

TLWNSI NEWSLETTER

The Living Wages North and South Initiative (TLWNSI)

Long-term Sustainable Development Through Gradual Wage Equalisation

HIGHLIGHTS

TLWNSI Newsletter – Winter 2009/2010

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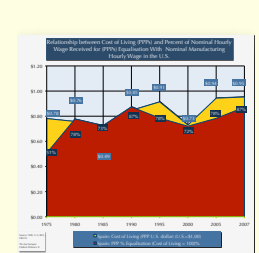
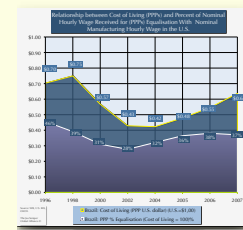
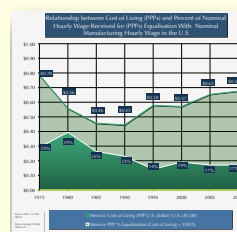
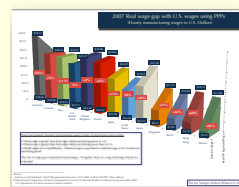


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BRAZIL: IN PERFECT HARMONY WITH TLWNSI'S CONCEPT

Brazil undertakes a historical policy to close wage gaps that stands out for its strong affinity with Jus Semper's TLWNSI concept for the realisation of living wages

President Lula's Brazilian government, approaching the end of its second term, has just made a decision that is both transcendental and historical due to its paramount effectiveness in the reduction of poverty in a very meaningful manner and in the span of little more than a decade. Beginning in 2010 the Brazilian State intends to increase the real minimum wage annually, until 2023, following the simple rule of increasing nominal wages by applying the rate of inflation plus the GDP growth recorded two years earlier. Without a doubt, such policy will gradually transform Brazilian wages into living wages. In this way, Brazil commits to closing the wage gap prevailing between current Brazilian labour endowments, still undignified, and the living wage ethos prevailing in developed economies, within the current market context. This commitment makes the Brazilian State achieve a great deal of congruence with the most primeval *raison d'être* of any State that takes pride in being a democracy: the pursuit of the welfare of every rank of society, and especially of the dispossessed.

increase of real wages, by increasing nominal wages several percentage points above inflation. Our ebullience is unprecedented for TLWNSI has always argued that, unfortunately, the vast majority of so-called democratic governments have become market agents of the world's capitalist system. Consequently, their performance typically favours institutional investors and their corporations. A second alternative to close the wage gap is the pressure of consumer power on businesses; an option until now unsuccessful, however, for the development of a responsible consumer culture is still in its infancy. Therefore, if by chance a State commits itself to closing the wage gap in its society, as is the case in Brazil, the setting could not be better to fulfil a fundamental human right in the context of real democracy, with the full power of the State: the right to a just and favourable remuneration ensuring the worker and his/her family an existence worthy of human dignity, as stipulated in Article 23 of the Universal Declaration of Human Rights.

In this manner, Jus Semper obtains conclusive evidence, and hardly surpassable, that provides a powerful argument to assert, convincingly, that the realisation of this human right is perfectly possible through the gradual closing of the wage gap, as proposed by TLWNSI, when a country counts with the resolute political will of the State.

[Download assessment of Brazil's new wage appreciation policy here!](#)

ISO 26000 – BUSINESS AS USUAL

Another standard where the market reigns supreme and, thus, the fundamental issue of the living wage remains in oblivion

This brief succinctly makes the argument about the business as usual approach that the International Organisation for Standardisation (ISO) has taken in the development of its ISO 26000 standard to address corporate social responsibility (CSR) practices. As was expected, the Final Draft of the standard is not a binding framework. It is a tool that organisations may incorporate discretionally as guidelines to develop their best practices. Far more important, as was also expected, ISO 26000 failed to address the issue of the ineludible obligation of business organisations to pay to all their workers –including those in their supply chains– a living wage, so that their best practices comply with Article 23 of the Universal Declaration of Human Rights. As usual, the issue remains a taboo topic, not to be addressed, for it goes directly against the interest of the market. Moreover, what was not

expected, was that the ISO 26000 is an exception to customary practice inside ISO. In contrast with most of its standards, ISO 26000 is not a tool that can be used to certify the practices of an organisation that claims to have incorporated ISO's 26000 CSR guidelines. Such particularity plays all the more in favour of business organisations, where the mantra is to leave all issues up to the logic of the market, which has as its only purpose the maximisation of shareholder value.



Corporate Social Responsibility

February 2010

ISO 26000: Business as Usual

Another standard where the market reigns supreme and, thus, the fundamental issue of the living wage remains in oblivion

Álvaro J. de Regil*



Sustainable Human Development

January 2010

Brazil: in perfect harmony with Jus Semper's TLWNSI

Brazil undertakes a historical policy to close wage gaps that stands out for its strong affinity with Jus Semper's TLWNSI concept for the realisation of living wages

Álvaro J. de Regil*

The Brazilian plan brings a great dose of encouragement for Jus Semper's mission, for it exhibits rather strong affinity with our concept: The Living Wages North and South Initiative (TLWNSI); an initiative designed to close the wage gap between so-called developed and developing economies, through the gradual

One of the most consistent issues in all the guidelines, norms, standards and principles currently available "in the market", is the sheer degree of ambiguity of many of its concepts. One fundamental reason for this is the ambiguous ethos in which international conventions –including those binding upon States– have been developed. For instance, decent work, a decent standard of living and decent working conditions do not provide a conceptual definition of decent or at least a process to determine what shall be considered "decent" to accurately and objectively qualify these concepts. Everything is left up to the interpretation of governments and businesses, in a discretionary manner, in an ethos completely immersed in the context of the market. Consequently, given that the ISO 26000 is anchored on many international conventions – particularly on the issues pertaining to human and labour rights– it indulges as well in a great deal of ambiguity, when addressing these critical concepts. Furthermore, it leaves the critical issue of the living wage outside its framework. This is so despite the fact that a

living wage is a fundamental responsibility that no business organisation that pretends to be perceived as socially responsible and with a sustainable business model can do without. Such approach does not provide much added value to what is already available. In this way, in regards to ISO's 26000, the market reigns supreme, once again.

Download the assessment of the development of CSR in Iberian America here!

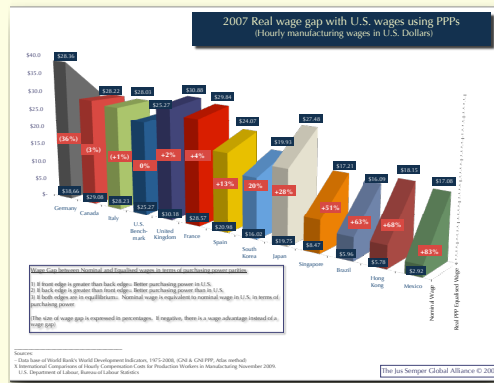
PPP WAGE GAPS FOR SELECTED DEVELOPED AND "EMERGING" ECONOMIES FOR PRODUCTION-LINE MANUFACTURING WORKERS. (Updated from 1975 up to 2007)

In Mexico, the State's policy that deliberately pauperises Mexican workers continues to create havoc

Countries in the European Union and Canada converged in 2007 towards the equalisation of manufacturing production-line real wages with their U.S. counterparts. Germany and Canada maintained their already traditional competitive advantage –in PPP terms– over the U.S. Italy slightly crossed the equalisation threshold; the United Kingdom and France are a short step behind equalisation and Spain continued its upward trend, at only 13% away from the equalisation threshold. Similarly, South Korea outperformed Japan for a third consecutive year by cutting its living wage gap with the U.S. to only 20% vis-à-vis Japan's 28%.

Hong Kong and Singapore are far from making their real wages living wages, for their gaps are still substantial (51% and 68% respectively) and they have not recorded any significant variations.

In Iberian America, Brazil maintains an equalisation of little more than one-third (37%). In Mexico, the State policy that deliberately pauperises Mexican workers has imposed, for three decades, on manufacturing sector production-line workers, the endurance of the worst real wages, in PPP terms, of all countries assessed, with an abysmal living-wage gap with the U.S. of 83%.



A living wage provides workers in the South with the same ability to fulfil their needs, in terms of food, housing, clothing, healthcare, education, transportation, savings and even leisure, as that enjoyed by equivalent workers in the North, which we define in terms of the purchasing power parities (PPP) as defined by the World Bank and the OECD.

The definition of a living wage of The Jus Semper Global Alliance is as follows: A living wage is that which, using the same logic of ILO's Convention 100, awards "equal pay for work of equal value" between North and South in PPPs terms.

The premise is that workers must earn equal pay for equal work in terms of material quality of life for obvious reasons of social justice but also, and equally important, for reasons of global sustainability.

The argument of an equivalent living wage is anchored on two criteria:

◆ Article 23 of the UN Universal Declaration of Human Rights, on the following points:

1. Everyone, without any discrimination, has the right to equal pay for equal work
2. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

◆ ILO's Convention 100 of "equal pay for work of equal value", which is applied for gender equality, but applied in this case to North-South equality, using PPPs as the mechanism.

The proposal is to make workers in the South earn living wages at par with those of the First World in terms of PPPs in the course of a generation (thirty years). There will not be any real progress in the sustainability of the market system -in all three economic, environmental and social dimensions- if there is no sustained generation of aggregate demand, in that period, through the gradual closing of the wage gap between North and South. This does not mean,

whatsoever, that progress should be equivalent to the increase of irrational consumption, depleting all non-renewable resources. Eventually, during the twenty-first Century, a new paradigm must be built in which the purpose of the market is the welfare of all ranks of society, and the privileging of sustainability and not of capitalist accumulation.

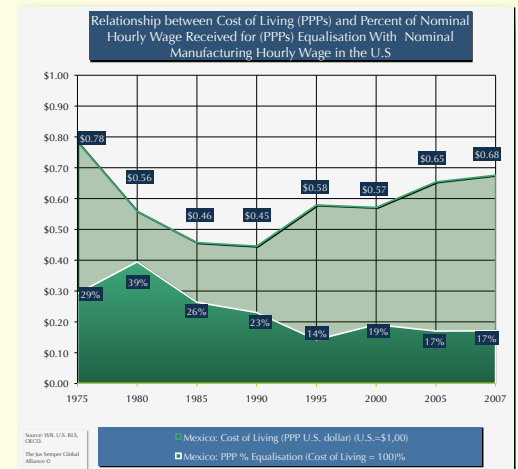
Yet, while that stage is reached, there is no justification at all, moral or economical, for the workers of the South not to earn wages equivalent to those of their counterparts in the North, in PPP terms, based on equal pay for equal work of equal market value. Just as the International Labour Organisation's Decent Work Agenda states, the decent work concept has led to an international consensus that productive employment and decent work are key elements to achieving poverty reduction. The blatant and perverse exploitation of workers in the South must be stopped.

The analysis is an update for 12 economies and the U.S., prepared by TJSGA, using 2006 hourly compensation costs for manufacturing workers as reported by the U.S. Department of Labour, and PPP data from the World Bank and the OECD. The report exposes once again a global labour system that profits over the majority of the people in favour of a global elite.

Download the pdf file with the wage gap update for 12 economies (**Germany, France, Italy, Canada, U.K., Spain, Japan, South Korea, Singapore, Hong Kong, Brazil and Mexico**) [here](#).

MEXICO'S REAL WAGE GAPS (Updated from 1975 up to 2007)

The Mexican State, still challenged for the lack of legitimacy of its election, has become an eminent case of open violation of the labour rights of its citizens



Mexico's labour conditions are so deplorable that they merit describing their context. The exploitative and repressive nature of the group that overtook power thirty years ago, when it surrendered to the Washington consensus in order to remain in power, becomes transparent as more than three decades of wage data in the manufacturing sector keep piling up. This has engendered an environment that stands out on a global scale for the tremendous erosion of labour rights. The Mexican State, lacking legitimacy (opposes an election audit) and mafia prone, has imposed an ethos of labour bondage that takes the country back to the conditions prevailing before the social revolution of 1910. There is a repressing labour policy with very conspicuous features.

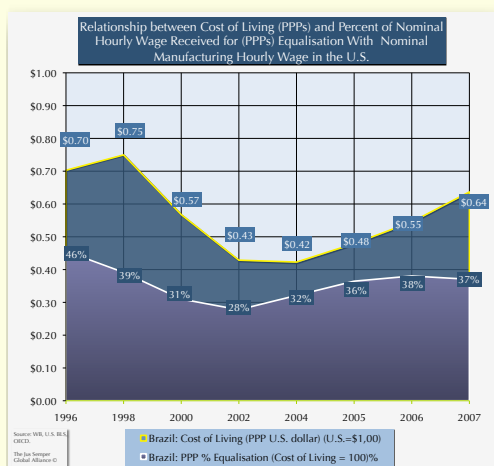
The future of production-line manufacturing wages in Mexico is absolutely ominous unless society removes from power those who have imposed the mafia State and impose a citizen's government of real democracy. Every year the government's economic policies contain or further erode real wages. Additionally, the State has unleashed a policy of repression of the rights of freedom of association and to organise and collective bargaining previously mentioned. The deep impoverishment of Mexicans is a fact. Official data acknowledge that 81% of Mexicans are poor (Coneval 2009). By the same token, based on INEG's 2006 National Survey of Occupation and Employment, it is estimated that in 2006 the minimum wage could only afford 22,5% of the cost of the so-called basic basket of 40 goods (CBI) deemed essential for survival (Sánchez Juárez: 2006). Parting from these findings, it is estimated that 77% of the economically active population does not earn the wage required to acquire a CBI. Moreover, the government began 2010 with strong price increases in the energy sector, which guarantee a greater pauperisation of real wages.

In summary, more than a quarter century of predatory capitalism in Mexico exposes, decisively, a government's policy –from the perspective of manufacturing wages– of perverse and premeditated pauperisation and exploitation of Mexican labour, for the only State policy of the mafia State is to govern for the benefit of domestic and foreign institutional investors and their corporations. In this way, as long as the “robber baron” elites currently in power remain in control, the deepening of the pauperisation of Mexico's population is more than guaranteed.

[Download the pdf file with the analysis of Mexico's wage gap here.](#)

BRAZIL'S REAL WAGE GAPS (Updated from 1996 up to 2007)

Brazil's recovery of production-line manufacturing wages remains idle in 2007. Yet there are plans for a strong long-term equalisation



In 2007 the closing of Brazil's production-line manufacturing real wage gap stalled, remaining at a 63% level. In this way, although Brazil's equalisation with its U.S. counterparts, of little more than a third (index 37), is greater than those obtained by Hong Kong and Mexico, it is still rather distant from the levels achieved by the most developed economies.

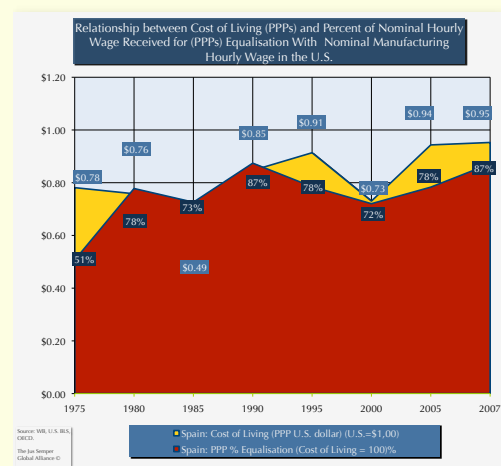
This idleness notwithstanding, the future of Brazil's wage policy is being redefined by clearly establishing a commitment to not only the recovery of its 1996 wage level but to the equalisation with equivalent wages in the U.S. That is, exposing strong affinity with TLWNSI's concept –of the gradual closing of wage gaps through annual real wage increments (increments of several points over inflation)– a system of annual real wage increases is planned. Indeed, for 2010, Brazil's government has announced the increase of minimum wages – the benchmark for all other wage classifications– of 5,87% above inflation. Such increase represents, in nominal terms, a raise of 9,68%.

Even of more importance and in full affinity with TLWNSI's concept, Brazil's government will send to Congress –before 31st March 2010– a legislative project with three proposals to adjust the minimum wage, for the periods 2012 to 2015, 2016 to 2019 and 2020 to 2023.

[Download the pdf file with the analysis of Brazil's wage gap here.](#)

SPAIN'S REAL WAGE GAP (Updated from 1975 up to 2007)

Maintaining the European trend, Spain improves once again the equalisation of its production-line manufacturing workers' real wages with their U.S. counterparts



In 2007 Spain's production-line manufacturing real wages continue approaching those of the G7, with a PPP equalisation wage gap with the U.S. of only 13%; substantially less than South Korea's 20% and Japan's 28% and increasingly closer to the real wages of its main European counterparts.

Attuned with the trend of the major economies of the European Union, Spain continued reducing the gap that separates the competitiveness –in purchasing power parity terms– of its production-line manufacturing real wages with those of its U.S. counterparts. This makes these wages the sort that can generally be considered living wages –assuming U.S. wages to be living wages. Since 1975 the equalisation index of Spanish wages (87) has increased 71%, and everything indicates that the trend will continue until it oscillates quite close to equalisation or even above it, as is the case of Italy.

The strong climb of Spanish manufacturing wages to a living wage ethos is due, as in all successful cases, to the growth of real wages at a much faster pace than those of their U.S. counterparts. Between 1975 and 2007, the hourly equalised manufacturing Spanish wage – the wage required to receive an equivalent remuneration to that of their U.S. counterparts– increased 394%, due to the increase of Spain's PPP cost of living –relative to the U.S. PPP cost of living– from \$4,87 in 1975 to \$24,07 U.S. dollars in 2007. Thus, given that the Spanish hourly manufacturing wage increased nominally 749%, from 2,47 in 1975 to \$20,98 U.S. dollars in 2007, wage equalisation with equivalent U.S. wages grew 71%, from 51 to 87.

A comparison with Mexico –of living wage equalisation trends with the U.S.– illustrates accurately how the behaviour of the wage variables (PPP and nominal wages) define the leaning trend towards a living-wage ethos or towards labour bondage conditions.

[Download the pdf file with the analysis of Spain's wage gap here.](#)

TABLE T4*: 1975 – 2007 REAL-WAGE GAPS FOR TWELVE ECONOMIES, IN PURCHASING POWER PARITY (PPP) TERMS, FOR PRODUCTION-LINE MANUFACTURING WORKERS *(The pivot table used for all PPP real-wage gap analysis)

International comparisons of hourly compensation costs for production-line (PL) workers between the U.S. and selected developed and "emerging" markets, exhibits, consistently, a drastic reduction –or the elimination– of living-wage gaps in Europe, Canada and South Korea. Hong Kong achieves its best equalisation level. Brazil, Japan, Singapore and Mexico remain stagnated or have deepened their gaps.

With the results from the new Purchasing-Power Parities round (PPPs) from the World Bank (WB) fully integrated in 2007, our research shows that, since 2000, the countries from the Euro area have continued reducing or eliminating their living-wage gaps with the U.S. for manufacturing sector PL workers. The United Kingdom has virtually equalised its PL manufacturing wages with the U.S. and South Korea keeps its ascending trend, closing its wage gap, which is already within the ranks of the major economies. Japan has stopped in 2007 the widening of its gap. Brazil has stagnated its equalisation growth. Mexico continues stagnated as well, with the worst of all wage gaps. Singapore experiences a new deepening of its wage gap with the United States.

◆ In the five economies of the European Union –albeit their costs of living in U.S. dollars (GNI PPP) have increased considerably– their nominal wages have increased their real value above equivalent U.S. wages. Thus, in the Euro area, France, Germany, Italy and Spain recorded sensible increments in real wages between 2000 and 2007 vis-à-vis U.S. wages. Germany doubles its wage advantage; Italy closes its wage gap; France is 4 points away from closing it and Spain sustains its growing equalisation trend, reducing its gap to only 13 points. In the

same way, the United Kingdom maintains the same trend and has virtually closed the living-wage gap with the U.S., at only two points (98%) below the U.S. benchmark.

Benchmark	U.S. Hourly Production-line Rate
Canada	GNI PPPs in country currency* Exchange rate GNI PPPs in US Dollars 2. Equalized PPP compensation US \$ 3. Actual Real compensation US \$ 4. Actual Nominal compensation US \$ Compensation Deficit in US \$ (2÷4) Wage Equalisation index (4÷2 or 3÷1)
South Korea	GNI PPPs in country currency* Exchange rate GNI PPPs in US Dollars 2. Equalized PPP compensation US \$ 3. Actual Real compensation US \$ 4. Actual Nominal compensation US \$ Compensation Deficit in US \$ (2÷4) Wage Equalisation index (4÷2 or 3÷1)
Japan	GNI PPPs in country currency* Exchange rate

◆ In Asia, South Korea sustains its trend of reducing its living-wage gap with the U.S., despite a meaningful growth of its purchasing parities with the U.S. (GNI PPP). That is, South Korea has reduced its wage gap from 30% in 2000 to 20% in 2007, decreasing it by one third in seven years. Japan, after a strong wage erosion vis-à-vis the U.S., has been able to stabilise its gap and recorded a one point rebound in 2007 in its equalisation. Hong Kong records its best equalisation level in 2007 (index 32) since 1980; yet still quite far from its goal. Singapore has experienced ups and downs in its equalisation line. Despite the fact that its 2007 equalisation level doubles that of 1980 (26 vs. 49 respectively), 2007 records a five-point drop with respect to 2006 –its best level ever, with a loss of 9%.

◆ In the Americas, Brazil's wage recovery –relative to equivalent U.S. wages– stagnated in 2007, after a strong recovery since 2002; thus, Brazil's equalisation level with the U.S. is still below the level achieved during the 1996 – 1998 period. Canada maintains a surplus in production-line real wages against the U.S. (103%), recording a slight two-point drop. Mexico's case remains pathetic. Mexico's production-line real wages remain at their lowest level in 2007 vis-à-vis its main trading partner, with a huge living-wage gap of 83% –or an equalisation level of only 17. With the World Bank's new 2005 PPP data fully integrated, the best Mexican equalisation index with the U.S. was 39 in 1980, and since 1995 continues at half or less of that index level. In this way, Mexico is the only economy where wage equalisation is sensibly below its levels of more than a quarter century ago. It must be emphasised that Mexican manufacturing real wages continue to be the worst –or the most

undignified– of all countries analysed, and they are light years away from equalisation with the wages of their U.S. counterparts, as a result of a deliberate and perverse State economic policy of pauperisation of the labour force.

[Download the pdf file of Table 4 here.](#)

TABLE T5: NEW LIVING-WAGE GAPS 1996-2007 –IN PURCHASING POWER PARITY TERMS (PPPS)– VIS-À-VIS THE U.S. FOR ALL MANUFACTURING EMPLOYEES FOR THE FOUR LARGEST ECONOMIES IN THE AMERICAS (CANADA, BRAZIL, MEXICO AND ARGENTINA)!

Comparison of hourly wages for all manufacturing workers (blue & white collar) between the US, Canada and the two major Iberian-American economies indicate that, barring Mexico, living-wage gaps tend to be smaller for production-line manufacturing workers (PLWs) than for all manufacturing sector workers (AMWs).

Benchmark	U.S. Hourly Manufacturing Rate	1996
Argentina	GNI PPPs in country currency*	0,945
	Exchange rate	0,997
	GNI PPPs in US Dollars	\$ 0.95
	2. Equalized PPP compensation US \$	\$ 20.95
	3. Actual Real compensation US \$	\$ 7.73
	4. Actual Nominal compensation US \$	\$ 7.32
	Compensation Deficit in US \$ (2÷4)	\$ 13.63
	Wage Equalisation index (4÷2 or 3÷1)	0.35
Spain	GNI PPPs in country currency*	116,958
	Exchange rate	126,7
	GNI PPPs in US Dollars	\$ 0.92
	2. Equalized PPP compensation US \$	\$ 20.41
	3. Actual Real compensation US \$	\$ 16.88
	4. Actual Nominal compensation US \$	\$ 15.58
	Compensation Deficit in US \$ (2÷4)	\$ 4.83
	Wage Equalisation index (4÷2 or 3÷1)	0.76
	Production line wage equalisation	0.81

Trends between 1996 and 2007 indicate that, both in Canada and Spain, PLWs are better remunerated than AMWs vis-à-vis their U.S. counterparts. This implies that AMWs have less competitive wages vis-à-vis their U.S. counterparts. Thus, in Canada's case, whilst PLWs' wages have no living-wage gap with the U.S. –and even enjoy a surplus, AMWs' wages do have it, which has deepened to 7% in 2007 (or a 93 equalisation index). In the Spanish case, there is a wage gap that has consistently narrowed. Yet, with each measurement AMWs have recorded, consistently as well, greater gaps than PLWs. In this way, the 2007 living-

wage gap for PLWs –in relation to their U.S. counterparts– is 13%, whilst the AMWs gap is 16% (or 87 and 84 equalisation indices respectively).

◆ In Brazil, living wage gaps with their U.S. counterparts are much wider than those of Spanish workers, and, albeit they have improved since 2002, they stalled in 2007. As for the difference in wage gap sizes between AMWs and PLWs, it has tended to be minimal or non-existent. In the case of Argentina, data is only available for AMWs, which exhibits that the closing of Argentina's living-wage gap with its U.S. counterparts continued to improve in 2007, dropping to 44% (equalisation index of 56), clearly ahead of Brazil.

◆ Mexican wages, both for AMWs and for PLWs, are flagrantly the lowest of all economies in our research –by far the worst of all OECD countries and among the three largest economies in Iberian America. Even more troublesome is the fact that the Mexican living-wage gap for PLWs is in worse dire straits (83%) than for AMWs (81%). This clearly attests, in stark contrast with Canada, Spain and even Brazil, that Mexico's blue-collar workers endure a greater wage exploitation than white-collar and all other non-production manufacturing workers.

[Download the pdf file of Table 5 here.](#)

THE LOKOJ INSTITUTE IN BANGLADESH JOINS JUS SEMPER WITH THE SPECIFIC INTEREST TO DEVELOP TLWNSI'S PROGRAMME IN BANGLADESH TO STRATEGICALLY SUPPORT THE COUNTRY'S LABOUR FORCE



The Lokoj Institute is a civil organisation specialised in multidisciplinary research of fundamental issues that generate a direct impact on Bangladesh's socioeconomic conditions. LOKOJ's mission is to take the challenges posed to us in the areas of politics, economy and culture for radical social transformation. The main areas of interest and strategic intervention

are in cross cutting issues of social, economic and ecological justice.

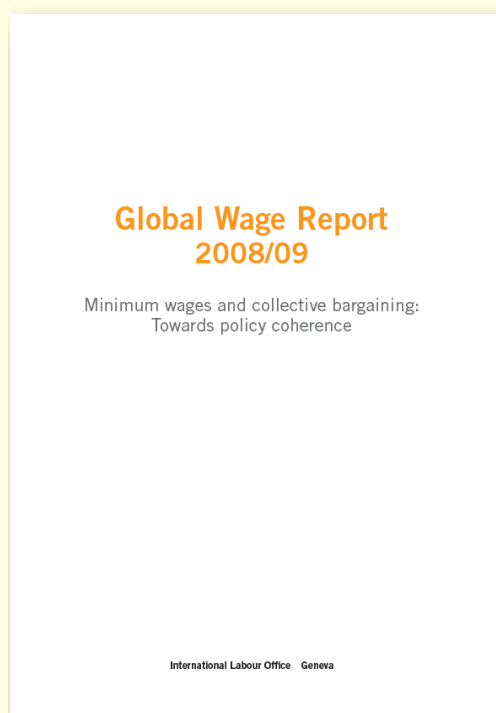
Lokoj has joined Jus Semper with the specific interest to apply TLWNSI's concept in the labour sector, with special emphasis on strategically supporting the apparel and other low wage sectors in their struggle to achieve a living wage ethos. The first step will be to prepare a country report of the state of wage in the country from TLWNSI's perspective.

For further information about the Lokoj Institute visit its webpage.

RESOURCE CENTRE

ILO's GLOBAL WAGE REPORT 2008 / 2009

Wages lost GDP share in favour of profits; whilst loss of share was deeper in countries with a higher openness to international trade



strong recovery of some economies that continue to be or were in transition (Eastern Europe). Therefore, the slow wage growth was accompanied by a decline in GDP share in favour of shareholder value. Moreover, the ILO identified share of GDP has declined faster in countries with a higher openness to international trade, possibly, the ILO reckons, because openness places a lid on wage demands based on a fear of losing jobs to imports. In this way, a "virtuous circle" is deliberately created in favour of domestic companies as well as for transnationals that open operations in these countries or that outsource labour at misery prices. Another – rather obvious – consequence that the ILO pinpoints is the increase in inequality. As a whole, more than two thirds of the countries included in the ILO's sample suffered wage inequality increases due because top wages took off in some countries and bottom wages fell relative to median wages. Also, gender wage inequality recorded meagre improvement if at all.

The report asserted that, given that the economic context is now much less favourable, the outlook for 2009 is much less optimistic. Indeed, in its 2009 update, the ILO confirmed that the economic crisis has been dramatic due to the strong recession that began in the U.S. for a variety of causes –which evolve around financial markets' speculation. Thus, as a whole, in the sample of 53 countries, with consistent data, more than one fourth recorded no growth or a fall in real wages. In this way, the ILO's outlook for the remainder of the year is that wage conditions will get worse despite the "beginning" of a "possible" economic recovery.

Download the full 2008/2009 Global Wage Report report.

Download the full 2009 update of ILO's Global Wage Report

HUMAN DEVELOPMENT REPORT 2009. OVERCOMING BARRIERS: HUMAN MOBILITY AND DEVELOPMENT.

The 2009 HDR asserts that the enormous social inequality that prevails in the world makes moving away from their home town or village – and frequently to other countries– the best – and sometimes the only – option open to improve their life chances for millions of people around the world

When people move they embark on a journey of hope and uncertainty, whether within or across international borders. Most people move in search of better opportunities, hoping to combine their own talents with resources in the destination country so as to benefit themselves and their immediate family, who often accompany or follow them. Local communities and societies as a whole have also benefited, both in places of origin and at destinations. The diversity of these individuals and the rules that govern their movement make human mobility one of the most complex issues facing the world today, especially in the midst of the global recession.

increasingly complex patterns of human movement worldwide.

The report includes a large collection of statistical reports and data sets, including the annual Human Development Index.

[Download directly from the UNDP website here.](#)

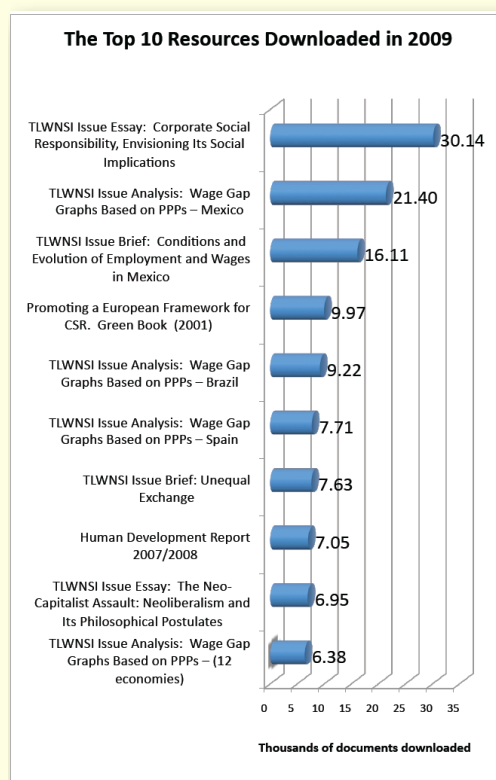
2009 TOP-TWENTY RESOURCE DOWNLOADS

Following is the chart with the top ten internal and external information resources downloaded from our website in 2009. [Below the chart are the links for each of the top twenty resources if you want to download them:](#)



Overcoming barriers: Human mobility and development explores how better policies towards mobility can enhance human development. It first traces the contours of human movement—who moves where, when and why—before analysing the wide-ranging impacts of movement on migrants and their families and on places of origin and destination. It lays out the case for governments to reduce restrictions on movement within and across their borders, so as to expand human choices and freedoms. It argues for practical measures that can improve prospects on arrival, which in turn will have large benefits both for destination communities and for places of origin. The reforms speak not only to destination governments but also to governments of origin, to other key actors—in particular the private sector, unions and non-governmental organisations—and to individual migrants themselves.

The 2009 Human Development Report fixes human development firmly on the agenda of policy makers who seek the best outcomes from



[To download click below for the top-twenty downloads.](#)

[TLWNSI Issue Essay: Corporate Social Responsibility, Envisioning Its Social Implications](#)

[TLWNSI Issue Analysis: Wage Gap Graphs Based on PPPs – Mexico](#)

[TLWNSI Issue Brief: Conditions and Evolution of Employment and Wages in Mexico](#)

[Promoting a European Framework for CSR. Green Book \(2001\)](#)

[TLWNSI Issue Analysis: Wage Gap Graphs Based on PPPs – Brazil](#)

[TLWNSI Issue Analysis: Wage Gap Graphs Based on PPPs – Spain](#)

[TLWNSI Issue Brief: Unequal Exchange](#)

[Human Development Report 2007/2008](#)

[TLWNSI Issue Essay: The Neo-Capitalist Assault: Neoliberalism and its Dogma: the Implications of Its Philosophical Postulates](#)

[TLWNSI Issue Analysis: Wage Gap Graphs Based on PPPs – \(12 economies\)](#)

[TLWNSI Issue Assessment: Business and Human Rights](#)

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[TLWNSI Issue Essay: NGOs and CSR in Iberian America](#)

[TLWNSI Issue Brief: CSR Included Aspects and Relevant Exclusions. Minimum Norms for the Mexican Ethos](#)

[TLWNSY Issue Analysis: Table T4: Wage Gap – International comparisons of hourly compensation costs PPP \(12 economies\)](#)

[TLWNSI Issue Essay: CSR in Iberian America: Opportunity or Moot Point](#)

A final thought

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Mexico City policeman chains himself to the main doors of the City Assembly in protest because his salary does not make a living wage (19 December 2006).

A living wage is, universally, the most important element in the achievement of everyone's right to a dignified life and the eradication of poverty. Relative to the social responsibility of business, a corporation or organisational entity employing people, regardless of size or trade, public or private, cannot be considered to behave in a socially responsible manner if it does not pay a living wage, regardless of how responsibly it behaves in all other areas of activity.

Just as the International Labour Organisation's Decent Work Agenda states, *the decent work concept has led to an international consensus that productive employment and decent work are key elements to achieving poverty reduction*. Yet, everything remains in the realm of rhetoric and hypocrisy, and the system, imbued in the most perverse human instincts, remains.

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