

## **Accountants and saleswomen in Argentina paid more than in Brazil, Mexico and Chile**

In order to study the dynamics of wages in Latin America, *ElSalario.com.ar* compared the salaries earned in Argentina, Brazil, Mexico and Chile throughout careers in five different occupations. It was found that accountants and senior IT systems analysts are better paid in Argentina while, personnel administrators and junior IT systems analysts get higher wages in Chile. Moreover the comparative analysis discovered that college lecturers are better rewarded in Brazil and saleswomen receive higher payments in Argentina.

To reach those results five occupations were selected that are represented in all four national data set with sufficient data. Those were accountants, IT systems analysts, personnel administrators, sales representatives and college lecturers. Then an average profile for each occupation based on each country's salary survey was established. Then, using the salary check, the wages were estimated in local currency for men and women after 5, 15 and 25 years of work experience. Thus the wages were calculated in domestic currency. But in order to do meaningful international comparisons it was necessary to find a common denominator. For that purpose the estimated salaries were divided to an index of Purchasing Power Parity (PPP), i.e. the amount of goods or services that a given wage can purchase.

In the case of the accountants, Argentinian wages show a higher purchasing power throughout the whole career. Where at the beginning of his/her worklife an Argentinian accountant earns between 15 and 128 per cent more than his/her Mexican, Brazilian and Chilean colleagues, the wage gap widens over time. This finding supports the result of a previous report, claiming that work experience is highly-rated in Argentina. With respect to the gender pay gap Mexico shows the largest, where male accountants earn 40 per cent more than their female colleagues. Argentina and Brazil come one and two steps behind: their gender gaps are 27.1 and 20.2 per cent, respectively. At the same time, the gender gap in this occupation is almost negligible in Chile, where male wages are 3 per cent higher than female.

Systems analysts, instead, get better salaries in Chile at the beginning of their working life: they earn between 2.4 y 4.4 times more than their Argentinian, Brazilian and Mexican colleagues. Nevertheless, as time goes by Argentinian analysts bridge the gap: after 15 years of work experience, their wages have an even larger purchasing power than the Chilean ones. This trend again confirms the high value that Argentina assigns to work experience. With respect to the gender pay gap in this occupation, for Mexico it was found that women analysts make 43.8 per cent more (!) than men. The extreme opposite is found in Chile, where men earn 24,9 per cent more.

In the case of personnel administrators, out of the four countries, Chile is the one that rewards them the best. With reference to the gender pay gap in this occupation, the highest percentage was found in Chile, where men earn 29,4 per cent more than women.

By contrast in Mexico women administrators obtain 11,7 per cent less than their men colleagues.

The income situation of Brazilian college lecturers is clearly better than their colleagues' from other countries. In the South American giant professors get up to 123 per cent more than in the other nations. Besides, Brazil presents the lowest level of gender pay gap in this occupation: 3.7 per cent. At the other extreme Mexico exhibits a 34,9 per cent gender gap in favour (!) of women.

Finally, when it comes to sales representatives, men and women's salary situations must be analysed separately. While Argentine saleswomen obtain higher incomes than their colleagues from Brazil, Mexico and Chile, in the male case it is not clear which country rewards them better. If a salesman wanted to earn throughout his career the highest income that can be obtained in these four countries, he would have to work in Brazil at a young age, in Chile after 15 years of work experience and in Argentina at a mature age. With reference to the gender pay gap, Argentina remunerates saleswomen better, with wages 3.9 per cent higher. On the opposite pole, Brazilian salesmen earn 56.5 per cent more than saleswomen in terms of purchasing power.

Accountants	Argentina		Chile		Brazil		Mexico	
	Men	Women	Men	Women	Men	Women	Men	Women
5 years	1.607,78	1.264,57	1.398,28	1.357,19	986,48	586,07	1.232,40	879,67
15 years	2.398,38	2.024,53	1.910,65	1.854,50	1.733,27	1.029,43	2.060,54	1.470,71
25 years	3.577,66	2.814,63	1.648,13	1.599,70	2.184,94	1.297,53	1.738,39	1.240,81

IT system analysts	Argentina		Chile		Brazil		Mexico	
	Men	Women	Men	Women	Men	Women	Men	Women
5 years	1.498,99	1.440,26	3.188,80	2.553,65	1.313,46	1.188,07	721,20	1.284,33
15 years	2.471,42	2.374,38	4.051,73	3.244,70	1.692,40	1.530,98	2.480,81	4.450,30
25 years	4.074,60	3.914,74	3.859,91	3.091,09	2.261,15	2.045,01	1.419,17	2.545,83

Personnel Administrators	Argentina		Chile		Brazil		Mexico	
	Men	Women	Men	Women	Men	Women	Men	Women
5 years	994,90	873,35	1.162,40	946,89	1.003,11	1.405,43	1.404,09	1.085,66
15 years	1.215,03	1.066,91	1.460,95	1.190,08	1.197,77	1.766,40	1.688,32	1.364,49
25 years	1.484,18	1.303,38	1.639,07	1.334,59	1.547,61	1.980,89	1.057,64	1.530,18

Sales representatives	Argentina		Chile		Brazil		Mexico	
	Men	Women	Men	Women	Men	Women	Men	Women
5 years	767,12	798,27	743,14	638,97	824,38	526,49	361,54	394,64
15 years	847,81	882,54	1.000,52	860,27	824,38	526,49	467,94	510,66
25 years	936,68	974,98	932,32	801,63	824,38	526,49	756,18	825,20

College Lecturers	Argentina		Chile		Brazil		Mexico	
	Men	Women	Men	Women	Men	Women	Men	Women
5 years	1.179,27	1.099,60	1.910,99	1.511,86	1.695,86	1.634,21	1.268,84	1.848,26
15 years	1.591,43	1.484,18	2.188,08	1.731,08	3.409,04	3.285,04	1.637,19	2.503,38
25 years	2.148,64	2.003,08	2.034,85	1.609,86	4.360,19	4.201,55	1.951,06	2.983,33