



# WageIndicator for worldwide data-collection and research



*AIAS annual conference  
Wages in Global Perspective  
Kea Tijdens  
University of Amsterdam/AIAS  
1 September 2017*





# Outline



- **WageIndicator home page and national websites**
- **WageIndicator global data-collections**
- **Results of WageIndicator research**



# Outline



- **WageIndicator home page and national websites**
- WageIndicator global data-collections
- Results of WageIndicator research

Part of WageIndicator Foundation

# WageIndicator.org

You Share, We Compare

## Salaries



### Salaries

- Wages in Context, Global
- Actual Wages by Occupation, 63 Countries
- Living Wages, 49 Countries
- Global Gender Pay Gap
- How to avoid a Gender Pay Gap. Improved Collective Agreements in Europe. A WageIndicator Project

## Labour Law



### Labour Law and Collective Agreements

- Collective Agreements, 25 Countries
- Labour Law in detail, 76 Countries
- Statutory Minimum Wages, 74 Countries
- Collective Agreements and how to avoid the Gender Pay Gap
- Labour Rights for Women - an overview

## WageIndicator Foundation



### WageIndicator Foundation

- WageIndicator - 15 years
- WageIndicator Conference book
- Publications
- Researchlab
- Data Access
- About the organisation



## Collective Bargaining Agreements - Database



## Magazine.WageIndicator.org/15 years

Wages in Context for 80 Countries

WageIndicator Publications

WageIndicator Researchlab

Cost of Living Survey in 85 Countries Living Wage Calculations for 49 Countries

Wageindicator.org In...



Salary Checker in 63 Countries for your Job or Occupation



# Content of the websites: Home page Paywizard.uk

## Pay



### Salary Check

- Highly educated men earn more than women in the same jobs, while women in low-skill jobs earn more than their male peers
- Salary Indication by occupation for Men and Women

## Law & Advice



### Labour Laws

- Does your salary measure up to other salaries in the UK?
- What effect will euro-sterling parity have on your salary and ability to spend or save?
- The UK housing market has calmed down, post-Brexit. Can you afford housing on your salary?

## Career



### Take a Course

- Customer service
- Stress management
- Written communication
- Is your overtime paid?
- How to apply for a job



Do you get a fair pay? Take our salary check!



# And even in Chinese .....



## 工资



### 最低工资

低收入职工的最低工资是多少？

## 体面工作



### 职业安全

劳动合同都有哪几种？

## 生涯



### 职业与你

- 求职技巧
- 如何使你的简历出众



## 你的薪水应该是什么？



### Wageindicator.cn 通讯

3-Sc 订阅我们的Wageindicator.cn简讯

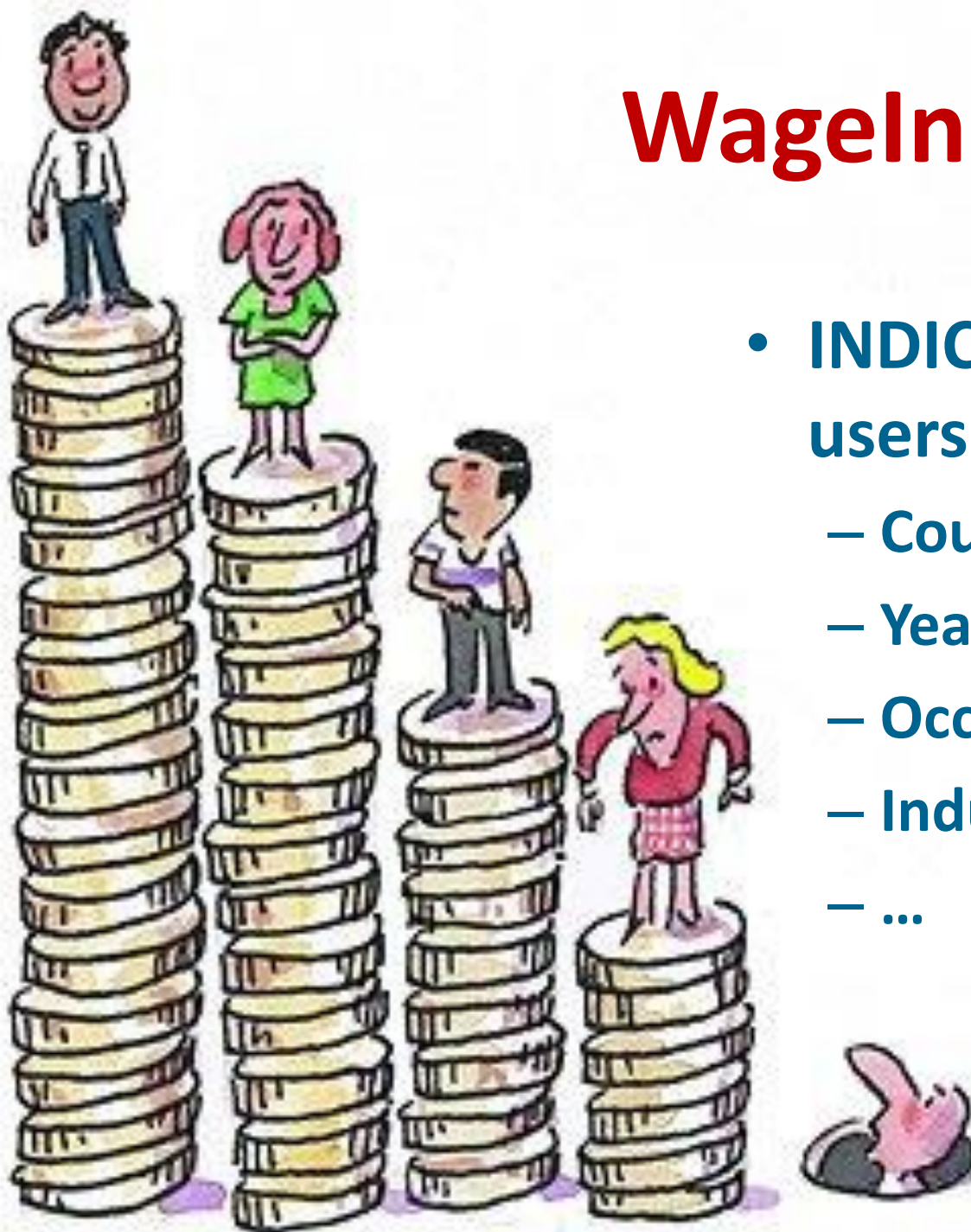
### 生育与工作

- 产假

### 企业家们的工资是多少？

- 谷歌总裁拉里·佩奇--1.00美元

# WageIndicator



- **INDICATES WAGES** to users according to
  - Country
  - Years of service
  - Occupations
  - Industries
  - ...



## • Offers

Salary Checker in 63 Countries for your Job or Occupation

Salary Survey in 85 Countries

Collective Agreements in 24 Countries

Minimum Wage Database in 74 Countries

Labour Law Database in 76 Countries

WageIndicator Projects

Wages in Context for 80 Countries

WageIndicator Publications

WageIndicator Researchlab

Cost of Living Survey in 85 Countries Living Wage Calculations  
for 49 Countries

- Salary check  
with reference salaries
- Information on labour  
law (minimum wages,  
collective agreements,  
working hours ...)
- Cost of living
- VIP wages
- ...

### Elizabeth II

Queen of the United Kingdom, Canada, Australia,  
New Zealand, and the other Commonwealth realms

Born: 1926 United Kingdom

Married

Children: 4

**Annual: GBP 39,900,000.00**

**Monthly: GBP 3,325,000.00**





# Outline



- WageIndicator home page and national websites
- **WageIndicator global data-collections**
- Results of WageIndicator research

# Need for global data



- **In a globalising economy ...**
  - we need worldwide comparative and up-to-date data for understanding global trends in national wage-setting institutions and industrial relations, f.e. trend towards greater wage/income inequality
  - we have to focus on collecting micro-level data for capturing the effects of national wage-setting institutions
- **Internet allows for global data-collection**
  - global surveys, managed from one IT system,
  - local data entry in global databases
- **WageIndicator maintains six global data collections**



- **Real Wages Database (Kea Tijdens)**
  - web-survey on work and wages: continuous, multi-lingual, volunteer survey
  - posted on all 92 WageIndicator websites: 100 000's of observations per year
  - data web-survey is used in Salary Check which in turn is used to collect data
  - offline data-collection using survey app
- **Cost of Living Database (Martin Guzi)**
  - cost-of-living survey asking for prices of 300 items, since 2014
  - posted on all 92 WageIndicator websites: 100 000's of price observations py
  - data is used for calculation living wages
  - offline data-collection using survey app
- **Minimum Wage Database (Khushi Mehta)**
  - collecting information about minimum wage rates and mechanism
  - global and national teams collect this information since 2010
  - posted on 82 national WageIndicator websites and on the home page

- **Labour Law Database (Iftikhar Ahmad)**
  - information available as text in English and in national language(s) on national WageIndicator websites and home, since 2008
  - database with coded information of 50 labour law topics for 152 countries
- **Collective Agreements Database (Daniela Ceccon)**
  - collecting full-text agreements from social partners, since 2013
  - growing number (700s) of agreements, currently from 57 countries
  - text is coded according to more than 100 variables
  - full text and codes are presented in the national WageIndicator websites
- **Database on industrial relations (Janna Besamusca)**
  - update of ICTWSS database (Jelle Visser, AIAS/U. Amsterdam)
  - on industrial relations and union density for 47 countries, since 1960
  - part of InGRID2 project, EU funded H2020 project for social research infrastructures (2016-2020), UvA partner, headed by Stephanie Steinmetz

# THE SALARY SURVEY

2006-2015 result: 2.7m online surveys!



\* Overall measured online surveys 2006-20015/ including m ni surveys since 2012 - WI data 2006-2015



# Outline



- WageIndicator home page and national websites
- WageIndicator global data-collections
- **Results of WageIndicator research**

- **WageIndicator web-survey**

- Six survey questions about the impact of the economic crisis were included in German and Dutch web-surveys (Aug. 2009 - Dec. 2010)

- **Results: Workforce or wage adjustments?**

- Workforce adjustments continuous strategy in both countries
- No evidence of wage concessions being traded-off for job protection

- Collective bargaining ensured that wage-setting was more robust than employment protection

- Low-educated and low-wage employees reported wage reductions more often -->> economic crisis increased wage inequality

- Labour hoarding was reported predominantly by young, male employees with a permanent, full-time contract

Article

## Wage and workforce adjustments in the economic crisis in Germany and the Netherlands

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Fikret Öz  
Institut Arbeit und Technik, Gelsenkirchen, Germany

**Abstract**  
This study uses data from a continuous employee web-survey to investigate the trade-off between wage and workforce adjustments and the role of industrial relations in firm-level responses to the economic crisis in Germany and the Netherlands. Workforce adjustments seemed to be a continuous organizational strategy, but wage adjustments were less often reported. We found no large-scale evidence of wage concessions being traded-off for job protection in the two countries. Collective bargaining ensured that wage-setting was more robust than employment protection: employees covered by collective agreements reported workforce adjustments more often than wage adjustments. Low-educated and low-wage employees reported basic wage reductions more often: the economic crisis increased wage inequality. Labour hoarding was reported predominantly by young, male employees with a permanent, full-time contract.

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DOI: 10.1177/0959880113514181  
eji.sagepub.com  
SAGE



# Health workforce remuneration (2013)

## • A 20 country comparison for 16 occupational groups

- Do 16 occupational groups in health workforce have similar wage rankings, standardized wage levels, and wage dispersion in 20 countries? Argentina, Belarus, Belgium, Brazil, Chile, Colombia, Czech Rep., Finland, Germany, India, Mexico, Netherlands, Poland, Russia, South Africa, Spain, Sweden, Ukraine, UK, USA
- data from WageIndicator web-survey (2008-2011)

Tijdsen et al. *Human Resources for Health* 2013, 11:11  
<http://www.human-resources-for-health.com/content/11/1/11>



### RESEARCH Open Access

Health workforce remuneration: comparing wage levels, ranking, and dispersion of 16 occupational groups in 20 countries

Kea Tijdsen<sup>1\*</sup>, Daniel H de Vries<sup>2</sup> and Stephanie Steinmetz<sup>3</sup>

#### Abstract

**Background:** This article represents the first attempt to explore remuneration in Human Resources for Health (HRH), comparing wage levels, ranking and dispersion of 16 HRH occupational groups in 20 countries (Argentina, Belarus, Belgium, Brazil, Chile, Colombia, the Czech Republic, Finland, Germany, India, Mexico, the Netherlands, Poland, Russian Federation, Republic of South Africa (RSA), Spain, Sweden, Ukraine, United Kingdom (UK), and United States of America (USA)). The main aim is to examine to what extent the wage rankings, standardized wage levels, and wage dispersion are similar between the 16 occupational groups and across the selected countries and what factors can be shown to be related to the differences that emerge.

**Method:** The pooled data from the continuous, worldwide, multilingual WageIndicator web survey between 2008 and 2011 for selected HRH occupations ( $n=49,689$ ) have been aggregated into a data file with median or mean remuneration values for 300 occupation/country cells. Hourly wages are expressed in standardized US dollars (USD), all controlled for purchasing power parity (PPP) and indexed to 2011 levels.

**Results:** The wage ranking of 16 HRH occupational groups is fairly similar across countries. Overall Medical Doctors have the highest and Personal Care Workers the lowest median wages. Wage levels of Nursing & Midwifery Professionals vary largely. Health Care Managers have lower earnings than Medical Doctors in all except six of the 20 countries. The largest wage differences are found for the Medical Doctors earning 20 times less in Ukraine than in the US, and the Personal Care Workers, who earn nine times less in the Ukraine than in the Netherlands. No support is found for the assumption that the ratio across the highest and lowest earning HRH occupations is similar between countries; it varies from 2.0 in Sweden to 9.7 in Brazil. Moreover, an increase in the percentage of women in an occupation has a large downward effect on its wage rank.

**Conclusions:** This article breaks new ground by investigating for the first time the wage levels, ranking, and dispersion of occupational groups in the HRH workforce across countries. The explorative findings illustrate that the assumption of similarity in cross-country wage ranking holds, but that wage dispersion and wage levels are not similar. These findings might contribute to the policies for health workforce composition and the planning of healthcare provision.

**Keywords:** Health workforce composition, Remuneration, Wages, Survey data, Occupational groups, Ranking, Dispersion, Bonus

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## • Results: Wage ranking

- Wage ranking of 16 occupational groups is fairly similar across countries: Medical doctors have highest and Personal care workers lowest median wages
- Medical doctors earn 20 times less in Ukraine than in US
- Personal care workers earn 9 times less in Ukraine than in NL
- Wage dispersion: ratio across highest and lowest earning occupational groups varies from 2.0 in Sweden to 9.7 in Brazil.
- A higher percentage of women in an occupational group is associated with lower wages

# Comparing collective bargaining agreements for developing countries (2015)

- **What is agreed in collective agreements?**

- **Hardly any studies, need to fill a knowledge gap**

- **Data from WageIndicator Collective Bargaining Agreement Database: coded content of 249 collective agreements in 11 developing countries Benin, Brazil, Ghana, Indonesia, Kenya, Madagascar, Peru, Senegal, Tanzania, Togo, Uganda**

- **Results**

- **98% include clauses on wages, but only few specify wage levels; 50% contain an indexation clause; only 15% refer to pay scales as a means of wage setting**
- **71% have clauses on social security, 89% on working hours, 84% on work-family arrangements**
- **clauses about social security are accompanied with wage and working hours clauses (no trade off)**
- **collective agreements are more than a mere reiteration of national legislation, but an integral part of improving wages and working conditions in developing countries**

The current issue and full text archive of this journal is available on Emerald Insight at:  
[www.emeraldinsight.com/0143-7720.htm](http://www.emeraldinsight.com/0143-7720.htm)

IJM  
36,1  
86

**Comparing collective bargaining agreements for developing countries**

Janna Besamusca and Kea Tijdens  
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Amsterdam Institute for Advanced Labour Studies (AIAS),  
Amsterdam, The Netherlands*

**Abstract**  
**Purpose** – The purpose of this paper is to fill several knowledge gaps regarding the contents of collective agreements, using a new online database. The authors analyse 249 collective agreements from 11 countries – Benin, Brazil, Ghana, Indonesia, Kenya, Madagascar, Peru, Senegal, Tanzania, Togo, Uganda. The authors research to what extent wage and other remuneration-related clauses, working hours, paid leave arrangements and work-family arrangements are included in collective agreements and whether bargaining topics cluster within agreements.  
**Design/methodology/approach** – The authors use the web-based WageIndicator Collective Bargaining Agreement Database with uniformly coded agreements, that are both collected and made accessible online. The authors present quantitative multi-country comparisons of the inclusion and contents of the clauses in the agreements.  
**Findings** – The authors find that 98 per cent of the collective agreements include clauses on wages, but that only few agreements specify wage levels. Up to 71 per cent have clauses on social security, 89 per cent on working hours and 84 per cent of work-family arrangements. The authors also find that collective agreements including one of these four clauses, are also more likely to include the other three and conclude that no trade off exists between their inclusion on the bargaining agenda.  
**Research limitations/implications** – Being one of the first multi-country analyses of collective agreements, the analysis is primarily explorative, aiming to establish a factual baseline with regard to the contents of collective agreements.  
**Originality/value** – This study is unique because of its focus on the content of collective bargaining agreements. The authors are the first to be able to show empirically which clauses are included in existing collective agreements in developing countries.  
**Keywords** Developing countries, Social security, Collective bargaining agreements, Wage setting, Work-family arrangements, Working hours  
**Paper type** Research paper

**1. Introduction**  
In a globalised world comparative and up-to-date data on wages and wage setting institutions are needed to understand the global economy in relation to national labour markets and industrial relations systems. Collective bargaining is considered an

This research is in part funded by the Labour Rights for Women project of the Dutch Ministry of Foreign Affairs (LOW grant no. 20040), in which the first author is involved. The initial plan for the Collective Bargaining Database came from Pauline Ose, director WageIndicator Foundation (< underline > www.wageindicator.org < /underline > ). The systems design was developed by the second author, the technical design was made by Hans Bosma and Devo Dokter, team leaders at Basilea Coopers and Gorkes Kalayorunc, team members are Arende Mollema, Naph Ernest Tanguem and Nadia Palazzi. The authors thank Prof Ruth Milkman, City University New York and the participants of the INTEGRIUM PhD workshop of the Institute for Migration and Ethnic Studies (Amsterdam, 09/10/2014) for comments on earlier versions, as well as the anonymous referee and editors for their valuable comments.



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# Labour Market Outcomes of Informal Jobs in Formal Establishments (2015)

- **Informal jobs in nine Sub-Saharan African Countries**

- How can informal jobs in formal establishments be defined?
- data from WageIndicator face-to-face surveys in nine countries
- Benin, Ghana, Guinea, Kenya, Madagascar, Niger, Rwanda, Senegal, Togo
- An index for job-based informality, based on
  - employment status \* contribution to social security\* entitlement to social security

## Original Article

### Workers and Labour Market Outcomes of Informal Jobs in Formal Establishments. A Job-based Informality Index for Nine Sub-Saharan African Countries

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**Abstract** How can an informal job in formal establishments be defined? Who has an informal job? What are the labour market outcomes? This article uses data of comparable face-to-face surveys in nine countries: Benin, Ghana, Guinea, Kenya, Madagascar, Niger, Rwanda, Senegal and Togo. An index for job-based informality is developed, based on employment status and contribution and entitlement to social security. Young and low-educated workers are more likely to hold informal jobs; even more so are workers in small enterprises, in trade, transport and hospitality, and in unskilled occupations, while workers in skilled occupations and with high education are less likely to hold informal jobs. No evidence is found regarding gendered effects. The more informal, the poorer the labour market outcomes: wages are lower, while the chances are higher of being paid below the minimum wage, working more than 48 hours and not being covered by a collective agreement.

Comment définir un emploi informel dans une entreprise formelle? Qui sont les personnes qui ont un emploi informel et quelles sont leurs conditions de travail? Cet article utilise les données comparables issues de sondages en personne dans neuf pays: Bénin, Ghana, Guinée, Kenya, Madagascar, Niger, Rwanda, Sénégal et Togo. Un index mesurant la précarité de l'emploi est développé et prend en compte le statut de l'employé, ainsi que les prélèvements sociaux et la couverture sociale dont l'employé bénéficie. Les travailleurs jeunes et ayant fait peu d'études sont plus susceptibles de se retrouver dans un emploi informel; les travailleurs non-qualifiés des petites entreprises, dans les métiers du commerce, des transports et de l'hospitalité le sont plus encore, alors que les travailleurs qualifiés et ayant fait des études supérieures sont moins susceptibles de se retrouver dans un emploi informel. Nous n'avons trouvé aucune preuve des effets du genre sur la susceptibilité. Plus l'emploi est informel, plus les conditions de travail sont déplorables pour l'employé: les salaires sont plus bas et la probabilité d'être rémunéré en dessous du minimum légal, de travailler plus de 48 heures hebdomadaires et de ne pas être couvert par une convention collective est plus élevée.

*European Journal of Development Research* advance online publication, 15 January 2015; doi:10.1057/ejdr.2014.73

**Keywords:** job-based informality; social security; minimum wages; wages; working hours; collective bargaining coverage

## Introduction

Over the last three decades, awareness has grown among researchers and in governments and international organisations that informal employment is a complex phenomenon, encompassing more than a simple contradiction with the formal sector. Particularly in developing countries, formal employment includes, to a greater or lesser extent, elements of informality. This article explores how jobs in formal enterprises can be defined by developing an informality index. It then analyses how the positions of workers on that index relate to their personal and workplace characteristics, and whether labour market outcomes are related to these positions. Using a unique

- **Results**

- Young and low-educated workers are more likely to hold informal jobs; and so are workers in small enterprises, in trade, transport and hospitality, and in unskilled jobs
- no evidence is found for gender differences here
- the more informal, the poorer the labour market outcomes: wages are lower, while chances are higher of being paid below the minimum wage and working more than 48 hours

# Migrants' incidence of skill mismatch (2015)

- **Are migrant workers often overeducated?**
  - Data from WageIndicator web-survey on work and wage 2008–2013: employed persons from 86 countries: 673,898 observations
  - This large number allowed to differentiate between countries of origin and countries of destination

Visintin et al. *IZA Journal of Migration* (2015) 4:14  
DOI 10.1186/s10171-015-0168-0

IZA Journal of Migration  
SpringerOpen Journal

ORIGINAL ARTICLE

Open Access

Skill mismatch among migrant workers:  
evidence from a large multi-country dataset



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## Abstract

This article unravels the migrants' incidence of skill mismatch taking into consideration different migration flows. Mismatch is the situation in which workers have jobs for which lower skill levels are required compared to their education. We use a dataset from a large multi-country web survey particularly suited to investigate differences in skill mismatch between native and migrant workers. The main advantages are its ample size and the large variety of country of origin and destination combinations, which allows for detailed analysis of different migration flows. This provides an innovative multi-country perspective, including nations and migrants from all continents. We also identify the relation between overeducation and some of the most widely accepted theoretical explanations for the phenomenon among native workers and test whether it holds for migrants. These results are achieved by fulfilling three research objectives, which are to investigate (1) the factors affecting overeducation and whether migrants are more often overqualified, (2) the relation between overeducation and different country of origin and destination combinations, and (3) whether a range of theoretically based assumptions affect the incidence of overeducation and the extent to which they are relevant in the case of migrant workers. Skill mismatch is found to be more common among migrants compared to native workers, although the incidence differs across migrants depending on the country of residence. Differences in the incidence of overeducation between native and migrant workers are not only related to the country of residence but also to the combination of country of origin and destination. When theoretically based assumptions are used to explain overeducation, the relation found for the total population does not always hold in the case of migrants. All these findings are confirmed by both an explorative and a in-depth analysis.

JEL code: J24, J61, J15

Keywords: Overeducation; Mismatch; Migration; Workers; Job-skill match; Job-mobility

## 1. Introduction

Is overeducation more common among migrants compared to native workers? If so, is the overeducation incidence alike across migrants from various home countries and across various host countries? Are the arguments behind overeducation the same for native and migrant workers? This article unravels the migrants' incidence of skill mismatch, defined as the situation in which workers have jobs for which lower skill levels are required compared to their current educational level. The focus is on the skill mismatch of almost 700,000 native and migrant workers in 86 countries<sup>1</sup> over the period

## • Results

- Overeducation is more common among migrants compared to native workers
- The incidence differs across migrants and depends on country of residence and country of origin
- Sharing the same mother language with native workers reduces the chances of overeducation

- **And many more research has been done .....**
- **Research in progress**
  - The Price of Motherhood
  - The interrelation between task sex segregation and the gender wage gap
  - The relation between bargaining coverage and trade union density
  - Life satisfaction and labour market matching
- **See the list of publications**
- **<http://www.wageindicator.org/main/Wageindicatorfoundation/publications>**



Thank you for your attention



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**[www.wageindicator.org](http://www.wageindicator.org)**

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