

How Much More Than You Does Your CEO Earn?

CEOs in the US – founder or board-appointed – earn thousands of times more than the median salary of their companies. In India too, the gap has grown. In Japan, salary inequality is among the lowest in the world

INDIA

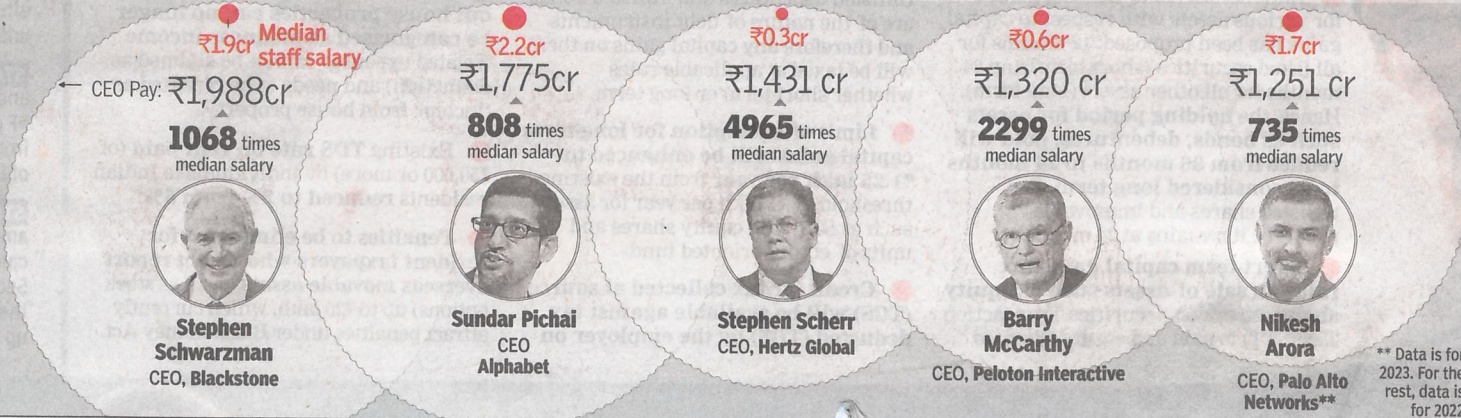
Among Nifty-50 companies, top CEO salaries ranged between 1,500 to 600 times the median employee salary (or 50th percentile salary). In unlisted companies the gap could be higher

*Resigned earlier this year



US

In US, taking S&P500 as the database, the CEO-employee salary gap is wider with Hertz's Stephen Scherr earning almost 5,000 times the company's median annual pay



Biggest Gap In Communications Sector

Among S&P 500 firms, the highest mismatch is in communications industry salaries, followed by companies that sell consumer goods

Industry	Avg CEO Pay		Average Pay Ratio
	\$ Million	₹ Crore	
Communication Services	37.6	295.2	508
Consumer (Discretionary)	14.0	110.2	480
Consumer (Staple)	14.6	114.9	407
Information Technology	22.2	174.5	357
Healthcare	16.0	125.6	225
Financials	17.7	138.8	218
Materials	14.0	110.1	218
Industrials	13.3	104.5	196
Real Estate	14.1	111.1	168
Energy	16.3	128.0	118
Utilities	10.7	84.3	94

Pay ratio is the ratio between CEO and median salary – how many times is the CEO salary compared with its median pay. Conversion rate is ₹78.6 per USD for 2022 and ₹82.6 per USD in 2023

** Data is for 2023. For the rest, data is for 2022

Source: primeinfobase.com, Nifty 50, The American Federation of Labor and Congress of Industrial Organizations for S&P 500