WageIndicator for worldwide data-collection and research

AIAS annual conference
Wages in Global Perspective
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• 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
In 2000 start: one website for work and wages in Netherlands

In 2004 expansion to neighbouring countries and other continents

In 2017 national websites in 92 countries, and 40 million visitors
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 .....
WageIndicator

• INDICATES WAGES to users according to
  – Country
  – Years of service
  – Occupations
  – Industries
  – ...

[Image of people standing on stacks of coins]
• **Offers**
  
  - Salary check with reference salaries
  - Information on labour law (minimum wages, collective agreements, working hours ...)
  - Cost of living
  - VIP wages
  - ...
Outline

- WageIndicator home page and national websites
- **WageIndicator global data-collections**
- Results of WageIndicator research
• **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**
Global data collections nr 1 - 3

- **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!

>125 million visits

2.7 million surveys!

* Overall measured online surveys 2006-2015/ including mini surveys since 2012 - WI data 2006-2015
• 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
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?

- Data from WageIndicator web-survey (2008-2011)

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 occupation; group 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
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
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

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
• 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

• 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
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www.wageindicator.org

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