT, SP. For these countries the IMF rate is either missing or with respect to current LCU rather than the euro before the introduction of the euro. * When IMF rates are unavailable: BD 1953-70 (when Pakistani rupee was used),CU 1976-2008, GA 1961-95, GD 1970-95, GH 1955-72, 93-07, GM 1960-61, GN, GT, GX, GY 1970-07, HN, HT 1960-88, HU 1970-07, ID 1960-06, IN, LR 1971-86, LS, LY, MA 1961-71, MD 1994, MG 1960-05, ML 1960-90, MM 1997-07, MV, MW, MY 1955-95, NC 1970-83, NG, NO, PF 1970-90, PK, PN, PR, PS, SC, SG 1960-07, SL 1961-96, SV, VG * When PWT rate is with respect to present-day LCU and IMF rates are with respect to contemporaneous LCU: EC 1958-79 |
| 1. PWT market and estimated rate (*select*=’PWT\_me’) is used when  * When IMF rates are unavailable and PWT market rate differs from PWT market and estimated rate (e.g. due to hyperinflation, exchange market frictions): AR 1953-61, BG 1990, GH 1974-85, MM 1986-96, RU 1990-95 |
| 1. WB\_avg rate (*select*=’WB\_avg’) is used when:  * IMF and PWT rates are unavailable: GD 1960-67, GY 1960-69, HU 1968-69, LB 1962-68, LR 1960, LT, NC 1960-69, PF 1960-69, SL 1960 * IMF/PWT rates are available but seem too low/high: LT |
| 1. WB\_gdp rate (*select*=’WB\_gdp’) is used when:  * IMF, PWT and WB\_avg rates are unavailable: RU 1989 |
| 1. INDSTAT is used (*select*=’INDSTAT’ when  * IMF, PWT and WB rates are unavailable: CS 1963-72. However, for HU 1963-67 INDSTAT exchange rates were not used as they seem too low and black market rates for an outside source were used. |
| 1. If no exchange rates available from IMF IFS, PWT, WB WDI, INDSTAT, then other sources have been used (*select*=’Other’) and the variable *comment* indicates the exact source.  * If the country uses USD then no exchange rate source is needed. Countries: AS, GU (*comment*=’USD is used’) * In other cases, exchange rates have been identified from other sources (specified in *comment*): AF 1958, CS 1958-61, CU 1955, GA 1956-59, GM 1956-57, HU 1957-67, ID 1953-59, LA, LB 1955-59, MA 1959, MG 1956-59, NC 1956-59, PS, YA 1968-75 * In a number of cases rates have been extrapolated backwards when fixed exchange rates applied (specified in *comment*): GD 1955-59, GH 1954, GY 1955-59, HT 1953-59, MY 1953-54, PF 1957-59, RU 1988, SG 1953-59, SL 1954-58, UA 1972-73, VN 1955-56 |
| 1. No other source could be identified for VN 1953, YU 1992 |

## The standardized data OWW data file

Appendix B provides the codes for the variables included in the Occupational Wages around the World file “oww1953\_2008\_release1.0”. Each country/occupation/year triple is indicated by the variables *y1* (country), *y4* (occupation) and *y0* (year). The industry code corresponding to the occupation is indicated by the variable *y4*. We have also included the ISCO-88 and ISIC-88 codes for each of the occupations (variables *isco88* and *isic88* respectively), based on the correspondence table created by ILO (Appendix C). For six occupations in OWW (*y4* codes 300 to 302, reported from 1953 to 1982, and *y4* codes 160 to 162, reported from 1983 to 2008), the ILO does not provide a correspondence table to ISCO-88 and ISIC-88. We assign these occupations to the most closely matching ISCO-88 occupation, and the most closely matching ISIC-88 industry (see the variable *note\_occind\_matching*). In general, these occupations can be matched with some confidence to occupations at the three or four digit level, and to industries at the two digit-level. Only for occupations 160-162 -government executive officials at the central, regional and local level- there is some uncertainty about the corresponding ISCO-88 major group, depending on whether these are senior officials (major group 1) or associate officials (major group 3).

For each country / occupation / year triple various standardized wages are reported, for two different periods (hourly or monthly), four different standardization types (see Table 4), two weighting schemes (lexicographic and uniform), and three currency units (reported LCU, present-day LCU, US$).

The database file also includes information on the LCU reported in the ILO October Inquiry (*curr\_current*), the present-day LCU (*curr\_present*), and the conversion factor between these two (*conv\_wage*). The US$ exchange rate (in present-day LCU per US$) is reported in *exrt\_usd*. Information on the source of the exchange rate can be found in *select.* Finally, the database also includes variables indicating the share of observations reported for indigenous workers/European workers only and the share of observations reported for the entire country (*share\_indigenousW*, *share\_europeanW, coverageW,* where *W* indicates the weighting scheme used).

The means, standard deviation, minimum and maximum of the standardized data of the four types is reported in the table 6. The reported numbers are for lexicographic weighting but the numbers are virtually the same if uniform weighting is applied. Panel A reports the hourly wages for the period 1953-2008, while panel B reports the monthly wages for 1983-2008.

**Table 6. Descriptive statistics of standardized hourly data (lexicographic weighting).**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Number of obs. | Number of countries | Mean  hourly wage  (in US $) | Standard deviation | Minimum | Maximum |
| 1. Hourly wages (1953-2008) | | | | | | |
| type 1 (*hw1wl\_us*) | 38,253 | 162 | 2.81 | 4.56 | 0.01 | 105.42 |
| type 2 (*hw1wl\_us*) | 89,927 | 166 | 3.49 | 5.51 | 0.01 | 113.85 |
| type 3 (*hw1wl\_us*) | 206,283 | 192 | 3.24 | 5.39 | 0.01 | 130.82 |
| type 4 (*hw1wl\_us*) | 206,283 | 192 | 3.24 | 5.35 | 0.01 | 130.82 |
| 1. Monthly wages (1983-2008) | | | | | | |
| type 1 (*mw1wl\_us*) | 23,930 | 118 | 663.90 | 798.78 | 2.33 | 8905.56 |
| type 2 (*mw1wl\_us*) | 54,395 | 123 | 847.63 | 1052.23 | 2.33 | 18902.65 |
| type 3 (*mw1wl\_us*) | 124,849 | 171 | 800.14 | 1038.04 | 1.91 | 21448.50 |
| type 4 (*mw1wl\_us*) | 124,849 | 171 | 802.18 | 1029.49 | 2.06 | 21448.50 |

Note: the figures have been calculated on slightly smaller number of observations than contained in the database because of non-available US$ exchange rates.

Looking at panel A for hourly wages for the period 1953-2008, we see that the database contains 38,253 hourly wage observations in 162 countries in the standard format (‘type 1’) with a mean hourly wage rate for adult workers of 2.81 US $. The second type of standardized data also includes the wages that could be corrected with (only) country-specific data correction factors. This gives 89,927 observations in 166 countries and the average hourly wage is 3.49 US $. The third type also includes wage observations that could only be corrected using average (non-country-specific) data correction factors (next to country-specific data correction factors). This gives 206,283 wage observations in 192 countries with a mean wage of 3.24 US $. The fourth type of standardized data is based on average data correction factors with also 206,283 observations for also 192 countries and a mean wage of 3.24 US $. Panel B gives the corresponding figures for the monthly wages in the database file. Because monthly wages are only available for the period 1983-2008, the number of observations is lower than those reported in panel A for hourly wages.

The following table gives the pairwise correlations of the four types of standardized wages, both with lexicographic and uniform weighting, across all countries / occupations / years, for both the hourly wages and monthly wages in present-day LCUs.[[15]](#endnote-15)

**Table 7. Pairwise correlations of standardized hourly and monthly wages**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | type 1  lex | type 2  lex | type 3  lex | type 4  lex | type 2  uni | type 3  uni | type 4  uni |
| 1. Hourly wages (1953-2008) | | | | | | | |
| type 1 lex (*hw1wl\_present*) | 1.0000 |  |  |  |  |  |  |
| type 2 lex (*hw2wl\_present*) | 1.0000 | 1.0000 |  |  |  |  |  |
| type 3 lex (*hw3wl\_present*) | 1.0000 | 1.0000 | 1.0000 |  |  |  |  |
| type 4 lex (*hw4wl\_present*) | 1.0000 | 0.9996 | 0.9994 | 1.0000 |  |  |  |
| type 2 uni (*hw2wl\_present*) | 0.9971 | 0.9983 | 0.9983 | 0.9978 | 1.0000 |  |  |
| type 3 uni (*hw3wl\_present*) | 0.9970 | 0.9982 | 0.9985 | 0.9979 | 1.0000 | 1.0000 |  |
| type 4 uni (*hw4wl\_present*) | 0.9969 | 0.9978 | 0.9978 | 0.9984 | 0.9995 | 0.9993 | 1.0000 |
| 1. Monthly wages (1983-2008) | | | | | | | |
| type 1 lex (*mw1wl\_present*) | 1.0000 |  |  |  |  |  |  |
| type 2 lex (*mw2wl\_present*) | 1.0000 | 1.0000 |  |  |  |  |  |
| type 3 lex (*mw3wl\_present*) | 1.0000 | 1.0000 | 1.0000 |  |  |  |  |
| type 4 lex (*mw4wl\_present*) | 1.0000 | 0.9988 | 0.9984 | 1.0000 |  |  |  |
| type 2 uni (*mw2wl\_present*) | 0.9974 | 0.9985 | 0.9985 | 0.9974 | 1.0000 |  |  |
| type 3 uni (*mw3wl\_present*) | 0.9971 | 0.9983 | 0.9987 | 0.9971 | 0.9998 | 1.0000 |  |
| type 4 uni (*mw4wl\_present*) | 0.9969 | 0.9976 | 0.9970 | 0.9981 | 0.9991 | 0.9983 | 1.0000 |

Note: uni = uniform weighting, lex = lexicographic weighting.

The above table shows that the different standardization methods give similar results, with correlations above 0.995. Equally strong correlations are found between wages converted to US$. This is reassuring as a high correlation suggests that the choice of the exact standardization procedure has little effect on the outcome.

Tables D.1 and D.2 in appendix D summarize the data for each country and year for hourly respectively monthly wages. The reported wages are expressed in US $ and based on the type 3 standardization with lexicographic weighting. This standardization gives the largest number of observations while using country-specific data correction factors to the largest extent possible and favoring data reported in standard format. Hence, it is the recommended standardization when using the database with the other standardizations provided for robustness analysis. The few instances where we were unable to transform the wages in US $ because of missing exchange rates are indicated by \*. It should be noted that part of the reason why average wages vary across time within a country in Tables D.1 and D.2 is that wages have been reported for different occupations at different points in time.

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|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Appendix A**  **Table A.1. Matching of occupations between 1953-1982 and 1983-2008 October Inquiry** | | | | | |
| **1953-1983** | | | **1983-2008** | | |
| **Nr** | **Industry** | **Occupation** | **Nr** | **Industry** | **Occupation** |
| 1 | Coal mining | Coal hewers (underground) | 12 | Coalmining | Miner |
| 2 | Coal mining | Helpers, loaders (underground) | 13 | Coalmining | Underground helper, loader |
| 3 | Food-manufacturing industries | Bakers (ovenman) | 24 | Manufacture of bakery products | Baker (ovenman) |
| 4 | Manufacture of textiles | Spinners | 25 | Spinning, weaving and finishing textiles | Thread and yarn spinner |
| 5 | Manufacture of textiles | Weavers | 27 | Spinning, weaving and finishing textiles | Cloth weaver (machine) |
| 6 | Manufacture of textiles | Loom fixers (tuners) | 26 | Spinning, weaving and finishing textiles | Loom fixer, tuner |
| 7 | Manufacture of textiles | Labourers, unskilled | 28 | Spinning, weaving and finishing textiles | Labourer |
| 8 | Manufacture of wearing apparel (men's cotton shirts) | Sewing-machine operators | 30 | Manufacture of wearing apparel (except footwear) | Sewing-machine operator |
| 9 | Manufacture of furniture | Cabinet makers | 40 | Manufacture of wooden furniture and fixtures | Cabinetmaker |
| 10 | Manufacture of furniture | Upholsterers | 39 | Manufacture of wooden furniture and fixtures | Furniture upholsterer |
| 11 | Manufacture of furniture | French polishers (hand rubbers) | 41 | Manufacture of wooden furniture and fixtures | Wooden furniture finisher |
| 12 | Printing and publishing | Hand compositors | 47 | Printing, publishing and allied industries | Hand compositor |
| 13 | Printing and publishing | Machine compositors | 48 | Printing, publishing and allied industries | Machine compositor |
| 14 | Printing and publishing | Press operators | 49 | Printing, publishing and allied industries | Printing pressman |
| 15 | Printing and publishing | Bookbinders, machine sewing | 50 | Printing, publishing and allied industries | Bookbinder (machine) |
| 16 | Printing and publishing | Labourers, unskilled | 51 | Printing, publishing and allied industries | Labourer |
| 17 | Manufacture of chemicals | Mixers | 55 | Manufacture of industrial chemicals | Mixing- and blending-machine operator |
| 17 | Manufacture of chemicals | Mixers | 57 | Manufacture of other chemical products | Mixing- and blending-machine operator |
| 18 | Manufacture of chemicals | Labourers, unskilled | 56 | Manufacture of industrial chemicals | Labourer |
| 18 | Manufacture of chemicals | Labourers, unskilled | 59 | Manufacture of other chemical products | Labourer |
| 19 | Iron and steel basic industries | Melters | 64 | Iron and steel basic industries | Metal melter |
| 20 | Iron and steel basic industries | Labourers, unskilled | 65 | Iron and steel basic industries | Labourer |
| 21 | Manufacture of machinery | Fitters (assemblers) | 69 | Manufacture of machinery (except electrical) | Machinery fitter-assembler |
| 22 | Manufacture of machinery | Iron mulders (hand bench) | 68 | Manufacture of machinery (except electrical) | Bench moulder (metal) |
| 23 | Manufacture of machinery | Pattern makers (wood) |  | *Discontinued* |  |
| 24 | Manufacture of machinery | Labourers, unskilled | 70 | Manufacture of machinery (except electrical) | Labourer |
| 25 | Manufacture of transport equipment (repair of motor vehicles) | Garage mechanics, general duties | 159 | Repair of motor vehicles | Automobile mechanic |
| 26 | Construction | Bricklayers | 85 | Construction | Bricklayer (construction) |
| 27 | Construction | Structural steel erectors | 83 | Construction | Constructional steel erector |
| 28 | Construction | Cement finsihers | 87 | Construction | Cement finisher |
| 29 | Construction | Carpenters | 88 | Construction | Construction carpenter |
| 30 | Construction | Painters | 84 | Construction | Building painter |
| 31 | Construction | Plumbers | 82 | Construction | Plumber |
| 32 | Construction | Electrical fitters (inside wiremen) | 81 | Construction | Building electrician |
| 33 | Construction | Labourers, unskilled | 90 | Construction | Labourer |
| 34 | Electric light and power | Electrical fitters (outside lines) | 78 | Electric light and power | Electric power lineman |
| 35 | Electric light and power | Labourers, unskilled (in power plants) | 80 | Electric light and power | Labourer |
| 36 | Transport | Goods porters (platform loaders) | 104 | Railway transport | Railway vehicle loader |
| 37 | Transport | Permanent way laborers |  | *Discontinued* |  |
| 38 | Transport | Drivers | 111 | Passenger transport by road | Motor bus driver |
| 39 | Transport | Conductors | 109 | Passenger transport by road | Bus conductor |
| 40 | Transport | Motor truck drivers | 112 | Freight transport by road | Urban motor truck driver |
| 41 | Municipal services | Unskilled laborers (public parks & gardens) |  | *Discontinued* |  |
| 42 | Basic metal and metal product industries | Nurses (industrial) | 61 | Iron and steel basic industries | Occupational health nurse |
| 43 | Manufacture of chemicals | Laboratory assistants | 53 | Manufacture of industrial chemicals | Chemistry technician |
| 44 | Wholesale and retail trade | Sales persons | 96 | Retail trade (grocery) | Salesperson |
| 45 | Wholesale and retail trade | Clerks (stock record) | 92 | Wholesale trade (grocery) | Stock records clerk |
| 46 | Wholesale and retail trade | Stenographer-typist | 91 | Wholesale trade (grocery) | Stenographer-typist |
| 47 | Banks | Bank tellers | 131 | Banks | Bank teller |
| 48 | Banks | Accounting machine operators | 132 | Banks | Book-keeping machine operator |

**Table A.2. Estimated data correction factors for hourly wages, 1953-1982**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Earnings | | Males | | Females | | Minimum | | Prevailing | | Maximum | |  |
| AF | | . | | *0.00* | | . | | . | | *0.08* | | . |
| AG | | 0.08 | | 0.08 | | -0.09 | | *-0.04* | | *0.08* | | *0.26* |
| AI | | . | | 0.22 | | *0.00* | | . | | 0.14 | | . |
| AN | | 0.04 | | 0.18 | | -0.14 | | -0.42 | | 0.01 | | 0.04 |
| AO | | . | | *0.00* | | -0.17 | | *-0.04* | | *0.08* | | . |
| AR | | . | | 0.02 | | *0.00* | | *-0.04* | | *0.08* | | . |
| AS | | *0.16* | | *0.00* | | *-0.11* | | -0.15 | | -0.10 | | . |
| AT | | *0.16* | | 0.01 | | -0.03 | | *-0.04* | | *0.08* | | . |
| AU | | . | | 0.05 | | -0.15 | | *-0.04* | | *0.08* | | . |
| BB | | *0.16* | | 0.12 | | -0.06 | | -0.27 | | 0.00 | | . |
| BD | | 0.04 | | 0.31 | | *0.00* | | -0.11 | | -0.12 | | *0.26* |
| BE | | . | | 0.06 | | -0.06 | | *-0.04* | | *0.08* | | *0.26* |
| BF | | *0.16* | | 0.23 | | *0.00* | | *-0.04* | | -0.11 | | . |
| BH | | 0.09 | | *0.00* | | -0.11 | | . | | 0.01 | | . |
| BI | | 0.07 | | 0.01 | | *0.00* | | -0.10 | | 0.05 | | *0.26* |
| BJ | | *0.16* | | *0.00* | | -0.01 | | *-0.04* | | 0.04 | | *0.26* |
| BM | | . | | 0.09 | | -0.06 | | *-0.04* | | 0.07 | | *0.26* |
| BN | | 0.06 | | *0.00* | | -0.23 | | *-0.04* | | -0.04 | | . |
| BO | | 0.20 | | 0.18 | | *0.00* | | . | | -0.11 | | . |
| BR | | . | | 0.02 | | *0.00* | | . | | *0.08* | | . |
| BS | | *0.16* | | *0.00* | | -0.11 | | *-0.04* | | -0.04 | | . |
| BW | | . | | *0.00* | | -0.04 | | *-0.04* | | -0.08 | | . |
| BZ | | *0.16* | | 0.14 | | -0.23 | | -0.03 | | 0.01 | | . |
| CA | | 0.24 | | *0.00* | | -0.27 | | *-0.04* | | 0.14 | | *0.26* |
| CF | | 0.21 | | 0.13 | | *0.00* | | *-0.04* | | *0.08* | | . |
| CG | | 0.04 | | *0.00* | | *-0.17* | | *-0.04* | | -0.02 | | . |
| CI | | . | | 0.01 | | *0.00* | | *-0.04* | | *0.08* | | . |
| CL | | 0.20 | | 0.14 | | *0.00* | | -0.03 | | 0.08 | | *0.26* |
| CM | | 0.21 | | *0.00* | | -0.15 | | -0.02 | | 0.05 | | *0.26* |
| CO | | *0.16* | | *0.00* | | -0.05 | | . | | *0.08* | | . |
| CR | | 0.02 | | *0.00* | | -0.12 | | *-0.04* | | 0.02 | | . |
| CS | | *0.16* | | 0.21 | | *0.00* | | . | | *0.08* | | . |
| CU | | . | | 0.01 | | *0.00* | | . | | *0.08* | | . |
| CV | | *0.16* | | *0.00* | | *-0.17* | | . | | *0.08* | | . |
| CY | | *0.16* | | 0.36 | | -0.17 | | *-0.04* | | 0.20 | | . |
| DC | | . | | 0.11 | | -0.12 | | *-0.04* | | *0.08* | | . |
| DE | | 0.18 | | *0.00* | | -0.13 | | -0.02 | | *0.08* | | *0.26* |
| DJ | | *0.16* | | *0.00* | | *-0.17* | | -0.06 | | *0.08* | | . |
| DK | | *0.16* | | *0.00* | | -0.34 | | . | | . | | . |
| DO | | 0.02 | | *0.00* | | -0.17 | | -0.20 | | -0.22 | | . |
| DZ | | *0.16* | | 0.20 | | *0.00* | | . | | 0.00 | | *0.26* |
| EC | | *0.16* | | *0.00* | | -0.27 | | *-0.04* | | *0.08* | | . |
| ET | | 0.20 | | *0.00* | | -0.35 | | -0.42 | | 0.03 | | . |
| FA | | . | | *0.00* | | -0.13 | | *-0.04* | | *0.08* | | . |
| FI | | *0.16* | | 0.00 | | -0.08 | | *-0.04* | | *0.08* | | . |
| FJ | | 0.12 | | 0.13 | | -0.06 | | *-0.04* | | *0.08* | | . |
| FK | | . | | *0.00* | | -0.20 | | . | | *0.08* | | . |
| FR | | *0.16* | | . | | *-0.17* | | *-0.04* | | *0.08* | | . |
| GA | | *0.16* | | *0.16* | | *0.00* | | *-0.04* | | *0.08* | | . |
| GB | | *0.16* | | *0.00* | | -0.25 | | *-0.04* | | 0.02 | | . |
| GD | | 0.03 | | *0.00* | | -0.29 | | -0.36 | | 0.11 | | 1.26 |
| GF | | . | | 0.02 | | -0.01 | | -0.05 | | 0.01 | | . |
| GH | | 0.00 | | *0.00* | | *-0.17* | | *-0.04* | | 0.22 | | *0.26* |
| GI | | 0.11 | | *0.00* | | -0.31 | | -0.14 | | 0.03 | | *0.26* |
| GM | | *0.16* | | *0.00* | | -0.04 | | *-0.04* | | *0.08* | | . |
| GN | | *0.16* | | *0.00* | | -0.09 | | . | | *0.08* | | . |
| GP | | . | | *0.00* | | -0.14 | | . | | 0.17 | | . |
| GR | | . | | *0.00* | | -0.11 | | *-0.04* | | *0.08* | | . |
| GT | | *0.16* | | *0.00* | | -0.26 | | -0.12 | | 0.11 | | 0.41 |
| GU | | 0.06 | | *0.00* | | -0.05 | | *-0.04* | | 0.11 | | . |
| GY | | *0.16* | | 0.09 | | *0.00* | | 0.00 | | 0.15 | | 0.55 |
| HK | | 0.19 | | *0.00* | | -0.11 | | *-0.04* | | 0.10 | | 0.15 |
| HN | | 0.19 | | 0.24 | | *0.00* | | . | | *0.08* | | *0.26* |
| HT | | 0.21 | | 0.00 | | -0.08 | | *-0.04* | | 0.15 | | . |
| HU | | 0.16 | | 0.00 | | -0.05 | | . | | *0.08* | | *0.26* |
| ID | | *0.16* | | *0.00* | | -0.95 | | *-0.04* | | *0.08* | | . |
| IE | | . | | 0.01 | | -0.36 | | *-0.04* | | 0.15 | | *0.26* |
| IL | | *0.16* | | *0.00* | | -0.05 | | *-0.04* | | *0.08* | | *0.26* |
| IM | | *0.16* | | *0.00* | | *-0.17* | | . | | *0.08* | | . |
| IN | | *0.16* | | *0.00* | | -0.38 | | *-0.04* | | *0.08* | | . |
| IQ | | . | | *0.00* | | -0.01 | | . | | *0.08* | | . |
| IR | | *0.16* | | *0.00* | | -0.34 | | . | | *0.08* | | . |
| IS | | . | | 0.08 | | -0.07 | | *-0.04* | | *0.08* | | . |
| IT | | . | | 0.02 | | -0.09 | | *-0.04* | | *0.08* | | . |
| JM | | 0.14 | | 0.22 | | *0.00* | | *-0.04* | | 0.00 | | *0.26* |
| JO | | *0.16* | | *0.00* | | -0.30 | | -0.30 | | -0.29 | | 0.12 |
| JP | | 0.17 | | 0.21 | | -0.27 | | *-0.04* | | *0.08* | | . |
| KE | | *0.16* | | *0.00* | | -0.05 | | *-0.04* | | -0.26 | | . |
| KH | | 0.26 | | *0.00* | | -0.11 | | . | | *0.08* | | . |
| KM | | *0.16* | | *0.00* | | *-0.17* | | . | | *0.08* | | . |
| KN | | . | | 0.26 | | *0.00* | | . | | 0.09 | | . |
| KR | | 0.25 | | *0.00* | | -0.13 | | *-0.04* | | 0.04 | | *0.26* |
| KW | | *0.16* | | *0.00* | | -0.02 | | . | | *0.08* | | . |
| LA | | . | | 0.00 | | . | | 0.00 | | 0.00 | | . |
| LB | | . | | *0.00* | | -0.22 | | -0.24 | | 0.12 | | *0.26* |
| LC | | . | | *0.00* | | -0.21 | | -0.32 | | 0.02 | | *0.26* |
| LK | | *0.16* | | 0.18 | | *0.00* | | *-0.04* | | *0.08* | | . |
| LR | | *0.16* | | 0.03 | | *-0.17* | | . | | -0.34 | | *0.26* |
| LS | | . | | *0.00* | | -0.20 | | -0.15 | | -0.27 | | . |
| LU | | 0.00 | | 0.00 | | 0.00 | | . | | . | | . |
| LY | | *0.16* | | *0.00* | | *-0.17* | | . | | *0.08* | | . |
| MA | | *0.16* | | *0.00* | | *-0.17* | | *-0.04* | | -0.05 | | . |
| MG | | 0.13 | | 0.14 | | *0.00* | | -0.02 | | 0.11 | | *0.26* |
| ML | | . | | 0.01 | | *0.00* | | -0.13 | | 0.10 | | 0.23 |
| MM | | . | | 0.29 | | *0.00* | | -0.21 | | -0.05 | | . |
| MQ | | 0.14 | | *0.00* | | -0.06 | | *-0.04* | | 0.03 | | . |
| MR | | 0.09 | | *0.00* | | -0.20 | | *-0.04* | | 0.01 | | . |
| MS | | 0.10 | | *0.00* | | -0.02 | | *-0.04* | | 0.14 | | . |
| MT | | . | | 0.18 | | -0.32 | | *-0.04* | | 0.02 | | *0.26* |
| MU | | 0.04 | | 0.20 | | -0.05 | | -0.16 | | 0.04 | | *0.26* |
| MW | | 0.30 | | *0.00* | | *-0.17* | | *-0.04* | | *0.08* | | . |
| MX | | 0.21 | | 0.14 | | *0.00* | | -0.23 | | -0.16 | | . |
| MY | | . | | 0.26 | | -0.06 | | -0.32 | | -0.10 | | . |
| NC | | 0.03 | | *0.00* | | -0.02 | | *-0.04* | | -0.05 | | *0.26* |
| NE | | . | | 0.23 | | *0.00* | | *-0.04* | | 0.04 | | . |
| NG | | 0.04 | | *0.00* | | -0.23 | | -0.12 | | 0.05 | | 0.22 |
| NI | | *0.16* | | *0.00* | | -0.12 | | *-0.04* | | 0.08 | | . |
| NL | | . | | 0.07 | | -0.11 | | *-0.04* | | *0.08* | | . |
| NO | | 0.22 | | *0.00* | | -0.29 | | . | | 0.00 | | . |
| NP | | *0.16* | | *0.00* | | -0.02 | | . | | *0.08* | | . |
| NZ | | . | | *0.16* | | -0.08 | | *-0.04* | | *0.08* | | . |
| PE | | 0.24 | | 0.07 | | *0.00* | | *-0.04* | | 0.01 | | . |
| PF | | 0.04 | | *0.00* | | -0.15 | | -0.07 | | -0.02 | | *0.26* |
| PG | | . | | *0.00* | | *-0.17* | | *-0.04* | | 0.17 | | *0.26* |
| PH | | . | | *0.00* | | *-0.17* | | *-0.04* | | 0.05 | | . |
| PK | | *0.16* | | *0.00* | | -0.14 | | -0.23 | | -0.06 | | *0.26* |
| PM | | *0.16* | | 0.26 | | -0.07 | | *-0.04* | | 0.05 | | *0.26* |
| PN | | 0.07 | | *0.00* | | -0.04 | | -0.10 | | 0.15 | | . |
| PR | | *0.16* | | *0.00* | | -0.02 | | -0.09 | | 0.01 | | . |
| PT | | *0.16* | | *0.00* | | -0.37 | | . | | . | | . |
| PY | | *0.16* | | *0.00* | | -0.02 | | -0.47 | | *0.08* | | 0.07 |
| QT | | . | | *0.00* | | *-0.17* | | . | | *0.08* | | . |
| RE | | . | | *0.00* | | -0.20 | | *-0.04* | | 0.05 | | . |
| RO | | . | | 0.10 | | *0.00* | | . | | *0.08* | | . |
| RW | | 0.34 | | -0.02 | | 0.02 | | . | | *0.08* | | . |
| SB | | . | | . | | . | | . | | 0.00 | | 0.00 |
| SC | | . | | 0.13 | | -0.10 | | *-0.04* | | *0.08* | | *0.26* |
| SD | | *0.16* | | *0.00* | | -0.23 | | . | | *0.08* | | . |
| SE | | 0.45 | | 0.03 | | -0.13 | | -0.04 | | 0.00 | | . |
| SG | | 0.09 | | 0.20 | | -0.13 | | . | | -0.05 | | . |
| SH | | . | | *0.00* | | -0.08 | | . | | *0.08* | | . |
| SL | | *0.16* | | *0.00* | | *-0.17* | | -0.22 | | *0.08* | | . |
| SM | | 0.16 | | *0.00* | | -0.24 | | *-0.04* | | -0.06 | | *0.26* |
| SN | | *0.16* | | 0.09 | | *0.00* | | *-0.04* | | -0.11 | | . |
| SO | | . | | *0.00* | | *-0.17* | | *-0.04* | | *0.08* | | . |
| SP | | 0.09 | | *0.00* | | -0.33 | | -0.15 | | -0.01 | | . |
| SR | | 0.03 | | 0.15 | | *0.00* | | *-0.04* | | -0.12 | | *0.26* |
| SV | | *0.16* | | *0.00* | | -0.33 | | *-0.04* | | -0.20 | | . |
| SW | | . | | *0.00* | | -0.37 | | -0.05 | | *0.08* | | 0.07 |
| SY | | . | | 0.06 | | *0.00* | | -0.10 | | -0.13 | | . |
| SZ | | . | | 0.02 | | -0.01 | | -0.16 | | *0.08* | | . |
| TD | | *0.16* | | -0.00 | | 0.32 | | *-0.04* | | 0.01 | | *0.26* |
| TG | | . | | 0.03 | | *0.00* | | *-0.04* | | 0.01 | | . |
| TH | | 0.25 | | 0.12 | | -0.05 | | *-0.04* | | *0.08* | | . |
| TN | | 0.13 | | *0.00* | | -0.18 | | -0.02 | | -0.04 | | . |
| TO | | . | | *0.00* | | -1.22 | | *-0.04* | | *0.08* | | *0.26* |
| TR | | 0.04 | | *0.00* | | -0.18 | | . | | *0.08* | | . |
| TT | | 0.05 | | 0.03 | | 0.00 | | -0.02 | | 0.11 | | . |
| TW | | 0.03 | | 0.10 | | -0.09 | | . | | *0.08* | | . |
| TZ | | . | | *0.00* | | -0.23 | | *-0.04* | | *0.08* | | . |
| UA | | *0.16* | | *0.00* | | *-0.17* | | . | | *0.08* | | . |
| UG | | *0.16* | | 0.01 | | *-0.17* | | *-0.04* | | *0.08* | | . |
| US | | *0.16* | | *0.00* | | -0.38 | | *-0.04* | | -0.04 | | *0.26* |
| UY | | . | | 0.02 | | *0.00* | | *-0.04* | | *0.08* | | . |
| VC | | 0.35 | | *0.00* | | -0.14 | | -0.05 | | 0.12 | | 0.29 |
| VE | | 0.32 | | *0.00* | | -0.33 | | . | | 0.11 | | . |
| VG | | . | | *0.00* | | *-0.17* | | *-0.04* | | *0.08* | | . |
| VI | | *0.16* | | 0.12 | | *0.00* | | -0.26 | | 0.04 | | . |
| VN | | 0.04 | | *0.00* | | -0.26 | | -0.24 | | *0.08* | | . |
| YA | | . | | *0.00* | | *-0.17* | | *-0.04* | | *0.08* | | . |
| YU | | . | | 0.00 | | 0.00 | | . | | . | | . |
| ZA | | . | | *0.00* | | -0.40 | | -0.05 | | *0.08* | | . |
| ZM | | *0.16* | | 0.17 | | *0.00* | | -0.02 | | -0.22 | | *0.26* |
| ZR | | 0.22 | | *0.00* | | -0.15 | | -0.29 | | 0.01 | | 0.13 |
| ZW | | 0.33 | | *0.00* | | -0.36 | | *-0.04* | | -0.06 | | *0.26* |

**Table A.3. Estimated data correction factors for hourly wages, 1983-2008**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Earnings | Males | Females | Median | Minimum | Prevailing | Maximum |
| AG | 0.05 | 0.03 | -0.05 | . | -0.31 | -0.01 | 0.26 |
| AI | . | *0.00* | -0.06 | . | *-0.17* | *-0.02* | *0.25* |
| AN | 0.08 | 0.01 | -0.15 | . | *-0.17* | *-0.02* | . |
| AO | . | . | . | *-0.06* | -1.04 | *-0.02* | . |
| AR | 0.36 | *0.03* | . | . | -0.06 | 0.01 | . |
| AS | *0.12* | *0.00* | -0.37 | . | *-0.17* | . | *0.25* |
| AT | 0.16 | 0.00 | -0.03 | . | -0.10 | 0.06 | 0.11 |
| AU | 0.05 | 0.08 | -0.05 | . | -0.13 | . | . |
| AZ | 0.14 | *0.00* | -0.30 | . | . | . | . |
| BB | . | *0.00* | -0.01 | . | -0.19 | 0.00 | 0.17 |
| BD | 0.40 | 0.02 | -0.25 | . | *-0.17* | . | . |
| BE | . | *0.03* | *-0.12* | . | -0.06 | -0.11 | . |
| BF | 0.23 | -0.01 | 0.03 | . | *-0.17* | -0.12 | *0.25* |
| BG | 0.00 | 0.01 | -0.06 | . | . | . | . |
| BH | . | 0.04 | *0.00* | . | . | 0.17 | . |
| BI | 0.19 | -0.04 | . | . | . | . | . |
| BJ | 0.18 | 0.06 | *0.00* | . | -0.03 | 0.09 | 0.36 |
| BM | *0.12* | *0.03* | *-0.12* | -0.16 | *-0.17* | -0.01 | 0 |
| BN | 0.04 | 0.06 | -0.05 | . | . | . | . |
| BO | 0.18 | *0.00* | -0.19 | . | . | -0.18 | . |
| BR | 0.29 | 0.05 | -0.14 | . | . | . | . |
| BS | *0.12* | 0.12 | -0.01 | . | *-0.17* | . | 0.43 |
| BW | *0.12* | . | . | . | *-0.17* | . | . |
| BY | 0.36 | *0.00* | -0.13 | . | . | . | . |
| BZ | . | *0.00* | -0.14 | . | -0.34 | 0.05 | 0.19 |
| CA | *0.12* | 0.03 | -0.12 | . | . | *-0.02* | . |
| CF | *0.12* | *0.03* | *-0.12* | . | -0.19 | -0.08 | . |
| CI | *0.12* | 0.03 | . | . | *-0.17* | . | 0.23 |
| CL | *0.12* | *0.00* | -0.08 | . | . | . | . |
| CM | . | -0.01 | 0.00 | . | -0.12 | 0.01 | . |
| CN | . | *0.03* | *-0.12* | . | . | . | . |
| CO | . | 0.21 | *0.00* | . | -0.52 | -0.20 | . |
| CR | 0.06 | *0.00* | -0.12 | . | -0.21 | 0.07 | . |
| CS | 0.08 | *0.00* | -0.08 | . | . | . | . |
| CU | 0.22 | 0.02 | *0.00* | . | -0.25 | -0.01 | . |
| CV | . | *0.03* | *-0.12* | . | . | *-0.02* | . |
| CY | 0.03 | 0.09 | -0.13 | . | . | . | . |
| CZ | *0.12* | 0.07 | -0.10 | . | . | . | . |
| DC | . | *0.03* | *-0.12* | . | . | . | . |
| DE | 0.16 | 0.04 | -0.07 | . | *-0.17* | . | . |
| DJ | . | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | . |
| DK | 0.09 | 0.03 | -0.06 | . | . | -0.06 | . |
| DO | . | *0.03* | *-0.12* | . | -0.05 | *-0.02* | . |
| DZ | *0.12* | 1.05 | *-0.12* | . | *-0.17* | . | *0.25* |
| EE | 0.05 | *0.00* | -0.17 | . | . | 0.01 | . |
| EG | *0.12* | 0.24 | *0.00* | . | . | . | . |
| ER | 0.03 | 0.00 | -0.26 | *-0.06* | *-0.17* | . | *0.25* |
| ET | . | -0.18 | . | . | . | *-0.02* | . |
| FI | 0.13 | *0.00* | -0.13 | . | . | *-0.02* | . |
| FJ | 0.02 | *0.03* | . | . | . | *-0.02* | . |
| FK | *0.12* | 0.03 | *0.00* | . | *-0.17* | 0.08 | 0.27 |
| FR | *0.12* | *0.03* | *-0.12* | . | . | . | . |
| GA | 0.20 | 0.02 | -0.06 | . | *-0.17* | -0.27 | *0.25* |
| GB | 0.02 | 0.03 | -0.11 | . | *-0.17* | *-0.02* | . |
| GD | . | *0.00* | -0.10 | . | -0.16 | . | 0.15 |
| GF | . | . | . | . | -0.04 | -0.04 | *0.25* |
| GH | *0.12* | *0.03* | *-0.12* | . | . | . | . |
| GI | 0.01 | 0.01 | -0.23 | . | . | . | . |
| GP | . | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | . |
| GQ | . | *0.03* | *-0.12* | . | *-0.17* | . | . |
| GR | . | *0.03* | *-0.12* | . | . | . | . |
| GT | 0.22 | 0.02 | -0.15 | . | . | . | . |
| GU | 0.00 | *0.03* | *-0.12* | . | . | 0.00 | . |
| GX | . | *0.03* | *-0.12* | . | . | *-0.02* | . |
| GY | 0.05 | 0.02 | -0.01 | . | *-0.17* | *-0.02* | *0.25* |
| HK | 0.20 | 0.03 | -0.06 | . | *-0.17* | . | *0.25* |
| HN | 0.06 | 0.02 | -0.09 | . | *-0.17* | -0.26 | . |
| HR | *0.12* | . | . | . | . | . | . |
| HT | 0.14 | -0.02 | 0.01 | . | . | . | . |
| HU | 0.08 | *0.03* | *-0.12* | . | . | . | . |
| ID | *0.12* | 0.05 | -0.23 | . | -0.61 | . | . |
| IE | *0.12* | *0.00* | -0.09 | . | *-0.17* | *-0.02* | . |
| IL | . | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | . |
| IM | 0.01 | *0.00* | -0.07 | . | -0.23 | -0.03 | 0.04 |
| IN | *0.12* | 0.01 | *-0.12* | . | -0.29 | *-0.02* | 0.37 |
| IR | . | . | . | . | . | . | . |
| IS | 0.12 | 0.06 | -0.12 | . | -0.22 | . | . |
| IT | . | *0.03* | *-0.12* | . | -0.06 | -0.07 | . |
| JO | *0.12* | 0.02 | -0.11 | . | . | . | . |
| JP | *0.12* | 0.02 | -0.37 | . | . | . | . |
| KE | . | *0.03* | *-0.12* | . | . | . | . |
| KG | 0.10 | *0.00* | -0.04 | . | . | . | . |
| KH | . | *0.03* | . | . | *-0.17* | . | . |
| KM | 0.32 | 0.12 | -0.06 | . | *-0.17* | -0.11 | 0.95 |
| KN | . | *0.00* | -0.04 | . | -0.15 | -0.07 | 0.32 |
| KR | 0.19 | 0.13 | -0.27 | . | . | . | . |
| KW | 0.08 | *0.03* | *-0.12* | . | . | . | . |
| KZ | . | 0.07 | -0.09 | . | . | . | . |
| LC | *0.12* | *0.00* | -0.08 | . | -0.24 | 0.00 | 0.22 |
| LK | *0.12* | *0.00* | -0.27 | . | . | . | . |
| LR | 0.00 | 0.16 | *-0.12* | . | . | . | . |
| LS | *0.12* | 0.29 | *0.00* | . | *-0.17* | 0.05 | *0.25* |
| LT | 0.03 | 0.06 | -0.06 | . | . | . | . |
| LU | 0.04 | 0.03 | -0.11 | . | . | . | . |
| LV | 0.01 | 0.04 | -0.08 | . | . | . | . |
| MD | 0.30 | *0.03* | *-0.12* | . | . | . | . |
| MG | *0.12* | 0.06 | *0.00* | . | *-0.17* | . | *0.25* |
| ML | 0.14 | 0.04 | *0.00* | . | -0.10 | -0.12 | *0.25* |
| MM | . | -0.02 | . | . | *-0.17* | 0.05 | . |
| MN | *0.12* | . | *-0.12* | . | . | . | . |
| MO | 0.17 | 0.01 | -0.14 | . | . | . | . |
| MQ | . | *0.03* | . | . | *-0.17* | . | . |
| MT | . | *0.03* | *-0.12* | . | . | . | . |
| MU | 0.03 | *0.00* | -0.13 | . | -0.34 | . | 0.16 |
| MV | *0.12* | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | 0.15 |
| MW | 0.07 | *0.00* | -0.11 | . | *-0.17* | . | . |
| MX | 0.24 | 0.44 | *0.00* | . | 0.00 | . | . |
| MY | 0.17 | 0.11 | -0.08 | . | -0.20 | -0.03 | 0.87 |
| MZ | . | *0.03* | *-0.12* | . | *-0.17* | 0.07 | . |
| NA | . | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | *0.25* |
| NC | 0.00 | *0.03* | *-0.12* | . | *-0.17* | . | . |
| NE | . | 0.04 | *-0.12* | . | *-0.17* | -0.25 | *0.25* |
| NG | 0.32 | *0.00* | -0.19 | . | *-0.17* | *-0.02* | . |
| NI | . | 0.18 | *-0.12* | . | . | . | . |
| NL | . | *0.00* | -0.02 | . | *-0.17* | -0.14 | 0.05 |
| NO | 0.39 | 0.06 | *0.00* | . | . | . | . |
| NP | . | *0.00* | -0.14 | . | -0.57 | *-0.02* | *0.25* |
| NZ | . | *0.00* | -0.08 | . | *-0.17* | -0.14 | *0.25* |
| PE | 0.08 | 0.06 | -0.04 | . | -0.15 | -0.09 | . |
| PF | . | 0.06 | . | . | -0.32 | . | . |
| PG | 0.03 | *0.00* | -0.03 | . | *-0.17* | *-0.02* | . |
| PH | . | 0.02 | -0.10 | . | -0.16 | 0.03 | 0.18 |
| PK | 0.10 | *0.03* | *-0.12* | . | *-0.17* | 0.13 | *0.25* |
| PL | *0.12* | 0.03 | -0.10 | . | . | . | . |
| PM | *0.12* | 0.04 | *-0.12* | . | *-0.17* | *-0.02* | . |
| PR | *0.12* | 0.05 | -0.01 | . | -0.25 | . | 0.05 |
| PS | . | 0.08 | -0.11 | . | . | . | . |
| PT | 0.17 | 0.03 | -0.09 | . | . | . | . |
| RO | 0.01 | 0.09 | *0.00* | . | . | *-0.02* | . |
| RU | 0.30 | 0.08 | -0.06 | . | . | *-0.02* | . |
| RW | . | *0.03* | *-0.12* | . | *-0.17* | . | . |
| SB | 0.04 | *0.03* | *-0.12* | . | . | . | . |
| SC | *0.12* | *0.00* | -0.02 | . | *-0.17* | 0.07 | . |
| SD | 0.05 | -0.15 | . | *-0.06* | -0.42 | 0.03 | 0.13 |
| SE | 0.15 | 0.04 | -0.05 | . | -0.22 | *-0.02* | *0.25* |
| SG | . | 0.05 | -0.09 | . | . | . | . |
| SH | . | 0.04 | -0.28 | . | *-0.17* | . | *0.25* |
| SI | *0.12* | 0.07 | *0.00* | . | . | . | . |
| SK | 0.44 | 0.06 | -0.09 | . | . | . | . |
| SL | . | 0.09 | *0.00* | . | -0.22 | 0.03 | . |
| SM | . | . | . | . | . | *-0.02* | . |
| SN | . | *0.03* | *-0.12* | . | *-0.17* | . | . |
| SR | . | 0.07 | *0.00* | . | -0.42 | -0.20 | 0.22 |
| SV | 0.06 | 0.08 | *0.00* | *-0.06* | -0.23 | -0.01 | 0.17 |
| SW | . | *0.03* | *-0.12* | . | -0.04 | . | *0.25* |
| SY | . | *0.03* | . | . | . | . | . |
| SZ | . | *0.00* | -0.48 | . | *-0.17* | 0.15 | *0.25* |
| TD | 0.13 | *0.00* | -0.01 | . | -0.05 | *-0.02* | *0.25* |
| TG | . | -0.01 | 0.14 | . | -0.66 | -0.17 | . |
| TH | 0.18 | *0.00* | -1.19 | . | . | . | . |
| TJ | 0.40 | *0.03* | *-0.12* | . | *-0.17* | . | . |
| TN | *0.12* | *0.03* | . | . | *-0.17* | . | 0.41 |
| TO | 0.08 | 0.04 | -0.12 | . | *-0.17* | *-0.02* | . |
| TR | 0.15 | *0.00* | -0.24 | . | . | . | . |
| TT | . | *0.00* | -0.09 | . | *-0.17* | *-0.02* | . |
| TW | *0.12* | . | . | . | . | . | . |
| TZ | . | . | . | . | . | *-0.02* | . |
| UA | . | . | . | . | . | . | . |
| UG | . | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | *0.25* |
| US | 0.04 | 0.08 | -0.08 | -0.10 | . | . | . |
| UY | 0.19 | . | . | . | . | . | . |
| VC | . | . | . | *-0.06* | -0.38 | . | 0.05 |
| VE | 0.19 | *0.00* | -0.21 | . | -0.38 | -0.20 | . |
| VG | . | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | . |
| VI | . | *0.03* | *-0.12* | . | . | . | . |
| YA | . | *0.03* | *-0.12* | *-0.06* | *-0.17* | *-0.02* | . |
| YU | 0.00 | . | . | . | . | . | . |
| ZA | *0.12* | . | . | . | . | . | . |
| ZM | . | 0.06 | 0.00 | . | -0.18 | 0.13 | 0.26 |
| ZR | *0.12* | *0.03* | *-0.12* | . | *-0.17* | *-0.02* | . |
| ZW | 0.19 | 0.00 | -0.03 | . | -0.09 | *-0.02* | . |

**Table A.4. Estimated data correction factors for monthly wages, 1983-2008**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Earnings | Males | Females | Daily | Median | Minimum | Prevailing | Maximum |
| AG | 0.05 | *0.03* | -0.05 | *-3.28* | . | -0.31 | -0.01 | 0.26 |
| AI | . | *0.00* | -0.08 | *-3.28* | . | *-0.16* | *-0.02* | *0.25* |
| AN | 0.08 | 0.05 | -0.11 | . | . | *-0.16* | *-0.02* | . |
| AO | . | . | . | . | *-0.05* | -0.88 | *-0.02* | . |
| AR | 0.36 | *0.03* | . | -3.22 | . | -0.04 | 0.00 | . |
| AS | *0.14* | *0.00* | -0.38 | . | . | *-0.16* | . | *0.25* |
| AT | 0.20 | 0.01 | -0.03 | . | . | -0.10 | 0.02 | 0.12 |
| AU | 0.10 | 0.09 | -0.06 | . | . | -0.14 | . | . |
| AZ | 0.13 | *0.00* | -0.31 | . | . | . | . | . |
| BB | . | *0.00* | -0.01 | -3.11 | . | -0.20 | -0.01 | 0.16 |
| BD | 0.41 | 0.00 | -0.28 | *-3.28* | . | *-0.16* | . | . |
| BE | . | *0.03* | -*0.13* | . | . | -0.06 | -0.10 | . |
| BF | 0.23 | *0.00* | -0.05 | . | . | *-0.16* | -0.08 | *0.25* |
| BG | 0.01 | 0.01 | -0.07 | . | . | . | . | . |
| BH | . | 0.04 | *0.00* | . | . | . | 0.18 | . |
| BI | 0.19 | -0.05 | . | . | . | . | . | . |
| BJ | 0.18 | -0.03 | 0.03 | *-3.28* | . | -0.07 | 0.09 | 0.32 |
| BM | *0.14* | *0.03* | -*0.13* | . | *-0.05* | *-0.16* | -0.07 | *0.25* |
| BN | 0.06 | 0.05 | -0.05 | . | . | . | . | . |
| BO | 0.18 | 0.10 | *0.00* | . | . | . | -0.23 | . |
| BR | 0.26 | 0.05 | -0.14 | . | . | . | . | . |
| BS | *0.14* | 0.15 | -0.02 | . | . | *-0.16* | . | 0.39 |
| BW | *0.14* | . | . | . | . | *-0.16* | . | . |
| BY | 0.39 | *0.00* | -0.14 | . | . | . | . | . |
| BZ | . | *0.00* | -0.12 | -3.39 | . | -0.35 | -0.01 | 0.18 |
| CA | *0.14* | 0.07 | -0.15 | . | . | . | *-0.02* | . |
| CF | *0.14* | *0.03* | -*0.13* | *-3.28* | . | -0.15 | -0.04 | . |
| CI | *0.14* | 0.00 | . | *-3.28* | . | *-0.16* | . | 0.24 |
| CL | *0.14* | 0.00 | -0.08 | . | . | . | . | . |
| CM | . | *0.00* | -0.04 | . | . | -0.13 | 0.00 | . |
| CN | . | *0.03* | -*0.13* | . | . | . | . | . |
| CO | . | 0.19 | *0.00* | *-3.28* | . | -0.54 | -0.22 | . |
| CR | 0.02 | 0.01 | -0.20 | *-3.28* | . | -0.20 | 0.05 | . |
| CS | 0.08 | 0.01 | -0.07 | . | . | . | . | . |
| CU | 0.19 | 0.02 | *0.00* | . | . | -0.14 | -0.01 | . |
| CV | . | *0.03* | -*0.13* | . | . | . | *-0.02* | . |
| CY | 0.06 | 0.09 | -0.13 | . | . | . | . | . |
| CZ | *0.14* | 0.07 | -0.10 | . | . | . | . | . |
| DC | . | *0.03* | -*0.13* | . | . | . | . | . |
| DE | 0.18 | 0.05 | -0.05 | -3.13 | . | *-0.16* | . | . |
| DJ | . | *0.03* | -*0.13* | . | . | *-0.16* | *-0.02* | . |
| DK | 0.10 | *0.00* | -0.11 | . | . | . | -0.09 | . |
| DO | . | *0.03* | -*0.13* | . | . | -0.05 | *-0.02* | . |
| DZ | *0.14* | 1.04 | -*0.13* | . | . | *-0.16* | . | *0.25* |
| EE | *0.14* | *0.00* | -0.19 | . | . | . | 0.16 | . |
| EG | *0.14* | 0.06 | -0.12 | . | . | . | . | . |
| ER | 0.03 | *0.00* | -0.30 | -3.03 | *-0.05* | *-0.16* | . | *0.25* |
| ET | . | -0.17 | . | . | . | . | *-0.02* | . |
| FI | 0.13 | 0.00 | -0.11 | *-3.28* | . | . | *-0.02* | . |
| FJ | 0.02 | *0.03* | . | . | . | . | *-0.02* | . |
| FK | *0.14* | 0.06 | *0.00* | . | . | *-0.16* | 0.08 | 0.30 |
| FR | *0.14* | *0.03* | -*0.13* | . | . | . | . | . |
| GA | 0.18 | 0.02 | -0.09 | . | . | *-0.16* | -0.24 | *0.25* |
| GB | 0.09 | 0.04 | -0.13 | . | . | *-0.16* | *-0.02* | . |
| GD | . | *0.00* | -0.08 | -3.11 | . | -0.17 | . | 0.14 |
| GF | . | . | . | *-3.28* | . | -0.02 | -0.02 | *0.25* |
| GH | *0.14* | *0.03* | -*0.13* | . | . | . | . | . |
| GI | 0.01 | 0.01 | -0.23 | . | . | . | . | . |
| GP | . | *0.03* | -*0.13* | . | . | *-0.16* | *-0.02* | . |
| GQ | . | *0.03* | -*0.13* | . | . | *-0.16* | . | . |
| GR | . | *0.03* | -*0.13* | . | . | . | . | . |
| GT | 0.11 | 0.04 | -0.14 | . | . | . | . | . |
| GU | 0.00 | *0.03* | -*0.13* | . | . | . | 0.00 | . |
| GX | . | *0.03* | -*0.13* | . | . | . | *-0.02* | . |
| GY | 0.03 | 0.05 | *0.00* | -3.26 | . | *-0.16* | *-0.02* | *0.25* |
| HK | 0.20 | 0.04 | -0.07 | -3.24 | . | *-0.16* | . | *0.25* |
| HN | 0.06 | 0.01 | -0.10 | -3.15 | . | *-0.16* | -0.25 | . |
| HR | *0.14* | . | . | . | . | . | . | . |
| HT | 0.14 | *0.00* | -0.18 | . | . | . | . | . |
| HU | 0.08 | *0.03* | -*0.13* | . | . | . | . | . |
| ID | *0.14* | 0.06 | -0.29 | *-3.28* | . | -0.60 | . | . |
| IE | *0.14* | 0.01 | -0.08 | . | . | *-0.16* | *-0.02* | . |
| IL | . | *0.03* | -*0.13* | *-3.28* | . | *-0.16* | *-0.02* | . |
| IM | 0.08 | 0.01 | -0.05 | . | . | -0.17 | -0.02 | 0.10 |
| IN | *0.14* | 0.04 | -*0.13* | -3.32 | . | -0.21 | *-0.02* | 0.45 |
| IR | . | . | . | . | . | . | . | . |
| IS | 0.28 | 0.06 | -0.12 | . | . | -0.21 | . | . |
| IT | . | *0.03* | -*0.13* | . | . | -0.06 | -0.13 | . |
| JO | *0.14* | 0.02 | -0.15 | . | . | . | . | . |
| JP | *0.14* | 0.02 | -0.37 | -3.14 | . | . | . | . |
| KE | . | *0.03* | -*0.13* | . | . | . | . | . |
| KG | 0.19 | *0.00* | -0.05 | . | . | . | . | . |
| KH | . | *0.03* | . | . | . | *-0.16* | . | . |
| KM | 0.35 | 0.13 | -0.05 | *-3.28* | . | *-0.16* | -0.09 | 0.96 |
| KN | . | *0.00* | -0.03 | *-3.28* | . | -0.16 | -0.08 | 0.30 |
| KR | 0.31 | 0.13 | -0.28 | . | . | . | . | . |
| KW | 0.08 | *0.03* | -*0.13* | . | . | . | . | . |
| KZ | . | 0.07 | -0.09 | . | . | . | . | . |
| LC | *0.14* | 0.02 | -0.05 | -3.04 | . | -0.22 | -0.01 | 0.25 |
| LK | *0.14* | *0.00* | -0.25 | . | . | . | . | . |
| LR | 0.01 | 0.15 | -*0.13* | *-3.28* | . | . | . | . |
| LS | *0.14* | 0.29 | *0.00* | -3.19 | . | *-0.16* | 0.05 | *0.25* |
| LT | 0.04 | 0.06 | -0.07 | . | . | . | . | . |
| LU | 0.04 | 0.03 | -0.11 | . | . | . | . | . |
| LV | 0.02 | 0.05 | -0.08 | . | . | . | . | . |
| MD | 0.28 | *0.03* | -*0.13* | . | . | . | . | . |
| MG | *0.14* | *0.00* | -0.05 | . | . | *-0.16* | . | *0.25* |
| ML | 0.13 | 0.07 | *0.00* | . | . | -0.04 | -0.11 | *0.25* |
| MM | . | -0.02 | . | . | . | *-0.16* | 0.06 | . |
| MN | *0.14* | . | -*0.13* | . | . | . | . | . |
| MO | 0.17 | 0.01 | -0.14 | *-3.28* | . | . | . | . |
| MQ | . | *0.03* | . | *-3.28* | . | *-0.16* | . | . |
| MT | . | *0.03* | -*0.13* | . | . | . | . | . |
| MU | 0.09 | 0.01 | -0.11 | *-3.28* | . | -0.28 | . | 0.23 |
| MV | *0.14* | *0.03* | -*0.13* | *-3.28* | . | *-0.16* | *-0.02* | *0.25* |
| MW | 0.07 | *0.00* | -0.13 | . | . | *-0.16* | . | . |
| MX | 0.22 | 0.42 | *0.00* | *-3.28* | . | *-0.16* | . | . |
| MY | 0.12 | 0.12 | -0.06 | *-3.28* | . | -0.23 | -0.06 | 0.85 |
| MZ | . | *0.03* | -*0.13* | . | . | *-0.16* | 0.07 | . |
| NA | . | *0.03* | -*0.13* | . | . | *-0.16* | *-0.02* | *0.25* |
| NC | *0.14* | *0.03* | -*0.13* | . | . | *-0.16* | . | . |
| NE | . | 0.06 | -*0.13* | . | . | -0.13 | -0.22 | *0.25* |
| NG | 0.35 | *0.00* | -0.21 | *-3.28* | . | *-0.16* | *-0.02* | . |
| NI | . | 0.18 | -*0.13* | . | . | . | . | . |
| NL | . | *0.00* | -0.01 | . | . | *-0.16* | -0.14 | 0.06 |
| NO | 0.38 | 0.06 | 0.00 | . | . | . | . | . |
| NP | . | *0.00* | -0.15 | *-3.28* | . | -0.54 | *-0.02* | *0.25* |
| NZ | . | *0.00* | -0.08 | *-3.28* | . | *-0.16* | -0.14 | *0.25* |
| PE | 0.10 | 0.05 | -0.06 | *-3.28* | . | -0.11 | -0.09 | . |
| PF | . | 0.19 | . | . | . | -0.27 | . | . |
| PG | 0.08 | -0.08 | 0.06 | . | . | -0.05 | *-0.02* | . |
| PH | . | 0.03 | -0.10 | -3.16 | . | -0.16 | 0.12 | 0.18 |
| PK | 0.10 | *0.03* | -*0.13* | *-3.28* | . | *-0.16* | 0.08 | *0.25* |
| PL | *0.14* | 0.03 | -0.11 | . | . | . | . | . |
| PM | 0.01 | *0.03* | -*0.13* | . | . | -0.03 | *-0.02* | . |
| PR | *0.14* | 0.00 | -0.06 | *-3.28* | . | -0.30 | . | 0.00 |
| PS | . | 0.08 | -0.11 | *-3.28* | . | . | . | . |
| PT | 0.20 | 0.03 | -0.09 | *-3.28* | . | . | . | . |
| RO | 0.04 | 0.09 | *0.00* | . | . | . | *-0.02* | . |
| RU | 0.31 | 0.09 | -0.06 | . | . | . | *-0.02* | . |
| RW | . | *0.03* | -*0.13* | . | . | *-0.16* | . | . |
| SB | *0.14* | *0.03* | -*0.13* | . | . | . | . | . |
| SC | *0.14* | 0.01 | -0.01 | . | . | *-0.16* | 0.06 | . |
| SD | 0.21 | -0.19 | . | . | *-0.05* | -0.42 | 0.00 | 0.13 |
| SE | 0.14 | 0.05 | -0.03 | . | . | -0.22 | *-0.02* | *0.25* |
| SG | . | 0.05 | -0.09 | . | . | . | . | . |
| SH | . | 0.05 | -0.10 | *-3.28* | . | *-0.16* | . | *0.25* |
| SI | *0.14* | 0.07 | 0.00 | . | . | . | . | . |
| SK | 0.31 | 0.07 | -0.10 | . | . | . | . | . |
| SL | . | 0.09 | *0.00* | -3.17 | . | -0.22 | 0.01 | . |
| SM | . | . | . | . | . | . | *-0.02* | . |
| SN | . | *0.03* | -*0.13* | . | . | *-0.16* | . | . |
| SR | . | 0.09 | *0.00* | *-3.28* | . | -0.42 | -0.19 | 0.23 |
| SV | *0.14* | 0.06 | *0.00* | *-3.28* | *-0.05* | -0.13 | 0.04 | 0.31 |
| SW | . | *0.03* | -*0.13* | . | . | -0.05 | . | *0.25* |
| SY | . | *0.03* | . | *-3.28* | . | . | . | . |
| SZ | . | *0.00* | -0.46 | *-3.28* | . | *-0.16* | 0.18 | *0.25* |
| TD | 0.07 | -0.13 | 0.02 | *-3.28* | . | -0.13 | *-0.02* | *0.25* |
| TG | . | -0.05 | 0.11 | . | . | -0.65 | -0.17 | . |
| TH | 0.18 | *0.00* | -1.17 | . | . | . | . | . |
| TJ | 0.39 | *0.03* | -*0.13* | . | . | *-0.16* | . | . |
| TN | *0.14* | *0.03* | . | *-3.28* | . | *-0.16* | . | 0.42 |
| TO | 0.03 | *0.00* | -0.20 | . | . | *-0.16* | *-0.02* | . |
| TR | 0.17 | *0.00* | -0.24 | . | . | . | . | . |
| TT | . | *0.00* | -0.05 | *-3.28* | . | *-0.16* | *-0.02* | . |
| TW | *0.14* | . | . | . | . | . | . | . |
| TZ | . | . | . | . | . | . | *-0.02* | . |
| UA | . | . | . | . | . | . | . | . |
| UG | . | *0.03* | -*0.13* | *-3.28* | . | *-0.16* | *-0.02* | *0.25* |
| US | 0.04 | 0.08 | -0.08 | . | -0.10 | . | . | . |
| UY | 0.19 | . | . | . | . | . | . | . |
| VC | . | . | . | -3.10 | *-0.05* | -0.37 | . | 0.06 |
| VE | *0.14* | *0.00* | -0.18 | -3.28 | . | -0.30 | *-0.02* | . |
| VG | . | *0.03* | -*0.13* | . | . | *-0.16* | *-0.02* | . |
| VI | . | *0.03* | -*0.13* | . | . | . | . | . |
| YA | . | *0.03* | -*0.13* | *-3.28* | *-0.05* | *-0.16* | *-0.02* | . |
| YU | 0.00 | . | . | . | . | . | . | . |
| ZA | *0.14* | . | . | . | . | . | . | . |
| ZM | . | 0.06 | *0.00* | -3.06 | . | -0.14 | 0.16 | 0.27 |
| ZR | *0.14* | *0.03* | -*0.13* | . | . | *-0.16* | *-0.02* | . |
| ZW | 0.19 | *0.00* | -0.03 | . | . | -0.07 | *-0.02* | . |

Appendix B. Codes for standardized ILO October Inquiry Database 1953-2008

*y0: year*

*y1: country code (from ILO October Inquiry)*AF Afghanistan

AG Antigua and Barbuda

AI Anguilla

AN Netherlands Antilles

AO Angola

AR Argentina

AS American Samoa

AT Austria

AU Australia

AZ Azerbaijan

BB Barbados

BD Bangladesh

BE Belgium

BF Burkina Faso / Upper Volta

BG Bulgaria

BH Bahrain

BI Burundi

BJ Benin / Dahomey

BM Bermuda

BN Brunei

BO Bolivia

BR Brazil

BS Bahamas

BW Botswana

BY Belarus

BZ Belize / British Honduras

CA Canada

CF Central African Republic

CG Congo (Capital Brazzaville)

CI Ivory Coast

CL Chile

CM Cameroon

CN China

CO Colombia

CR Costa Rica

CS Czechoslovakia

CU Cuba

CV Cape Verde

CY Cyprus

CZ Czech Republic

DC Dominica

DE Germany

DJ Djibouti

DK Denmark 1 Copenhagen

DO Dominican Republic

DZ Algeria

EC Ecuador

EE Estonia

EG Egypt

ER Eritrea

ET Ethiopia

FA Faroe Islands

FI Finland

FJ Fiji

FK Falkland Islands (Malvinas)

FR France

GA Gabon

GB United Kingdom

GD Grenada

GF French Guyana

GH Ghana / Gold Coast

GI Gibraltar

GM Guinea

GN Guinea-Bissau

GP Guadeloupe

GQ Guinea Ecuatorial

GR Greece

GT Guatemala

GU Guam

GY British Guyana / Guyana

GX Gambia

HK Hong Kong

HN Honduras

HR Croatia

HT Haiti

HU Hungary

ID Indonesia

IE Ireland

IL Israel

IM Isle of Man

IN India

IQ Iraq

IR Iran, Islamic Republic of

IS Iceland

IT Italy

JM Jamaica

JO Jordan

JP Japan

KE Kenya

KG Kyrgyzstan

KH Cambodia

KM Comoros

KN St Kitts and Nevis

KR Korea, Republic of

KW Kuwait

KZ Kazachstan

LA Laos

LB Lebanon

LC St Lucia

LK Sri Lanka / Ceylon

LR Liberia

LS Lesotho

LT Lithuania

LU Luxembourg

LV Latvia

LY Libyan Arab Jamahirya

MA Mauritania

MD Moldova

MG Madagascar

ML Mali

MM Myanmar / Burma

MN Mongolia

MO Macau, China

MQ Martinique

MR Morocco

MS Montserrat

MT Malta

MU Mauritius

MV Maldives

MW Malawi / Nyasaland

MX Mexico

MY Malaysia

MZ Mozambique

NA Namibia

NC New Caledonia

NE Niger

NG Nigeria

NI Nicaragua

NL Netherlands

NO Norway

NP Nepal

NZ New Zealand

PE Peru

PF French Polynesia

PG Papua New Guinea

PH Philippines

PK Pakistan / West Pakistan

PL Poland

PM St Pierre and Miquelon

PN Panama

PR Puerto Rico

PS West Bank and Gaza strip

PT Portugal

PY Paraguay

QT Qatar

RE Reunion Islands

RO Romania

RU Russian Federation (before 9.91: USSR)

RW Rwanda

SB British Solomon Islands

SC Seychelles

SD Sudan

SE Sweden

SG Singapore

SH Saint Helena

SI Slovenia

SK Slovakia

SL Sierra Leone

SM Samoa

SN Senegal

SO Somalia

SP Spain

SR Surinam

SV El Salvador

SW Switzerland

SY Syria (United Arab Republic)

SZ Swaziland

TD Chad

TG Togo / Togoland

TH Thailand

TJ Tajikistan

TN Tunisia

TO Tonga

TR Turkey

TT Trinidad and Tobago

TW Taiwan

TZ Tanzania; formerly Tanganyika and Zanzibar

UA Ukraine

UG Uganda

US United States

UY Uruguay

VC St Vincent and the Grenadines

VE Venezuela

VG Virgin Islands (British)

VI Virgin Islands (US)

VN Vietnam / South Vietnam

YA Yemen

YU Yugoslavia

ZA South Africa

ZM Zambia / Northern Rhodesia

ZR Zaire / Belgian Congo

ZW Zimbabwe / Southern Rhodesia

*country\_code: country code (iso3)*

*country\_name: country name*

*y3: industry code*

AA Agricultural production (field crops)

AB Plantations

AC Forestry

AD Logging

AE Deep-sea and coastal fishing

BA Coalmining

BB Crude petroleum and natural gas production

BC Other mining and quarrying

CA Slaughtering, preparing and preserving meat

CB Manufacture of dairy products

CG Grain mill products

CH Manufacture of bakery products

DA Spinning, weaving and finishing textiles

DB Manufacture of wearing apparel (except footwear)

DC Manufacture of leather and leather products (except footwear)

DD Manufacture of footwear

EA Sawmills, planing and other wood mills

EB Manufacture of wooden furniture and fixtures

FA Manufacture of pulp, paper and paperboard

FB Printing, publishing and allied industries

GA Manufacture of industrial chemicals

GB Manufacture of other chemical products

GC Petroleum refineries

IA Iron and steel basic industries

JA Manufacture of metal products (except machinery and equipment)

JB Manufacture of machinery (except electrical)

JC Manufacture of electronic equipment, machinery and supplies

JD Shipbuilding and repairing

KA Electric light and power

LA Construction

MA Wholesale trade (grocery)

MB Retail trade (grocery)

MC Restaurants and hotels

NA Railway transport

NB Passenger transport by road

NC Freight transport by road

ND Maritime transport

NE Supporting services to maritime transport

NF Air transport

NG Supporting services to air transport

NH Communication

OA Banks

OB Insurance

OC Engineering and architectural services

PA Public administration

PB Sanitary services

PC Education services

PD Medical and dental services

PF Repair of motor vehicles

*y4: occupation code*

1 Farm supervisor

2 Field crop farm worker

3 Plantation supervisor

4 Plantation worker

5 Forest supervisor

6 Forestry worker

7 Logger

8 Tree feller and bucker

9 Deep-sea fisherman

10 Inshore (coastal) maritime fisherman

11 Coalmining engineer

12 Miner

13 Underground helper, loader

14 Petroleum and natural gas engineer

15 Petroleum and natural gas extraction technician

16 Supervisor or general foreman

17 Derrickman

18 Miner

19 Quarryman

20 Butcher

21 Packer

22 Dairy product processor

23 Grain miller

24 Baker (ovenman)

25 Thread and yarn spinner

26 Loom fixer, tuner

27 Cloth weaver (machine)

28 Labourer

29 Garment cutter

30 Sewing-machine operator

31 Tanner

32 Leather goods maker

33 Clicker cutter (machine)

34 Laster

35 Shoe sewer (machine)

36 Sawmill sawyer

37 Veneer cutter

38 Plywood press operator

39 Furniture upholsterer

40 Cabinetmaker

41 Wooden furniture finisher

42 Wood grinder

43 Paper-making-machine operator (wet end)

44 Journalist

45 Stenographer-typist

46 Office clerk

47 Hand compositor

48 Machine compositor

49 Printing pressman

50 Bookbinder (machine)

51 Labourer

52 Chemical engineer

53 Chemistry technician

54 Supervisor or general foreman

55 Mixing- and blending-machine operator

56 Labourer

57 Mixing- and blending-machine operator

58 Packer

59 Labourer

60 Controlman

61 Occupational health nurse

62 Blast furnaceman (ore smelting)

63 Hot-roller (steel)

64 Metal melter

65 Labourer

66 Metalworking machine setter

67 Welder

68 Bench moulder (metal)

69 Machinery fitter-assembler

70 Labourer

71 Electronics draughtsman

72 Electronics engineering technician

73 Electronics fitter

74 Electronic equipment assembler

75 Ship plater

76 Power distribution and transmission engineer

77 Office clerk

78 Electric power lineman

79 Power-generating machinery operator

80 Labourer

81 Building electrician

82 Plumber

83 Constructional steel erector

84 Building painter

85 Bricklayer (construction)

86 Reinforced concreter

87 Cement finisher

88 Construction carpenter

89 Plasterer

90 Labourer

91 Stenographer-typist

92 Stock records clerk

93 Salesperson

94 Book-keeper

95 Cash desk cashier

96 Salesperson

97 Hotel receptionist

98 Cook

99 Waiter

100 Room attendant or chambermaid

101 Ticket seller (cash desk cashier)

102 Railway services supervisor

103 Railway passenger train guard

104 Railway vehicle loader

105 Railway engine-driver

106 Railway steam-engine fireman

107 Railway signalman

108 Road transport services supervisor

109 Bus conductor

110 Automobile mechanic

111 Motor bus driver

112 Urban motor truck driver

113 Long-distance motor truck driver

114 Ship's chief engineer

115 Ship's steward (passenger)

116 Able seaman

117 Dock worker

118 Air transport pilot

119 Flight operations officer

120 Airline ground receptionist

121 Aircraft cabin attendant

122 Aircraft engine mechanic

123 Aircraft loader

124 Air traffic controller

125 Aircraft accident fire-fighter

126 Post office counter clerk

127 Postman

128 Telephone switchboard operator

129 Accountant

130 Stenographer-typist

131 Bank teller

132 Book-keeping machine operator

133 Computer programmer

134 Stenographer-typist

135 Card- and tape-punching- machine operator

136 Insurance agent

137 Clerk of works

138 Computer programmer

140 Stenographer-typist

141 Card- and tape-punching- machine operator

142 Office clerk

143 Fire-fighter

144 Refuse collector

145 Mathematics teacher (third level)

146 Teacher in languages and literature (third level)

147 Teacher in languages and literature (second level)

148 Mathematics teacher (second level)

149 Technical education teacher (second level)

150 First-level education teacher

151 Kindergarten teacher

152 General physician

153 Dentist (general)

154 Professional nurse (general)

155 Auxiliary nurse

156 Physiotherapist

157 Medical X-ray technician

158 Ambulance driver

159 Automobile mechanic

160 Government executive official – central

161 Government executive official – regional or provincial

162 Government executive official – local authority

300 Pattern makers (wood)

301 Permanent way labourers

302 Labourers (unskilled, public parks and gardens)

*PwTwW\_C: wage*

P{h,m} Period:

h = hourly wage

m = monthly wage

T{1,2,3,4} Type:

1 = standard data (no calibration)

2 = country-specific calibration

3 = country-specific calibration with imputation

4 = uniform calibration

W{l,u} Weighting:

l = lexicographic weighting

u = uniform weighting

C{current,present,us} Currency:

current = in reported LCU

present = in present-day LCU

us = in US$

*exrt\_usd: LCU (present-day) per US$*

*curr\_current: LCU as reported in Ilo October Inquiry*

*curr\_present: present-day LCU*

*conv\_wage: conversion factor between current and present-day LCU*

PwTwW\_present = PwTwW\_current conv\_wage, P{h,m}, T{1,2,3,4}, W{l,u}

*select: source of exchange rate*

IMF\_avg IMF International financial statistics,

“Exchange Rates, Domestic Currency per U.S. Dollar, Period Average”

IMF\_end IMF International financial statistics,

“Exchange Rates, Domestic Currency per U.S. Dollar, Period Average”

PWT\_m Penn World Tables, Market rates

PWT\_me Penn World Tables, Market and estimated rates

WB\_avg World Bank World Development Indicators,

Official exchange rate (LCU per US$, period average)

WB\_gdp World Bank World Development Indicators,

GDP exchange rate: GDP (current LCU)/ GDP (current US$)

INDSTAT UNIDO INDSTAT database, average period exchange rates

Other Other sources (specified in comment)

*share\_EW: share of observations reported by type of ethnicity*

E{indigenous, european} Ethnicity

indigenous = share of wages reported for indigenous workers

european = share of wages reported for European workers

W{l,u} Weighting:

l = for calibrated wages with lexicographic weighting

u = for calibrated wages with uniform weighting

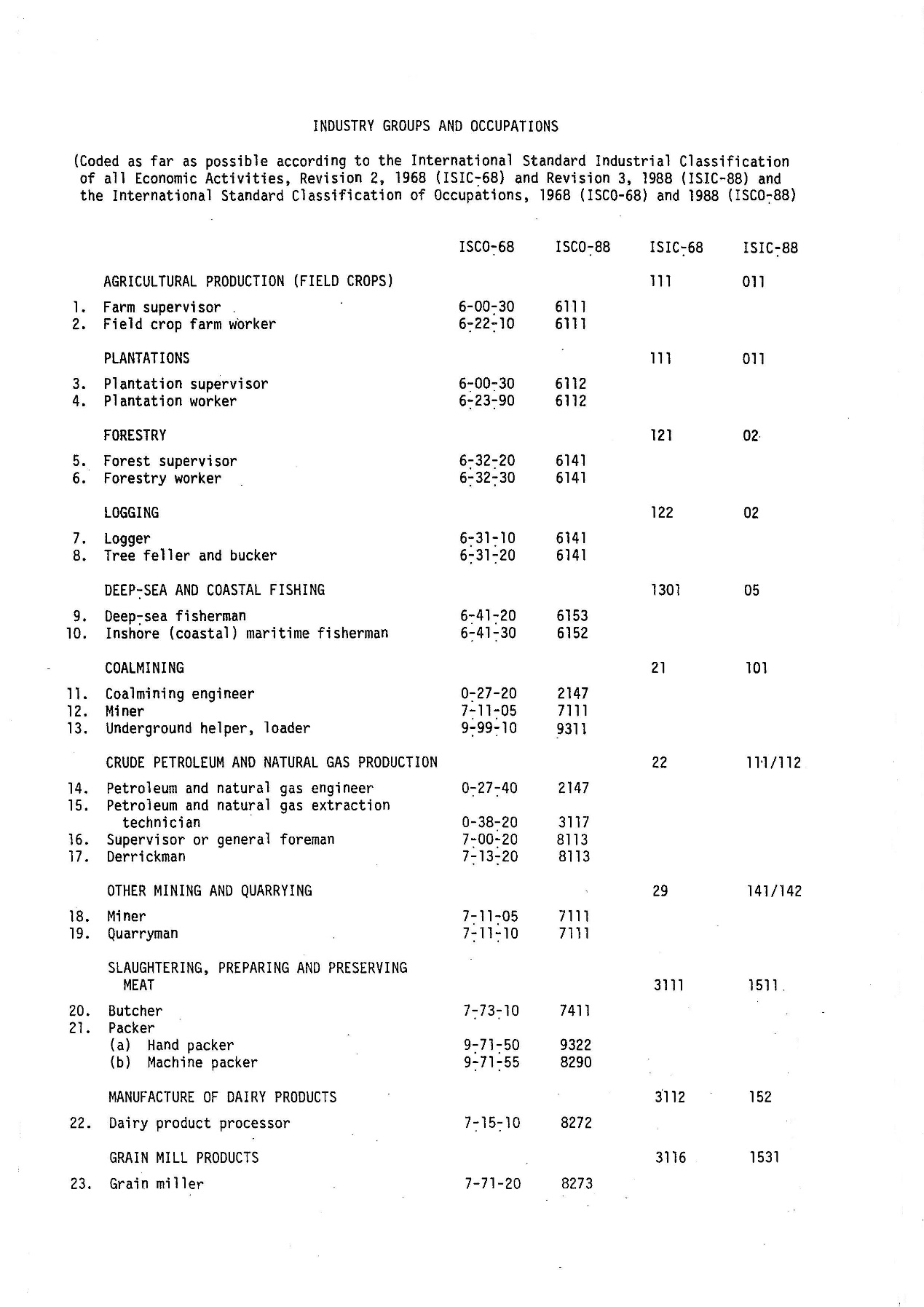
*coverageW: share of observations reported for entire country*

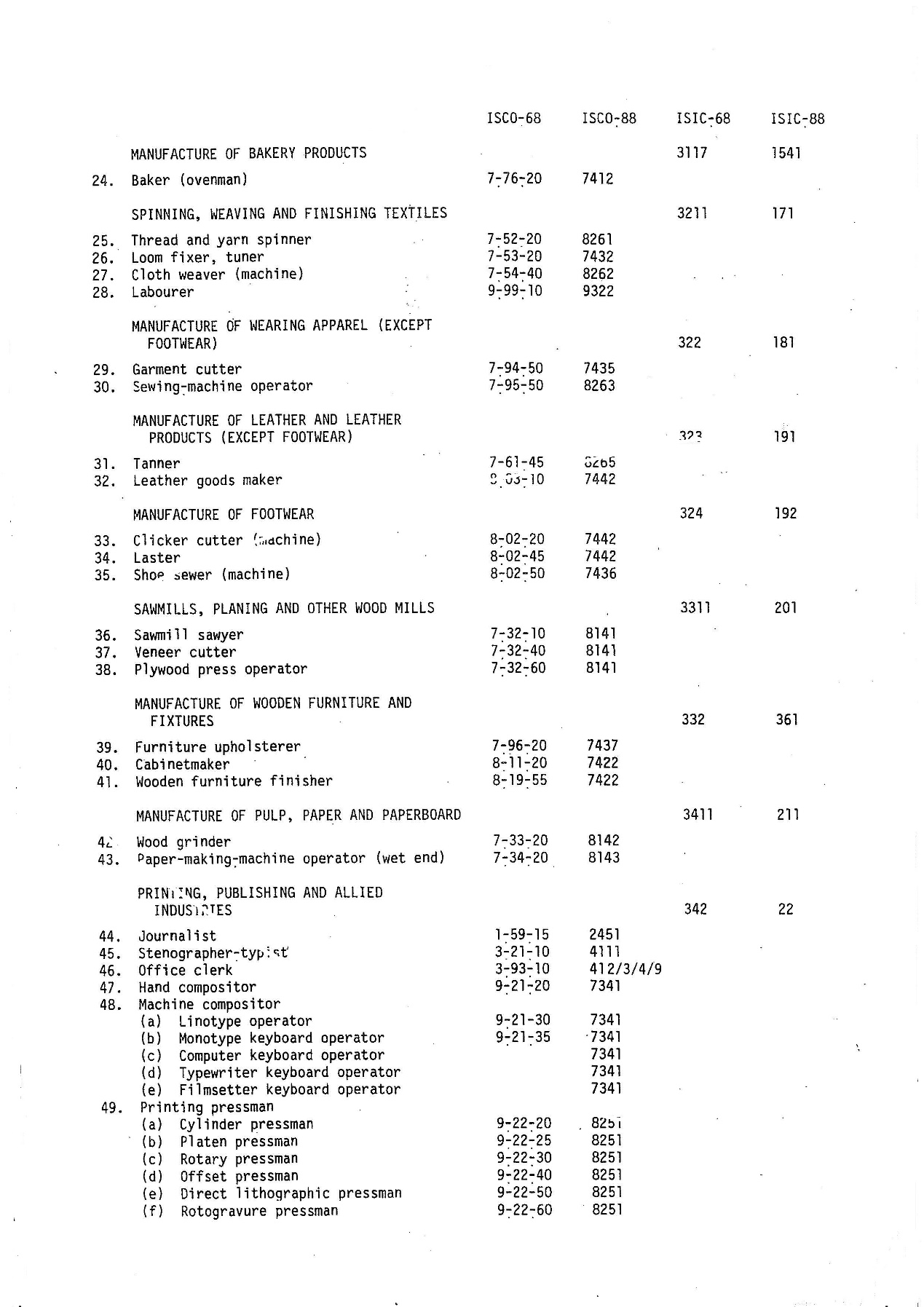
W{l,u} Weighting:

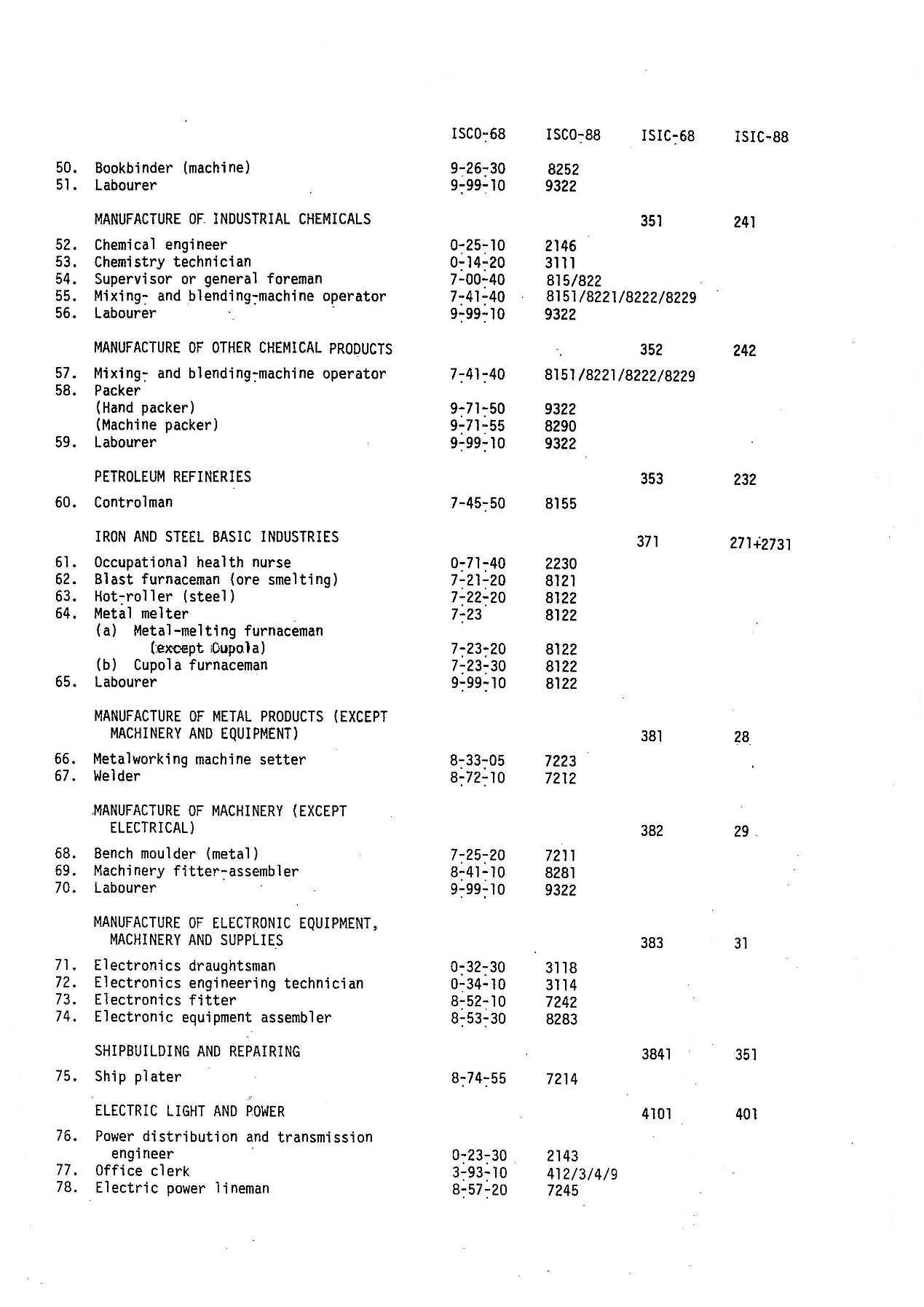
l = for calibrated wages with lexicographic weighting

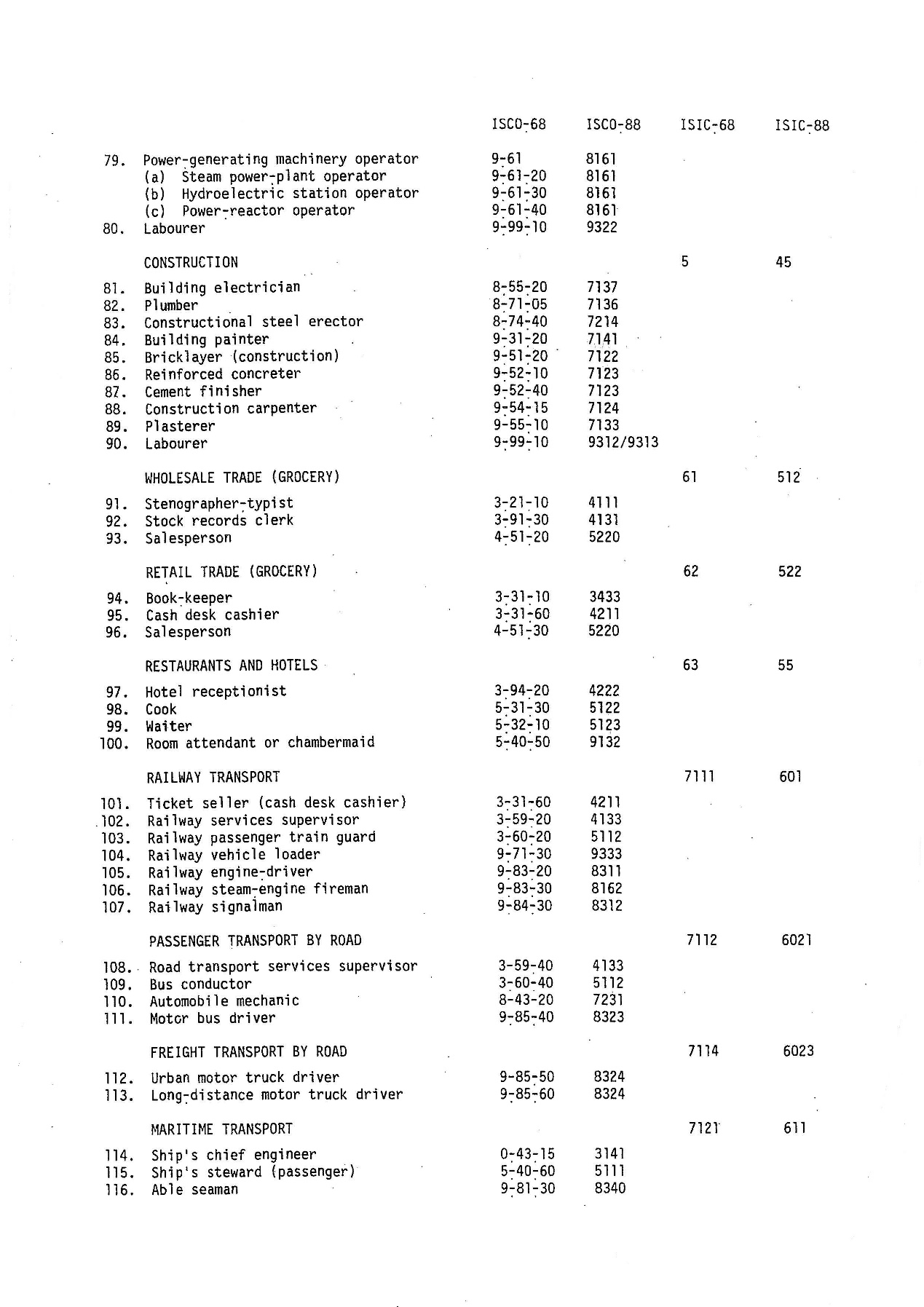
u = for calibrated wages with uniform weighting

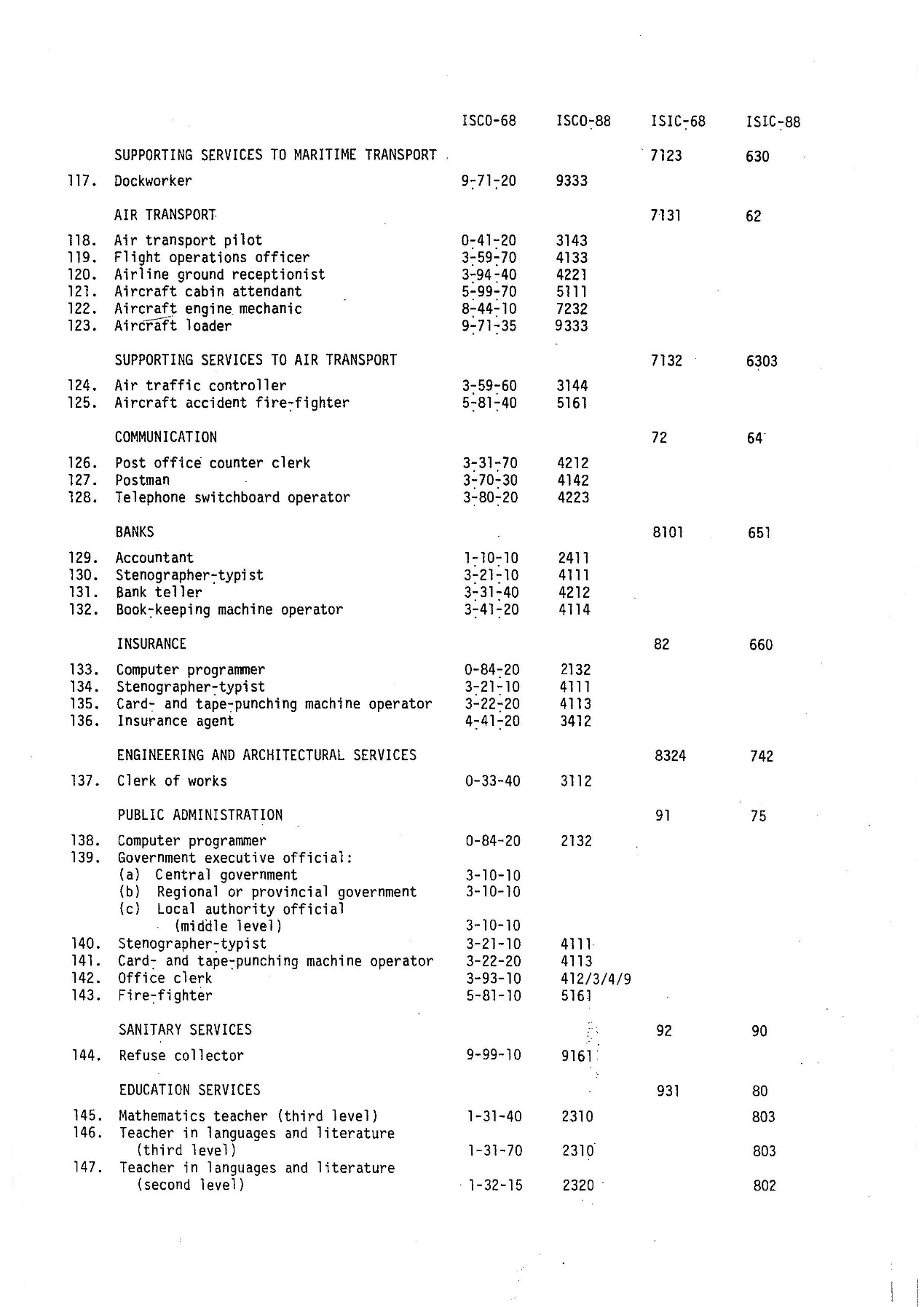
**Appendix C. Correspondence OWW occupations with ISCO and ISIC**

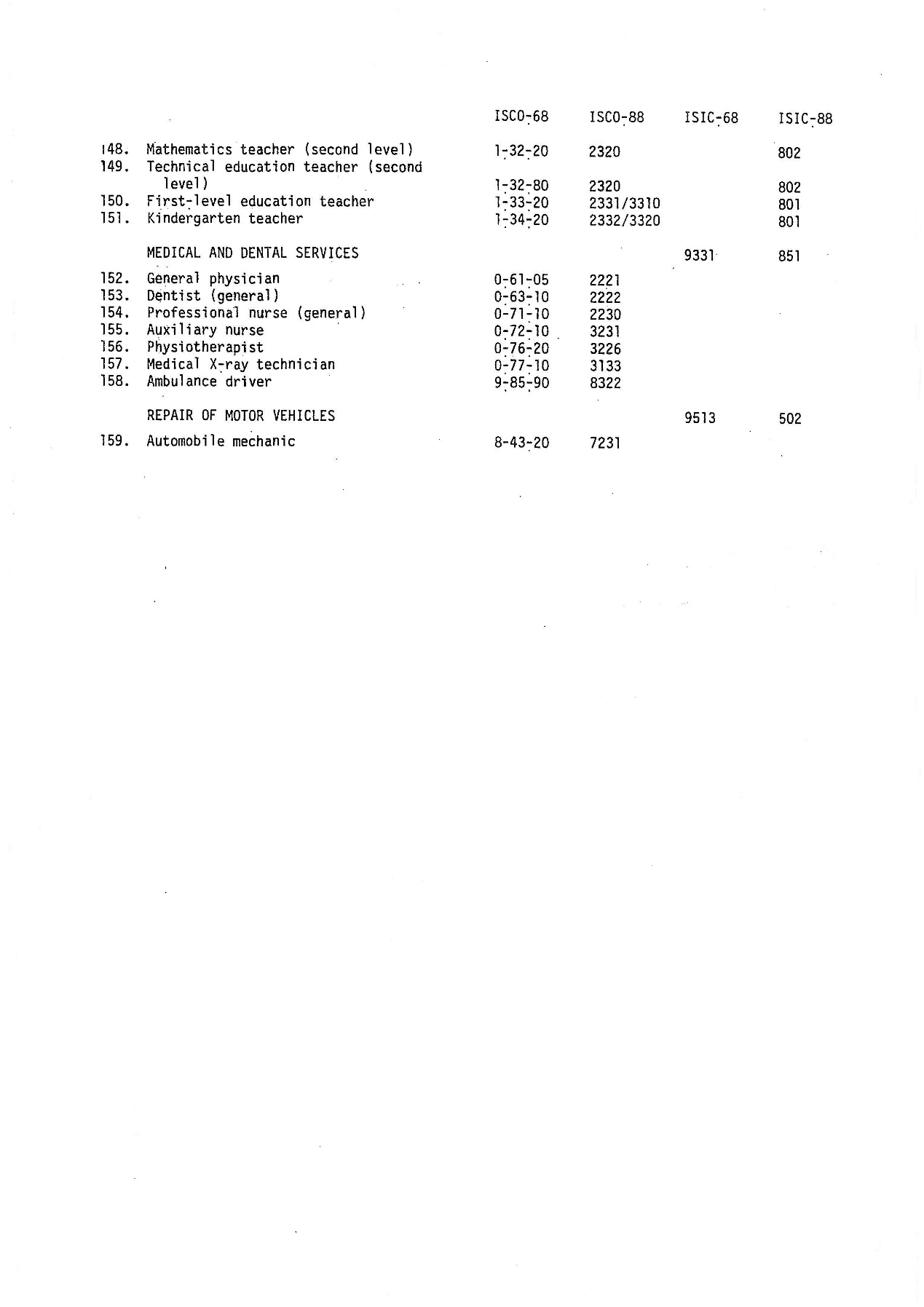
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**Appendix D**

Table D.1. Average hourly wage rates for adult workers in US $, 1953-2008

Note: reported wages are based on type 3 standardization (lexicographic weighting).

\* = exchange rate not available

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| country code (from ILO October Inquiry)

year | AF AG AI AN AO AR AS AT AU AZ BB BD BE BF BG BH BI BJ BM BN BO BR BS BW

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1953 | 0.70 0.25 0.24 0.79 0.16 0.09 0.42 0.28

1954 | 0.81 0.39 0.24 0.83 0.21 0.12 0.47

1955 | 0.67 0.33 0.26 0.86 0.21 0.10 0.44 0.76

1956 | 0.78 0.34 0.27 0.91 0.22 0.49 0.23 0.29

1957 | 0.81 0.36 0.29 0.92 0.25 0.53 0.27 0.28

1958 | 0.06 0.46 0.29 0.94 0.25 0.53 0.15

1959 | 0.84 0.47 0.36 0.31 0.97 0.56

1960 | 0.88 0.38 0.32 1.03 0.28 0.59 0.30 0.28

1961 | 0.89 0.38 0.37 1.07 0.11 0.62 0.27

1962 | 0.91 0.48 0.56 0.39 1.07 0.32 0.11 0.64

1963 | 1.03 0.38 0.51 0.41 1.10 0.37 0.70 0.27 0.18

1964 | 0.44 0.38 1.10 0.51 0.52 0.43 1.16 0.39 0.14 0.76 0.27 0.32 1.46 0.47

1965 | 1.03 0.56 0.59 0.47 1.18 0.41 0.13 0.83 0.32 1.63 0.47 1.51

1966 | 0.51 0.41 1.16 0.62 0.80 0.53 1.26 0.49 0.14 0.90 0.34 0.32 1.82 1.36

1967 | 0.56 1.10 0.49 0.82 0.55 1.34 0.41 0.14 0.97 0.25 0.27 1.84 0.46 1.58

1968 | 0.49 1.09 0.47 0.72 0.60 1.44 0.36 1.05 0.28 0.15 0.31 1.49

1969 | 1.07 0.44 0.98 0.64 1.48 0.41 0.16 1.13 0.17 0.31 2.39 1.95

1970 | 0.78 0.50 1.28 0.69 1.58 0.46 0.17 1.24 0.29 0.19 0.29 2.24 0.45

1971 | 0.63 0.39 0.60 1.20 0.80 1.83 0.55 1.41 0.24 2.50 0.38 2.00

1972 | 0.85 1.13 0.80 1.30 1.00 2.12 0.67 1.77 0.23 0.34 3.04 0.42

1973 | 0.94 1.18 1.36 1.29 1.37 2.87 0.13 2.30 0.26 0.18 3.41 0.27 0.46

1974 | 0.84 0.48 1.18 1.62 1.61 1.56 3.98 0.84 0.25 2.94 0.44 0.31 0.33 3.83 0.74 0.36 0.48 2.89

1975 | 0.89 0.50 1.68 0.80 1.32 1.95 4.28 0.15 3.56 0.28 4.23 0.79 0.51 0.43

1976 | 0.43 1.86 0.50 1.68 2.07 4.46 1.31 0.12 3.71 0.28 0.86 0.50 2.64 0.38

1977 | 0.73 0.56 2.14 0.40 1.66 2.46 4.48 1.30 0.13 4.44 0.38 0.54 4.60 1.00 0.40

1978 | 0.58 2.33 0.37 2.19 3.01 4.89 1.50 0.17 5.30 1.63 0.39 5.07 1.06 0.80

1979 | 0.86 0.87 2.73 0.73 2.47 3.44 5.15 1.61 0.19 6.10 1.85 0.40 5.35 0.79

1980 | 2.50 3.62 5.72 1.96 0.24 6.67 1.87 0.40 0.57 5.81 1.21 0.85

1981 | 0.43 2.76 3.02 6.54 2.16 0.19 5.63 0.53 3.58 0.42 1.35 0.86

1982 | 0.17 3.02 6.75 2.46 0.15 4.88 0.58 2.56 0.44 6.92 1.46

1983 | 1.98 3.45 3.80 8.02 2.99 4.85 0.70 9.66 1.14

1984 | 6.14 5.21 2.69 3.55 8.34 3.31 0.14 4.68 4.63 0.53 0.61 9.60 1.41 0.50 0.97

1985 | 6.15 1.91 3.77 7.11 3.77 4.33 1.13 4.35 0.74 0.68 9.41

1986 | 0.66 3.52 4.57 5.40 7.13 4.17 0.22 5.77 1.42 0.75 6.20

1987 | 6.40 5.78 6.89 7.82 4.53 0.13 7.06 1.64 6.39 0.85 0.97 13.11 0.79 1.18 6.38

1988 | 3.99 6.51 7.17 7.22 9.38 4.95 0.22 7.33 1.27 8.37 0.79 0.61 15.50 0.89 5.58

1989 | 3.78 4.93 2.18 7.02 9.69 4.86 0.23 7.17 1.18 5.09 0.72 17.90 0.81

1990 | 3.28 4.11 8.54 9.32 4.98 0.22 8.86 1.34 1.03 5.36 0.65 1.03 17.73 0.66 7.04

1991 | 4.48 1.45 8.65 10.71 5.20 0.29 9.11 1.16 5.59 0.62 1.23 20.77 1.04 4.44

1992 | 3.72 3.59 9.70 10.25 5.27 0.29 10.06 5.24 0.54 21.56 1.17

1993 | 4.17 3.63 2.60 9.52 9.83 5.45 0.29 9.65 5.14 18.82 1.15

1994 | 4.33 3.96 2.67 10.06 10.94 5.46 10.23 5.47 21.63 1.31

1995 | 4.94 4.73 2.72 11.94 11.44 5.54 0.50 11.71 5.65 21.33 1.40

1996 | 4.62 4.92 2.16 11.58 12.71 0.29 0.49 11.35 5.56 22.06 1.30

1997 | 5.14 1.21 10.17 0.43 0.62 10.04 0.54 23.11 1.41

1998 | 5.14 0.75 10.28 11.06 0.46 0.58 10.10 0.54 6.24

1999 | 5.25 0.27 9.98 0.45 9.83 0.57 20.59 1.67 2.49

2000 | 5.50 8.72 10.97 0.42 8.76 0.49 7.04 25.65 7.65

2001 | 8.75 0.42 8.88 6.44 1.62 2.05

2002 | 3.18 3.66 8.77 11.13 0.61 9.57 0.78 7.27 1.60

2003 | 4.48 11.72 8.05 1.82 11.14

2004 | 4.93 16.52 0.83 13.28 2.30 10.61

2005 | 6.00 1.14 4.67 3.55

2006 | 7.12 19.08 1.55 4.36 4.39 0.74

2007 | 8.53 2.18 0.29 14.36 0.75

2008 | 10.29 2.82

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| country code (from ILO October Inquiry)

year | BY BZ CA CF CG CI CL CM CN CO CR CS CU CV CY CZ DC DE DJ DK DO DZ EC EE

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1953 | 0.28 1.52 0.34 0.37 0.38 0.54 0.27

1954 | 0.28 1.54 0.49 0.44 0.38 0.57 0.47

1955 | 0.28 1.54 0.42 0.64 0.43 0.40 0.60 0.47

1956 | 1.43 0.13 0.17 0.31 0.34 0.23 0.49 0.43 0.65 0.91

1957 | 1.52 0.13 0.20 0.33 0.32 0.24 0.32 0.26 0.46 0.68 0.48 0.40

1958 | 0.29 1.76 0.31 0.25 0.13 0.33 0.34 0.15 0.38 0.24 0.49 0.25

1959 | 0.30 1.82 0.17 0.32 0.25 0.37 0.20 0.33 0.18 0.42 0.23 0.51 0.44 0.38

1960 | 0.31 1.90 0.17 0.29 0.33 0.24 0.26 0.33 0.17 0.43 0.26 0.57 0.40 0.43

1961 | 1.93 0.18 0.31 0.34 0.29 0.25 0.31 0.24 0.45 0.28 0.65 0.46

1962 | 0.33 1.96 0.17 0.34 0.34 0.41 0.27 0.31 0.38 0.20 0.71 1.05 0.79

1963 | 0.34 2.00 0.15 0.36 0.36 0.33 0.28 0.31 0.39 0.27 0.76 1.13 0.45 0.23

1964 | 0.33 2.03 0.28 0.36 0.36 0.31 0.34 0.72 0.45 0.84 1.22 0.69

1965 | 0.34 2.32 0.22 0.36 0.38 0.24 0.34 0.42 0.81 0.42 0.92

1966 | 0.37 0.36 0.39 0.30 0.34 0.47 0.35 0.98 0.79

1967 | 0.35 0.34 0.35 0.34 0.49 0.39 1.01 0.33

1968 | 0.34 2.36 0.38 0.38 0.35 0.34 0.40 1.06 0.54

1969 | 0.35 2.54 0.36 0.50 0.33 0.36 0.73 0.43 1.16

1970 | 0.38 3.28 0.23 0.33 0.40 0.48 1.44

1971 | 0.41 3.62 0.83 0.35 0.40 0.53 0.57 1.67 0.57

1972 | 0.42 0.33 0.53 0.54 0.49 0.45 0.67 2.13 0.95 0.64

1973 | 0.51 3.92 0.46 0.55 0.62 0.60 0.87 2.82

1974 | 0.53 5.00 0.42 0.49 0.47 1.07 3.22 0.74 0.98

1975 | 0.57 0.48 0.59 0.48 0.59 1.06 3.54 1.01

1976 | 6.56 0.43 0.68 0.58 0.54 0.59 0.90 0.74 1.02 3.80 1.07 0.37

1977 | 6.38 0.76 0.64 0.66 0.92 0.89 0.67 1.07 4.36 6.27

1978 | 8.31 0.93 0.58 0.93 0.96 0.67 1.56 5.30 1.18 7.49 0.90 1.54

1979 | 7.00 0.56 1.01 0.93 0.77 0.70 0.98 2.00 6.09 8.75 0.98 0.52

1980 | 1.09 7.84 1.01 0.84 0.89 0.99 2.54 6.62 2.68 9.06 1.00

1981 | 1.04 8.35 0.83 0.93 0.47 1.08 2.46 5.72 7.89 0.96

1982 | 1.19 9.53 0.74 1.04 0.51 1.07 2.51 5.57 1.07

1983 | 1.84 9.87 1.30 0.53 1.23 3.77 6.91 7.82

1984 | 1.82 9.57 2.29 1.37 0.83 1.04 1.19 3.53 2.35 6.38 7.32 1.06

1985 | 1.93 9.08 0.74 1.54 1.39 0.98 1.13 0.95 3.66 6.68 8.19 3.02

1986 | 2.24 1.55 1.88 0.96 1.15 1.21 1.07 4.52 9.40 10.94 3.30

1987 | 2.67 0.89 1.75 0.97 1.28 1.35 5.26 11.75 14.37 3.23

1988 | 2.53 0.90 0.89 1.27 1.41 5.81 12.36 14.46 2.65

1989 | 2.66 0.84 0.89 1.00 1.25 1.39 5.89 11.98 13.95 2.08

1990 | 2.70 2.09 1.04 0.22 0.78 1.07 6.99 14.68 17.28 2.03

1991 | 2.71 1.11 1.01 0.22 0.74 7.46 15.26 17.17 1.16

1992 | 2.90 1.20 1.49 1.07 0.29 0.98 7.89 17.02 18.67 1.27

1993 | 3.37 1.74 0.38 1.43 7.58 1.05 16.61 0.64

1994 | 3.66 0.76 0.34 1.26 8.32 1.23 17.31 0.92

1995 | 0.33 4.06 1.06 0.39 1.75 9.40 1.53 20.28 1.02 1.41

1996 | 0.45 1.12 1.23 0.49 9.62 1.74 19.58 3.00 1.02 1.00 1.54

1997 | 0.54 11.19 1.10 1.12 0.58 9.26 1.66 17.20 1.22 1.14 1.69

1998 | 0.62 10.59 0.59 1.75 17.28 1.28

1999 | 0.61 10.82 0.50 1.73 9.67 1.75 17.11

2000 | 0.47 11.19 0.90 0.55 1.89 8.99 1.67 15.06

2001 | 0.58 11.05 0.88 8.91 1.95 14.91 0.91

2002 | 0.64 11.10 2.09 9.98 2.40 15.97 1.13

2003 | 0.74 12.70 2.12 12.73 2.89 19.53 30.36 0.78

2004 | 0.86 14.33 0.77 1.95 14.38 3.23 21.66 33.51 0.85

2005 | 15.64 0.92 2.07 1.62 15.51 3.60 22.18 35.36 0.88

2006 | 17.17 4.07 1.15 2.01 1.81 15.36 4.11 22.79 37.56 0.89

2007 | 1.29 18.81 4.47 2.44 1.93 4.94 24.54 42.27 2.20

2008 | 19.34 2.80 2.02 6.05 26.93 2.36

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| country code (from ILO October Inquiry)

year | EG ER ET FA FI FJ FK FR GA GB GD GF GH GI GM GN GP GQ GR GT GU GX GY HK

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1953 | 0.56 0.22 0.47 0.15 0.33 0.14

1954 | 0.56 0.18 0.49 0.11 0.28 0.16 0.17 0.18

1955 | 0.30 0.54 0.20 0.51 0.52 0.14 0.10 0.17 0.24 0.18

1956 | 0.61 0.22 0.58 0.16 0.57 0.17 0.33 0.20 0.30 0.25 0.21

1957 | 0.58 0.21 0.62 0.16 0.60 0.19 0.15 0.25 0.24 0.33 0.21 0.21

1958 | 0.52 0.59 0.62 0.19 0.15 0.25 0.29 0.25 0.19

1959 | 0.54 0.22 0.52 0.24 0.63 0.25 0.16 0.25 0.29 0.25 0.21

1960 | 0.55 0.22 0.56 0.67 0.28 0.22 0.29 0.24 0.35 0.28 0.22

1961 | 0.57 0.60 0.27 0.71 0.27 0.33 0.28 0.28 0.21

1962 | 0.59 0.24 0.61 0.32 0.75 0.31 0.15 0.32 0.32 0.40 1.30 0.30 0.21

1963 | 0.65 0.24 0.69 0.42 0.77 0.29 0.50 0.14 0.46 0.39 0.33 0.43 1.30 0.29 0.23

1964 | 0.25 0.74 0.25 0.83 0.72 0.37 0.82 0.31 0.54 0.17 0.46 0.40 0.35 0.43 1.33 0.32 0.28

1965 | 0.79 0.24 0.78 0.78 0.39 0.88 0.29 0.57 0.18 0.44 0.50 0.37 0.45 1.33 0.33 0.30

1966 | 1.36 0.87 0.26 0.80 0.83 0.45 0.93 0.30 0.60 0.20 0.44 0.55 0.41 0.47 1.36 0.35 0.32

1967 | 0.28 1.38 0.87 0.28 0.79 0.87 0.41 0.96 0.30 0.74 0.17 0.51 0.58 0.45 0.49 1.66 0.35 0.34

1968 | 0.37 1.22 0.80 0.28 0.65 0.99 0.44 0.88 0.78 0.14 0.48 0.64 0.57 0.48 1.65 0.32 0.32

1969 | 0.89 0.26 0.70 1.03 0.93 0.78 0.16 0.48 0.64 0.48 1.88 0.33 0.36

1970 | 1.57 0.94 0.90 1.08 0.40 1.03 0.39 0.76 0.17 0.63 0.63 0.54 1.95 0.34 0.41

1971 | 1.84 0.45 0.52 1.23 0.36 0.51 0.44 0.79 0.17 0.48 0.73 0.61 0.35 0.49

1972 | 2.19 1.33 1.54 0.39 1.41 0.49 1.14 0.15 0.95 0.86 0.66 0.34 0.60

1973 | 2.57 1.67 1.25 1.93 1.57 1.49 1.37 0.80 2.49 0.37 0.77

1974 | 3.39 2.01 2.12 0.88 1.72 1.64 0.13 1.19 1.39 0.92 0.46 0.40 0.83

1975 | 0.51 2.44 1.85 2.36 2.10 0.61 2.12 1.32 1.82 1.12 0.85

1976 | 0.59 4.73 2.61 1.63 2.86 1.95 0.67 1.53 1.85 1.11 0.93

1977 | 0.60 5.36 2.76 1.02 1.77 3.33 2.01 2.12 0.20 1.63 0.23 2.00 1.34 4.03 0.48 1.09

1978 | 0.71 6.30 2.87 1.18 2.20 4.11 1.34 2.55 2.79 2.25 0.26 2.44 1.41 0.59 1.26

1979 | 7.70 3.28 1.30 2.58 4.84 3.16 3.36 0.11 3.13 1.57 0.63 1.35

1980 | 8.14 3.98 1.51 4.09 4.63 1.46 0.60 6.00 0.66 1.64

1981 | 3.81 3.05 4.92 3.98 4.38 0.27 1.41 0.72 0.67

1982 | 6.86 3.74 2.86 3.74 2.83 3.98 2.83 1.73 0.69 6.80 0.63 1.88

1983 | 3.91 2.27 2.69 3.70 4.80 1.72 0.48 1.10 2.26

1984 | 5.83 2.14 1.27 4.40 1.59 7.67 0.76 1.10 1.67

1985 | 6.32 3.81 0.11 4.11 0.30 1.27 8.00 1.93

1986 | 8.27 2.59 4.64 2.09 1.06

1987 | 0.85 10.14 2.02 7.25 6.59 5.60 8.58 2.94

1988 | 0.93 11.81 1.68 8.55 6.56 6.37 8.38 0.71 3.34

1989 | 12.38 2.84 8.71 6.59 6.15 5.24 8.75 3.86

1990 | 0.52 15.15 10.17 7.79 7.21 7.53 3.71

1991 | 15.12 11.47 2.94 11.14 6.73 7.62 7.38 4.26

1992 | 0.33 13.60 10.21 3.97 11.79 4.80

1993 | 0.51 11.05 10.51 2.75 0.52 5.25

1994 | 0.37 0.74 12.39 10.76 2.75 0.56 7.19

1995 | 0.38 16.07 2.32 11.56 2.89 0.40 7.79

1996 | 0.34 13.96 11.76 0.46 8.55

1997 | 0.39 0.73 12.49 12.89 1.01 0.54 9.48

1998 | 0.37 12.51 13.69 1.00 0.99 10.69

1999 | 0.46 0.50 12.58 13.83 1.00 9.99

2000 | 0.57 0.43 11.17 18.15 13.34 1.16 10.20

2001 | 11.35 13.26 10.23

2002 | 12.44 14.86 9.87

2003 | 15.39 16.69 1.94 9.98

2004 | 17.53 18.82 2.11 10.12

2005 | 17.23 19.42 9.58

2006 | 18.06 20.53 1.31 2.09 9.65

2007 | 21.17 22.55 1.53 3.37 9.49

2008 | 21.85 10.04

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| country code (from ILO October Inquiry)

year | HN HR HT HU ID IE IL IM IN IQ IR IS IT JM JO JP KE KG KH KM KN KR KW KZ

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1953 | 0.17 0.48 0.75 0.11 1.08 0.29 0.21 0.17

1954 | 0.27 0.49 0.09 1.01 0.28 0.24 0.17

1955 | 0.13 0.46 1.20 0.31 0.33 0.17 0.21

1956 | 0.46 0.56 1.28 0.28 0.30 0.18

1957 | 0.16 0.08 0.47 0.58 0.07 1.35 0.29 0.27 0.19 0.31

1958 | 0.49 0.08 1.51 0.31 0.40 0.27 0.18 0.32

1959 | 0.25 0.19 0.06 0.52 0.70 0.10 0.37 0.20 1.45 0.31 0.38 0.20 0.22 0.84

1960 | 0.25 0.18 0.08 0.53 0.71 0.38 0.20 0.68 0.33 0.21 0.50

1961 | 0.31 0.18 0.59 0.80 0.38 0.69 0.34 0.39 0.45

1962 | 0.33 0.23 0.18 0.60 0.71 0.40 0.28 0.20 0.24 0.45

1963 | 0.16 0.04 0.60 0.49 0.16 0.84 0.45 0.30 0.30 0.35 0.27 0.45

1964 | 0.32 0.16 0.74 0.57 0.13 0.97 0.53 0.53 0.29 0.32 0.36 0.35 0.20 0.42

1965 | 0.33 0.15 0.74 0.75 1.13 0.56 0.63 0.31 0.35 0.32 0.17 0.63

1966 | 0.32 0.29 0.15 0.80 0.82 1.29 0.60 0.61 0.27 0.36 0.38 0.20 0.63

1967 | 0.32 0.28 0.17 0.81 0.81 0.11 1.26 0.63 0.24 0.36 0.24 0.30 0.16

1968 | 0.34 0.27 0.13 0.77 0.76 0.12 0.98 0.67 0.61 0.26 0.43

1969 | 0.35 0.28 0.16 0.11 0.85 0.77 0.12 0.32 0.88 0.72 0.29 0.51 0.21

1970 | 0.34 0.18 0.98 0.81 0.12 1.16 0.82 0.71 0.58 0.21

1971 | 0.32 0.38 0.19 0.46 0.53 0.90 0.13 1.24 0.92 0.69 0.64 0.70 0.27 0.39

1972 | 0.35 0.26 0.21 0.17 1.31 0.94 0.09 1.67 1.09 1.05 0.19

1973 | 0.32 0.27 1.51 1.15 0.15 2.02 1.37 1.40 0.21

1974 | 0.30 1.65 1.42 0.17 2.80 1.41 0.46 1.84 0.51

1975 | 0.42 0.30 0.34 2.05 1.38 0.17 2.45 1.81 1.41 0.63 1.87 0.45 0.51 1.08

1976 | 0.52 0.36 0.36 1.88 1.59 0.17 2.71 1.77 1.74 0.45 0.56

1977 | 0.48 0.58 0.43 2.05 1.58 0.17 3.63 2.06 2.04 0.85 0.58 0.64

1978 | 0.48 0.50 2.49 1.54 0.19 4.18 2.49 1.52 0.30 0.58 0.64

1979 | 0.61 0.58 0.56 0.13 3.14 1.97 0.21 4.55 1.40 0.32 0.87 0.96

1980 | 0.62 0.60 0.59 3.85 2.22 4.01 0.24 4.67 1.63 0.67 0.89

1981 | 0.69 0.23 3.28 2.28 3.75 0.25 5.16 3.47 0.49 1.07

1982 | 0.71 0.83 0.64 0.19 3.37 3.57 0.23 4.73 3.41 1.31

1983 | 1.22 0.37 4.65 3.06 4.62 0.32 3.94 4.20 1.71 7.96 0.66 1.56

1984 | 1.32 0.83 4.20 3.41 0.35 4.10 1.68 5.59 1.13 1.94 1.50

1985 | 1.53 0.35 4.25 0.26 3.82 4.58 1.51 5.74 0.87 0.60 1.76 1.52

1986 | 1.54 0.27 0.28 3.85 4.78 6.14 1.74 8.53 0.71 1.59

1987 | 1.63 0.87 0.21 6.70 0.30 7.18 7.61 2.04 10.07 0.80 1.82

1988 | 1.85 0.94 0.22 8.78 0.30 8.66 8.05 1.73 10.98 2.38

1989 | 0.21 0.35 7.38 8.36 11.51 3.20

1990 | 0.90 10.28 0.42 7.77 9.80 11.64 3.64

1991 | 0.73 0.36 0.33 8.03 10.32 13.03 3.66

1992 | 0.88 0.37 1.09 8.58 11.64 0.95 13.93 0.85 3.72

1993 | 0.64 0.29 7.35 9.50 0.96 15.74 0.09 1.25 4.19

1994 | 0.55 0.34 7.07 9.42 1.05 0.22 0.10 4.66

1995 | 0.64 1.62 0.39 8.01 10.08 1.07 19.03 0.11 1.08 5.73

1996 | 2.03 1.66 0.30 8.22 11.05 16.51 0.10 1.18 6.08

1997 | 1.11 1.54 0.38 10.37 0.92 14.69 0.43 0.94 5.68

1998 | 1.62 0.36 10.66 10.44 1.18 13.92 0.28 0.34 1.09 3.88

1999 | 1.79 0.37 10.77 10.25 15.76 0.17 0.33 1.18 3.92 4.43

2000 | 1.70 0.39 10.19 8.92 16.79 0.33 4.13 5.28

2001 | 1.88 0.17 8.01 8.59 1.34 14.95 0.19 0.32 4.95

2002 | 2.35 10.30 9.28 1.23 13.77 0.20 5.64 0.88

2003 | 3.13 14.00 11.42 1.16 15.25 6.33 1.03

2004 | 3.75 16.20 12.94 16.29 6.73 6.50 1.26

2005 | 4.12 0.59 13.46 1.52 15.89 8.40

2006 | 4.14 0.65 20.33 13.89 1.64 15.13 9.84

2007 | 5.28 0.36 24.79 15.15 15.12

2008 | 0.53 18.84 16.61 17.17

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| country code (from ILO October Inquiry)

year | LA LB LC LK LR LS LT LU LV LY MA MD MG ML MM MN MO MQ MR MS MT MU MV MW

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1953 | 0.27 0.28

1954 | 0.10 0.26 0.29 0.16

1955 | 0.66 0.25 0.18 0.10 0.32 0.31 0.13

1956 | 0.28 0.18 0.11 0.20 0.30 0.40 0.32 0.14

1957 | 0.30 0.22 0.11 0.20 0.28 0.33 0.35 0.14

1958 | 0.23 0.12 0.35 0.15

1959 | 0.32 0.13 0.22 0.19 0.45 0.36 0.16

1960 | 0.21 0.14 0.20 0.18 0.31 0.39 0.16

1961 | 0.25 0.13 0.31 0.17 0.28 0.40 0.17

1962 | 0.39 0.26 0.14 0.59 0.17 0.46 0.41 0.17

1963 | 0.40 0.27 0.14 0.31 0.20 0.38 0.43 0.40 0.18

1964 | 0.40 0.35 0.14 0.39 0.23 0.51 0.31 0.29 0.41 0.18

1965 | 0.33 0.15 0.43 0.23 0.38 0.51 0.31 0.33 0.43 0.21 0.28

1966 | 0.41 0.40 0.14 0.42 0.23 0.57 0.33 0.53 0.43 0.21 0.21

1967 | 0.42 0.30 0.48 0.38 0.59 0.36 0.59 0.44 0.22 0.23

1968 | 0.38 0.33 0.69 0.38 0.42 0.18 0.14

1969 | 0.44 0.69 0.46 0.48 0.21

1970 | 0.52 0.19 0.34 0.16 0.69 0.49 0.51 0.19

1971 | 0.54 0.47 1.17 0.37 0.17 0.87 0.56 0.64 0.54 0.20

1972 | 0.57 0.24 0.38 0.17 0.98 0.59 0.65 0.23

1973 | 0.58 0.25 0.62 0.52 0.18 1.23 0.65 0.28

1974 | 0.60 0.25 0.64 0.18 1.38 0.81 0.52

1975 | 0.64 0.26 1.45 0.13 1.84 0.61 0.77 0.40

1976 | 0.62 0.22 0.62 0.15 1.88 0.62 0.41 0.14

1977 | 0.70 0.20 5.36 0.35 0.14 0.63 0.68 0.51 0.14

1978 | 0.79 0.09 2.64 0.81 0.60 0.15

1979 | 0.96 0.14 0.56 2.44 0.82 0.17 1.19 0.64

1980 | 1.06 0.18 0.86 0.68

1981 | 1.35 1.13 0.70

1982 | 1.48 0.90 0.78 0.20 3.49 0.69

1983 | 1.98 0.20 1.38 0.54 0.77 1.16

1984 | 2.23 0.22 1.79 0.98 0.56

1985 | 2.16 0.22 0.52 0.25 1.74 0.88

1986 | 2.23 0.16 1.18 0.68 0.18 1.13

1987 | 2.43 0.22 0.23 0.78 0.16 5.13 1.52

1988 | 2.65 0.30 0.77 0.15 1.52

1989 | 2.92 0.19 1.06 0.72 0.21 1.44

1990 | 3.20 0.21 1.30 0.80 0.18 2.29 1.62

1991 | 3.29 0.27 0.16 2.71 1.66

1992 | 0.29 0.13 2.10 1.77

1993 | 0.30 0.12 2.33 1.98 0.45

1994 | 0.36 0.20 0.23 0.10 0.11 4.56 2.21 0.29

1995 | 0.40 0.94 18.65 0.22 0.24 0.09 0.16 3.81 2.45 0.42

1996 | 0.37 0.25 0.07 2.55 0.63

1997 | 0.40 1.33 0.31 0.06 4.60 2.45 0.67

1998 | 0.41 1.51 0.27 0.23 0.03 4.36 2.31 0.53

1999 | 0.46 1.56 0.19 0.22 0.02 4.43 2.39 0.49

2000 | 0.43 1.57 1.59 0.19 0.22 0.09 4.20 2.31 0.54

2001 | 1.61 0.21 0.07 4.24 2.23 0.22

2002 | 1.68 15.24 1.72 0.30 0.06 4.31 2.25 0.33

2003 | 2.13 0.37 0.04 4.63 2.68

2004 | 2.48 0.53 0.04 5.20 2.86

2005 | 2.84 0.63 0.25 6.63 2.78

2006 | 3.50 22.26 3.40 0.75 0.20 7.49 2.73

2007 | 0.97 0.19 8.42 2.80 3.17

2008 | 1.31 8.36 3.46 3.98

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| country code (from ILO October Inquiry)

year | MX MY MZ NA NC NE NG NI NL NO NP NZ PE PF PG PH PK PL PM PN PR PS PT PY

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1953 | 0.22 0.11 0.32 0.75 0.13 0.54 0.18 0.35

1954 | 0.23 0.11 0.34 0.77 0.33 0.12 0.19

1955 | 0.26 0.21 0.34 0.57 0.80 0.32 0.16 0.68 0.19

1956 | 0.26 1.05 0.28 0.15 0.36 0.70 0.81 0.14 1.10 0.20 0.34

1957 | 0.25 0.26 1.03 0.34 0.13 0.23 0.39 0.71 0.85 0.61 0.07 0.80 0.21

1958 | 0.34 0.26 0.14 0.21 0.41 0.66 0.87 0.88 0.21

1959 | 0.20 0.24 0.94 0.33 0.15 0.22 0.42 0.89 0.91 0.61 0.82 0.20

1960 | 0.23 0.95 0.18 0.22 0.41 0.99 0.93 0.42 0.42 0.90 0.20

1961 | 0.23 0.95 0.31 0.16 0.46 0.99 0.94 0.65 0.42 0.11 1.06 0.22

1962 | 0.24 1.03 0.33 0.15 0.26 0.47 1.11 0.97 0.52 0.11 1.13 0.23 0.12

1963 | 0.24 0.98 0.29 0.18 0.50 1.31 0.99 0.36 0.68 0.13 0.54 1.19 0.26 0.31

1964 | 0.40 0.28 1.14 0.29 0.22 0.57 1.18 1.06 0.31 0.76 0.13 0.61 1.33 0.26 0.38

1965 | 0.45 0.31 1.15 0.29 0.18 0.63 1.41 1.08 0.38 0.88 0.15 0.68 1.25 0.28 0.41

1966 | 0.47 0.36 1.17 0.29 0.19 0.25 0.73 1.41 1.12 0.96 0.56 1.38 0.30

1967 | 0.63 0.35 1.26 0.29 0.18 0.33 0.78 1.54 1.16 0.44 0.97 0.16 0.62 1.44 0.33

1968 | 0.64 0.35 1.31 0.32 0.19 0.34 0.84 1.68 1.02 0.42 0.98 0.16 0.71 1.71 0.31

1969 | 0.65 0.39 1.35 0.30 0.19 0.91 1.75 1.04 0.44 0.98 0.19 0.89 0.59 1.75 0.34 0.41

1970 | 0.67 0.39 1.44 0.29 0.19 0.99 1.97 1.20 0.45 1.44 0.18 0.86 0.69 1.76 0.37

1971 | 0.41 1.61 0.26 0.24 1.21 2.30 1.54 0.19 0.92 1.81 0.43

1972 | 0.65 0.46 1.89 0.30 0.24 1.50 2.51 1.78 0.51 0.23 0.12 1.16 0.77 1.86

1973 | 0.77 0.56 0.34 0.27 1.94 3.24 2.29 0.57 0.13 0.73 1.89

1974 | 0.99 0.49 0.36 0.30 2.38 3.75 2.69 0.65 0.16 0.87 2.11 0.48

1975 | 0.97 0.54 0.35 2.85 4.46 0.14 2.63 0.78 0.20 0.18 2.37 1.10 0.53

1976 | 1.00 0.52 0.41 3.01 5.21 2.52 0.62 2.05 0.19 2.05 0.78 2.61 1.01 0.64

1977 | 1.02 3.60 0.46 0.87 0.68 3.48 5.67 0.13 2.75 0.44 2.18 0.22 0.23 2.72 0.76 2.91 0.88

1978 | 1.06 0.72 4.03 0.52 1.67 0.61 4.16 6.48 0.18 3.40 0.34 0.27 0.26 3.25 0.91 3.29 0.83

1979 | 1.22 0.75 4.15 0.68 0.55 4.85 6.87 0.15 3.88 0.36 1.29 0.28 4.66 1.02 3.34 0.85

1980 | 1.45 0.89 1.18 5.10 7.68 4.30 0.52 0.37 0.33 3.60 1.02 0.98

1981 | 1.74 0.95 4.12 1.44 4.36 7.22 0.19 4.55 0.63 0.37 3.80 1.01

1982 | 1.30 0.96 0.50 4.39 9.01 4.12 1.69 4.29 6.37 0.93 0.87

1983 | 0.59 1.25 7.11 2.33 5.36 5.50 0.37 4.19 0.51 1.93 0.39 0.38 4.11 4.44 0.78

1984 | 0.66 1.24 0.62 1.44 4.80 5.28 4.37 0.49 2.22 0.36 7.15 4.65

1985 | 1.52 4.92 5.42 4.31 0.49 0.17 7.72 7.09 0.67

1986 | 2.08 0.64 6.88 6.83 5.47 0.40 9.82 5.84 0.91

1987 | 0.60 0.31 0.74 8.48 7.81 7.41 1.47 9.91 0.40 12.23 6.39 1.12

1988 | 0.99 0.36 1.61 8.80 8.89 8.71 0.66 12.53 0.49 12.34 8.41 1.24

1989 | 1.07 0.47 8.37 8.73 8.31 12.22 0.57 10.34 6.46 1.30

1990 | 0.66 10.06 10.06 0.30 8.80 15.01 0.55 7.00 1.65

1991 | 0.75 0.94 10.02 8.65 1.55 0.57 14.38 7.59 1.90

1992 | 0.75 0.61 10.66 0.66 7.91 2.29

1993 | 0.81 1.15 0.47 0.81 9.43 1.17 3.88 0.67 7.93 2.04

1994 | 0.80 0.54 9.64 1.36 0.75 8.42 2.05

1995 | 0.46 1.34 0.56 0.76 11.15 2.02 2.62 0.85 8.26

1996 | 0.47 5.40 0.79 11.37 2.27 2.56 0.48 1.58 9.08 5.04

1997 | 0.53 5.75 1.02 0.85 10.76 2.29 1.23 7.91 4.51

1998 | 0.53 3.43 0.79 11.02 2.11 0.37 2.04 8.41 4.71

1999 | 1.09 0.84 10.72 1.85 1.11 0.39 2.43 8.83 4.70

2000 | 1.34 0.86 10.18 1.81 0.38 0.37 8.71 4.09

2001 | 1.54 0.89 11.56 1.88 1.11 0.32 2.63 9.52

2002 | 1.62 0.90 13.05 2.26 1.07 0.53 2.73 9.30 4.37

2003 | 1.53 14.60 1.04 0.58 9.03 5.37

2004 | 1.52 15.91 2.36 0.95 0.59 3.62 9.43 6.00

2005 | 1.43 18.26 2.30 1.03 9.61 6.28

2006 | 1.48 19.13 2.48 1.11 4.87 9.87 6.51

2007 | 1.53 22.63 2.57 1.72 11.36 2.07 7.45

2008 | 1.56 24.72 3.42 1.60 12.04 2.26

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| country code (from ILO October Inquiry)

year | QT RE RO RU RW SB SC SD SE SG SH SI SK SL SM SN SO SP SR SV SW SY SZ TD

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1953 | 0.17 0.60 0.22 0.11 0.72 0.30

1954 | 0.60 0.25 0.14 0.20 0.72 0.19

1955 | 0.64 0.26 0.15 0.18 0.73

1956 | 0.21 0.68 0.28 0.17 0.29 0.26 0.76 0.24

1957 | 0.21 0.77 0.28 0.19 0.35 0.80 0.27

1958 | 0.22 0.81 0.31 0.20 0.33 0.81

1959 | 0.23 0.85 0.30 0.23 0.27 0.25 0.83

1960 | 0.87 0.32 0.21 0.35 0.21 0.24 0.57 0.87 0.21 0.44

1961 | 0.98 0.32 0.21 0.38 0.23 0.91

1962 | 0.22 1.03 0.22 0.38 0.25 0.98 0.20

1963 | 0.44 0.20 0.54 1.10 0.33 0.23 0.29 0.39 1.04 0.20

1964 | 0.47 0.21 0.18 1.18 0.35 0.23 0.39 1.12 0.18 0.27

1965 | 0.48 0.16 1.28 0.34 0.55 0.24 0.43 1.17 0.19 0.35

1966 | 0.53 1.41 0.36 0.45 0.24 0.51 1.25 0.19

1967 | 0.18 1.55 0.35 0.44 0.23 0.53 1.33 0.20

1968 | 0.63 0.16 0.27 1.66 0.35 0.20 0.39 0.41 0.50 0.40 0.87 1.40 0.20

1969 | 0.21 0.31 1.81 0.35 0.36 0.39 0.21 0.55 1.48 0.20

1970 | 0.23 0.42 1.97 0.39 0.32 0.23 0.41 0.45 0.61 0.45 1.57 0.20 0.32

1971 | 0.85 0.27 0.30 2.25 0.41 0.35 0.24 0.32 0.65 0.58 0.35 1.86 0.21

1972 | 0.90 1.04 0.37 2.62 0.47 0.52 0.26 0.36 0.83 0.64 2.31 0.21

1973 | 1.15 0.35 0.33 3.02 0.57 0.49 0.26 1.18 0.66 3.16

1974 | 1.43 0.35 0.46 1.07 3.36 0.62 0.49 0.25 0.70 0.51 1.30 0.63 3.81 0.22

1975 | 1.60 1.96 0.40 0.56 4.38 0.68 0.49 0.26 0.81 0.78 1.65 0.67 4.80 0.38 0.42

1976 | 1.69 2.15 0.40 0.27 0.45 0.41 4.52 0.64 0.22 0.57 0.73 0.63 1.84 0.65 5.07 0.38 0.60

1977 | 2.27 0.39 0.35 0.55 0.69 4.96 0.23 0.57 0.72 0.99 5.39 0.39 0.49

1978 | 1.77 2.93 0.46 0.89 5.11 0.86 0.32 0.76 0.78 0.51 1.18 0.86 7.43 0.43 0.51

1979 | 0.52 6.06 1.08 0.81 0.83 0.58 1.49 0.79 8.26 0.68

1980 | 0.92 0.81 6.72 0.34 1.77 8.63

1981 | 1.96 3.15 1.00 0.78 6.04 1.37 1.10 7.88

1982 | 2.87 5.16 1.37 0.72 1.51 1.24 8.23 0.61

1983 | 2.06 5.83 1.77 0.61 2.72 8.03 0.74 0.62

1984 | 0.86 1.72 6.04 0.65 3.33 7.85 0.67

1985 | 0.77 0.85 1.81 5.57 2.38

1986 | 0.81 0.87 0.49 7.36 2.59 0.13 0.43 0.78

1987 | 1.08 9.09 2.72 0.12 4.02 0.48

1988 | 2.89 1.13 10.05 2.95 0.21 3.83 0.91

1989 | 1.37 1.08 1.83 1.08 10.53 3.38 3.88 1.42 0.87

1990 | 0.79 2.22 1.03 2.16 0.98 13.03 3.82 4.22 1.31 0.98

1991 | 0.92 0.69 2.32 1.02 12.93 3.89 3.15 3.24 1.08 1.08

1992 | 0.69 2.54 14.28 4.35 0.19 1.60 3.48 1.09 3.07 1.57

1993 | 0.96 2.00 2.27 20.15 4.60 3.42 0.21 4.04 1.37 3.26 1.82

1994 | 0.90 1.42 11.77 5.08 0.24 4.12

1995 | 0.94 1.20 13.07 5.83 4.46 0.78 0.28 0.48 1.88 4.30

1996 | 0.96 6.16 0.92 0.26 1.03 1.97 1.76

1997 | 0.83 2.32 6.13 4.44 0.99 1.53 1.94 1.57

1998 | 1.00 6.02 1.07 1.95 1.55

1999 | 0.89 0.39 5.57 3.38 0.97 2.11 1.48

2000 | 0.90 0.48 5.48 3.10 0.97 2.18

2001 | 0.93 5.24 2.93 1.15 2.44

2002 | 1.01 5.14 4.06 1.31 2.90 2.40

2003 | 1.22 1.21 5.35 1.79 3.77 2.42

2004 | 1.51 1.36 5.53 2.11 4.11 2.72

2005 | 2.02 1.58 5.95 4.44 2.43 4.57 2.36

2006 | 2.32 5.89 4.54 2.68 2.50

2007 | 3.23 2.52 6.73 5.09 3.42 2.60

2008 | 3.89 2.59

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| country code (from ILO October Inquiry)

year | TG TH TJ TN TO TR TT TW TZ UA UG US UY VC VE VG VI VN YA YU ZA ZM ZR ZW

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1953 | 0.18 0.14 0.15 2.43 0.15 \* 0.84 0.12 0.15

1954 | 0.10 0.30 0.20 0.16 0.15 0.08 2.62 0.44 0.17 0.78 0.19 0.15 0.44

1955 | 0.11 0.27 0.09 2.72 0.18 0.15 0.77 0.13 0.30

1956 | 0.11 0.31 0.20 0.11 2.96 0.53 0.13 0.78 0.42 0.17 0.34

1957 | 0.16 0.31 0.22 0.12 0.11 2.98 0.21 0.15 0.19 0.81 0.53 0.17 0.33

1958 | 0.18 0.29 0.24 0.12 0.11 2.71 0.21 0.12 0.83 0.55 0.16

1959 | 0.40 0.10 0.32 0.27 0.11 0.12 2.87 0.81 0.12 0.78 0.57 0.65

1960 | 0.30 0.21 0.32 0.26 0.30 0.13 0.13 2.93 0.12 0.80 0.58 0.40

1961 | 0.28 0.23 0.35 0.14 0.14 3.02 0.13 0.82 0.89 0.42

1962 | 0.27 0.35 0.35 0.15 0.19 3.15 0.58 0.77 1.32 0.10 0.83 0.84 0.41

1963 | 0.26 0.21 0.35 0.36 0.15 0.19 3.71 0.55 0.09 0.84 0.84 0.43

1964 | 0.29 0.21 0.32 0.20 0.39 0.16 0.20 3.80 0.58 1.38 0.10 0.87 0.47

1965 | 0.21 0.44 0.16 0.21 3.97 0.54 0.68 0.11 0.23

1966 | 0.29 0.34 0.45 0.16 0.22 0.22 3.99 0.58 0.29 0.70 0.08

1967 | 0.48 0.31 0.44 0.19 0.22 0.27 4.59 0.58 0.78 1.93 0.11 0.20

1968 | 0.33 0.42 0.23 0.23 4.59 0.75 1.84 0.15 0.27 0.29

1969 | 0.36 0.42 0.24 0.19 4.89 0.53 0.80 1.83 0.19 0.43 0.14

1970 | 0.23 0.30 0.47 0.26 0.23 5.26 0.58 0.81 2.19 0.25 0.33

1971 | 0.30 0.25 0.55 0.23 5.94 0.92 0.80 0.27 0.30

1972 | 0.39 0.66 0.24 0.60 6.42 0.65 0.88 2.42 0.09 0.32

1973 | 0.36 0.44 0.37 0.68 1.23 6.79 0.67 0.90 2.22 0.09

1974 | 0.36 0.55 0.77 5.21 0.74 0.53 0.81 1.75 0.07 0.38 0.70

1975 | 0.61 0.61 1.02 0.90 7.78 0.61 0.61 0.89 3.37 0.40 0.71

1976 | 0.44 0.16 1.17 0.98 8.27 0.70 0.50 0.92 4.15 0.53

1977 | 0.52 1.39 1.17 8.62 0.67 0.56 1.12 0.76

1978 | 0.56 1.37 6.11 0.72 1.30 2.39 0.56 0.31

1979 | 0.59 0.79 8.90 0.80 0.83

1980 | 0.70 0.37 0.91 1.99 10.24 1.15 0.85 2.29 0.76 1.89

1981 | 0.52 0.31 0.89 0.71 8.48 1.07 0.99 2.35 5.57 0.74 1.83

1982 | 0.47 0.99 10.70 0.91 2.48 0.89 2.00

1983 | 0.46 0.29 9.12 4.41 4.41 1.03 0.44 1.77

1984 | 1.00 0.72 10.52 2.90 0.90 0.37 1.77

1985 | 0.95 1.33 6.63 9.30 1.19 5.23 0.85 0.42

1986 | 1.17 4.71 9.83 1.44 2.66 1.25 0.25

1987 | 0.81 4.54 10.35 1.74 1.32 1.86

1988 | 4.24 10.58 1.95 8.57 0.99 0.43

1989 | 0.80 11.11 2.13 0.89 8.30 1.03 0.47

1990 | 1.78 0.97 3.13 3.87 11.66 2.23 0.96 8.97 2.25 0.42

1991 | 1.50 1.02 2.24 11.95 2.75 2.29 0.46

1992 | 1.17 2.47 12.38 3.07 \*

1993 | 2.02 0.15 1.10 0.42 12.76 3.79 3.14

1994 | 1.03 2.03 1.16 2.11 12.67 4.33 3.26 3.13

1995 | 1.15 2.36 0.05 3.58 13.28 4.82 3.27 1.62 0.57

1996 | 0.08 3.74 2.84 0.63 13.46 3.31 0.71 0.58

1997 | 1.08 3.54 3.54 0.76 15.39 3.57 1.24

1998 | 1.07 16.79 3.63 1.44

1999 | 3.11 0.40 16.71 3.80 1.60

2000 | 3.18 16.62 1.57

2001 | 18.96 1.57 0.99

2002 | 5.47 20.13 4.63 1.57

2003 | 5.32 20.19 4.66

2004 | 5.50 20.05

2005 | 2.09 20.05 0.46

2006 | 2.50 4.05 20.48 0.88

2007 | 21.34

2008 |

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Table D.2. Average monthly wage rates for adult workers in US $, 1983-2008

Note: reported wages are based on type 3 standardization (lexicographic weighting).

\* = exchange rate not available

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| country code (from ILO October Inquiry)

year | AG AI AN AO AR AS AT AU AZ BB BD BE BF BG BH BI BJ BM BN BO BR

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1983 | 335.8 592.9 655.8 1348.9 517.5 793.6 128.7 1574.4

1984 | 1024.1 717.7 462.6 612.3 1391.6 577.1 28.0 761.5 940.6 105.6 113.5 1577.2 297.8 89.6

1985 | 1018.5 286.1 652.9 1180.2 654.3 714.5 178.6 724.3 145.3 132.6 1522.1

1986 | 108.8 485.8 791.2 924.9 1183.8 686.0 45.0 949.5 222.1 148.2

1987 | 1058.3 883.7 1171.4 1294.3 756.1 28.3 1154.2 255.9 998.1 164.1 191.0 2253.7 132.6 206.3

1988 | 607.1 1074.9 1084.0 1224.1 1554.7 826.4 46.9 1197.6 220.6 1307.2 156.7 123.5 2636.7 142.2

1989 | 637.6 837.8 309.0 1182.5 1610.7 803.2 46.8 1169.4 206.0 795.4 140.7 2963.2 133.9

1990 | 554.9 696.9 1443.8 1538.3 820.7 45.1 1444.8 232.2 177.8 836.7 133.3 190.0 2944.8 113.2

1991 | 749.6 245.9 1466.1 1761.9 879.0 55.1 1484.1 191.8 873.3 126.3 228.8 3443.6 175.2

1992 | 625.9 663.8 1643.8 1681.1 889.3 55.2 1639.4 818.0 107.8 3367.2 180.3

1993 | 705.9 664.5 431.6 1610.8 1617.7 917.5 55.2 1572.1 802.6 2811.4 185.7

1994 | 736.5 714.9 443.4 1702.4 1824.4 919.3 1667.1 854.6 3215.5 205.6

1995 | 831.4 767.4 452.0 2011.7 1916.0 933.1 86.0 1908.1 882.3 3219.2 218.8

1996 | 790.9 824.5 313.9 1954.5 2131.1 47.5 83.5 1849.1 868.0 3214.4 208.2

1997 | 852.0 175.5 1710.2 74.3 105.1 1637.4 96.2 3507.3 225.6

1998 | 850.2 142.0 1733.1 1852.5 70.9 98.4 1633.8 95.1 974.3

1999 | 833.3 50.5 1689.0 64.9 1589.7 100.1 3166.5 255.9 420.3

2000 | 871.2 1472.5 1836.2 62.6 1418.1 86.6 1099.9 3545.5

2001 | 1481.5 63.4 1436.0 1005.6 340.2 357.4

2002 | 500.3 335.2 1488.5 1838.9 102.7 1549.1 132.9 1136.1 337.3

2003 | 415.7 1895.2 1258.1 308.2

2004 | 458.0 2769.8 133.9 2137.4 411.9

2005 | 557.0 182.5 972.7 613.2

2006 | 659.8 3174.8 249.6 907.8 736.8

2007 | 791.2 372.8 63.3

2008 | 974.7 482.2

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year | BS BW BY BZ CA CF CI CL CM CN CO CR CS CU CV CY CZ DC DE DJ DK

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1983 | 208.1 316.9 1573.3 225.6 112.6 218.9 617.0 1177.7 1349.7

1984 | 177.4 315.5 1528.0 448.8 239.1 173.5 185.1 226.5 581.6 407.1 1086.2 1279.8

1985 | 334.2 1497.9 123.7 304.2 242.3 177.9 215.4 161.0 601.3 1147.4 1438.9

1986 | 1040.4 377.2 307.3 336.4 188.0 206.9 234.6 183.1 742.3 1613.8 1925.4

1987 | 1102.4 444.6 157.6 310.6 184.9 229.5 256.7 863.4 2012.7 2491.6

1988 | 982.8 440.1 159.0 191.5 220.4 269.4 952.3 2111.5 2429.6

1989 | 464.0 148.4 167.1 216.8 210.0 265.3 969.7 2016.4 2342.8

1990 | 1160.4 479.7 365.1 195.8 39.9 165.4 181.0 1149.2 2444.3 2827.7

1991 | 803.8 481.9 197.7 189.0 39.0 125.3 1222.6 2533.7 2809.9

1992 | 501.4 212.3 264.2 201.4 51.7 165.0 1295.3 2824.4 3054.2

1993 | 585.3 280.5 68.5 331.3 1245.3 186.8 2743.1

1994 | 626.8 136.7 60.3 284.7 1365.4 218.8 2850.6

1995 | 52.8 686.6 187.0 69.5 398.6 1544.9 273.9 3329.4

1996 | 73.3 189.4 215.4 87.1 1575.3 310.8 3211.5 520.1

1997 | 87.5 1643.4 185.5 195.0 103.4 1512.3 296.5 2821.1

1998 | 102.3 1581.3 104.5 311.9 2832.3

1999 | 99.4 1648.2 90.3 369.7 1560.4 312.0 2801.5

2000 | 1372.7 77.4 1717.4 157.7 100.1 425.9 1464.4 297.3 2465.4

2001 | 94.7 1629.9 153.2 1457.8 327.0 2439.3

2002 | 103.6 1598.6 453.1 1614.5 401.4 2612.1

2003 | 1844.8 119.6 1873.8 455.8 2077.5 477.4 3195.3 5083.2

2004 | 1754.4 139.1 2075.5 138.9 416.0 2357.6 538.9 3574.2 5599.8

2005 | 2286.5 166.7 416.8 328.1 2551.5 595.5 3645.0 5921.1

2006 | 144.6 2525.3 793.0 207.7 411.2 367.7 2517.1 692.9 3755.6 6281.6

2007 | 2365.3 145.5 221.6 2740.2 872.2 492.6 396.2 833.5 4043.2 7077.6

2008 | 2787.6 583.6 426.8 1034.1 4441.2

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| country code (from ILO October Inquiry)

year | DO DZ EE EG ER ET FI FJ FK FR GA GB GD GF GH GI GP GQ GR GT GU

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1983 | 658.2 385.5 420.9 609.7 812.3 297.4

1984 | 195.6 973.4 371.3 223.8 744.8 275.4 1330.3

1985 | 573.2 1058.5 636.7 18.0 697.5 57.3 263.0 1385.2

1986 | 627.5 1383.7 474.9 776.9 354.0

1987 | 613.4 215.6 1696.5 332.3 1225.6 1086.6 950.5 1484.8

1988 | 502.3 235.3 1973.4 290.6 1448.1 1097.9 1081.0 1258.3

1989 | 394.4 2068.6 517.3 1471.9 1109.8 1043.7 786.4 1516.5

1990 | 385.9 133.0 2522.9 1723.7 1320.1 1223.4 1270.3

1991 | 219.6 2519.1 1846.3 517.1 1872.5 1148.0 1291.8 1245.2

1992 | 240.5 79.9 2267.4 1610.7 724.4 1988.0

1993 | 103.0 104.5 1846.8 1761.3 490.5 97.9

1994 | 130.9 94.0 123.9 2076.2 1797.8 490.5 117.6

1995 | 188.7 201.1 98.9 2603.0 407.8 1945.7 515.3

1996 | 189.2 191.5 216.9 89.3 2322.1 1975.4

1997 | 223.2 198.3 239.4 99.6 121.8 2080.1 2165.8 216.3

1998 | 221.1 95.1 2085.7 2291.9 215.4

1999 | 116.6 104.6 2091.1 2310.3

2000 | 147.0 88.6 1856.8 2823.6 2232.2

2001 | 160.9 1893.6 2220.7

2002 | 208.8 2067.3 2442.1

2003 | 135.4 2562.7 2709.9

2004 | 146.4 2908.8 2966.4

2005 | 151.6 2862.9 3059.2

2006 | 152.9 2979.4 3247.8 225.7

2007 | 379.2 3509.2 3553.4 263.9

2008 | 406.8 3465.7

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year | GX GY HK HN HR HT HU ID IE IL IM IN IR IS IT JO JP KE KG KH KM

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1983 | 79.1 184.6 429.3 231.5 73.3 789.6 580.8 712.4 58.5 678.9 734.9 314.0 1379.5 105.2

1984 | 124.9 184.7 330.3 246.1 149.6 714.7 674.4 65.0 717.9 325.3 993.3 196.2

1985 | 384.6 287.4 74.2 667.2 48.6 679.9 738.6 306.1 1020.0 148.1 95.6

1986 | 180.8 289.3 55.7 53.0 800.9 852.1 990.9 350.0 1514.7 118.1

1987 | 555.3 311.1 150.5 45.0 996.8 57.3 1263.7 1222.5 415.7 1787.6 138.7

1988 | 119.9 637.5 355.9 169.5 46.3 1347.8 57.6 1489.2 1287.6 354.0 1955.5

1989 | 736.0 44.1 64.7 1266.1 1324.8 2043.5

1990 | 732.6 173.6 1581.5 68.4 1353.1 1646.9 2068.3

1991 | 836.2 140.8 75.9 54.2 1393.1 1733.3 2316.2

1992 | 939.7 169.3 76.8 144.1 1488.5 1877.1 219.6 2477.9 147.2

1993 | 1047.7 122.9 47.5 1301.3 1532.9 226.1 2798.9 19.4 207.3

1994 | 1420.5 106.5 61.0 1249.4 1525.7 249.0 31.3 21.3

1995 | 76.2 1536.1 123.7 279.4 71.1 1394.7 1591.0 250.9 3378.6 22.1 174.3

1996 | 87.2 1682.6 359.2 286.3 57.2 1454.0 1743.2 2932.3 20.7 190.7

1997 | 102.3 1860.3 212.4 265.2 69.8 1632.9 216.7 2612.5 88.8 152.2

1998 | 168.9 2093.8 279.3 66.2 1843.8 1642.5 281.0 2472.4 44.7 69.9 176.5

1999 | 173.0 1973.1 308.8 68.5 1863.3 1608.6 2807.7 26.6 68.7 190.8

2000 | 206.2 2016.5 292.6 73.5 1762.0 1400.3 2989.6 68.1

2001 | 2026.3 324.5 34.8 1391.0 1351.2 306.6 2656.5 29.9 66.8

2002 | 1956.9 404.0 1761.3 1457.8 301.6 2448.1 31.4

2003 | 305.4 1983.3 539.3 2415.2 1793.6 279.9 2710.8

2004 | 330.2 2041.1 645.8 2814.9 2034.3 2894.9

2005 | 1928.9 710.0 113.8 2111.9 364.8 2823.7

2006 | 344.5 1934.9 714.4 127.4 3567.3 2180.9 392.3 2687.2

2007 | 545.5 1909.0 910.8 74.2 4346.6 2379.4 2689.0

2008 | 2022.5 117.6 3266.4 2610.2 3050.1

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| country code (from ILO October Inquiry)

year | KN KR KW KZ LC LK LR LS LT LU LV MD MG ML MM MN MO MQ MT MU MV

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1983 | 302.1 343.1 43.4 292.0 106.2 132.3 176.3

1984 | 342.6 290.9 376.5 47.8 310.2 152.9

1985 | 319.4 286.3 345.5 52.0 81.1 37.5 301.6 150.9

1986 | 303.0 375.4 35.7 248.9 107.5 27.9 190.1

1987 | 351.9 413.9 47.9 44.4 122.2 24.7 847.0 255.7

1988 | 457.5 442.8 66.4 125.6 23.4 254.2

1989 | 606.7 480.5 41.4 189.9 117.2 31.8 240.0

1990 | 671.5 528.5 47.1 242.7 136.7 27.9 481.6 276.7

1991 | 655.7 544.5 56.6 24.0 570.7 286.5

1992 | 694.6 62.8 20.1 438.2 297.9

1993 | 788.3 61.1 18.6 487.5 327.9

1994 | 870.5 76.3 26.9 37.2 15.5 22.8 849.9 362.6

1995 | 1062.8 84.5 159.0 3187.8 31.0 39.2 13.5 31.9 729.3 402.7

1996 | 1091.3 78.1 37.9 11.2 420.6

1997 | 1019.6 83.2 211.9 48.0 8.8 966.4 399.5

1998 | 704.7 84.4 232.1 44.0 41.2 4.0 916.3 377.8

1999 | 689.9 842.6 91.7 242.1 31.6 38.3 3.3 932.6 386.1

2000 | 725.7 970.9 90.3 266.1 246.8 31.6 38.1 13.4 882.8 376.3

2001 | 902.3 257.7 35.9 10.1 891.2 367.6

2002 | 1011.4 148.7 282.1 2721.6 274.7 50.1 8.8 906.5 368.4

2003 | 1145.7 173.6 322.0 61.7 6.2 974.3 438.4

2004 | 1269.9 1212.1 217.4 394.1 84.7 5.4 1094.0 468.4

2005 | 1526.1 455.3 101.0 41.0 1394.1 457.3

2006 | 1746.1 592.0 3875.9 583.5 122.9 32.6 1575.1 441.7

2007 | 161.2 31.0 1770.4 455.6 568.9

2008 | 216.5 1757.4 566.8 725.1

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year | MW MX MY MZ NA NC NE NG NI NL NO NP NZ PE PF PG PH PK PL PM PR

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1983 | 143.2 255.9 1067.9 413.2 917.1 929.0 66.3 723.9 104.6 302.7 73.9 70.1 731.0 810.4

1984 | 105.7 136.3 253.8 104.2 262.5 817.1 890.6 754.6 101.2 335.2 74.2 1052.2 849.6

1985 | 271.5 823.7 920.7 742.8 94.6 31.4 1205.3 1211.7

1986 | 441.8 106.8 1149.6 1154.2 936.4 75.7 1521.6 1053.9

1987 | 127.2 59.3 122.9 1413.3 1276.0 1270.4 295.1 1562.4 75.4 1852.0 1139.1

1988 | 206.8 70.3 248.4 1463.9 1453.7 1493.0 129.5 1756.8 92.7 1868.7 1484.7

1989 | 212.6 91.5 1390.2 1427.6 1415.7 1726.1 119.0 1635.7 1157.1

1990 | 164.5 1671.9 1645.8 60.7 1497.5 2101.6 113.9 1246.9

1991 | 186.1 191.9 1639.9 1471.8 321.5 118.1 2083.2 1289.6

1992 | 187.6 126.7 1743.2 136.9 1370.6

1993 | 79.3 200.2 252.7 80.9 169.4 1542.6 239.5 628.7 139.8 1373.5

1994 | 52.0 197.7 93.0 1576.7 264.4 155.6 1434.9

1995 | 82.9 115.0 271.7 111.6 158.8 1825.2 450.7 448.4 176.7 1406.1

1996 | 120.2 116.9 936.2 163.8 1861.6 475.3 440.4 91.8 276.9 1527.2

1997 | 128.5 132.2 997.2 196.4 177.3 1762.1 481.2 255.6 1341.6

1998 | 100.3 131.4 595.4 164.6 1805.0 444.7 70.3 348.0 1426.0

1999 | 88.2 229.5 174.2 1760.0 391.8 230.8 81.0 415.7 1499.3

2000 | 101.9 293.6 179.6 1671.1 379.6 70.6 76.2 1482.6

2001 | 46.5 331.6 186.0 1897.2 394.5 229.2 66.1 457.9 1611.1

2002 | 65.5 348.9 187.5 2139.9 467.1 221.8 108.1 471.0 1582.7

2003 | 331.3 2396.7 216.0 118.7 1536.3

2004 | 327.5 2614.4 478.1 198.0 122.7 602.6 1598.6

2005 | 310.9 2999.5 470.2 213.0 1632.4

2006 | 319.3 3142.5 519.3 230.1 805.5 1666.2

2007 | 329.3 3718.1 536.3 356.8 1956.1

2008 | 334.0 4061.1 719.1 333.2 2074.4

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| country code (from ILO October Inquiry)

year | PS PT RO RU RW SB SC SD SE SG SH SI SK SL SM SN SR SV SW SY SZ

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1983 | 129.2 333.0 1000.6 272.9 105.5 440.1 1462.3 149.3

1984 | 167.5 283.8 1019.8 112.4 522.7 1428.4 135.5

1985 | 142.0 152.8 164.6 300.2 946.7 419.6

1986 | 192.0 162.1 142.9 110.1 1260.9 457.2 24.8 88.0

1987 | 237.8 209.7 1554.4 480.9 21.9 636.8 97.9

1988 | 262.9 463.0 218.7 1717.5 520.7 38.6 671.5

1989 | 274.5 224.3 208.4 319.0 211.8 1798.9 594.7 680.8 246.2

1990 | 350.0 136.8 365.6 199.6 365.4 194.8 2223.9 673.4 731.4 225.5

1991 | 402.4 158.0 133.4 398.3 195.2 2208.9 686.9 560.4 577.0 197.4

1992 | 485.8 118.2 426.3 2434.6 766.7 35.8 276.9 617.4 222.5 642.6

1993 | 432.0 165.6 319.8 450.6 3399.9 812.4 595.9 39.2 701.9 237.2 680.9 353.5

1994 | 433.2 154.4 230.1 2002.1 898.1 43.6 862.0

1995 | 161.7 198.2 2233.9 1027.9 785.1 163.1 51.3 83.0 317.7 899.1

1996 | 808.2 165.3 1087.3 194.4 47.9 178.7 338.3

1997 | 723.5 142.6 484.2 1085.1 778.2 208.8 266.5 352.9

1998 | 748.7 171.7 1061.1 225.6 339.0

1999 | 746.0 151.5 62.5 984.9 533.3 203.8 419.4

2000 | 655.9 155.7 79.3 984.0 472.4 202.2 451.5

2001 | 160.1 941.8 447.6 190.8 467.2

2002 | 710.5 173.6 923.5 635.8 216.6 488.6 444.9

2003 | 874.2 209.6 210.2 961.8 286.5 579.2 452.7

2004 | 980.4 251.2 230.1 993.8 344.2 632.0 449.1

2005 | 1029.8 335.7 268.1 1069.9 692.1 403.1 675.0 475.1

2006 | 1064.1 401.1 1061.2 704.6 451.8 468.1

2007 | 430.5 1224.9 586.2 429.2 1212.6 804.0 576.4 496.3

2008 | 477.9 707.2 528.2

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year | TD TG TH TJ TN TO TR TT TW TZ UA UG US UY VC VE VG VI YA YU ZA

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1983 | 113.3 84.6 52.9 1508.3 757.0 722.2 187.4

1984 | 202.3 137.5 1742.4 538.4 163.0

1985 | 188.6 246.3 1149.8 1531.3 186.2 904.2 155.0

1986 | 169.3 235.1 816.9 1630.9 224.3 497.3 226.9

1987 | 147.6 788.0 1716.1 269.1 239.5

1988 | 197.6 736.3 1753.4 295.8 1483.3 180.6

1989 | 186.9 144.2 1834.3 310.9 174.9 1438.2 187.2

1990 | 197.5 324.5 174.1 610.5 671.6 1933.5 317.7 187.6 1454.3 409.2

1991 | 209.0 297.6 183.2 433.7 1980.7 405.1 416.4

1992 | 319.3 209.2 477.6 2052.5 452.0

1993 | 402.6 24.9 196.1 75.2 2116.2 567.5 552.6

1994 | 184.1 402.3 206.9 403.4 2101.3 653.9 567.0 551.1

1995 | 205.8 467.0 8.3 543.2 2201.1 738.6 570.6 335.7

1996 | 301.6 14.2 481.1 491.7 101.7 2231.8 578.3 146.1

1997 | 263.2 197.1 458.1 612.9 126.8 2542.5 620.8 235.1

1998 | 260.6 195.0 2774.2 631.7 281.9

1999 | 249.7 536.9 63.0 2759.9 660.2 284.0

2000 | 550.1 2745.5 279.4

2001 | 3142.2 328.4

2002 | 971.8 3336.1 781.9

2003 | 942.0 3345.0 787.3

2004 | 976.9 3326.1

2005 | 406.0 3310.4

2006 | 491.8 783.8 3394.7

2007 | 3530.7

2008 |

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| country code (from ILO October Inquiry)

year | ZM ZR ZW

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1983 | 87.7 333.4

1984 | 67.9 323.6

1985 | 77.5

1986 | 45.0

1987 | 334.1

1988 | 75.3

1989 | 83.4

1990 | 74.8

1991 | 80.3

1992 |

1993 |

1994 |

1995 | 102.2

1996 | 103.1

1997 |

1998 |

1999 |

2000 |

2001 | 189.2

2002 | 302.9

2003 |

2004 |

2005 | 81.7

2006 | 157.6

2007 |

2008 |

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1. We like to thank Davin Chor and Fujin Zhou for their assistance during the Herculean task of cleaning an earlier version of the database, and David Kunst for additional suggestions for improvement. [↑](#endnote-ref-1)
2. The ILO actually asks for information on 159 occupations but it differentiates occupation 139, executives in the government into three sectors; national, regional or provincial, and local governments. [↑](#endnote-ref-2)
3. As received by the authors from the ILO. [↑](#endnote-ref-3)
4. The variable *y3* for industry is also included but only for reference as *y3* follows from *y4* as each occupation is industry-specific. [↑](#endnote-ref-4)
5. The maximum is the multiplicand of the number of countries (166 respectively 171 for 1953-1982 and 1983-2008) times the number of occupations (48 respectively 161 for 1953-1982 and 1983-2008) times the number of years (30 respectively 26 for 1953-1982 and 1983-2008). [↑](#endnote-ref-5)
6. This sums to 204,722 country/year/occupation cells. The total number of cells included in the final database is higher, however, at 206,449 observations, even after dropping some observations after cleaning with respect to the reported wages (the cleaning procedure is discussed below). The reason for the higher number of observations in the final 1953-2008 database is, as discussed above, that occupations 17 and 18 from the 1953-1982 October Inquiry are matched twice to occupations 55 and 57 respectively 56 and 59 in the 1983-2008 October Inquiry. [↑](#endnote-ref-6)
7. In case the reported hours of work were not on a weekly basis, weekly hours of work were calculated through dimensional analysis (for instance by dividing reported monthly hours of work by 52/12). Only reported hours of work on a daily basis could not be converted but no obvious problems with these data were found. [↑](#endnote-ref-7)
8. By dimensional analysis we mean simply changing the time units in well-determined ways, such as obtaining weekly pay by dividing annual pay by 52. [↑](#endnote-ref-8)
9. The hours of work data in the 1953-1982 are only reported as normal hours of work and therefore do not vary by pay concept (*y6*). [↑](#endnote-ref-9)
10. We multiplied all daily wages by 25 to make them comparable with monthly wages during the cleaning procedure. [↑](#endnote-ref-10)
11. But see Oostendorp (2009) on the variation of the gender wage gap across occupations and time. [↑](#endnote-ref-11)
12. Data correction factors need to be estimated for daily wages only within the standardization of monthly wages. [↑](#endnote-ref-12)
13. For a few countries the data correction factors for minimum or maximum wages became implausible after reestimation. In these instances we replaced the implausible reestimated data correction factors by the estimated data correction factors for the pooled sample (without reestimating the remaining data correction factors again). [↑](#endnote-ref-13)
14. In case there are multiple observations for wages in the standard format (this is possible if the mean hourly or monthly wage rates for adult workers have been reported for different cities/regions within a country or for different ethnicities), we use lexicographic weighting for these standard wage observations as well – giving a weight equal to one to the standard wage that has been reported for the entire country/all ethnicities and zero to the other standard wages . In case of multiple standard wages but none of them have been reported for the entire country/all ethnicities, we use weights equal to the reciprocal of the number of standard wage observations reported within a country, occupation and year (uniform weights). [↑](#endnote-ref-14)
15. We note that the weighting scheme should not matter for type 1 wages as these are wages in standard format. However, because we use lexicographic weighting in the presence of multiple standard wages for different geographical areas (see footnote 14), type 1 wages are reported as lexicographically weighted. [↑](#endnote-ref-15)