International Compensation Comparisons

Abowd and Kaplan (JEP, 1999)

Definitions

Country: country of employee
Position: job held by employee
Source: compensation data source
Year: year of compensation data measurement
Month: month of measurement
LC_D_AAv: market exchange rate local currency/dollar, annual average for year
PPP_OECD: purchasing power parity local currency/dollar, annual average for year
CPI_OECD: consumer price index for OECD 1990=1.00
CPI_US: consumer price index for the US 1990=1.00
TotComp: total compensation lc
BaseBon: base+bonus lc
VolBen: voluntary benefits lc
CompBen: compulsory benefits lc
Perqs: perquisites lc
Longterm: long term compensation lc
EE_Ptax: employee's part payroll tax lc
EE_Itax: employee's income taxes lc
Pub_Val: public benefit value/person lc (except pension)
Pen_repl: pension/final salary proportion
Pub_pen: public part of pension proportion
Cor_rtax: corporate marginal income tax rate
Per_rtax: personal marginal income tax rate
SS_rtax: employer+employee marginal ss tax rate
Ann_pens: annuity value pension(.02,40,15)
Dsk_rcco=((totcomp/lc_d_aav)/cpi_us)
Dsk_eeat=((basebon+volben+perqs+longterm
-ee_ptax-ee_itax+4*pub_val+ann_pens*pub_pen)/
ppp_oecd)/cpi_us