

## Methodology for International Workers' Day press release

### CEO pay

**US and UK:** Total compensation and year on year changes of the 100 highest paid CEOs working for companies that had posted their annual financial filings for 2022 (when the data was analyzed on 10<sup>th</sup> April 2023) was identified from the Bloomberg CEO pay site<sup>i</sup> for CEOs of US companies and the High Pay Centre's UK Pay Database<sup>ii</sup> for UK companies. These figures are likely to change into 2023 as more companies release their annual reports for 2022. The compensation includes bonuses and incentive plans. The compensation was adjusted for inflation using the 2022 Household Consumer Price Index (HCPI) from the World Bank<sup>iii</sup> which for the US was 8% for 2022 and the UK 7.9%. The average HCPI was subtracted from the year-on-year change of compensation to get a real-term gain which was 15% for the US and 4.4% in the UK.

**India and South Africa:** As there was no publicly available database of CEO salaries in these countries, survey data was used. India's 12<sup>th</sup> Annual Executive Rewards Survey 2022-23 which takes data from across 519 companies, found the average salary of senior executives and CEOs in India increased by 9.1% in 2023<sup>iv</sup>. HCPI in India was 6.7% in 2022 so CEOs got a 2.4% rise. There was not all worker averages available for 2022 so to compare Indian CEO and worker salaries we used the average of agricultural and non-agricultural workers as per the Reserve Bank of India Handbook of Statistics on Indian States<sup>v</sup>. In South Africa, PwC conduct an annual survey of executive directors. In 2022<sup>vi</sup> the median salary of CEOs in large cap companies was 13.09 million rand – the report from 2021 found salaries at 10.87 million rand, a 20.4% year on year increase. HCPI in South Africa was 7% and so top CEOs got a 13.4% pay rise.

Country	2021 remuneration nominal annual local	2022 remuneration annual local	2022 remuneration per hour	HCPI	Average 2021-2022 nominal change %	Real term 2021-2022 change %	2022 remuneration in USD	Average workers annual local	Ratio
US	22,658,457	23,951,846	4,536.33	8%	23%	15%	23,951,846	57,897	413.7
UK	3,437,879	4,152,606	786.48	7.9%	12.3%	4%	5,020,075.0	29,705	140
India	n/a	84,000,000.00	15,909.09	6.7%	9.1%	2%	1,053,922.6	71,478	1175
South Africa	10,870,000	13,090,000	2,479.17	7.0%	20.4%	13%	798,414.2	303,721	43

### Worker salaries

Worker salaries are based on the Global Wage Report 2022-2023 data<sup>vii</sup> except for European Union countries, which is derived from EuroStat<sup>viii</sup> and UK, Australia and Argentina, where we used national statistics bureaus. Other data used for the dataset is exchange rates from the US treasury<sup>ix</sup>, number of people employed per country from the ILO<sup>x</sup>, working hours in the year from OECD<sup>xi</sup> and HCPI from the World Bank<sup>xii</sup>. We assume 8-hour days and 220 working days a year. Figures on the value of lost wages and days worked ‘for free’ are compared to if wages had risen in line with inflation. As we are using a range of databases to calculate different components average salaries, figures may differ from average annual salaries reported by different sources because of different methodologies used. EU wage data is provided in Euros by Eurostat and overall figures are converted into USD, given currency fluctuations this may impact overall figures.

### **Unpaid care work**

In the “[Time to Care](#)” report, Oxfam estimated that women and girls are putting in 12.5 billion hours every day of care work for free.<sup>xiii</sup> This can also be expressed as:

12,500,000,000	Per day
87,740,384,615	Per week
380,208,333,333	Per month
4,562,500,000,000	Per year

### **Shareholder payouts**

Data on shareholder payouts was taken from the Janus Henderson Global Dividend Index<sup>xiv</sup>. Figures were adjusted for inflation using the World Bank HCPI figures. A weighted average of the real dividend change was used, using the 2022 dividends for each country as the weighting factor, to get a more accurate average.

<sup>i</sup> <https://www.bloomberg.com/graphics/ceo-pay-ratio/>

<sup>ii</sup> <https://highpaycentre.org/uk-pay-database/>

<sup>iii</sup> <https://www.worldbank.org/en/research/brief/inflation-database>

<sup>iv</sup> <https://www.livemint.com/news/india/average-salary-of-senior-executives-in-india-rise-by-nearly-9-1-in-2023-aon-11675069741294.html>

<sup>v</sup> <https://m.rbi.org.in/scripts/AnnualPublications.aspx?head=Handbook+of+Statistics+on+Indian+States>

<sup>vi</sup> <https://www.pwc.co.za/en/assets/pdf/executive-directors-report-2022.pdf> & <https://www.pwc.co.za/en/assets/pdf/executive-directors-report-2021.pdf>

<sup>vii</sup> <https://www.ilo.org/infostories/getmedia/534d9c07-5870-4b6e-85a4-ccda41e77c0f/globalwagereport-2022-23-data.xlsx>

<sup>viii</sup> <https://ec.europa.eu/eurostat/databrowser/bookmark/c9d31c38-7a91-4b37-97e2-fe7bfc34e66?lang=en>

<sup>ix</sup> <https://fiscaldata.treasury.gov/datasets/treasury-reporting-rates-exchange/treasury-reporting-rates-of-exchange>

<sup>x</sup> [https://www.ilo.org/shinyapps/bulkexplorer37/?lang=en&id=EMP\\_TEMP\\_SEX\\_AGE\\_NB\\_A](https://www.ilo.org/shinyapps/bulkexplorer37/?lang=en&id=EMP_TEMP_SEX_AGE_NB_A)

<sup>xi</sup> <https://data.oecd.org/emp/hours-worked.htm>

<sup>xii</sup> <https://www.worldbank.org/en/research/brief/inflation-database>

<sup>xiii</sup> <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620928/bp-time-to-care-inequality-200120-en.pdf?sequence=36>

<sup>xiv</sup> <https://www.janushenderson.com/en-gb/investor/insights/global-dividend-index/>