



The WageIndicator

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- **National WageIndicator websites**
 - using Internet for providing free occupation-specific wage information: *Salary Check*
- **Ask the visitors a favor in return**
 - completing a **web survey** on work and wages (prize incentive)
- **The survey data are used for**
 - research
 - input for the *Salary Check*
- **Findings**
 - worldwide, the public shows a desire for wage information
 - and is willing to complete the web survey



A brief history (Netherlands)

- **1999** desire for wage information(FNV) detailed occupation wage data needed for research
- **2000** survey about work and wages in women's magazines
- **2001** launch women's *WageIndicator* website with web survey and *Salary Check* for 45 occupations
- **2002** launch websites for men, 40+, youth
- **2004** *Salary Check* for 400 occupations
- **2006** 400,000 web visitors per month, Loonwijzer.nl is a household name, positive for trade union branding



To other countries

- **2004** Belgium, Denmark, Germany, Spain, Finland, Italy, Poland, United Kingdom
(EU funding 6th Framework Program)
- **2005** Argentina, Brazil, Mexico, India, S-Korea, S-Africa,
(EU funding Equal)
- **2006** USA
(funding NL development aid- FNV Mondiaal)
- **2007** China and Russia, Sweden
(funding Harvard Law School)
- **2008:** Turkey, France, Romania, Slovenia, Czech Republic
(FP7)



The WageIndicator Foundation

- **The WageIndicator Foundation**
 - is a not-for-profit organization
 - and owns the *WageIndicator* concept
- **Its mission statement**

"Share and compare wage information. Contribute to a transparent labor market. Provide free, accurate wage data through salary checks on national websites. Collect wage data through web surveys."
- **Founded in 2003 under Dutch law by**
 - University of Amsterdam
 - NL branch of the international career website Monster
 - NL Dutch Confederation of Trade Unions (FNV)



The WageIndicator websites

- **2007**
 - 35 websites in 17 countries – most of them managed by journalist based in TU offices
 - extra websites for multilingual countries, for women, elderly workers, IT staff (India)
 - thousands of links in other websites
 - minimum wage, VIP- and benefit checkers
- **Web visitors must trust**
 - the information provided in *Salary Check* (thus it must offer high quality information)
 - volunteering their data in the survey
 - receiving a response to visitor's email
- **Web-marketing is critical**
 - cooperation with media groups, career sites, trade unions, all with a strong Internet presence



The survey

- **Target population: labor force**
 - wage-earners in formal and informal economy
 - self-employed, free lancers, home workers (with SEWA in India)
 - survey has parallel questions addressing rare groups in the labor force to prevent break-off
 - completion takes approximately 20 minutes
- **Questions on**
 - occupation, industry, education, work history, wages, benefits, working hours, personal questions
- **Questionnaire optimization**
 - as for the number of characters, clicks and pages
 - as for decisions to split questions in a Y/N question and a follow-up question



The technique

- **Questionnaire Management System QMS**
 - developed for *WageIndicator*, using Open Source
 - manages a multi-country, multi-lingual (f.e. Korean, English and Spanish) survey
 - facilitates complicated routing, downloading codebooks and uploading languages
 - includes a search tree application for questions on occupation, industry, region
- **Data storage**
 - the data is securely stored on servers in USA, NL and India



The response

- **Sample size**
 - <2004 80.000 in NL
 - 2004 50.000 in 5 countries
 - 2005 135.000 in 11 countries
 - 2006 180.000 in 17 countries
 - 2007 250.000 in 19 countries (expected)
- **Data quality is good**
 - hardly any 'click the first item only' respondents
 - item non-response usually < 5%
 - very few multiple responding
 - in 2007 a study on break-off respondents
 - the search trees allow for detailed data on occupation (4 dgt ISCO) and industry (4 dgt NACE)



Findings on selection bias

- **In all countries**
 - the small groups in the labor force are under represented, f.e. workers in small part-time jobs
 - low educated are increasingly not underrepresented
 - elderly workers 55+ are underrepresented
 - gender representation varies across countries
 - (only marketing through trade unions channels would not be enough)
- **In Netherlands 2002-2006**
 - the under-representation of these socio-demographic groups has declined in the past years



The research

- **Research community**
 - Increasing numbers of researchers use the data
- **On wages and working hours**
 - Cross-country wage differentials for occupations
 - Gender pay gap and the motherhood penalty
 - Modeling preferences for a change in working hours
- **On work place relations**
 - Attitudes towards collective bargaining coverage
 - Effect of dismissals on self-perceived job insecurity
- **On labor markets**
 - The multi-dimensionality of the informal labor market within and across countries
 - Spill over effects of MNE's in local employment



Is this new?

- **Yes, it is new because ...**
 - worldwide, neither high quality aggregate data nor micro-data about wages, bonuses, and working hours are available
 - worldwide, *WageIndicator* is the first survey gathering wage data in so many countries
 - worldwide, it is one of the first using web marketing for scientific data collection
- **... and because**
 - the exchange of information from research to the public and from the public to research is not often seen



A *Global WageIndicator*

- **The plan**

- a *GlobalWageIndicator* plan to enlarge the web operation to 75 countries in 5 continents
- inspired by the globalizing economy and the need for worldwide data on wages, currently not available
- jointly with International Labor Organization of the United Nations, Harvard Law School, University of Belgrano (AR), and Indian Institute of Management/Ahmedabad (India)

- **Its aims**

- contributing to a transparent labor market by providing reliable data about wages to a worldwide public
- collecting data for worldwide wage trend reports and for researching the impact of globalization
- submitting plans to funding agencies in 2007



Your role?

Cooperation:

- **Check your salary and from your family members**
- **Complete the questionnaire**
- **Use the data set**
- **Spread the word**



- **Thank you for your attention**

- www.wageindicator.org