

Annex 4.18

Table 29. Average Wage of 15 Different Government Jobs Relative to that of Clerical Officer

(Clerical officer = 100)

Country	Standard Deviation Across Positions	Primary Teacher	Secondary Teacher	Certified Nurse	Medical Doctor	Police Sergeant	Police Corporal	Police Constable	Engineer	Mechanic	Road Inspector	Agricultural Officer	Agricultural Assistant	Animal Health Officer	Animal Health Assistant	Meat Inspector
Australia	29	106	106	168	207	160	141	113	129	112	120	127	108	149	98	127
Belgium	59	138	142	123	230	109	105	95	230	115	...	230	...	230	...	230
Canada	45	140	...	110	254	160	148	118	164	102	...	156	156	209	209	133
Denmark	38	119	130	119	228	139	117	100	160	97	...	...	...	...	95	98
New Zealand	165	414	461	332	633	...	...	...	459	201	...	488	186	541	186	366
Norway	20	120	145	...	...	149	130	122	156	...	...	...	...	...	...	...
Sweden	18	106	121	102	154	113	...	104	116	90	102	...	...	...	...	...
United Kingdom	103	165	253	128	432	237	...	188	354	113	...	347	221	157	110	156
United States	88	185	203	219	367	401	293	216	243	...	...	...	...	265	...	...
Kenya	208	164	449	117	708	154	117	82	571	170	317	533	137	533	137	157
Seychelles	126	151	202	182	523	182	...	100	377	110	...	377	...	222	182	222
Swaziland	120	137	194	194	473	240	194	100	427	155	215	267	121	427	121	267
Togo	78	...	136	108	263	...	...	49	...	65	...	218	49	...	49	...
Uganda	123	100	244	237	446	140	126	100	407	100	172	319	172	428	172	300
Zambia	69	117	153	113	328	121	...	62	206	186	205	148	97	206	96	224
India	126	157	248	148	431	119	88	64	466	200	...	310	219	397	219	219
Singapore	47	...	...	64	194	71	64	35	151	43	39	84	39	84	30	84
Cyprus	42	48	56	100	172	68	59	43	172	134	...	134	88	134	88	120
Bahrain	66	176	176	100	115	...	...	...	270	100	147	228	100	270	100	100
Bahamas	65	118	137	84	292	115	100	81	236	80	126	169	68	...	...	80
El Salvador	79	124	140	164	281	94	93	...	333	104	177	162	108	296	104	116
Guatemala	64	90	114	124	...	90	...	...	237	83	...	246	119	246	102	119
Jamaica	58	180	...	158	300	193	163	117	240	...	...	200	...	277	200	185
Panama	132	189	311	265	553	...	...	...	326	113	...	326	174	326	...	140
St. Lucia	135	168	284	209	450	215	190	150	480	...	77	453	219	...	162	...
Trinidad and Tobago	247	288	370	311	1,000	342	290	190	623	223	...	...	311	...	...	...

Extracted from "Government Employment and Pay : Some International Comparisons" by Peter S Heller and Alan A Tait, IMF Occasional Paper No. 24 (March 1984)