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Wage Index

Sector Analysis of the Netherlands

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The WageIndicator Foundation started in 2001 to contribute to a more transparent labour market for workers and employers. It collects, compares and shares labour market information through (online & face-face) surveys and desk research. It serves as an online library for wage information, Labour Law and career advice.

The WageIndicator Foundation is assisted by world-renowned universities, trade unions and employers' organisations and currently operates in 80 countries. Their international staff consists of some 100 specialists spread over the whole world. The foundation has strong relationships with Monster since 2003. The WageIndicator Foundation is a global organization reaching millions on a monthly basis. For more information please visit: WageIndicator.org. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town and Dar es Salaam.

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Executive summary

The main purpose of the fourth edition of the Loonwijzer – Monsterboard Wage Index report is to describe some of the key characteristics of the workforce in ten selected sectors of the Dutch labor market.

In the **first chapter**, we study these ten following sectors:

- (i) Agriculture, forestry, fishing
- (ii) Construction, technical consultancy
- (iii) Education, research
- (iv) Financial services, banking, insurance
- (v) Healthcare, caring services, social work
- (vi) Hospitality, catering, tourism
- (vii) Manufacturing
- (viii) ICT services
- (ix) Legal and market consultancy, business activities
- (x) Transport, logistics

Like in the previous reports, in the Legal and market consultancy, business activities sector we also define the Marketing and communication sub-sector¹, and study key developments in this sub-sector as well.

This Wage Index report focuses on the Dutch labour market, but for certain figures, where the data intake is sufficient, a comparison of Dutch figures with other major European countries is also included. The sample includes observations from the last two calendar years, 2014 and 2015, and most of the tables and graphs presented in this report provide a year-to-year comparison of the key figures from 2014 and 2015.

In its **first part**, the first chapter presents a cross-sector comparison of several key figures from all the ten sectors. Usually, only figures from the Netherlands are presented, if not stated otherwise. These cross-sector figures are presented in tables and graphs:

- a) median gross hourly wages by sector (figures from the Netherlands also compared with 6 other European countries)
- b) wages by gender and gender pay gap (Netherlands compared with Germany and UK)
- c) wages by tenure experience (Netherlands compared with Germany and UK)

¹ Like in previous reports, the Marketing and communication sub-sector is defined as a selection of certain occupations in the Legal and market consultancy, business activities sector. For the list of occupations included in this sub-sector, see the Appendix of this report.

- d) comparison of wages of starters (employees with 0-2 years of work experience) by sector over a longer period of time (2006 – 2015)
- e) percentage of employees at risk of poverty
- f) percentage of employees receiving the end-of-year bonus
- g) percentage of employees receiving an extra month payment
- h) percentage of employees satisfied with job security
- i) percentage of employees expressing willingness to find a new job

In the **second part** of the first chapter, the chapter analyzes each of the sectors in detail (and one sub-sector, mentioned above). For each of the sectors, key figures from these aspects of the Dutch labour market are presented in several tables and graphs:

- a) median gross hourly wages (Netherlands compared with several other EU countries)
- b) wages by gender and gender pay gap (Netherlands compared with several other EU countries)
- c) percentage of employees receiving various types of bonuses during the last 12 months
- d) percentage of employees working usual or irregular working hours
- e) percentage of employees receiving different types of overtime compensation
- f) percentage of employees reporting several organizational changes occurring in their company during the last 12 months
- g) percentage of employees expecting various events happening in the next 12 months
- h) percentage of employees satisfied with various aspect of their job
- i) percentage of employees satisfied with life-as-a-whole

In the **second chapter**, we focus on developments on the Dutch labor market in a longer time perspective, in these four sectors:

- a) Information and communication technology (ICT)
- b) Financial and insurance activities
- c) Construction, technical consultancy
- d) Marketing and communication (sub-sector of Legal and market consultancy, business activities sector)

For these four sectors, the chapter outlines the developments in the Netherlands in the period from 2006 to 2015, in these categories:

- median gross hourly wage
- median gross hourly wage of starters (employees with 0-2 years of experience)
- percentage of employees receiving various types of bonuses in the last 12 months

- percentage of employees reporting several organizational changes occurring in their company during the last 12 months

In the **third chapter**, the report aims to compare wages worldwide. This chapter focuses on the four highest skilled 1-digit occupation groups according to ISCO-o8 International Standard Classification of Occupations:

- 1) managers
- 2) professionals
- 3) technicians and associate professionals
- 4) clerical support workers

This chapter provides a comparison of median wages according to purchasing power parity (PPP), taking the price level into account and measuring how much can employees in different occupation groups really afford in their countries. In this chapter, one table presents each of the four above-mentioned occupation groups, and the tables compare the wages in the Netherlands with wages of employees in other countries across the whole world.

The topic of the **fourth chapter** is Wages in Context.

Wages in Context is a concept developed by WageIndicator comparing wages with several key figures, such as: minimum wage, national poverty line, living wage (as calculated by WageIndicator). Wages in Context attempts to compare the wages with local necessary costs of living and to estimate the standard of living of workers in different countries and regions across the world.

An interactive map with Wages in Context figures is available online on WageIndicator website:

<http://www.wageindicator.org/main/salary/wages-in-context>

The chapter provides these Wages in Context figures:

- median wages for three different skill groups of workers (low skilled, medium skilled, high skilled)
- living wages for an individual and for a family of 2 adults and 2 children
- national poverty line
- minimum wages

These figures are first provided for several EU countries, including the Netherlands. After that follows a table comparing the living wages among the different provinces of the Netherlands, as the living wage can be calculated also at the regional level.

After all the chapters, an **appendix** is included at the end of the report, containing several additional tables the Dutch sample of observations, used in this report:

- structure of the sample of observations by sector, education, firm size, tenure and region
- most frequent occupations in the examined occupation groups
- most frequent occupations in examined sectors

- structure of the sample for several examined questions by year, gender and age
- income distribution per quartiles by sector
- median wage in different occupation groups (not depending on sector)
- pay gap by occupation groups and sector
- list of occupations included in the Marketing and communication sub-sector

Key findings:

- In all the ten examined sectors in total, the median wage in the Netherlands didn't change year-to-year and remained at € 14.4 in both 2014 and 2015.
- A year-to-year wage increase in the Netherlands was observed in six out of the ten examined sectors. The highest increase of median gross hourly wages in 2015 was in the ICT sector (by € 0.6) and in the hospitality, catering, and tourism sector (by € 0.5). In the remaining four sectors, the wages either didn't change or decreased only marginally. The smallest wage decrease occurred in the transport, logistics, communication sector (by € 0.2).
- The share of employees at risk of poverty in the Netherlands was 8% in 2014 and 7% in 2015. Year-to-year, this share has either decreased or didn't change in all of the sectors.
- End-of-year bonus is rather frequent in the predominantly public sectors of the Netherlands, like education, research (58%) and healthcare, caring services, social work (55%). In the other sectors, a minority of all employees receive it. The education, research sector has also experience a +10% year-to-year increase in the share of employees receiving the end-of-year bonus. In the other sectors, the year-to-year changes were insignificant.
- Extra month payment is received only by a small part of employees in 2015 (depending on sector, from 7% in the hospitality sector to 24% in the finance sector). The year-to-year changes in the extra month payment were moderate. However, the agriculture, forestry, fishing sector has witness a two-fold year-to-year increase (from 9% in 2014 to 18% in 2015).
- About 68% of all Dutch employees are satisfied with their job security in 2015, meaning that a two-third majority of employees see the situation at the job market as stable. The highest level of job security satisfaction is in the Finance sector (76%), the lowest level in the Agriculture sector (59%).
- The majority of Dutch employees show willingness to find a new job. In 2015, the largest share of such employees can be found in the hospitality sector (77%), increasing from 71% in 2014. Other sectors with high levels of willingness to find a new job are the education sector (57%) and the ICT sector (57%). The lowest share of employees willing to find a new job is in the finance sector (43%).
- In the ICT sector and the finance sector, year 2015 was the first year when the wages started rising again (€ +0.6 per hour and € +0.2 per hour respectively). Since 2009-2010, wages in both sectors have been in a gradual decline, hitting a peak low in 2014. Apart from wages, the frequency of bonuses have seen a significant increase in 2015 as well.
- In the construction sector, the wages have been fluctuating up and down since the beginning of the economic crisis in 2008. There was no year-to-year change in wages in 2014 – 2015 (€ 14.4). No major changes occurred in terms of bonus payments either.
- In the marketing and communication sub-sector, the median wage has decreased in 2015 by € 0.4 to € 14.6 per hour. Although there have been some short-term year-to-year increases, wages have been gradually declining in this sub-sector in the long term since a peak high in 2009. The share of employees receiving bonuses in this sector is very low, usually in single digits.
- Among the examined European countries, Dutch managers are the second best paid in terms of net

wage in international US dollars (\$ 18.0), paid on average \$ 1.2 less than Spanish managers (\$ 19.2) and slightly more than US managers (\$ 17.9).

- The median PPP wage of Dutch professionals (\$ 15.5) is a bit smaller, but still comparable to wages of professionals in the US (\$ 18.5), South Africa (\$ 16.6) and UK (\$ 15.6). Among the selected European countries (with good sample), the Dutch professionals earned the most in continental Europe.
- The net median PPP wages in the Netherlands were the highest among all the examined countries in the occupation groups of technicians and associate professionals (\$ 14.1) and clerical support workers (\$ 12.8).
- The living wage, calculated by WageIndicator, is higher than the lower bound minimum wage and the national poverty line in nearly every EU country examined, including the Netherlands. This means that a significant part of workers work for wages from which they can't even cover their basic human needs.
- The median wage for low skilled workers was higher than the living wage for an individual in every EU country examined, except for Slovakia, where it was slightly lower. This means that even for workers doing low skilled jobs, the majority of them can certainly cover their basic human needs and live decently from their wage. For the medium skilled and high skilled workers, in many countries even one median wage is sufficient to cover the living costs of a family of two adults and two children.
- In all the examined European countries, two working parents earning the median wage earn together enough to provide the necessary needs for a family of two adults and two children, even if both parents worked in low skilled jobs.
- Among the 12 provinces of the Netherlands, there were only very small differences in the living wages. This is caused by the fact that the regional price differences in the Netherlands are very small.

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Introduction and definitions

The main purpose of this 5th annual Loonwijzer – Monsterboard Wage Index report is to describe some of the key characteristics of the workforce in ten selected sectors (and one sub-sector) of the Dutch labor market, mentioned above in the Executive Summary.

These sectors are based on the main activity of the company or institution the respondent works for, rather than the tasks performed by the respondent. For example, a programmer working for a hospital will be assigned to the healthcare sector instead of the ICT sector. A list of most frequent professions in each of the ten examined sectors is included in the Appendix of this report.

Sector analysis of this report is based on the international dataset of the WageIndicator Foundation. It draws on yearly collected data from in the WageIndicator Salary Survey (www.loonwijzer.nl) and the WageIndicator Salary MiniSurvey, focusing mainly on data from the Netherlands during the period of years 2014 - 2015.² After filtering out only observations valid for this analysis, the sample of observations coming in the two-year period from the Netherlands is 230.000, the sample from other EU countries is much smaller. In case the sample from other EU countries like Germany, UK, Belgium, Spain, Italy or France was sufficient, the key figures from the Netherlands are also compared with key figures from these EU countries.

Below, we provide details about the main areas of concern:

Gross hourly wage and bonuses – Gross hourly wage, for our purposes, is computed from weekly hours, the wage period and the gross wage minus bonuses. We always report the median of the gross hourly wage. In addition, the percentage of employees receiving four different types of bonuses are reported, i.e. end-of-year bonus, extra-month payment, profit share and other annual bonus.

Gender pay gap is computed according to the formula:

$$Gender_pay_gap = \frac{Median_wage_{men} - Median_wage_{women}}{Median_wage_{men}} * 100\%$$

It can be interpreted as a percentage difference between men's and women's median wages. In all the following sectors in Chapter 1, the gender pay gap is not only computed for the Netherlands, but is also compared with a few other countries. The gender pay gap is computed for both years of this study (2014 & 2015), allowing a year-to-year comparison.

Working hours and overtime – In this focus area we study the proportion of the workforce with permanent employment contracts, full-time working hours, work shifts or irregular hours, regular work on Saturdays, regular work on Sundays, regular work in the evenings and different ways of overtime compensation.

Events reported in the past 12 months – In this area, we study the proportion of workers reporting announcements of redundancies, training opportunities, reorganization, new strategic initiatives, announcement of voluntary retirement, merger with another organization, renewal of computer equipment, or reporting a competent management strategy in their organizations in the past 12 months.

² For more information about structure of the sample, see the Appendix of this report.

Expectations in the next 12 months – In this area, we study the proportion of workers expecting various events in the next 12 months, such as: staying with their current employer, expecting to get promoted, expectations of changes in their work responsibilities, redundancy of their post, pay rise, eagerness to find a new job, and expecting computer training, or unstable and uncertain income.

Satisfaction with various aspect of work – In this part, we study the rate of satisfaction with various the aspects of work, such as: satisfaction with job as-a-whole, wage, commuting time, the combination of work and family life, job security, the working environment, working hours, relationship with colleagues, relationship with superiors, employer's approach to pay, allowance/bonuses and kind of contract among the workforce. It is reported as the percentage of satisfied employees among the respondents. In the WageIndicator survey, these satisfaction questions are measured on a scale from 1 (Highly dissatisfied) to 5 (Highly satisfied). In these questions, an employee is considered to be satisfied if he/she chooses satisfaction level 4 or 5.

Satisfaction with life as-a-whole – The last table in each sector presents the rate of overall satisfaction with life. It is reported as the percentage of satisfied employees among the respondents. In the WageIndicator survey, this satisfaction with life as-a-whole question is measure on a scale from 1 (Highly dissatisfied) to 10 (Highly satisfied). In this case, an employee is considered to be satisfied if he/she chooses satisfaction levels from 6 to 10.

All wage figures appearing in this report, including figures in all the tables, are in Euros per hour, if not stated otherwise. For figures from countries not using Euro as their currency (e. g. UK), the nominal exchange rate from December 31 of a given year is used to recalculate into Euros and compare wages across countries. In order to maintain the tables' shape and design and save space, the € symbol is not included in all the tables, and only the monetary values are provided.

1. Sectoral comparison

We begin this report by comparing wages in the last two years in the 10 selected sectors. In the Netherlands, the highest median hourly wages in 2015 were earned in the education and research (€ 16.5 per hour), followed by the manufacturing and ICT sectors. On the other hand, lowest wages were earned in 2015 in the hospitality, catering and tourism sector (€ 10.8 per hour), followed by the agriculture and transport sectors. When comparing 2014 and 2015 wages in the Netherlands, the overall wages in all the sectors remained unchanged at € 14.4 per hour. This is also the case at the sector level, where the wages haven't changed at all or changed only very slightly. The only exception is the ICT sector, where an increase by € 0.6 per hour was observed in 2014 - 2015.

In addition to wages per sector in the Netherlands, Table 1 below also provides a comparison with wages in six other European countries (Germany, UK, Belgium, Spain, Italy and France). The first key finding is that overall wages in Germany in 2015 were the highest among these countries, followed by France and Belgium. Another key finding is how have the wages changed in the last two years. In the Netherlands and UK, the wages haven't changed in 2014 - 2015 (the small increase for UK in 2015 can be attributed to the change in €/£ exchange rate³), but in France (by € 2.7 per hour) and in Germany (by € 1.5 per hour), wages have risen significantly in 2015. A year-to-year wage decrease was observed in Spain (by € 1.1 per hour) and in Italy (by € 1.8 per hour).

Similarly to the Netherlands, the education and research sector is the highest paid sector also in Germany (€ 20.2 per hour), and Belgium (€ 18.8). In the UK (€ 19.0) and France (€ 19.8) workers in the ICT services earn the most. The financial sector is the best paid one in Spain (€ 14.4) and Italy (€ 16.5). However, the hospitality, catering, tourism sector is the lowest paid sector in all the seven countries, with wages ranging from € 13.2 per hour in Belgium to € 6.9 per hour in Italy.

Table 1 also mentions the sample of data from all the 10 sectors used for comparison of wages by country and year. While the number of visitors and online survey respondents in the Netherlands is the highest, we can provide very reliable wage data based on more than 100,000 observations in each year. However, in several other countries the data sample was much smaller, the smallest data sample came from France (only 539 observations in 2014 and 305 in 2015). Therefore, when interpreting the data, we must have the data sample in mind and consider the wage estimates e. g. from the Netherlands as much more reliable than estimates e. g. from France. The low data sample especially in Italy and France may explain the large year-to-year wage changes in 2014 – 2015 in these countries, as these estimates are often based only on a few dozens of observations for an individual sector.

³ EUR/GBP exchange rate 1.28769 as of Dec 31, 2014; 1.35540 as of Dec 31, 2015. All wages from UK appearing in this report are recalculated from GBP into EUR using these year-end exchange rates.

Table 1: Median gross hourly wage by sector, country and year

Country	Netherlands		Germany		UK		Belgium	
Sector	2014	2015	2014	2015	2014	2015	2014	2015
Agriculture, forestry, fishing	13.1	13.0	11.5	12.0	12.6	14.4	14.4	14.3
Construction, technical consultancy	14.4	14.4	15.5	16.2	15.6	16.9	15.4	15.8
Education, research	16.5	16.5	19.5	20.2	14.8	15.6	17.4	18.8
Financial services, banking, insurance	14.8	15.0	17.8	19.6	16.5	16.4	15.6	16.5
Healthcare, caring services, social work	14.4	14.9	14.2	14.4	12.1	13.1	14.4	14.3
Hospitality, catering, tourism	10.7	10.8	10.4	10.4	10.4	11.4	12.8	13.2
ICT services	14.7	15.3	18.6	19.6	17.4	19.0	15.8	16.4
Legal and market consultancy, business activities	14.4	14.7	15.6	16.9	15.3	14.8	14.6	16.1
Manufacturing	15.7	16.0	19.8	20.8	16.4	15.2	17.2	17.7
Transport, logistics, communication	13.3	13.1	14.4	16.2	14.4	16.3	15.2	15.6
Total	14.4	14.4	16.4	17.9	14.8	15.5	15.4	15.9
Sample size	116,437	113,769	6,738	4,631	4,880	4,253	20,733	19,623
Country	Spain		Italy		France			
Sector	2014	2015	2014	2015	2014	2015		
Agriculture, forestry, fishing	11.5	9.2	9.2	8.2	10.6	12.5		
Construction, technical consultancy	11.5	11.5	12.6	11.5	13.0	13.2		
Education, research	11.3	10.7	19.1	12.8	13.9	17.2		
Financial services, banking, insurance	14.3	14.4	16.4	16.5	15.6	19.6		
Healthcare, caring services, social work	8.9	8.3	10.8	10.0	13.1	13.2		
Hospitality, catering, tourism	7.4	7.2	10.2	6.9	10.0	10.7		
ICT services	12.1	12.0	14.4	13.4	17.8	19.8		
Legal and market consultancy, business activities	11.5	9.2	12.2	11.7	11.9	16.5		
Manufacturing	13.7	12.7	13.9	13.1	17.4	21.5		
Transport, logistics, communication	11.5	9.9	13.5	11.5	14.4	16.3		
Total	11.5	10.4	13.9	12.1	14.5	17.2		
Sample size	4,977	5,899	1,117	1,905	539	305		

Source: WageIndicator (2014-2015), only employees taken into account

The following Table 2 compares the wages in the Netherlands by gender and reports the gender pay gap. In general, it can be concluded that the gender pay gap in the Netherlands is really low (5% in both years). However, the highest gender pay gap in 2015 was observed in the sectors of education and healthcare (both sectors 15%), which are predominantly public sectors. The lowest gender pay gap was observed in the agriculture (-3%) and transport (-1%) sectors. These were the only two sectors where women reported earning more than men (in terms of median gross hourly wage). Our data show that the gender pay gap in the private sector is even lower than in the public sector, and that promotion of equal pay for men and women is quite successful in the Netherlands.

Table 2 also compares the gender pay gap in the Netherlands with gender pay gap in two other countries (Germany and UK). It is evident that the pay gap in Germany and UK is above 20%, what is much higher than the low pay gap in the Netherlands. We also see a small, about 1% rise in 2015 in the overall gender pay gap in both Germany and UK. This suggests that equal pay promotion is needed. In 2015, the sectors with the highest and lowest gender pay gap in Germany were the same as in the Netherlands (Education, 36% and Agriculture, -4%). In the UK, the highest pay gap was observed in the finance sector (29%) and interestingly, the Agriculture sector reports that women earn on average by 17% more than men. However, it is important to point out that the sample of observations in Germany and UK (4,000 – 6,000 in each of the two years) was much lower than the sample in the Netherlands (around 115,000 in each of the two years).

Table 2: Median gross hourly wage in the Netherlands by gender and sector and gender pay gap in three countries

Sector	2014			2015						
	Men	Women	Pay gap	Germany	UK	Men	Women	Pay gap	Germany	UK
Agriculture, forestry, fishing	13.0	13.4	-3%	3%	4%	12.9	13.3	-3%	-4%	-17%
Construction, technical consultancy	14.4	14.4	0%	14%	15%	14.4	14.4	0%	14%	23%
Education, research	18.3	15.8	14%	27%	18%	18.5	15.7	15%	36%	23%
Financial services, banking, insurance	15.9	14.4	9%	37%	20%	16.2	14.4	11%	27%	29%
Healthcare, caring services, social work	16.2	14.3	12%	21%	26%	16.9	14.4	15%	19%	24%
Hospitality, catering, tourism	11.0	10.4	5%	14%	-9%	10.9	10.7	2%	1%	7%
ICT services	15.0	14.4	4%	16%	19%	15.6	14.4	8%	24%	15%
Legal and market consultancy, business activities	15.7	14.1	10%	26%	23%	16.0	14.3	11%	28%	16%
Manufacturing	16.0	15.0	6%	20%	25%	16.2	15.3	6%	19%	19%
Transport, logistics, communication	13.3	13.3	0%	8%	19%	13.1	13.2	-1%	0%	2%
Total	14.7	13.9	5%	24%	21%	14.8	14.0	5%	25%	22%
Sample size	116,467			6,738	4,880	113,768			4,631	4,253

Source: WageIndicator (2014-2015), only employees taken into account

Table 3 below compares the wages for different tenure groups by years of experience. Generally, the more years of work experience one has, the more he/she earns. In all sectors of the Dutch economy, the median wages of employees with 11+ years of experience is 53% higher than for employees with 0-2 years of experience (€ 17.6 vs € 11.5 per hour). The same can be said about the UK (56% difference in wages between 11+ years tenure group and 0-2 years tenure group). But in Germany, this difference among the outermost tenure groups is much lower, only 23%. After 11+ years of experience, the median wages in all the three countries are approximately at the same level of about € 18 per hour. However, the starters (employees with 0-2 years of work experience) are the cause of the smaller difference in tenure groups in Germany: in the Netherlands and the UK, they receive a wage about € 11-12 per hour, their counterparts in Germany start with a wage of € 15 per hour. A very important factor in the wages of the starters is the minimum wage⁴, which may have caused these differences among countries.

Table 3: Median gross hourly wage by tenure groups

Sector	Netherlands				Germany				UK			
	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+	0-2	3-5	6-10	11+
Agriculture, forestry, fishing	10.6	11.5	13.4	15.9	11.5	10.7	11.1	12.4	8.8	11.5	15.7	16.9
Construction, technical consultancy	11.5	13.3	14.5	17.2	14.4	15.6	16.2	16.7	12.1	15.4	16.5	21.1
Education, research	13.5	15.5	17.7	20.6	17.8	20.2	20.6	21.9	12.1	14.0	15.7	17.7
Financial services, banking, insurance	12.0	13.5	16.0	18.4	14.4	17.2	18.8	22.3	12.7	14.9	17.7	21.4
Healthcare, caring services, social work	12.2	13.9	15.6	17.4	12.2	13.6	14.4	16.6	11.2	11.4	13.0	14.6
Hospitality, catering, tourism	9.2	10.0	10.9	13.3	9.3	10.5	9.9	11.5	9.6	9.5	11.7	12.3
ICT services	12.1	14.1	16.7	20.5	16.4	18.3	20.2	24.8	13.4	16.5	19.8	24.7
Legal and market consultancy, business activities	11.8	13.9	16.2	18.5	15.6	14.7	15.8	17.8	11.0	16.4	16.4	17.1
Manufacturing	12.7	14.3	16.0	18.5	18.2	20.2	20.7	21.3	12.3	14.1	15.7	18.9
Transport, logistics, communication	10.9	11.9	13.5	15.8	12.1	13.5	15.9	17.8	11.7	14.1	15.4	17.8
Total	11.5	13.3	15.0	17.6	15.0	16.6	17.3	18.5	11.9	14.0	15.7	18.6
Sample size	57,309	46,109	47,572	77,719	2,580	2,280	2,186	3,770	2,019	1,837	2,081	3,153

Source: WageIndicator (2014-2015), only employees taken into account

⁴ WageIndicator publishes the latest minimum wages in the Netherlands online at Loonwijzer.nl:

<http://www.loonwijzer.nl/home/salaris/minimumloon-check>

The minimum wage in the Netherlands is heavily dependant on the age of the workers (e. g. only € 4.01 per hour for 18-year-olds, but € 8.80 for 23-year-olds and older), and while the starters are usually very young adults, these age difference in minimum wages have a significant impact on the median wage earned by starters

Table 4 provides a more detailed look at the wages of the starters (employees with 0-2 years of work experience) in the Netherlands in the last years. The table compares the wages of the starters in the ten sectors in 2006 - 2015. It is a very interesting paradox that in most of the sectors the wages of the starters have significantly increased in the years when the economic crisis began (2008 - 2010). In 2010 - 2012 we see a slow decline in the starters' wages and only since 2013 the wages at started at least stagnating or even rising slowly. In 2013 - 2015, the median wage of starters in all the sectors combined remained unchanged at € 11.5 per hour.

Table 4: Median gross hourly wage of starters (0-2 years of work experience) in the Netherlands by sector in 2006-2015

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Agriculture, forestry, fishing	8.5	8.9	9.5	11.5	11.1	10.7	10.1	10.1	10.4	10.8
Construction, technical consultancy	12.1	11.5	13.2	12.1	13.3	12.5	12.4	12.1	11.5	11.7
Education, research	12.6	13.8	13.4	12.3	14.9	13.8	13.5	13.5	13.5	13.6
Financial services, banking, insurance	11.8	12.4	13.1	13.3	14.4	13.6	12.6	12.1	12.1	11.7
Healthcare, caring services, social work	11.4	12.3	12.5	13.1	14.2	13.7	11.7	11.9	12.1	12.3
Hospitality, catering, tourism	8.8	8.6	9.5	10.1	9.0	9.2	7.7	8.5	9.1	9.2
ICT services	11.3	12.7	13.3	13.0	13.6	12.8	12.3	12.1	12.1	12.3
Legal and market consultancy, business activities	11.5	11.9	12.7	13.0	13.0	12.2	12.1	11.9	11.8	11.8
Manufacturing	11.9	12.3	13.6	13.8	14.2	13.5	13.3	12.8	12.7	12.7
Transport, logistics, communication	10.0	11.0	12.7	12.5	13.0	11.0	10.9	10.7	10.9	10.7
Total	11.5	11.9	12.8	12.5	13.4	12.7	11.8	11.5	11.5	11.5
Sample size	1246	1991	1776	424	640	575	7027	33862	29665	27644

Source: WageIndicator (2006-2015), only employees with 0-2 years of experience taken into account

Table 5 illustrates the percentage of Dutch employees at risk of poverty by sector⁵. The table clearly shows that the largest percentage of employees at risk of poverty work in the hospitality, catering, tourism sector (27% for 2014 and 24% for 2015), which is an expected outcome since the employees in the hospitality sector earn the least. The highest wages were observed in the education, research sector, therefore it is no surprise that the lowest percentage of employees at risk of poverty occurs in this sector (only 3% in both years). Overall, the percentage of employees at risk of poverty is low (7-8%), meaning that the workers' wages in the Netherlands offer a decent living to nearly everyone. As the median wages (and therefore also poverty lines) are different among countries, a meaningful at-risk-of-poverty comparison with other countries can't be provided.

Table 5: Percentage of Dutch employees at risk of poverty (low pay)

Sector	Year of the survey	
	2014	2015
Agriculture, forestry, fishing	15%	13%
Construction, technical consultancy	6%	5%
Education, research	3%	3%
Financial services, banking, insurance	5%	4%
Healthcare, caring services, social work	8%	7%
Hospitality, catering, tourism	27%	24%
ICT services	5%	3%
Legal and market consultancy, business activities	5%	4%
Manufacturing	4%	3%
Transport, logistics, communication	11%	11%
Total	8%	7%

Source: WageIndicator (2014-2015), only employees taken into account

Figures 1 & 2 below compare the percentage of employees receiving bonus payments in the Netherlands in 2014 and 2015. The end-of-year bonus, shown in Figure 1, was received most frequently in two predominantly public sectors: education (48% in 2014, 58% in 2015) and healthcare (54% in 2014, 55% in 2015). The lowest percentage of employees received the end-of-year bonus in the hospitality sector (11% in 2014, 6% in 2015). An extra month payment, shown in Figure 2, was received most often in the financial services and manufacturing sectors (22%-24% in both years). On the other hand, the hospitality sector has again the lowest percentage of employees receiving the extra month payment (10% in 2014 and 7% in 2015). For all sectors of the economy, there were no large year-to-year changes between in 2014 and 2015 in both types of bonuses. Nevertheless, the differences among sectors regarding the end-of-year bonus are still immense. For the extra month payment, the sector differences are not as substantial, but still significant. The lower sample of observations doesn't allow us to compare the Netherlands with other countries like Germany or the UK.

⁵ Employees at risk of poverty (low pay) are employees with basic gross hourly wage below the poverty line. For our purposes, in line with Eurostat standards the poverty line is defined as 60% of the median gross hourly wage on the Dutch labour market. As the median gross hourly wage was virtually the same for in both 2014 and 2015 (€ 14.4 per hour), the poverty line is defined at the same level for both years (€ 8.66 per hour).

Figure 1: Percentage of employees in the Netherlands receiving end-of year-bonus across sectors

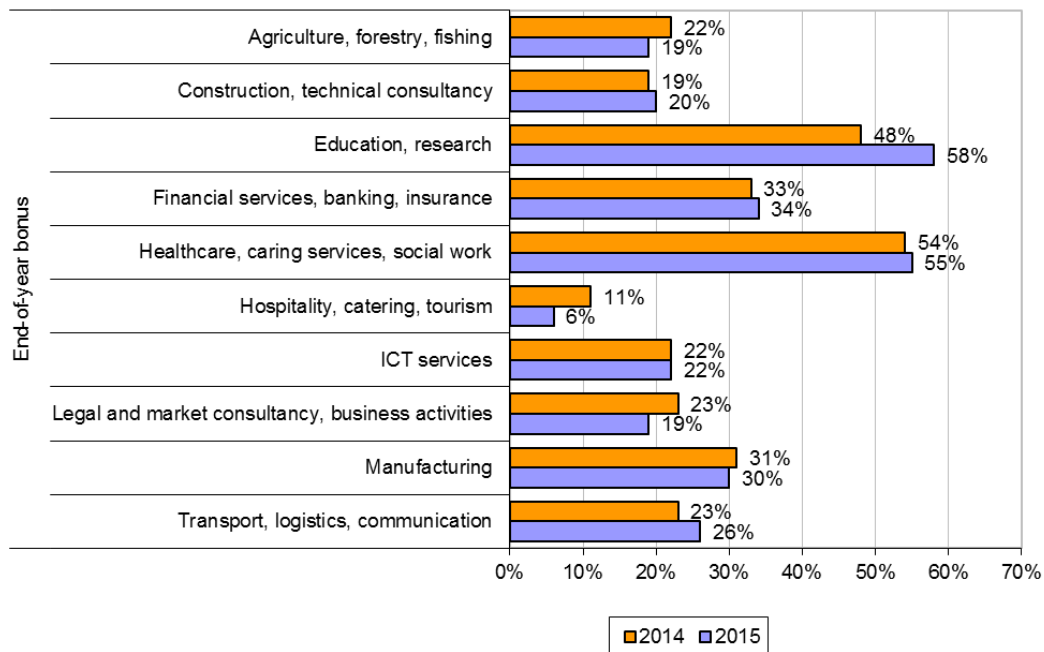
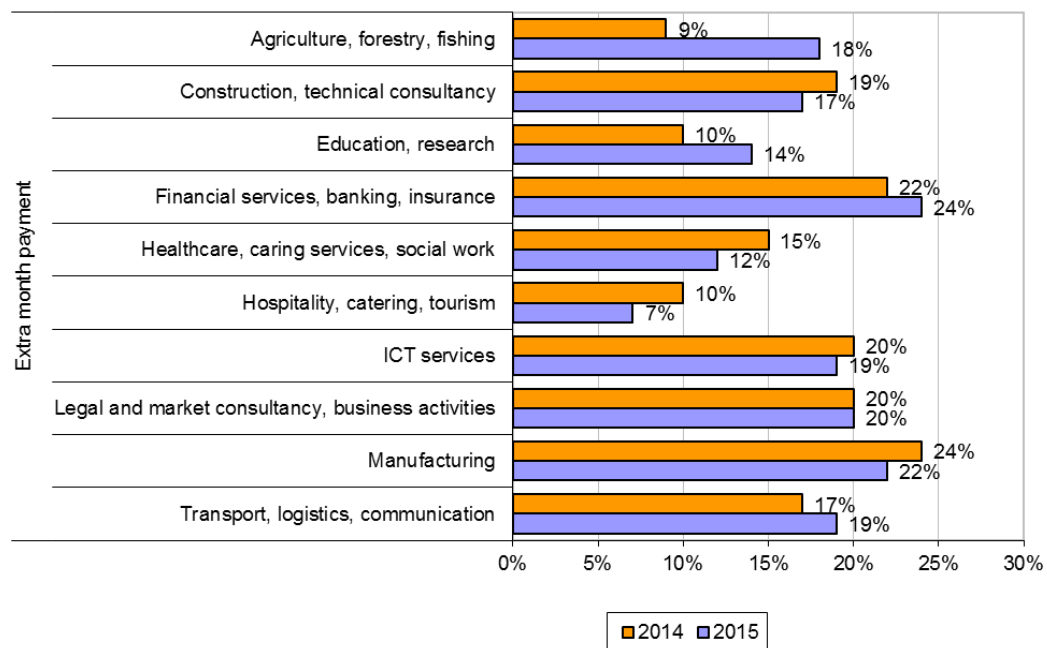


Figure 2: Percentage of employees in the Netherlands receiving extra month payment across sectors



The percentage of employees in the Netherlands reporting satisfaction with their job security is outlined in Figure 3. All sectors report fairly similar results. More than 70% of employees are satisfied with their job security in four out of ten sectors, the most satisfying being the financial sector (76%). In another five sectors, the satisfaction level is 60% - 70%. The least satisfaction with job security occurs in the agriculture sector (59% in both 2014 and 2015). The largest year-to-year increase in satisfaction with job security occurred in the education sector (58% in 2014 vs. 70% in 2015). The manufacturing sector has also witnessed a significant increase (from 66% in 2014 to 75% in 2015). The reported year-to-year differences are not so significant in other sectors. Again, the low sample doesn't allow a cross-country comparison.

Figure 3: Percentage of employees in the Netherlands satisfied with job security by sector

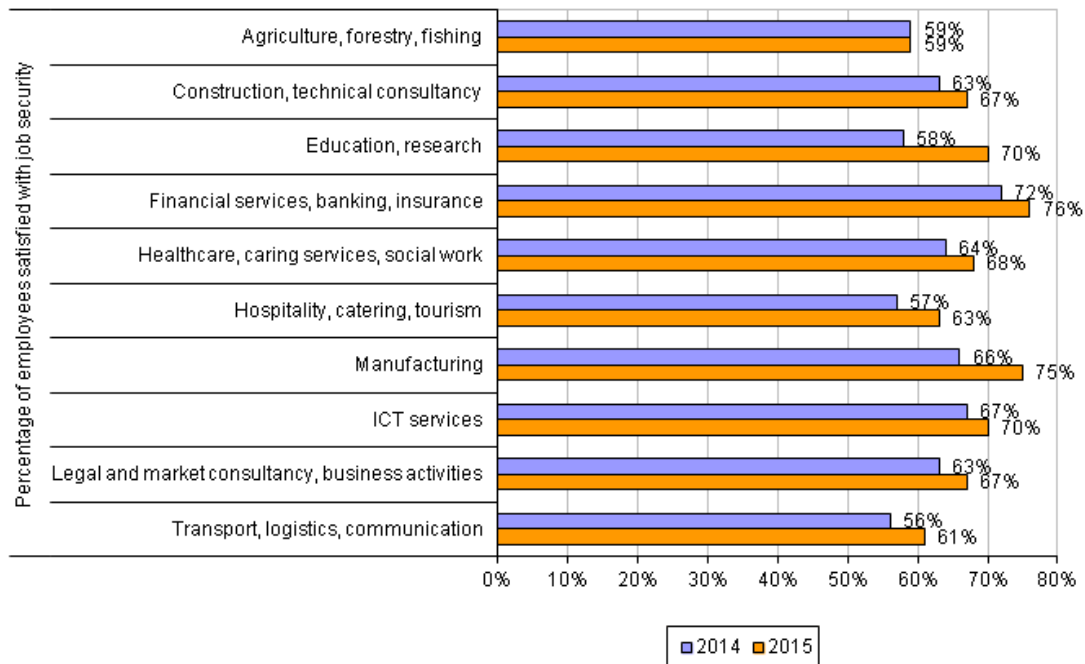
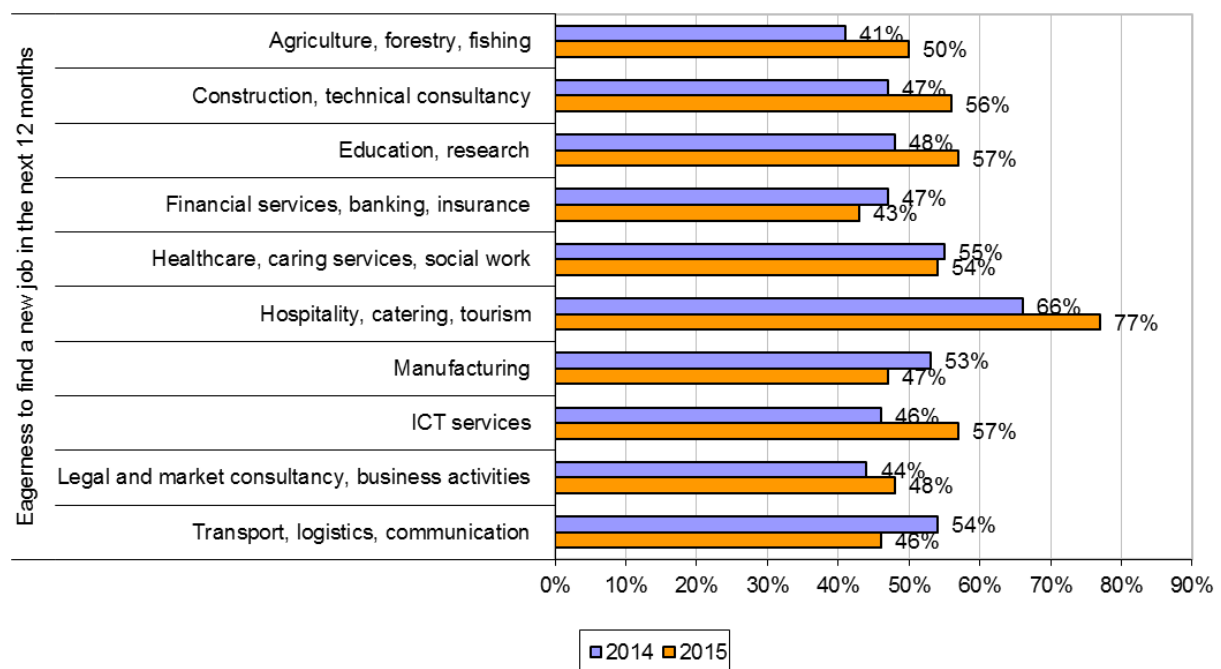


Figure 4 presents the percentage of employees in the Netherlands expressing willingness to find a new job in the next 12 months. It is no surprise that the highest willingness to find a new job is in the hospitality sector (66% in 2014 and 77% in 2015), as above tables have shown that both the wages are the lowest and the bonuses received are the least frequent in this sector. Quite high willingness also occurs in the healthcare sector (about 55%). For all the other sectors, the willingness to change a job is in the range from 40% to 50%, meaning that nearly half of the employees in every sectors must be unsatisfied with some important matter regarding their job. High year-to-year increase in willingness to find a different job has occurred in the sectors of agriculture (+9%), construction (+9%), education (+9%) and hospitality (+11%). This analysis can be provided only for the Netherlands, as the low sample doesn't allow a meaningful comparison with other countries.

Figure 4: Percentage of employees expressing willingness to find a new job in the next 12 months by sector



1.1 Agriculture, forestry, fishing

- Median gross hourly wage in the sector was € 13.0 in 2015, slightly decreasing from € 13.1 in 2014. Higher wages observed in Belgium (€ 14.3) and UK (€ 14.4), lower in Germany (€ 12.0) and Spain (€ 9.1).
- In the Netherlands, women in agriculture earn more than men (€ 13.3 and € 12.9 respectively), resulting in a negative gender pay gap of -3%. Women in this sector earn more than men also in Germany and UK.
- Bonus payments are quite uncommon in this sector. End of year bonus paid to 19% of Dutch employees in 2015, extra month payment to 18% and profit share was received by 13% of employees.
- 88% of Dutch employees in this sector have full-time working hours. Irregular working hours reported by 40% of employees, regular evening work by 30%. Number of workers with a permanent contract remains stable at 69%.
- Overtime work in the Netherlands in 2015 often compensated by normal hour wage (26%) or time-off (21%), but is also not compensated in many cases (26%).
- Announcement of redundancies (25%) or company reorganisation (23%) not very common in this sector in the Netherlands. New training opportunities were witnessed by 41% of employees.
- Three quarters of all Dutch employees expect to stay with the same employer and be promoted in the next 12 months, and 63% expect a pay rise.
- Although only a small part (9%) expects their post to be redundant in the next 12 months, 50% of Dutch employees show willingness to find a new job. The reason for this is probably a quite low wage, with which only 26% of employees are satisfied.
- In the Netherlands, satisfaction with job in this sector has decreased from 64% in 2014 to 55% in 2015
- 80% of Dutch employees in this sector report being rather satisfied with life as-a-whole

Table 6: Median gross hourly wages in agriculture, forestry, fishing by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	13.1	3,638	13.0	3,417
Germany	11.5	80	12.0	47
UK	12.6	91	14.4	82
Belgium	14.4	327	14.3	363
Spain	11.5	103	9.2	122

Table 7: Median gross hourly wages in agriculture, forestry, fishing by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	13.0	13.4	-3%	12.9	13.3	-3%
Germany	11.8	11.5	3%	11.6	12.1	-4%
Belgium	14.0	14.6	-4%	14.6	13.7	6%
UK	12.6	12.1	4%	14.1	16.5	-17%

Figure 5: Percentage of employees in the Netherlands in agriculture, forestry, fishing receiving various types of bonuses

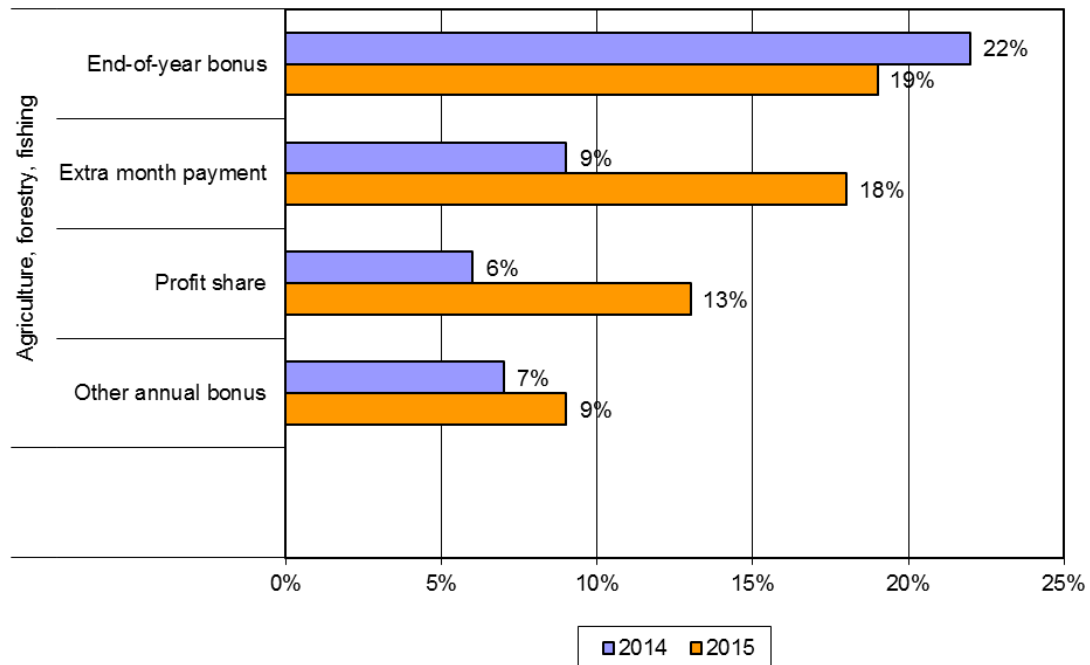


Table 8: Overview of working hours in the Netherlands in agriculture, forestry, fishing; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	69%	69%	0%
Full-time working hours	84%	88%	5%
Work shifts or irregular hours	29%	40%	38%
Regular work on Saturdays	41%	39%	-5%
Regular work on Sundays	21%	19%	-10%
Regular work in the evenings	30%	30%	0%

Figure 6: Overtime compensation in the Netherlands in agriculture, forestry, fishing; percentage of employees

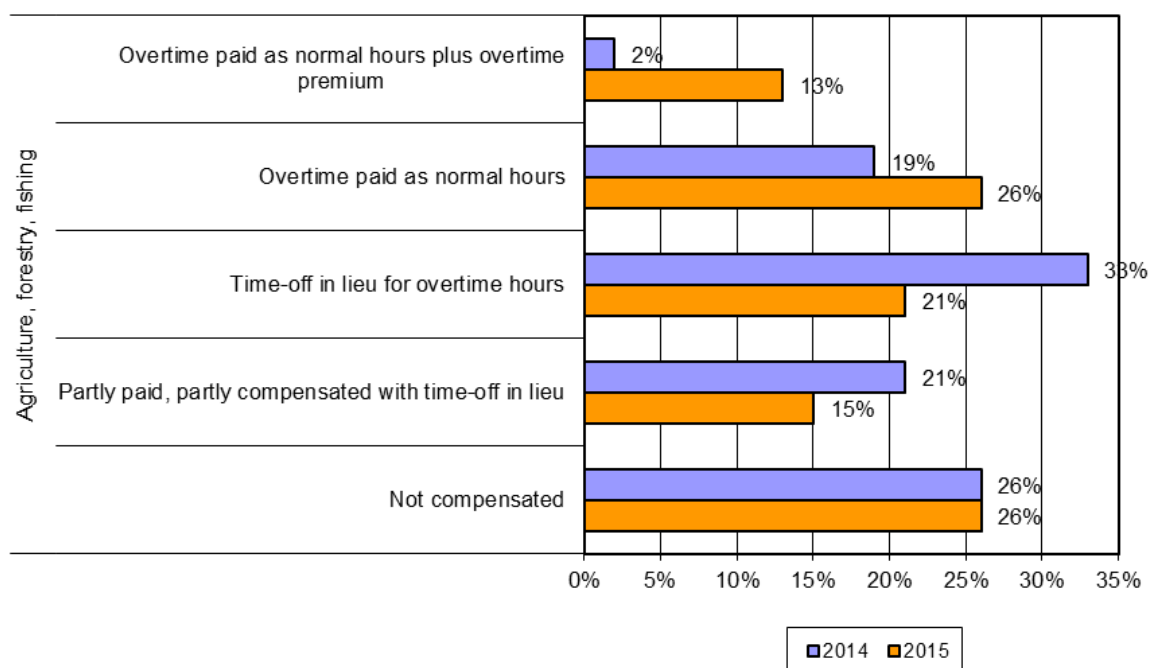


Table 9: Percentage of Dutch employees in agriculture, forestry, fishing reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	33%	25%	-24%
Training opportunities	33%	41%	24%
Reorganisation	12%	23%	92%
New strategic initiatives	68%	70%	3%
Announcement of voluntary retirement	4%	5%	25%
Merger with another organisation	11%	26%	136%
Renewal of computer equipment	46%	50%	9%
Competent management strategy	67%	40%	-40%

Figure 7: Percentage of Dutch employees in agriculture, forestry, fishing expecting various scenarios in the next 12 months

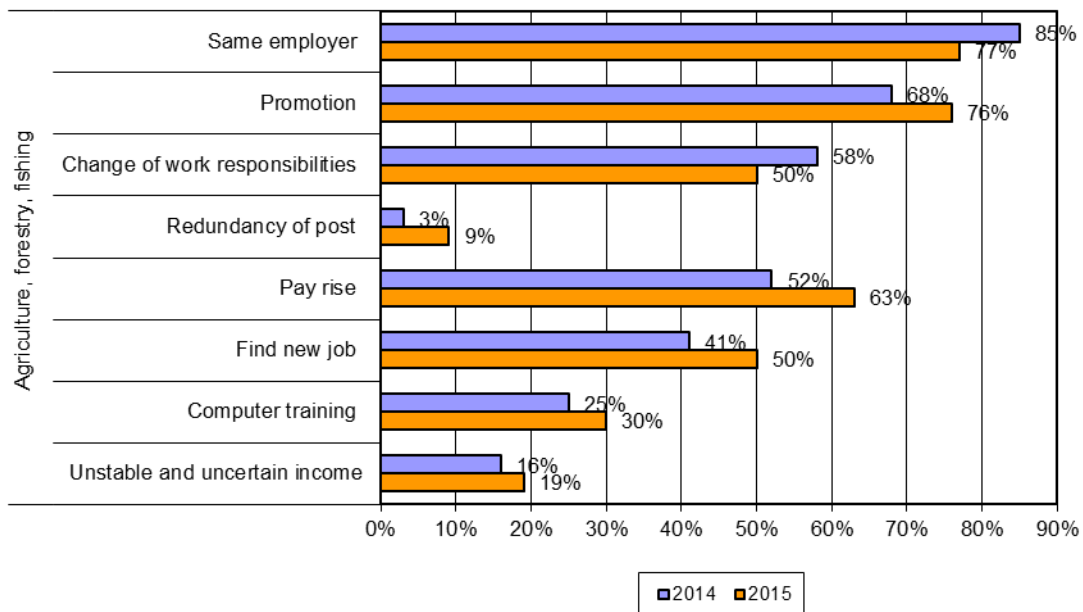


Table 10: Percentage of Dutch employees in agriculture, forestry, fishing satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	64%	55%	-14%
Wage	24%	26%	8%
Commuting time	68%	75%	10%
Combination of work and family life	57%	57%	0%
Job security	59%	59%	0%
Working environment	67%	56%	-16%
Working hours	57%	54%	-5%
Colleagues	72%	70%	-3%
Superiors	61%	53%	-13%
Employer's approach to pay	28%	25%	-11%
Allowances/bonuses	23%	47%	104%
Kind of contract	40%	50%	25%

Table 11: Percentage of Dutch employees in agriculture, forestry, fishing rather satisfied with life as a whole

	Year	
	2014	2015
% of respondents	80%	80%
Annual % change		0%

1.2 Construction, technical consultancy

In the construction, technical consultancy sector, the median gross hourly wage stood at € 14.4 in both 2014 and 2015. When comparing with other EU countries, this median wage is higher than in Spain, Italy and France, but still lower than in Belgium, Germany and UK. In 2015, the highest gross median wage in this sector is paid to employees in the UK (€ 16.9 per hour) the lowest median wage is paid to employees in Italy and Spain (€ 11.5 in both countries). Wages have risen slightly in 2014 – 2015 in Belgium, Germany, UK and France. In the Netherlands and Spain, the wages didn't change at all and the only country where the median wage fell was Italy.

Table 12: Median gross hourly wages in construction, technical consultancy by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	14.4	15,619	14.4	16,558
Belgium	15.4	3,165	15.8	3,069
Germany	15.5	847	16.2	582
UK	15.6	662	16.9	631
Spain	11.5	498	11.5	652
Italy	12.6	68	11.5	190
France	13.0	93	13.2	53

Using the WageIndicator sample, there is no gender pay gap reported for the construction sector of the Netherlands. Men and women earned the same median wage at € 14.4 per hour in both 2014 and 2015. In 2015, a very low 2% gender pay gap was observed in Belgium, but Germany (14%), Spain (14%) and the UK (23%) still have a room for improvement in terms of equal pay for men and women in the construction sector.

Table 13: Median gross hourly wages in construction, technical consultancy by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	14.4	14.4	0%	14.4	14.4	0%
Germany	16.2	13.9	14%	17.3	14.8	14%
Belgium	15.6	15.2	3%	15.9	15.6	2%
UK	16.5	14.0	15%	18.0	14.0	23%
Spain	12.1	11.0	9%	12.1	10.4	14%

Table 14 below illustrates wages by occupation groups and gender in the Netherlands in 2014 and 2015. The main finding we can conclude is that the more qualified occupations workers perform, the better they are paid, but there also occurs a larger gender pay gap. Managers in the construction sector earn the most, but this occupation group has the largest gender pay gap: in 2015, male managers earned in median € 41.1 per hour, while female managers only € 19.6 per hour, representing a 19% gender pay gap. The occupation groups of Professionals (men € 17.0 per hour, women € 16.2 per hour) and Technicians and associate professionals (men € 16.2 per hour, women € 14.5 per hour) also earned above median wages in this sector in 2015, and the gender pay gap is significantly smaller (5% and 10%, respectively). There is no gender pay gap at all in the least qualified occupation groups like Craft and related trades workers (median wage € 13.0 per hour for both genders) and Elementary occupations (€ 10.5 per hour). In case of Clerical support workers, the gender pay gap is even slightly in favour of women (-1%).

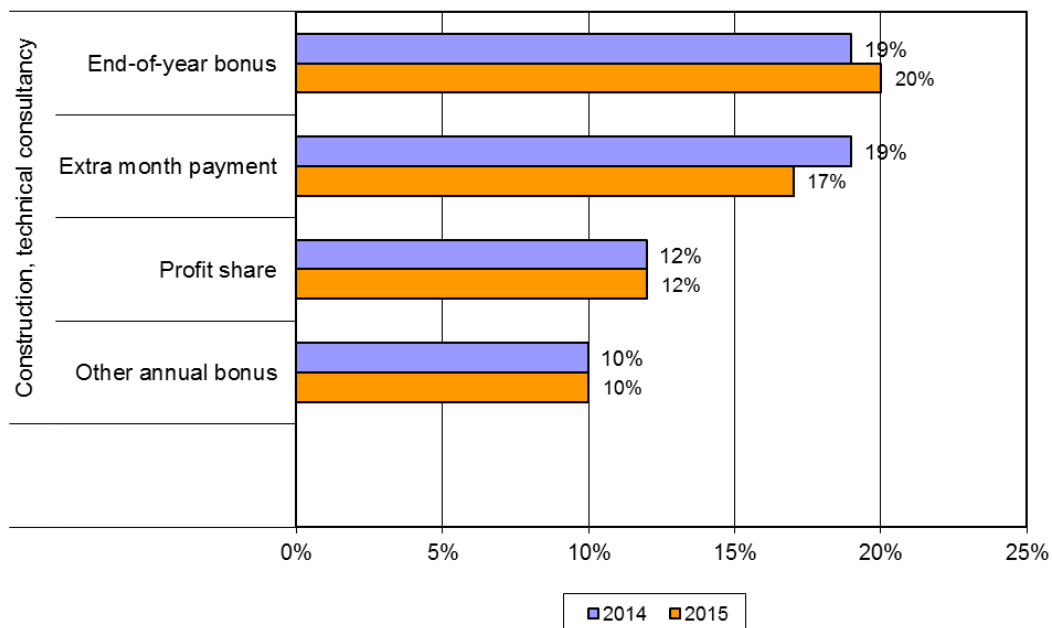
Table 14: Median gross hourly wages in the Netherlands in construction, technical consultancy by occupation groups

Occupation group	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Managers	23.1	19.3	16%	24.1	19.6	19%
Professionals	16.8	15.8	6%	17.0	16.2	5%
Technicians and associate professionals	15.6	14.7	6%	16.2	14.5	10%
Clerical support workers	13.3	13.3	0%	13.6	13.7	-1%
Service and sales workers	14.4	13.5	6%	14.6	14.0	4%
Craft and related trades workers	13.0	11.6	11%	13.0	13.0	0%
Elementary occupations	11.2	10.5	6%	11.5	11.5	0%

Note: Reported only for occupational groups with at least 100 observations in total for both genders and both years

Figure 8 below clearly shows that bonuses are not very common in the Dutch construction sector. In 2015, the end-of-year bonus was received by only 20% of employees, followed by the extra-month payment (received by 17% of employees), profit share (12%) and other annual bonus (10%). When comparing year-to-year, there was hardly any difference in 2014 and 2015 in terms of bonus payments.

Figure 8: Percentage of employees in the Netherlands in construction, technical consultancy receiving various types of bonuses



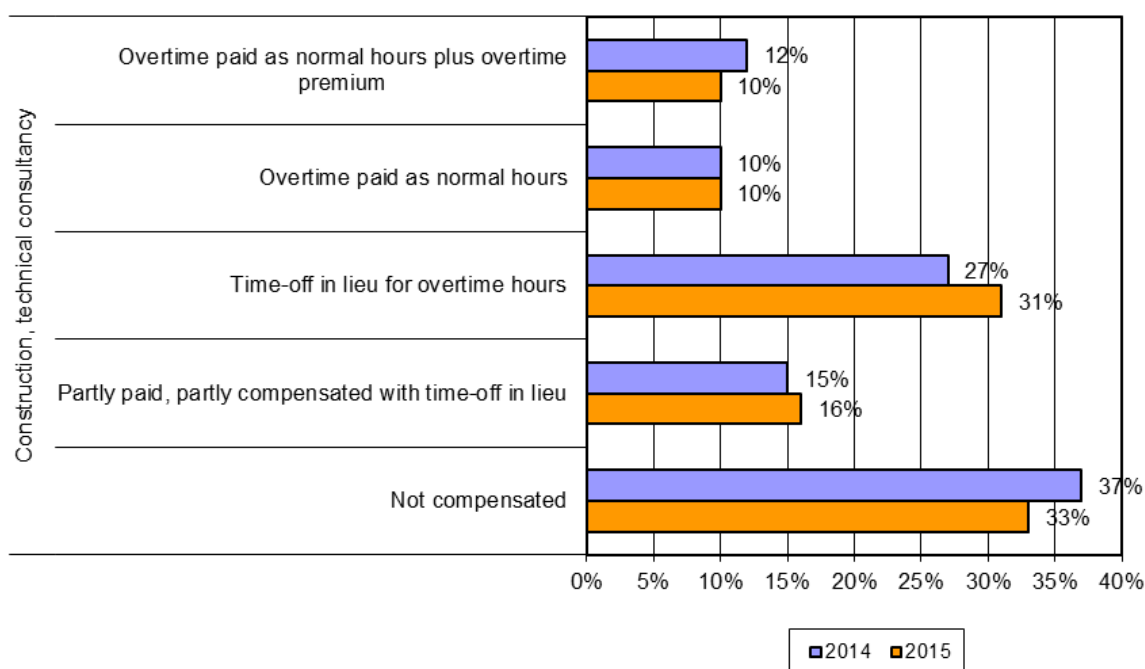
In the Netherlands, full-time workers compose a large, 90% majority of all construction sector workers. Three out of four workers also have a permanent contract. Irregular working hours don't occur often in this sector, only 16% of employees reported them in 2015. One fifth of all the workers report working in the evenings. Weekend work on Saturdays (12%) and Sundays (4%) is very rare.

Table 15: Overview of working hours in the Netherlands in construction, technical consultancy; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	74%	74%	0%
Full-time working hours	90%	90%	0%
Work shifts or irregular hours	16%	16%	0%
Regular work on Saturdays	13%	12%	-8%
Regular work on Sundays	5%	4%	-20%
Regular work in the evenings	20%	21%	5%

As shown in Figure 9 below, compensation for overtime hours in this sector is mediocre. One third of all workers don't get any compensation for overtime work. On the other hand, 31% of workers get time-off in lieu for overtime hours, 10% get overtime paid as normal working hours and another 10% get both overtime paid as normal hours and the overtime premium when working more.

Figure 9: Overtime compensation in the Netherlands in construction, technical consultancy; percentage of employees



In terms of organizational changes reported in the past 12 months by Dutch construction workers, positive development is that the announcement of redundancies has decreased significantly from 35% in 2014 to 13% in 2015. Training opportunities and new strategic initiatives were reported by about a half of all respondents. About 30% - 40% of the employees have had their computer equipment renewed and consider their company to have a competent management strategy.

Table 16: Percentage of Dutch employees in construction, technical consultancy reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	35%	13%	-63%
Training opportunities	41%	46%	12%
Reorganisation	22%	14%	-36%
New strategic initiatives	52%	50%	-4%
Announcement of voluntary retirement	5%	11%	120%
Merger with another organisation	11%	18%	64%
Renewal of computer equipment	41%	31%	-24%
Competent management strategy	41%	35%	-15%

The expectations of employees in the next 12 months are highlighted in Figure 10. Similarly to many other sectors, a large part (70%) of employees expect to stay with the same employer in a year's time, however, 56% of workers is eager to find a new job. More than majority of employees also expect to be promoted (64%), to get a pay increase (54%) and to have their work responsibilities changed (52%). Another positive finding is that the jobs in this sector seem to be stable. Only 12% of employees expect post redundancies.

Figure 10: Percentage of Dutch employees in construction, technical consultancy expecting various scenarios in the next 12 months

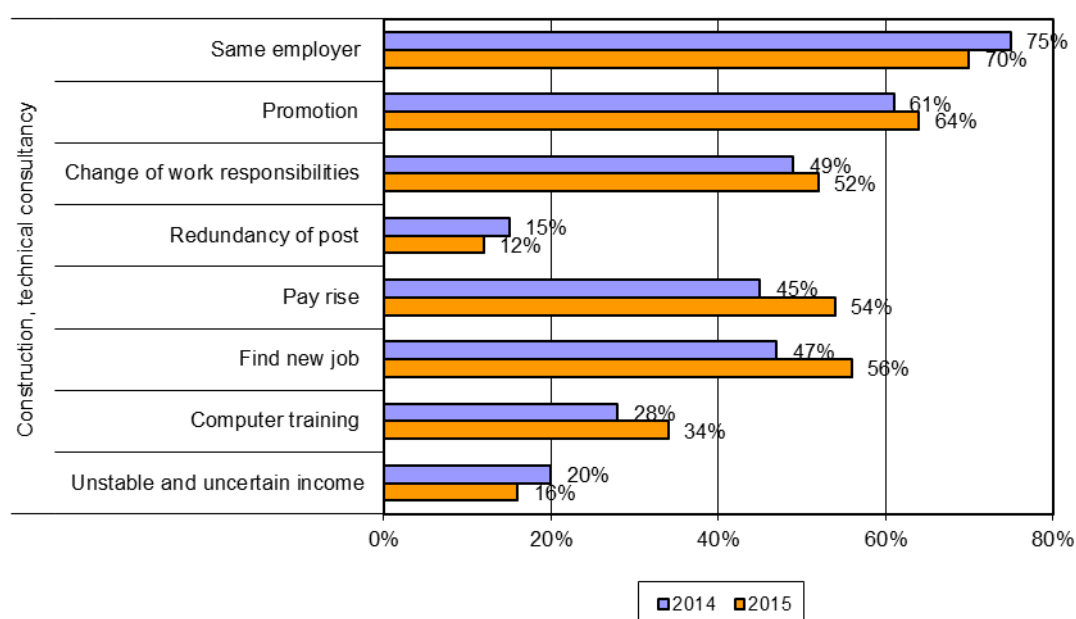


Table 17 below shows satisfaction of Dutch employees with various aspects of their work. 63% of employees are satisfied with their job, but only 30% are satisfied with their pay. The largest part of employees (76%) is satisfied with their colleagues, followed by job security (67%) and work environment (63%). The least satisfying work aspect is employer's approach regarding pay (24%) and bonuses (29%). Year-to-year changes between 2014 and 2015 are rather small. Considering life-as-a-whole, 83% of employees reported being rather satisfied in 2015, slightly more than 80% in 2014.

Table 17: Percentage of Dutch employees in construction, technical consultancy satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	58%	63%	9%
Wage	25%	30%	20%
Commuting time	60%	60%	0%
Combination of work and family life	53%	54%	2%
Job security	63%	67%	6%
Working environment	60%	63%	5%
Working hours	58%	57%	-2%
Colleagues	75%	76%	1%
Superiors	59%	60%	2%
Employer's approach to pay	30%	24%	-20%
Allowances/bonuses	27%	29%	7%
Kind of contract	40%	49%	23%

Table 18: Percentage of Dutch employees in construction, technical consultancy rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	80%	83%
Annual % change		4%

1.3 Education, research

- The median gross hourly wage in the education and research sector of Netherlands remained at € 16.5 in both 2015 and 2014. In 2015, higher wages were observed in Germany (€ 20.2) and Belgium (€ 18.8), lower in UK (€ 15.6) and Spain (€ 10.7).
- Dutch women (€ 15.7) earn 15% less than Dutch men (€ 18.5) in this sector. However, this pay gap is the lowest among five countries compared. The gender pay gap is extra-ordinarily high in Germany (36%).
- End of year bonus paid to about half of Dutch employees (58% in 2015, rising from 48% in 2014), extra month payment to 14% and profit share to 9% of employees.
- Permanent employment contract (62%) and full-time working hours (71%) very common in the Dutch education sector. Weekend work is rare in education (15% Saturday, 11% Sunday).
- Nearly half of Dutch education sector workers get overtime hours compensated by time-off in lieu (44% in 2015), but the other half is not compensated at all (42% in 2015). Other forms of overtime compensations are negligible.
- Announcement of redundancies has significantly decreased in this sector in the Netherlands (37% in 2014 vs. 21% in 2015), but training opportunities and new strategic initiatives have also witnessed a decrease.
- Although 83% of Dutch workers in education expect to be with the same employer after one year, 57% are eager to find a new job. Both of these expectations have recorded a 10% increase in 2014 - 2015. Promotion expectations have also decreased (55% in 2015 vs. 44% in 2014).
- 68% of Dutch employees are satisfied with their job, but only 38% are satisfied with their wage. No major changes in satisfaction level occurred between 2014 and 2015.
- 85% of Dutch employees in this sector report being rather satisfied with life as-a-whole.

Table 19: Median gross hourly wages in education, research by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	16.5	5,744	16.5	5,519
Belgium	17.4	693	18.8	631
Germany	19.5	335	20.2	211
UK	14.8	515	15.6	454
Spain	11.3	290	10.7	324

Table 20: Median gross hourly wages in education, research by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	18.3	15.8	14%	18.5	15.7	15%
Belgium	18.5	16.7	10%	21.2	17.7	17%
Germany	22.1	16.1	27%	23.7	15.1	36%
UK	16.4	13.4	18%	18.6	14.4	23%
Spain	12.4	9.0	27%	11.9	9.2	23%

Figure 11: Percentage of employees in the Netherlands in education, research receiving various types of bonuses

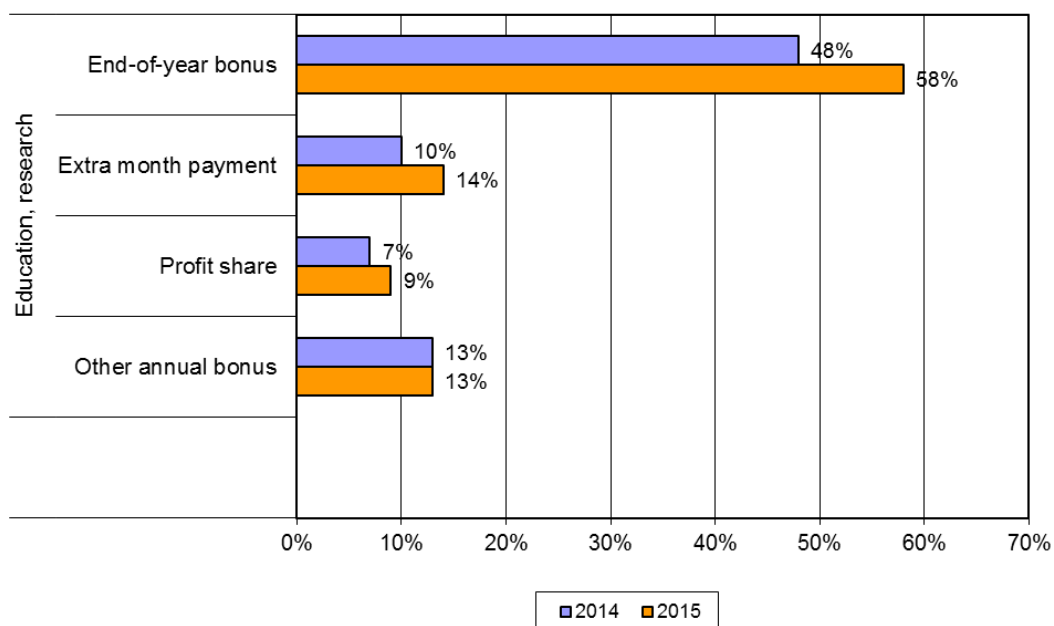


Table 21: Overview of working hours in the Netherlands in education, research; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	63%	62%	-2%
Full-time working hours	72%	71%	-1%
Work shifts or irregular hours	27%	28%	4%
Regular work on Saturdays	15%	15%	0%
Regular work on Sundays	11%	11%	0%
Regular work in the evenings	34%	37%	9%

Figure 12: Overtime compensation in the Netherlands in education, research; percentage of employees

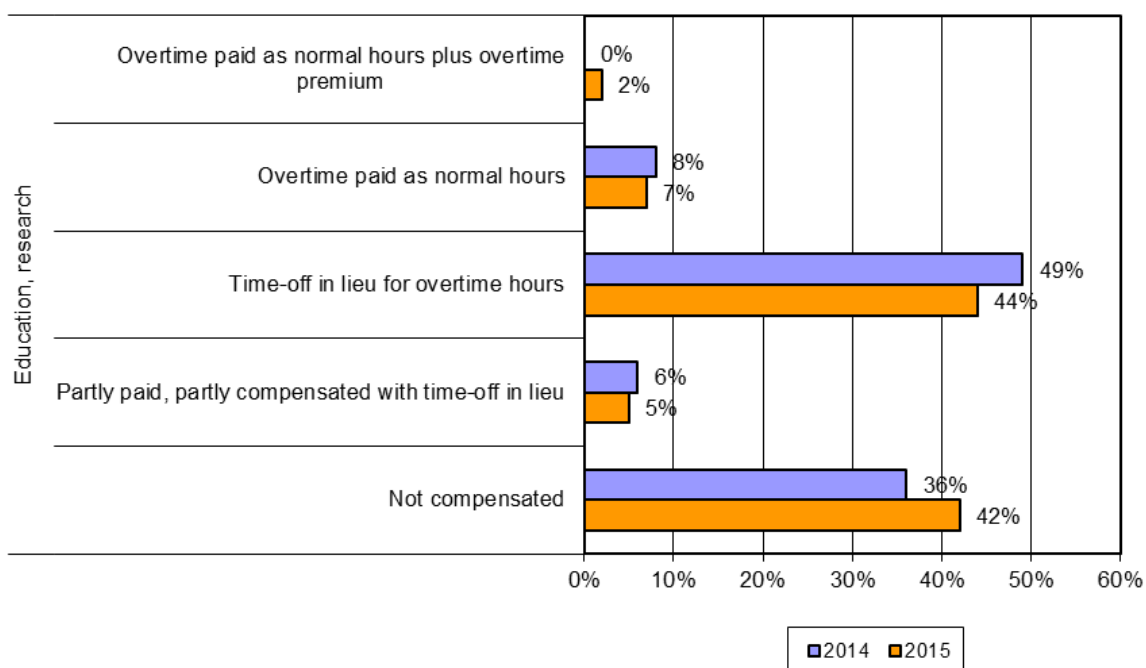


Table 22: Percentage of Dutch employees in education, research reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	37%	21%	-43%
Training opportunities	53%	42%	-21%
Reorganisation	24%	30%	25%
New strategic initiatives	61%	44%	-28%
Announcement of voluntary retirement	16%	8%	-50%
Merger with another organisation	15%	10%	-33%
Renewal of computer equipment	46%	28%	-39%
Competent management strategy	41%	27%	-34%

Figure 13: Percentage of Dutch employees in education, research expecting various scenarios in the next 12 months

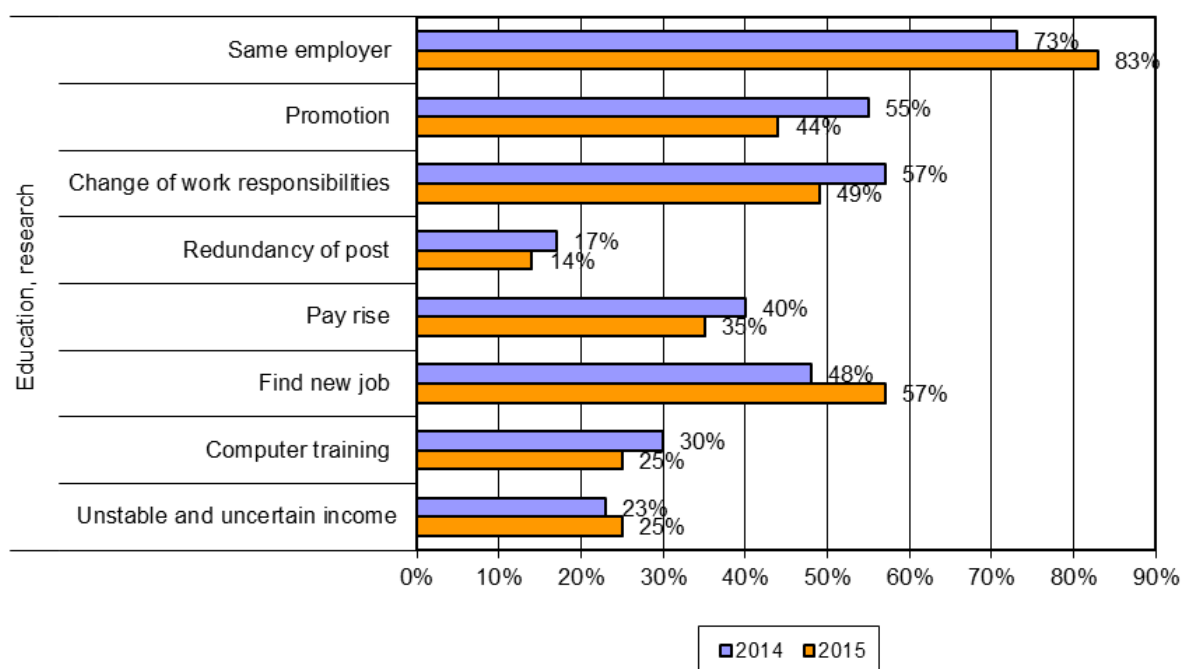


Table 23: Percentage of Dutch employees in education, research satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	60%	68%	13%
Wage	31%	38%	23%
Commuting time	64%	69%	8%
Combination of work and family life	55%	62%	13%
Job security	58%	70%	21%
Working environment	62%	71%	15%
Working hours	57%	64%	12%
Colleagues	78%	78%	0%
Superiors	57%	60%	5%
Employer's approach to pay	34%	31%	-9%
Allowances/bonuses	38%	36%	-5%
Kind of contract	41%	44%	7%

Table 24: Percentage of Dutch employees in education, research rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	81%	85%
Annual % change		5%

1.4 Financial services, banking, insurance

The median gross hourly wage in the Dutch financial sector has slightly risen from € 14.8 in 2014 to € 15.0 in 2015. However, higher wages in the financial sector are earned by employees in Germany (€ 19.6), Italy (€ 16.5) Belgium (€ 16.5) and UK (€ 16.4). Only employees in the Spanish financial sector (€ 14.4) earn less in median than their Dutch counterparts. Looking at year-to-year changes, in 2015 a significant wage increase was observed in Germany (by € 1.8) and in Belgium (by € 0.9). In other countries, there were only tiny changes in the wage levels.

Table 25: Median gross hourly wages in financial services, banking, insurance by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	14.8	9,998	15.0	9,975
Belgium	15.6	2,006	16.5	2,051
Germany	17.8	309	19.6	187
UK	16.5	667	16.4	500
Spain	14.3	381	14.4	390
Italy	16.4	77	16.5	149

Table 26 below compares the wages by gender and gender pay gap among several EU countries. In the Netherlands and in Belgium, the gender pay gap in 2015 can be considered intermediate (11% and 9% respectively). In the Netherlands, we see a year-to-year pay increase in 2015 for men only, whereas women's wages didn't change, causing a rise of the gender pay gap by 2%. However, other countries have significantly larger gender pay gap in the financial sector, such as Italy (32%), UK (29%), Germany (27%) and Spain (26%).

Table 26: Median gross hourly wages in financial services, banking, insurance by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	15.9	14.4	9%	16.2	14.4	11%
Belgium	16.9	15.0	11%	17.3	15.8	9%
Germany	22.8	14.4	37%	22.5	16.5	27%
UK	18.5	14.8	20%	20.3	14.4	29%
Spain	16.6	10.4	37%	16.2	12.0	26%
Italy	18.9	14.1	25%	18.9	12.9	32%

Wages by occupation groups and gender in the Dutch financial sector are illustrated on Table 27. The highest gender pay gap can be found for Managers (20% in 2015, 18% in 2014), but the wages themselves are here the highest (€ 28.9 per hour for men and € 23.1 per hour for women in 2015). People working as Professionals also earn high wages (men € 19.6 per hour, women € 17.7 per hour), representing a 10% gender pay gap. In 2015, the lowest pay gap was observed for Technicians and associate professionals and Clerical support workers (both 3%), However, there is a large gender pay gap in the occupation group of Service and salesworkers (15%), caused by a much larger increased of men's wages than women's wages in 2015.

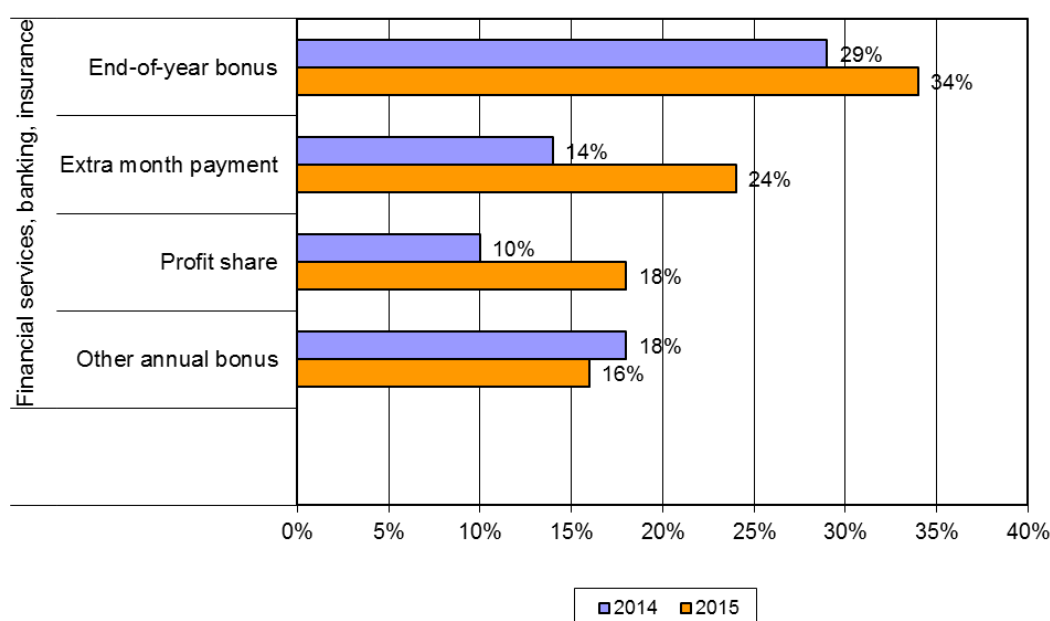
Table 27: Median gross hourly wages in the Netherlands in financial services, banking, insurance by occupation groups

Occupation group	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Managers	26.7	21.8	18%	28.9	23.1	20%
Professionals	19.1	17.3	9%	19.6	17.7	10%
Technicians and associate professionals	15.2	14.5	5%	15.6	15.2	3%
Clerical support workers	13.8	13.3	4%	13.9	13.5	3%
Service and sales workers	15.7	14.4	8%	17.3	14.7	15%

Note: Reported only for occupational groups with at least 100 observations in total for both genders and both years

Bonuses are quite common in the financial sector of the Netherlands. In 2015, we have witnessed a year-to-year increase in the percentage of employees receiving an end-of-year bonus (from 29% in 2014 to 35% in 2015), an extra month payment (from 14% to 24%) and a profit share (from 10% to 18%).

Figure 14: Percentage of employees in the Netherlands in financial services, banking, insurance receiving various types of bonuses



A big majority of Dutch workers in the finance sector work on a permanent contract (74%) with full-time working hours (79%). Irregular working hours are rather uncommon. 27% of employees reported regular evening work in 2015, and only 13% and 5% reported regular Saturday and Sunday work, respectively. No major year-to-year changes in reported working hours were observed between 2014 and 2015.

Table 28: Overview of working hours in the Netherlands in financial services, banking, insurance; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	74%	74%	0%
Full-time working hours	82%	79%	-4%
Work shifts or irregular hours	24%	28%	17%
Regular work on Saturdays	10%	13%	30%
Regular work on Sundays	5%	5%	0%
Regular work in the evenings	30%	27%	-10%

Figure 15 below illustrates how is overtime work compensated in the Dutch financial sector. Half of the employees get their overtime hours compensated by time-off in lieu. However, 29% of employees don't get any compensation for the overtime work they undertake. Paying or partly-paying for the overtime hours is rather rare in the Dutch financial sector, only 20% of employees report getting overtime paid or partly-paid. No significant year-to-year changes have been observed in 2014 and 2015.

Figure 15: Overtime compensation in the Netherlands in financial services, banking, insurance; percentage of employees

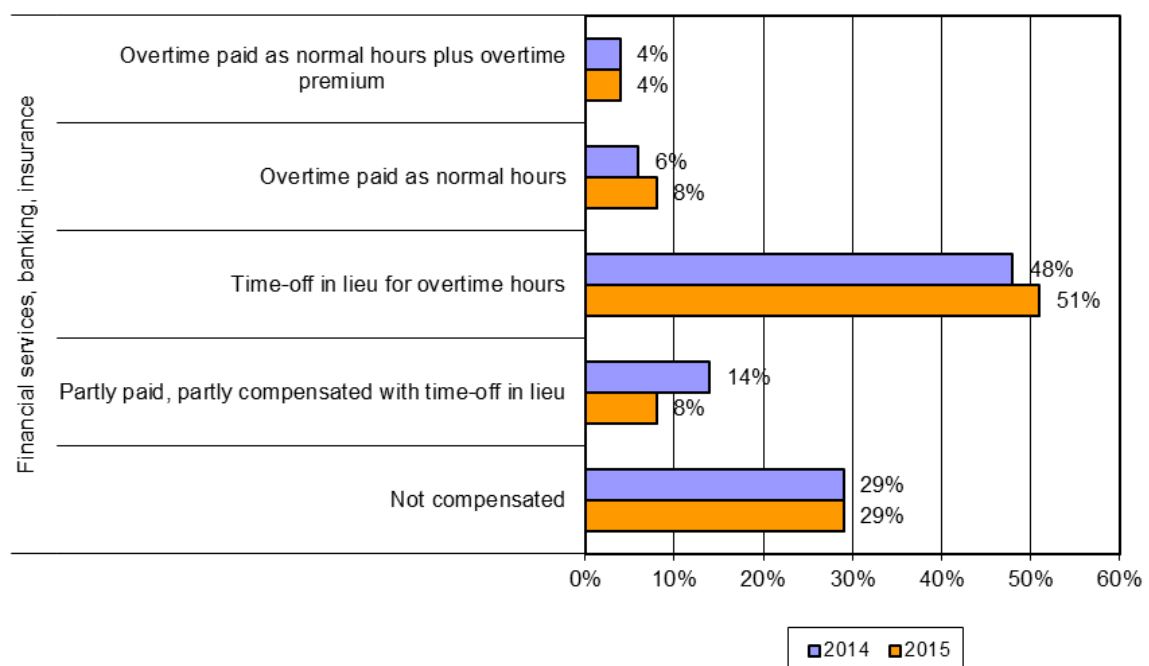


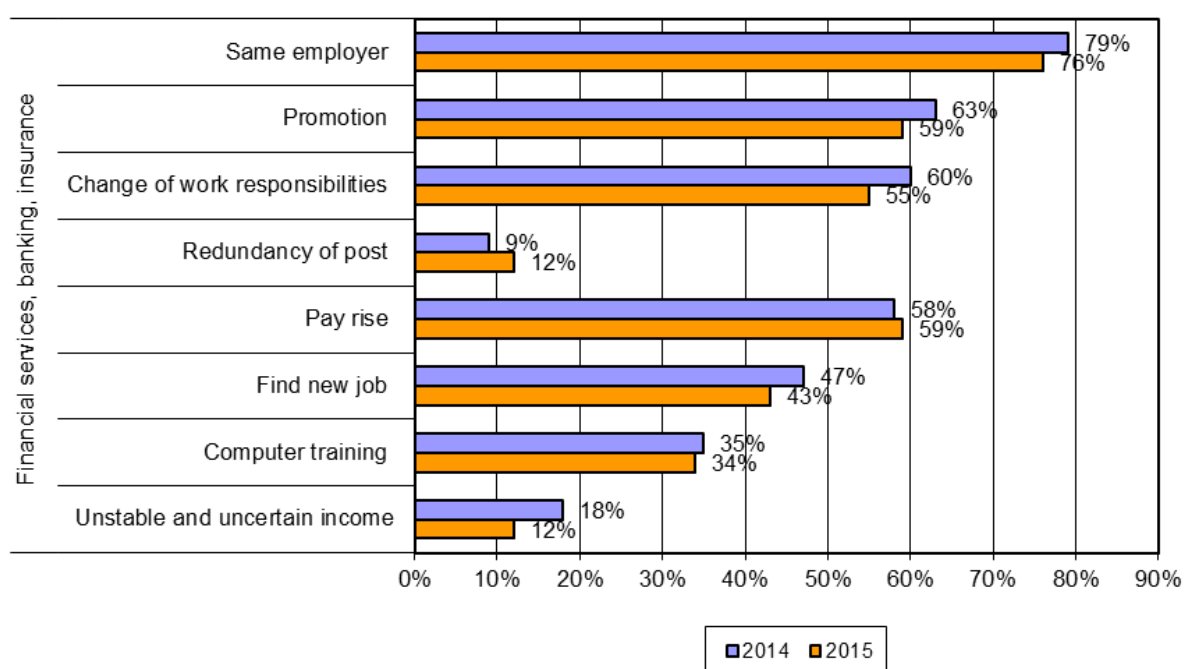
Table 29 below illustrates the organizational changes reported by employees of the Dutch financial sector in the last 12 months. A positive finding is a sharp decrease in the share of employees reporting announcement of redundancies in their company (from 58% in 2014 to 26% in 2015). The majority of employees reported some training opportunities (62%) or new strategic initiatives (66%) in their company in 2015. Voluntary retirement in the financial sector is rare (14% in 2014 and 8% in 2015). Apart from the large decrease in the rate of announcement of redundancies, year-to-year changes between 2014 and 2015 are very small.

Table 29: Percentage of Dutch employees in financial services, banking, insurance reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	58%	26%	-55%
Training opportunities	68%	62%	-9%
Reorganisation	32%	24%	-25%
New strategic initiatives	60%	66%	10%
Announcement of voluntary retirement	14%	8%	-43%
Merger with another organisation	26%	21%	-19%
Renewal of computer equipment	41%	36%	-12%
Competent management strategy	46%	46%	0%

Although 76% of employees of the Dutch financial sector in 2015 expect to be with the same employer after one year, 59% expect a pay increase in the coming year. Promotions are also often expected (59% of employees) and more than majority of workers report forthcoming changes of work responsibilities (55% of employees). However, nearly one half (47% in 2014 and 43% in 2015) of the employees are eager to find a new job. Year-to-year changes in the employees' expectations were rather small.

Figure 16: Percentage of Dutch employees expecting various scenarios in the next 12 months



In 2015, 56% of Dutch employees in the sector have reported being satisfied with their job, but only 37% have been satisfied with their wage. The most satisfying job aspects in 2015 have been relationship with colleagues (77%) and job security (76%). Again, the wages (37%) and the bonuses (38%) are an issue with which the employees are the least satisfied. However, a year-to-year increase by 5% was recorded in terms of the employer's approach to pay (42% in 2015). Other year-to-year changes are insignificant.

Table 30: Percentage of Dutch employees in financial services, banking, insurance satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	62%	65%	5%
Wage	33%	37%	12%
Commuting time	64%	65%	2%
Combination of work and family life	60%	62%	3%
Job security	72%	76%	6%
Working environment	67%	65%	-3%
Working hours	63%	67%	6%
Colleagues	76%	77%	1%
Superiors	60%	65%	8%
Employer's approach to pay	37%	42%	14%
Allowances/bonuses	38%	38%	0%
Kind of contract	52%	52%	0%

Employees of the Dutch financial sector show an overall high level of satisfaction with life-as-a-whole. 87% of employees report being rather satisfied with life-as-a-whole in 2015, representing an increase by 4% compared to 2014.

Table 31: Percentage of Dutch employees in financial services, banking, insurance rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	83%	87%
Annual % change		5%

1.5 Healthcare, caring services, social work

- The median gross hourly wage in the healthcare sector in the Netherlands has increased in 2015 by € 0.5 to € 14.9, which is higher than in Germany (€ 14.4), Belgium (€ 14.3), UK (€ 14.3) and Spain (€ 8.3).
- Dutch women (€ 14.4) earn 15% less than Dutch men (€ 16.9) in this sector. The gender pay gap is lower than in Germany, UK and Spain, but higher than in Belgium (12%).
- No significant change occurred in bonuses. End of year bonus is received by 55% of Dutch employees, but any other bonuses are infrequent (extra month payment 12%, profit share 5%).
- In this sector, irregular working hours are quite common (reported by 52% of Dutch employees), including weekend or evening work. Only 65% of Dutch employees in this sector have a permanent contract.
- The majority of Dutch healthcare sector workers (56%) get overtime compensated by time-off in lieu.
- Reporting of organizational changes hasn't changed much in 2014 – 2015, but announcement of redundancies has seen a 15% decrease (35% in 2014 vs 20% in 2015). Half of the Dutch employees have noticed some training opportunities, a third of employees a competent management strategy.
- 74% of Dutch workers expect to be with same employer after one year, but 54% are eager to find a new job. The main reason for this is probably the low wage, with which only 25% of employees are satisfied and 43% expect a pay rise in the next 12 months.
- No major changes in satisfaction levels have occurred in 2014 – 2015. 63% of Dutch employees are satisfied with their job.
- 84% of Dutch employees in this sector report being rather satisfied with life as-a-whole.

Table 32: Median gross hourly wages in healthcare, caring services, social work by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	14.4	15,729	14.9	15,469
Belgium	14.4	3,550	14.3	3,388
Germany	14.2	1,210	14.4	607
United Kingdom	12.1	499	13.1	535
Spain	8.9	325	8.3	690

Table 33: Median gross hourly wages in healthcare, caring services, social work by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	16.2	14.3	12%	16.9	14.4	15%
Belgium	16.1	14.0	13%	15.8	13.9	12%
Germany	16.9	13.4	21%	17.1	13.9	19%
UK	14.9	11.1	26%	16.4	12.5	24%
Spain	12.0	7.9	34%	10.8	7.4	31%

Figure 17: Percentage of employees in the Netherlands in healthcare, caring services, social work receiving various types of bonuses

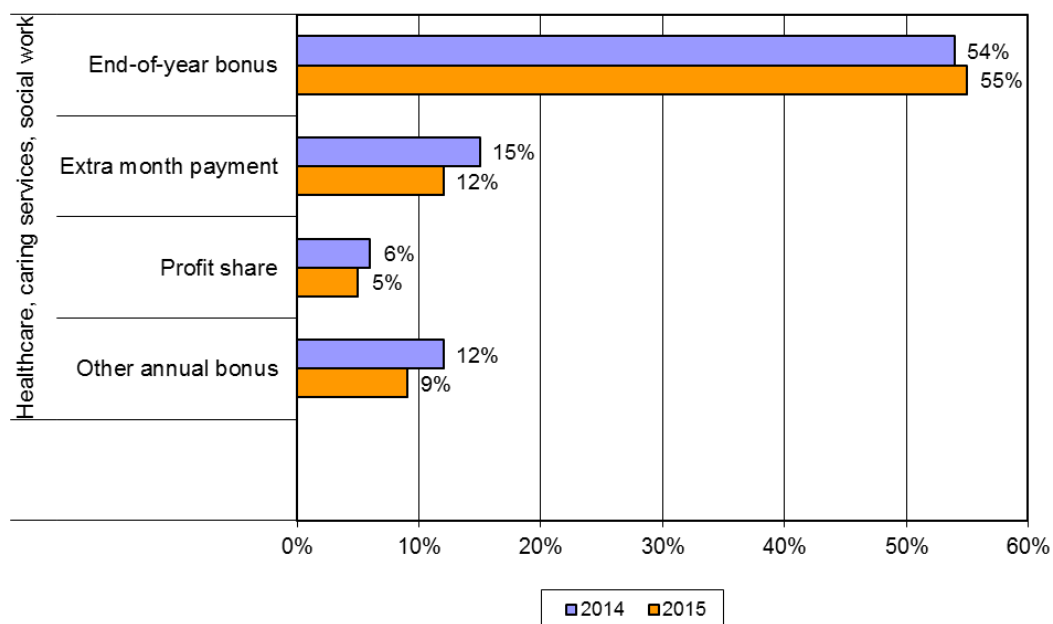


Table 34: Overview of working hours in the Netherlands in healthcare, caring services, social work; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	65%	65%	0%
Full-time working hours	60%	58%	-3%
Work shifts or irregular hours	56%	52%	-7%
Regular work on Saturdays	49%	43%	-12%
Regular work on Sundays	42%	37%	-12%
Regular work in the evenings	48%	44%	-8%

Figure 18: Overtime compensation in the Netherlands in healthcare, caring services, social work; percentage of employees

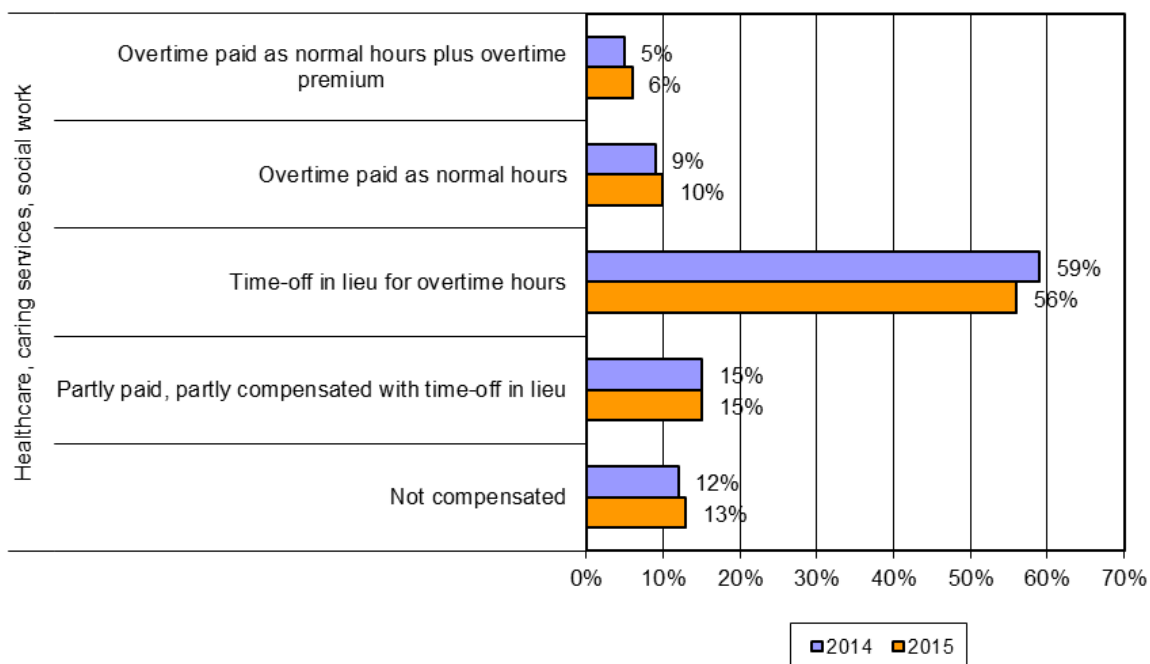


Table 35: Percentage of Dutch employees in healthcare, caring services, social work reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	35%	20%	-43%
Training opportunities	47%	53%	13%
Reorganisation	32%	29%	-9%
New strategic initiatives	54%	56%	4%
Announcement of voluntary retirement	8%	13%	63%
Merger with another organisation	22%	26%	18%
Renewal of computer equipment	26%	37%	42%
Competent management strategy	30%	36%	20%

Figure 19: Percentage of Dutch employees in healthcare, caring services, social work expecting various scenarios in the next 12 months

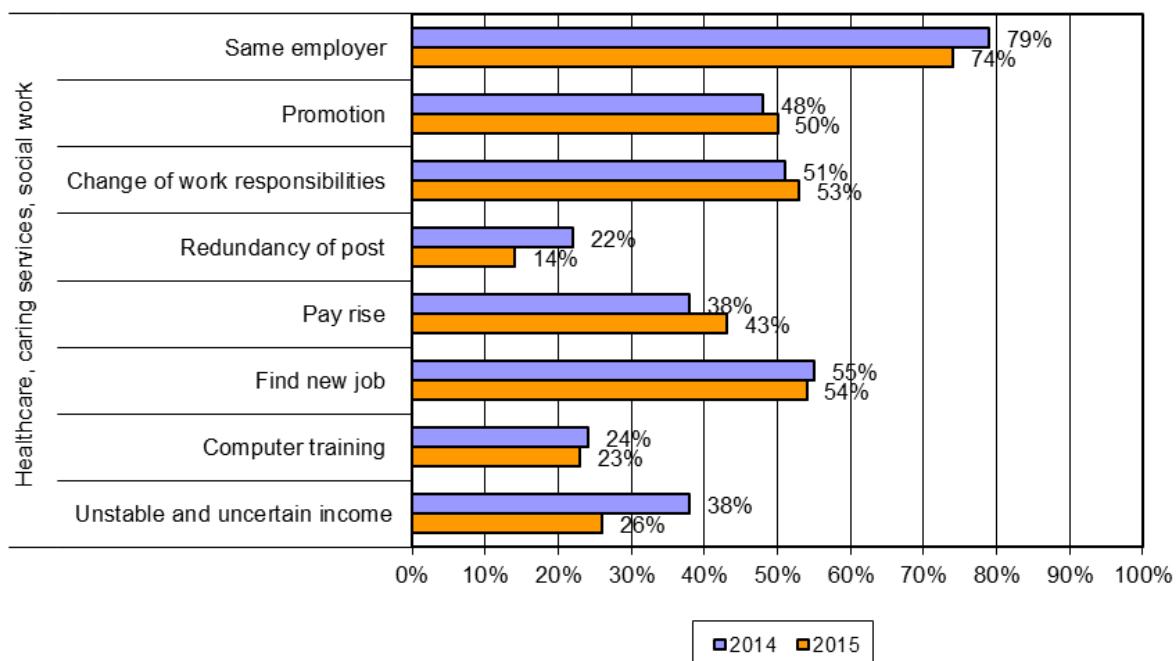


Table 36: Percentage of Dutch employees in healthcare, caring services, social work satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	59%	63%	7%
Wage	28%	25%	-11%
Commuting time	69%	64%	-7%
Combination of work and family life	51%	51%	0%
Job security	64%	68%	6%
Working environment	59%	60%	2%
Working hours	56%	57%	2%
Colleagues	73%	75%	3%
Superiors	55%	56%	2%
Employer's approach to pay	31%	32%	3%
Allowances/bonuses	24%	31%	29%
Kind of contract	44%	42%	-5%

Table 37: Percentage of Dutch employees in healthcare, caring services, social work rather satisfied with life as a whole

	Year	
	2014	2015
% of respondents	81%	84%
Annual % change		4%

1.6 Hospitality, catering, tourism

- Median gross hourly wage in hospitality, catering, tourism of the Netherlands in 2015 was € 10.8. Higher wages were observed in Belgium (€ 13.2) and UK (€ 11.4), lower wages occurred in Germany (€ 10.4) and Spain (€ 7.2). Year-to-year, the wages remained practically unchanged, the € 1 per hour increase in the UK is caused by better £/€ exchange rate.
- The gender pay gap in the Netherlands is relatively small in this sector too (5% in 2014 and 2% in 2015). Results for other countries are similarly positive, however, they may be biased by the rather low sample of observations in this sector.
- Bonuses don't appear often in hospitality, catering, tourism. Only a small minority of Dutch hospitality workers in 2015 report getting an end-of-year bonus (6%), extra month payment (7%) or profit share (3%).
- Roughly half of Dutch hospitality workers have a permanent contract, three out of four do have full-time working hours. On the other hand, very common are evening and weekend work and irregular working hours (around 70%).
- 45% of hospitality workers in the Netherlands get their overtime compensated by time-off in lieu, but no compensation at all for overtime is also quite common (31%).
- No significant year-to-year change was found in reported organizational changes in the past year. Announcement of redundancies slightly decreased (from 34% in 2014 to 23% in 2015), but so did the training opportunities (33% in 2014 and 25% in 2015).
- 77% of Dutch employees in this sector is eager to find a new job. The main reason for this is probably low wages, with which only 17% are satisfied.
- A majority of workers expect a promotion (65%) and change of work responsibilities (59%) in the next 12 months. On the other hand, only a small part of employees (12%) expect redundancies of posts.
- 48% of Dutch employees in this sector are satisfied with their job. The most satisfying aspect of work is commuting time (74%) and relationship with colleagues (73%). The least satisfying aspect is, as usual, wage and bonuses.
- 75% of Dutch hospitality workers report to be rather satisfied with their life-as-a-whole.

Table 38: Median gross hourly wages in hospitality, catering, tourism by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	10.7	11,189	10.8	11,485
Belgium	12.8	794	13.2	831
Germany	10.4	299	10.4	141
UK	10.4	376	11.4	374
Spain	7.4	538	7.2	829

Table 39: Median gross hourly wages in hospitality, catering, tourism by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	11.0	10.4	5%	10.9	10.7	2%
Belgium	13.1	12.8	2%	14.0	12.7	9%
Germany	11.4	9.8	14%	10.5	10.4	1%
UK	7.7	8.4	-9%	8.7	8.1	7%
Spain	7.8	6.9	12%	7.6	6.9	9%

Figure 20: Percentage of employees in the Netherlands in hospitality, catering, tourism receiving various types of bonuses

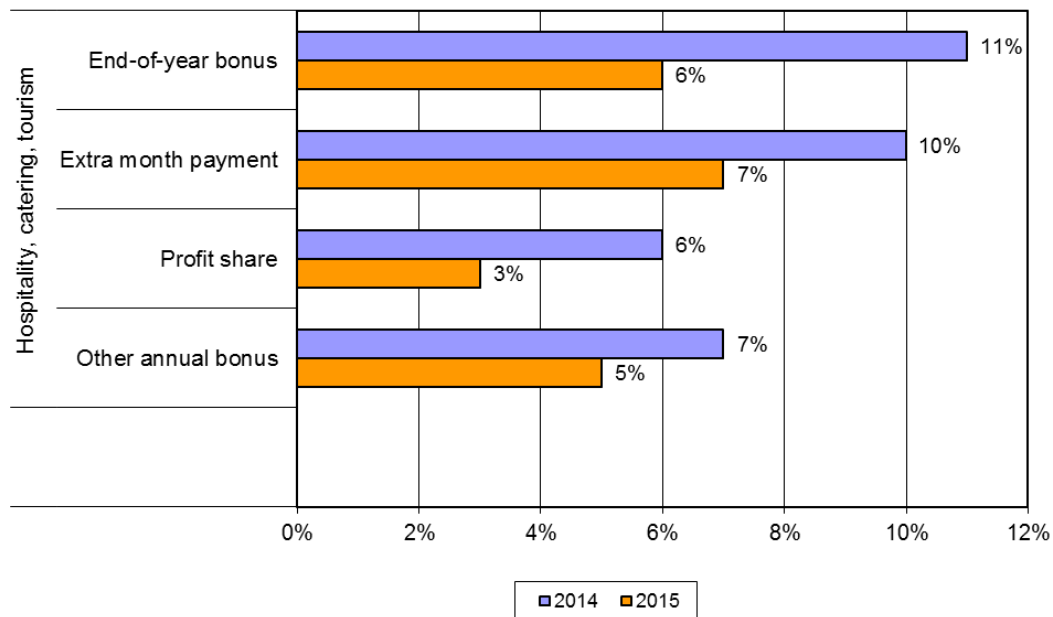


Table 40: Overview of working hours in the Netherlands in hospitality, catering, tourism; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	48%	51%	6%
Full-time working hours	77%	73%	-5%
Work shifts or irregular hours	65%	71%	9%
Regular work on Saturdays	71%	78%	10%
Regular work on Sundays	64%	69%	8%
Regular work in the evenings	65%	71%	9%

Figure 21: Overtime compensation in the Netherlands in hospitality, catering, tourism; percentage of employees

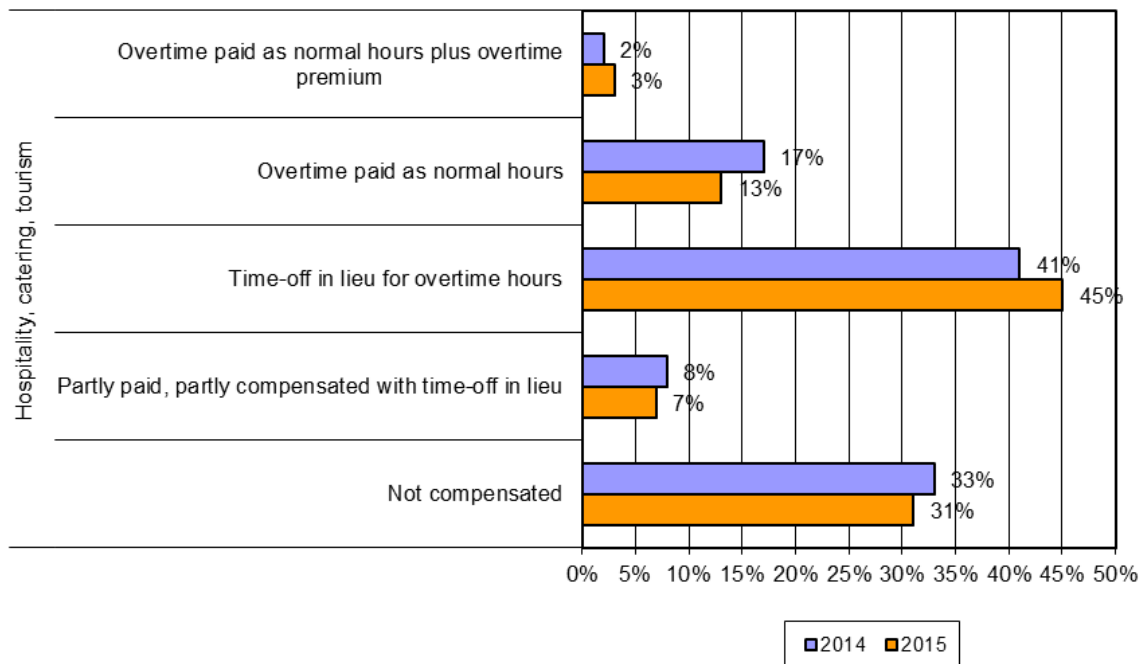


Table 41: Percentage of Dutch employees in hospitality, catering, tourism reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	34%	23%	-32%
Training opportunities	33%	25%	-24%
Reorganisation	22%	20%	-9%
New strategic initiatives	39%	36%	-8%
Announcement of voluntary retirement	4%	0%	-100%
Merger with another organisation	8%	6%	-25%
Renewal of computer equipment	20%	21%	5%
Competent management strategy	33%	22%	-33%

Figure 22: Percentage of Dutch employees in hospitality, catering, tourism expecting various scenarios in the next 12 months

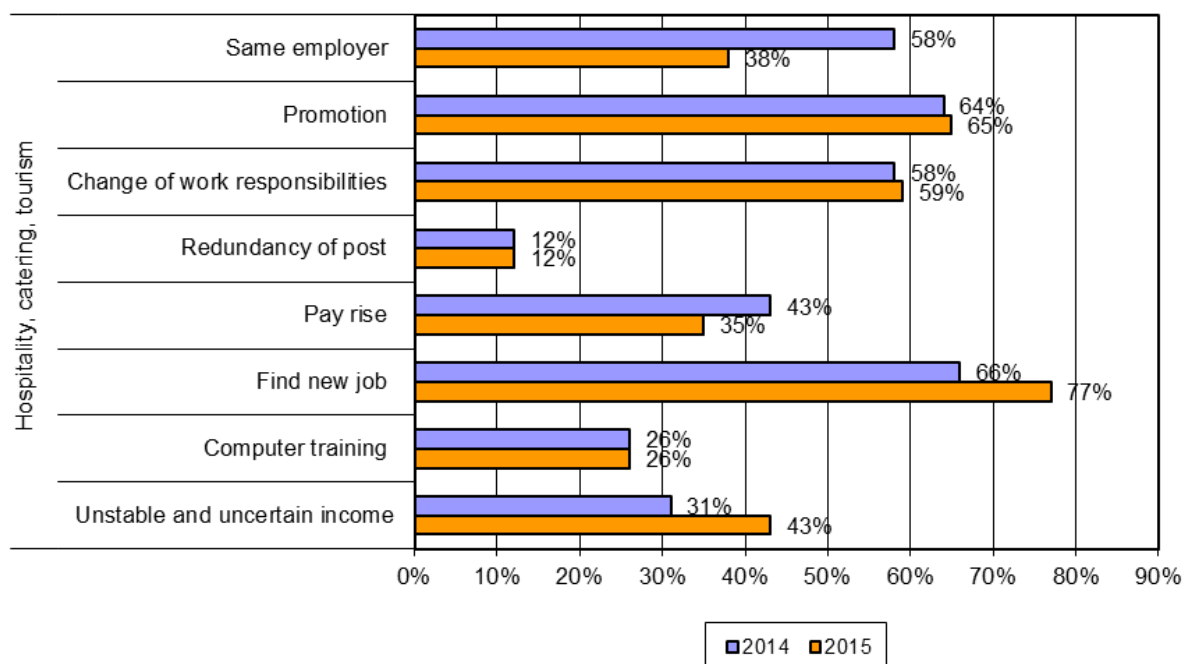


Table 42: Percentage of Dutch employees in hospitality, catering, tourism satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	51%	48%	-6%
Wage	18%	17%	-6%
Commuting time	64%	74%	16%
Combination of work and family life	44%	40%	-9%
Job security	57%	63%	11%
Working environment	56%	63%	13%
Working hours	45%	43%	-4%
Colleagues	69%	73%	6%
Superiors	54%	58%	7%
Employer's approach to pay	20%	25%	25%
Allowances/bonuses	21%	14%	-33%
Kind of contract	33%	27%	-18%

Table 43: Percentage of Dutch employees in hospitality, catering, tourism rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	73%	75%
Annual % change		3%

1.7 ICT services

In the Information and communications technology (ICT) sector, wages of Dutch employees increased from € 14.7 in 2014 to € 15.3 in 2015. Higher median wages than in the Netherlands in 2015 were observed in Germany (€ 19.6), UK (€ 19.0) and Belgium (€ 16.4), lower wages were observed in Italy (€ 13.4) and Spain (€ 12.0). Wages increased year-to-year in all countries compared in Table 44, except for Italy and Spain.

Table 44: Median gross hourly wages in ICT services by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	14.7	13,877	15.3	11,695
Belgium	15.8	2,588	16.4	2,269
Germany	18.6	392	19.6	319
United Kingdom	17.4	639	19.0	441
Italy	14.4	284	13.4	347
Spain	12.1	966	12.0	920

Table 45 illustrates wages by gender in 2014 - 2015 in several countries. The Dutch gender pay gap (4% in 2014, 8% in 2015) is quite small, but it has risen year-to-year because wages in 2015 have risen only for men while women's wages remained unchanged. However, in Belgium, year 2015 was the first where women (€ 16.8) started earning even more than men (€ 16.4). In Germany (24%) and UK (15%), the gender pay gap is still quite high (24% and 15% respectively) while in Spain, the pay gap is moderate (9%).

Table 45: Median gross hourly wages in ICT services by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	15.0	14.4	4%	15.6	14.4	8%
Belgium	15.8	15.8	0%	16.4	16.8	-2%
Germany	19.2	16.1	16%	21.5	16.4	24%
UK	14.4	11.6	19%	14.9	12.7	15%
Spain	12.1	11.5	5%	12.1	11.0	9%

In the ICT sector, employees working as Managers earn the most. Men earned in median € 24.9 per hour and women € 22.5 per hour in 2015. This represents a 10% gender pay gap, reasonably decreasing from 18% in 2014. However, women working in Elementary occupations (pay gap 19%) or Service and sales workers (21%) are paid much less than men in this sector. In the remaining occupation groups, the pay gap is moderate. In the cases of Technicians and associate professionals (-9%) and Clerical support workers (-2%), women reported being paid even more than men. We may conclude that the wages of women compared to men really depend on the exact position and occupation they perform.

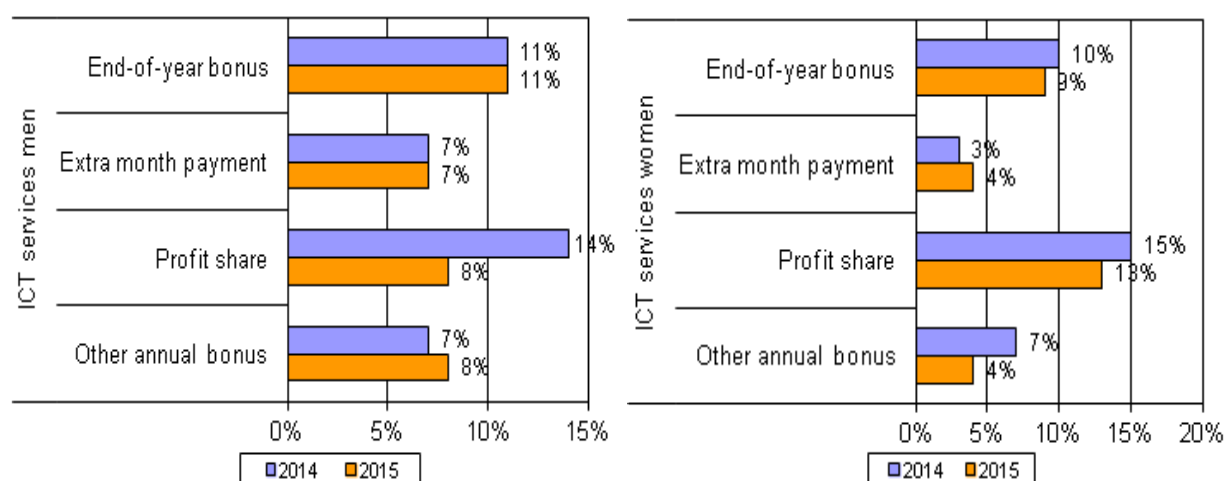
Table 46: Median gross hourly wages in the Netherlands in ICT services by occupation groups

Occupation group	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Managers	24.4	20.0	18%	24.9	22.5	10%
Professionals	15.6	15.7	-1%	16.2	15.4	5%
Technicians and associate professionals	13.3	14.4	-8%	13.7	15.0	-9%
Clerical support workers	12.7	13.0	-2%	12.7	13.0	-2%
Service and sales workers	13.9	13.0	6%	17.3	13.6	21%
Craft and related trades workers	13.0	14.0	-8%	12.5	11.5	8%
Elementary occupations	14.0	10.4	26%	13.7	11.1	19%

Note: Reported only for occupational groups with at least 100 observations in total for both genders and both years

Bonuses in the ICT sector are really rare. Only 11% of men and 9% of women reported receiving an end-of-year bonus in 2015. Receiving an extra month payment is even rarer, only 7% of men and 4% of women have received it in 2015. Unlike in other sector, in the ICT the profit share seems to be the most common form of bonus (13% of women and 8% of men in 2015), and this is the only bonus which women receive more often than men. However we have seen a 2014 – 2015 year-to-year decline also for the profit share. Other annual bonus was received in 2015 by 8% of women and 4% of men, respectively.

Figure 23: Percentage of employees in the Netherlands in ICT services receiving various types of bonuses by gender



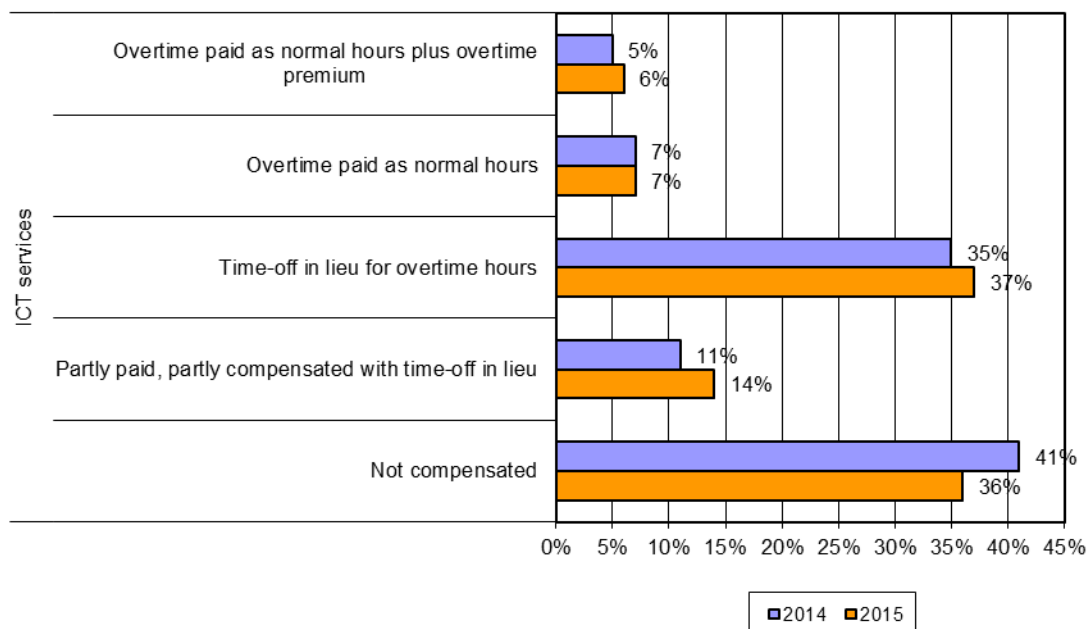
In this sector, 69% of all Dutch employees work on a permanent contract and 84% work full-time. However, about 10% more men than women have both a permanent contract and full-time working hours. This is not a surprising finding. Considering that women perform the family and household duties much more often than men, an even greater difference could have been expected. Weekend working hours are rather rare in the ICT sector, but a significant part of employees regularly works in the evenings (32% of men and 28% of women in 2015, both representing a year-to-year decrease). Comparing 2014 and 2015, no major changes have occurred in case of men, but in case of women, a significant decrease has occurred in terms of weekend work and irregular working hours.

Table 47: Overview of working hours in the Netherlands in ICT services; percentage of employees

Year	2014			2015		
	Men	Women	Total	Men	Women	Total
Permanent employment contract	70%	61%	68%	72%	60%	69%
Full-time working hours	91%	71%	86%	91%	66%	84%
Work shifts or irregular hours	25%	33%	26%	28%	19%	25%
Regular work on Saturdays	17%	14%	16%	19%	9%	16%
Regular work on Sundays	13%	13%	13%	13%	7%	12%
Regular work in the evenings	38%	32%	37%	32%	28%	31%

Figure 24 below shows that overtime work in the Dutch transport sector was compensated in 2015 mainly by time-off in lieu (37% of employees reported this) or was not compensated at all (36% of employees). 14% of employees get overtime compensation partly by pay, and partly by time-off, 7% get overtime compensated by pay as normal hours, and 6% receive an overtime hour premium in addition to pay as normal hours. Year-to-year, no significant changes have occurred in overtime compensation.

Figure 24: Overtime compensation in the Netherlands in ICT services; percentage of employees



Regarding organizational changes reported during the last 12 months, it can be seen that announcement of redundancies has decreased two-fold from 40% in 2014 to 19% in 2015. This is a positive finding confirming a trend that has been observed in many other sectors. A majority of employees have noticed some training opportunities at their workplace (56% in 2015) or new strategic initiatives (62% in 2015), and 56% think their company has a competent management strategy.

Table 48: Percentage of Dutch employees in ICT services reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	40%	19%	-53%
Training opportunities	53%	56%	6%
Reorganisation	30%	22%	-27%
New strategic initiatives	69%	62%	-10%
Announcement of voluntary retirement	6%	4%	-33%
Merger with another organisation	28%	21%	-25%
Renewal of computer equipment	42%	42%	0%
Competent management strategy	44%	56%	27%

In 2015, 78% of men and 71% of women working in the Dutch ICT sector expect to be with the same employer in a year's time. The second most expected scenario in the next 12 months is a pay increase, which is expected by 63% of men and 61% of women in 2015. Nearly half of all employees are eager to find a new job, however, we have seen a significant year-to-year decrease here, as in 2014 about 10% more employees were willing to find a new job. A large difference between men's and women's expectations was observed regarding computer training. While 63% of men expect computer training in the next year, only 48% of women expect so. Very low expectations of post redundancies and unstable/uncertain income clearly show that ICT employees are very sought after and have a strong position on the job market. A figure worth special notice is also 0% of women (vs 8% of men) expecting post redundancies in 2015. This figure is correct, as this estimate was based only on a sample of only 23 Dutch women working in ICT answering this questions, and from this sample, no woman expected post redundancies (the 8% estimate for men was based on a sample of 60 men). We must have these rather low samples in mind when interpreting these figures.

Figure 25: Percentage of Dutch employees in ICT services expecting various scenarios in the next 12 months

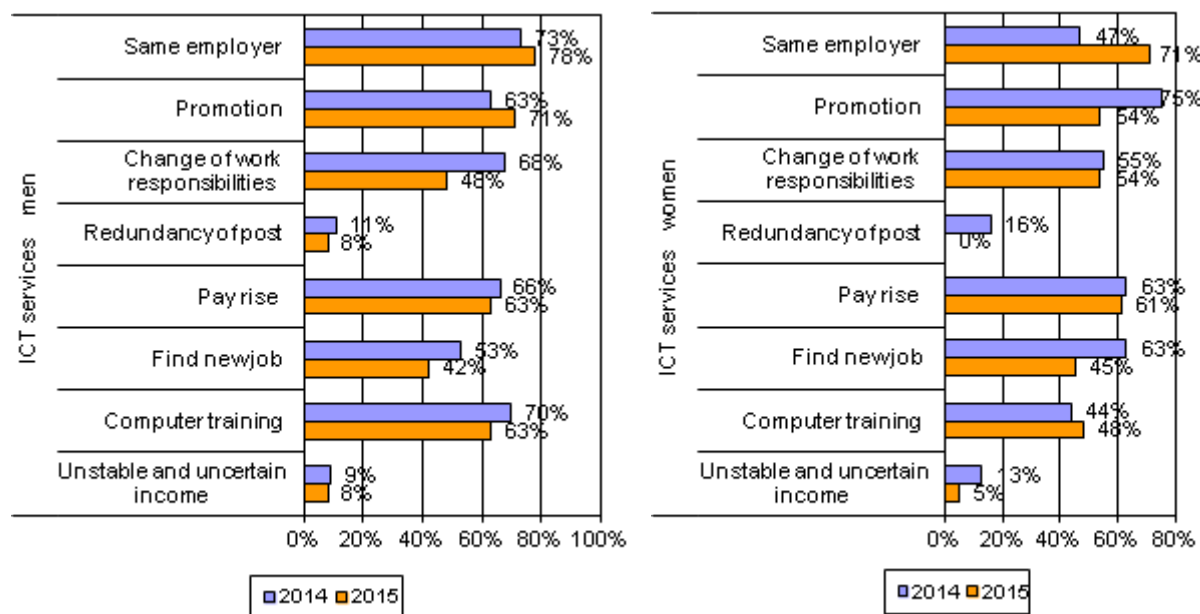


Table 49 below illustrates satisfaction level of Dutch employees with various aspects of their work. The most satisfying aspect of work is job security (86% of men and 93% of women), followed by relationship with colleagues (87% and 79%) and working environment (77% and 84%). The least satisfying aspects are, traditionally, allowances/bonuses (31% of men and only 22% of women) and wages (36% of men, but 44% of women). Considering the job-as-a-whole, 69% of respondents report being satisfied with it (72% of men and

60% of women), representing a 7% overall year-to-year increase. The difference in satisfaction with many aspects between men and women in 2015 is important to point out. For example, a whole 27% more women than men are more satisfied with their kind of contract (71% vs 44%), and 20% more with the employer's approach to pay (55% vs 35%). On the other hand, 12% less women are satisfied with their job as-a-whole (60% of women vs 72% of men).

Table 49: Percentage of Dutch employees in ICT services satisfied with various aspects of their work

Year	2014			2015		
	Men	Women	Total	Men	Women	Total
Job	61%	67%	62%	72%	60%	69%
Wage	40%	38%	40%	36%	44%	38%
Commuting time	58%	62%	59%	62%	69%	64%
Combination of work and family life	67%	52%	64%	65%	63%	64%
Job security	88%	83%	87%	86%	93%	88%
Working environment	72%	61%	70%	77%	84%	79%
Working hours	71%	60%	68%	73%	72%	73%
Colleagues	80%	78%	80%	87%	79%	84%
Superiors	66%	61%	65%	70%	77%	72%
Employer's approach to pay	36%	42%	37%	35%	55%	41%
Allowances/bonuses	32%	29%	31%	31%	22%	28%
Kind of contract	49%	45%	48%	44%	71%	52%

In 2015, 86% of employees of the ICT sector in the Netherlands are rather satisfied with their life-as-a-whole. This figure has increased from the 81% level in 2014. However, the satisfaction of men with life-as-a-whole (81% in 2014 vs. 88% in 2015) has risen faster in 2015 than the satisfaction of women (82% in 2014 vs. 85% in 2015).

Table 50: Percentage of Dutch employees rather satisfied with life as-a-whole

	Year	
	2014	2015
Men	81%	88%
Women	82%	85%
Total	81%	86%

1.8 Legal and market consultancy, business activities

- Median gross hourly wage in the legal and market consultancy, business activities in the Netherlands was € 14.7 in 2015. Higher wages were reported in Germany (€ 16.9), Belgium (€ 16.1) and UK (€ 14.8), lower wages were reported in Italy and Spain. Year-to-year, median wages have increased in the Netherlands, Belgium and Germany, but decreased in UK, Spain and Italy.
- A 10% and 11% gender pay gap was reported by the Dutch employees in the sector in 2014 and 2015, respectively. The gender pay gap in other countries is higher, especially in Germany (26%) and Italy (21%).
- One out of five Dutch employees in the legal sector has received the end-of-year bonus (19%) or the extra month payment (20%), profit share (12%) is a bit less common. No significant year-to-year changes have occurred in this sector in terms of bonuses.
- Surprisingly for the legal and market consultancy sector, irregular working hours like evening work (27%), Saturday work (9%) or Sunday work (6%) are uncommon in the Netherlands. An 80% majority of the employees work full-time working hours. No significant year-to-year changes in reported working hours.
- 40% of all workers in the Dutch legal sector don't get their overtime work compensated at all. However, another 40% receive compensation in the form of time-off in lieu.
- Reported announcement of redundancies has decreased two-fold from 29% in 2014 to 14% in 2015 in the legal sector of the Netherlands. Only small year-to-year differences were observed in reporting of other organizational changes. More than half of the employees have observed some training opportunities (55%) or new strategic initiatives (54%).
- 66% of employees in the Netherlands do expect a wage increase in the next 12 months, and 71% expect to be promoted. Although still 62% of employees expect to be employed by the same employer in a year's time (year-to-year decrease by 11%), 57% of employees are eager to find a new job (year-to-year increase by 11%).
- For the Netherlands in 2015, the least satisfying aspect of the employees' job is again wage (26%) and bonuses (23%). However, 58% of legal sector employees were satisfied with their job. The most satisfying job aspects were relationship with colleagues (78%) and job security (70%).
- 83% of all employees report being rather satisfied with life-as-a-whole in 2015 (up from 81% in 2014).

Table 51: Median gross hourly wages in legal and market consultancy, business activities by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	14.4	13,574	14.7	12,913
Belgium	14.6	1,708	16.1	1,559
Germany	15.6	628	16.9	423
UK	15.3	267	14.8	239
Spain	11.5	514	9.2	518
Italy	12.2	82	11.7	106

Table 52: Median gross hourly wages in legal and market consultancy, business activities by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	15.7	14.1	10%	16.0	14.3	11%
Belgium	15.8	14.1	11%	16.7	15.8	5%
Germany	18.8	13.9	26%	20.1	14.4	28%
UK	17.1	13.3	23%	16.5	13.8	16%
Spain	12.1	10.3	15%	10.1	8.6	15%
Italy	15.0	8.8	41%	13.2	10.4	21%

Figure 26: Percentage of employees in the Netherlands in legal and market consultancy, business activities receiving various types of bonuses

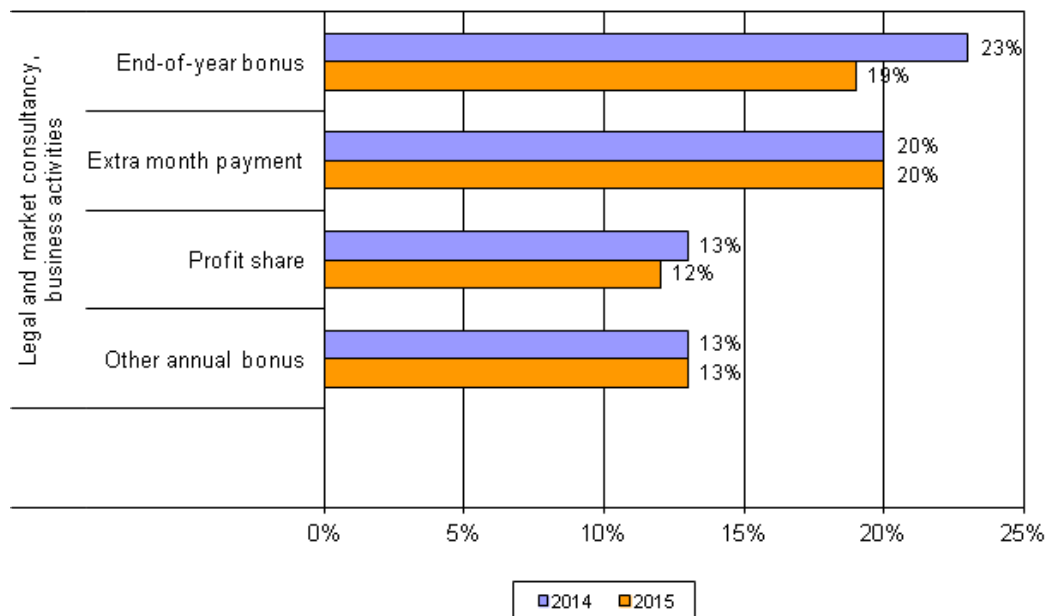


Table 53: Overview of working hours in the Netherlands in legal and market consultancy, business activities; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	67%	67%	0%
Full-time working hours	81%	80%	-1%
Work shifts or irregular hours	16%	16%	0%
Regular work on Saturdays	9%	9%	0%
Regular work on Sundays	6%	6%	0%
Regular work in the evenings	28%	27%	-4%

Figure 27: Overtime compensation in the Netherlands in legal and market consultancy, business activities; percentage of employees

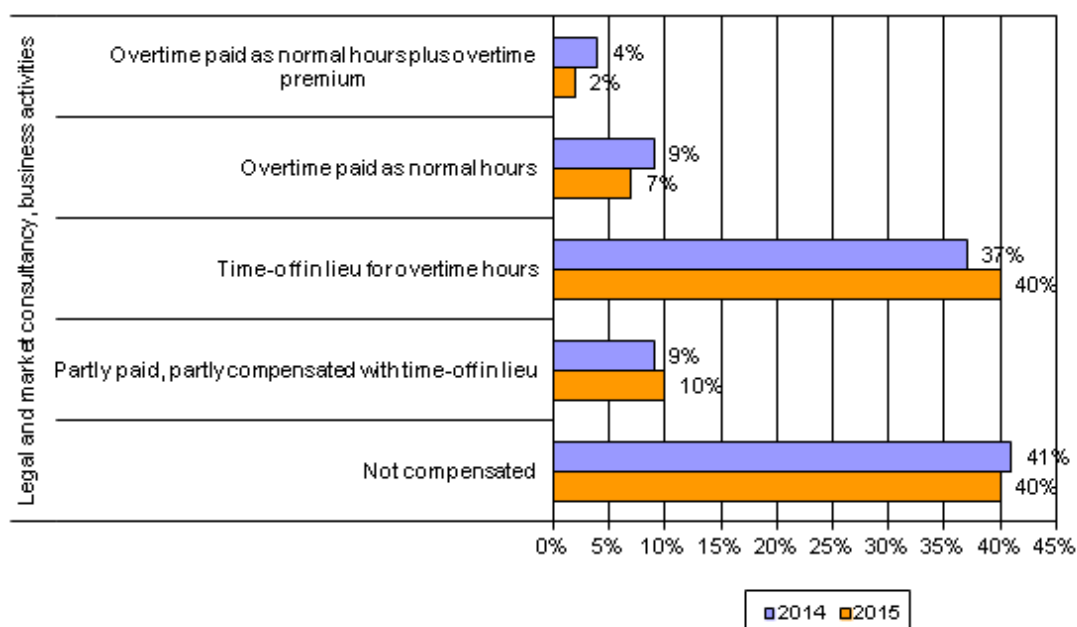


Table 54: Percentage of Dutch employees in legal and market consultancy, business activities reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	29%	14%	-52%
Training opportunities	42%	55%	31%
Reorganisation	26%	20%	-23%
New strategic initiatives	58%	54%	-7%
Announcement of voluntary retirement	5%	3%	-40%
Merger with another organisation	21%	22%	5%
Renewal of computer equipment	31%	34%	10%
Competent management strategy	40%	44%	10%

Figure 28: Percentage of Dutch employees in legal and market consultancy, business activities expecting various scenarios in the next 12 months

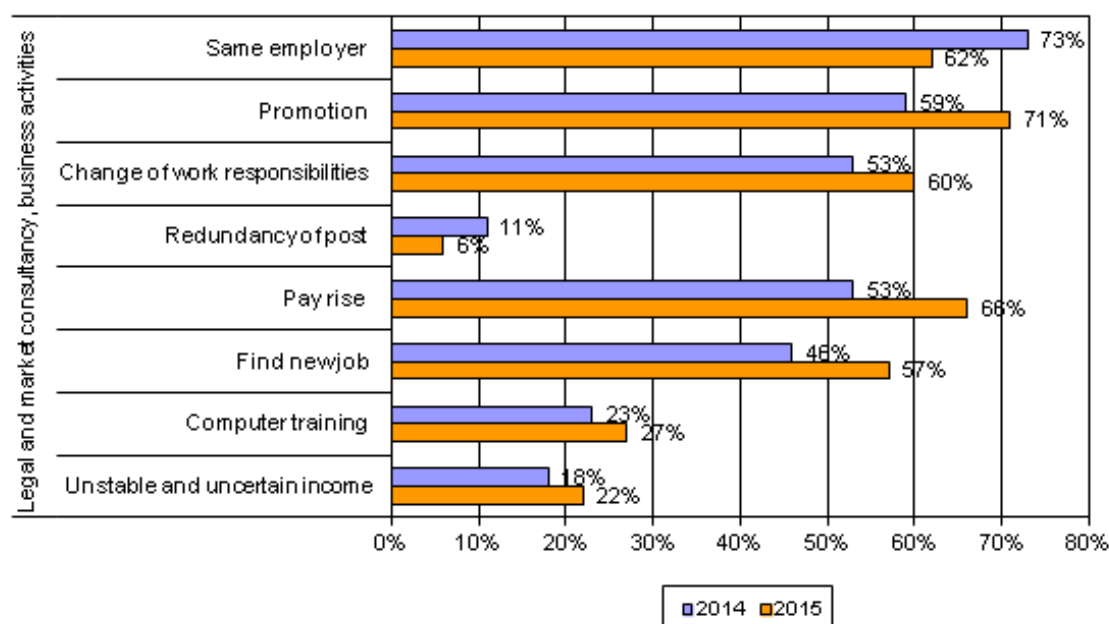


Table 55: Percentage of Dutch employees in legal and market consultancy, business activities satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	60%	58%	-3%
Wage	29%	26%	-10%
Commuting time	61%	61%	0%
Combination of work and family life	56%	53%	-5%
Job security	67%	70%	4%
Working environment	63%	66%	5%
Working hours	61%	61%	0%
Colleagues	74%	78%	5%
Superiors	58%	61%	5%
Employer's approach to pay	32%	28%	-13%
Allowances/bonuses	32%	23%	-28%
Kind of contract	48%	41%	-15%

Table 56: Percentage of Dutch employees in legal and market consultancy, business activities rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	81%	83%
Annual % change		2%

1.8.1 Marketing and communication

In this section, we present the data for a specific set of occupations from the Legal and market consultancy, business activities sector concerning marketing and communication⁶.

The median gross hourly wage in the Netherlands for occupations in Marketing and communication has decreased slightly from € 15.0 in 2014 to € 14.6 in 2015. However, in Belgium, the wages in 2015 have increased by € 0.7 to € 16.7, what is more than € 2 per hour more than their colleagues in the Netherlands. Other EU countries couldn't be compared due to low sample of observations.

Table 57: Median gross hourly wages in marketing and communication by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	15.0	1,949	14.6	1,748
Belgium	16.0	182	16.7	172

In both the Netherlands (4%) and Belgium (3%), the gender pay gap in this sub-sector was very small in 2015, the same is true for 2014. In the Netherlands, wages in 2015 have slightly decreased, but that was the case of both genders. In Belgium, we have witnessed a significant wage increase for both genders.

Table 58: Median gross hourly wages in marketing and communication by country and gender, gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	15.1	14.8	2%	15.0	14.4	4%
Belgium	16.7	15.8	5%	17.3	16.7	3%

In the Marketing and communication sub-sector, the overview in Table 59 below can be provided only for four occupation groups. Clearly good news is that the gender pay gap in the highest paid occupation group (Managers) decreased significantly, from 9% in 2014 to only 2% in 2015, with both sexes now earning € 21-22 per hour. A decrease in the gender pay gap was also observed for employees working as Technicians and associate professionals (from 9% in 2014 to 5% in 2015). On the other hand, emphasis on equal pay for men and women seems to have led to the opposite pay gap for Professionals (pay gap -7%) and Clerical support workers (pay gap -5%). In both these groups, the pay gap is in favour of women and has increased year-to-year in 2014 – 2015.

⁶ The list of all occupations included in the Marketing and communication sub-sector can be found in Table 94 in the Appendix.

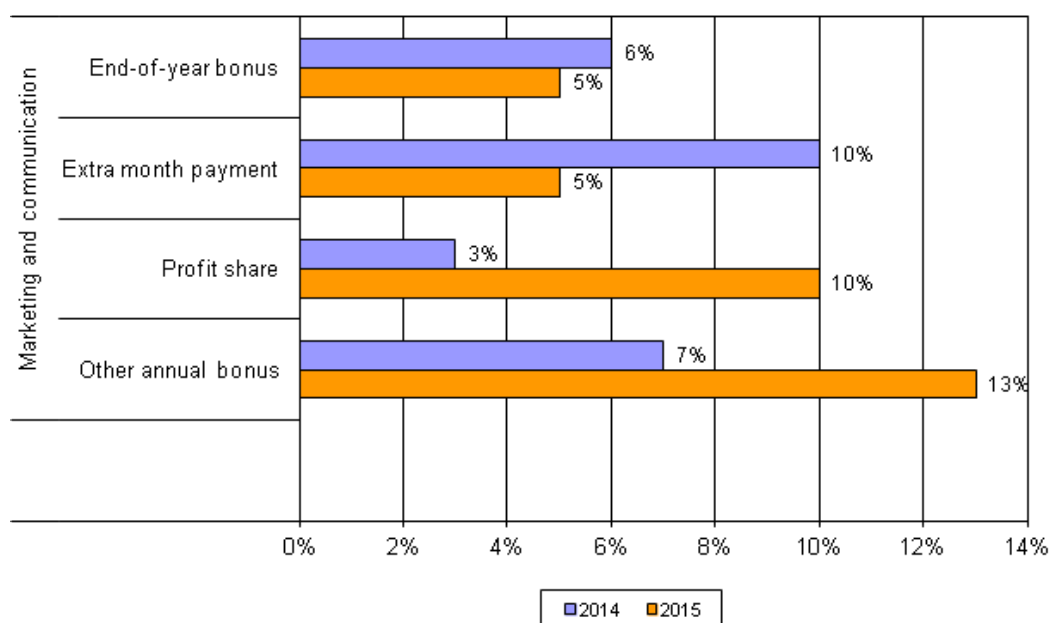
Table 59: Median gross hourly wages in the Netherlands in marketing and communication by occupation groups

Occupation group	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Managers	22.9	20.8	9%	21.9	21.5	2%
Professionals	15.1	15.4	-2%	14.6	15.6	-7%
Technicians and associate professionals	16.8	15.3	9%	16.5	15.7	5%
Clerical support workers	12.7	13	-2%	12.2	12.8	-5%

Note: Reported only for occupational groups with at least 100 observations in total for both genders and both years

Bonuses are rather rare in the Marketing and communication sub-sector in the Netherlands. Only 5% of all employees reported receiving an end-of-year bonus in 2015. An extra month payment was also received by 5% of employees in 2015, but in 2014, the figure was 10%. On the other hand, we have observed a significant year-to-year increase in reception of a profit share (3% in 2014 vs. 10% in 2015) in 2014- 2015 and other types of annual bonuses (7% in 2014 vs. 13% in 2015).

Figure 29: Percentage of employees in the Netherlands in marketing and communication receiving various types of bonuses



In the Dutch Marketing and communication sub-sector, 54% of workers had a permanent contract in 2015, and 78% of employees worked full-time. There was no significant change compared to 2014. For irregular working hours like weekends and evenings, the sample of collected observations was unfortunately not large enough to allow any meaningful findings.

Table 60: Overview of working hours in the Netherlands in marketing and communication; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	57%	54%	-5%
Full-time working hours	77%	78%	1%

Because of a very low sample of observations, we unfortunately cannot present any meaningful conclusions regarding overtime compensation, organizational changes occurring in the last 12 months, and expectations of employees in the next 12 months. However, the sample of observations in the Netherlands was quite sufficient to present satisfaction with various aspects of work. The wage of employees is the least satisfying aspect. More than that, satisfaction with wage has decreased from moderate 46% in 2014 to only 21% in 2015. This can certainly be regarded to the small wage decrease that has occurred in 2015 in the Netherlands. However, the most satisfying job aspects are job security (93%), relationship with colleagues (79%) and working environment (79%). In 2014, two thirds (67%) of all workers reported being satisfied with their job. In 2015, this figure has decreased to only 57%. There were also larger year-to-year changes in other job aspects, illustrated in Table 56. However, one must have in mind that the lower sample of observations in this sub-sector compared to other sectors of this report must have significantly influenced these results.

Table 61: Percentage of Dutch employees working hours in the Netherlands satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	67%	57%	-15%
Wage	46%	21%	-54%
Commuting time	67%	74%	10%
Combination of work and family life	67%	48%	-28%
Job security	83%	93%	12%
Working environment	70%	79%	13%
Working hours	79%	68%	-14%
Colleagues	88%	79%	-10%
Superiors	67%	59%	-12%

Regarding satisfaction with life-as-a-whole, we must again conclude that the sample of collected answers was too low to allow a reasonable comparison.

1.9 Manufacturing

- Median gross hourly wage in the manufacturing sector of the Netherlands in 2015 was € 16.0. Higher wages were observed in Germany (€ 20.8) and Belgium (€ 17.7), lower wages occurred in UK (€ 15.2), Italy (€ 13.1) and Spain (€ 12.7). Year-to-year, median wages have decreased by about € 1 in Spain, Italy and UK, but increased slightly in the Netherlands, Belgium and Germany.
- The gender pay gap in the Netherlands was observed at the level of 6% in both years. Much higher gender pay gaps were observed in all countries except Belgium (3% in 2015). However, gender pay gaps in Germany (19%), UK (19%) and Spain (16%) have been decreasing in 2014 – 2015, the only pay gap increase was spotted in Italy.
- A significant part of Dutch employees have received bonuses, such as the end-of-year bonus (30%), extra month payment (22%), profit share (22%) and other annual bonus (17%). No significant changes in bonuses have been observed year-to-year in 2014 – 2015.
- Nearly all the employees of the Dutch manufacturing sector work full-time (94%), and 80% have a permanent contract. Irregular working hours were not reported very often, only by 23% of the employees.
- Time-off in lieu was the most common form of overtime compensation in 2015, reported by 39% of employees of the Dutch manufacturing sector. 24% of employees reported they don't get any compensation at all, 18% is partly compensated by pay, partly by time-off.
- A significant year-to-year change was found in percentage of employees reporting announcement of redundancies (30% in 2014 vs 19% in 2015), but also new strategic initiatives (60% in 2014 to 49% in 2015). In other organizational changes, no major year-to-year differences were observed.
- In the next 12 months, about half of Dutch employees are eager to find a new job or expect a pay rise. Apart, 58% of employees expect a promotion in the coming year, but 76% anyway expect to stay with the same employer after a year.
- In 2015, 63% of Dutch employees in this sector were satisfied with their job, but only 35% were satisfied with their wage. The most satisfying aspect of work was relationship with their colleagues (77%).
- Five out of six Dutch employees (84%) report to be rather satisfied with their life-as-a-whole

Table 62: Median gross hourly wages in manufacturing by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	15.7	18,534	16.0	18,010
Belgium	17.2	4,155	17.7	3,890
Germany	19.8	2,063	20.8	1,749
United Kingdom	16.4	832	15.2	732
Spain	13.7	1,027	12.7	985
Italy	13.9	360	13.1	568

Table 63: Median gross hourly wages in manufacturing by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	16.0	15.0	6%	16.2	15.3	6%
Belgium	17.3	16.4	5%	17.9	17.3	3%
Germany	20.6	16.5	20%	21.9	17.7	19%
UK	17.6	13.3	25%	16.4	13.3	19%
Spain	14.4	11.5	20%	13.7	11.5	16%
Italy	13.9	13.6	2%	13.3	11.5	14%

Figure 30: Percentage of employees in the Netherlands in manufacturing receiving various types of bonuses

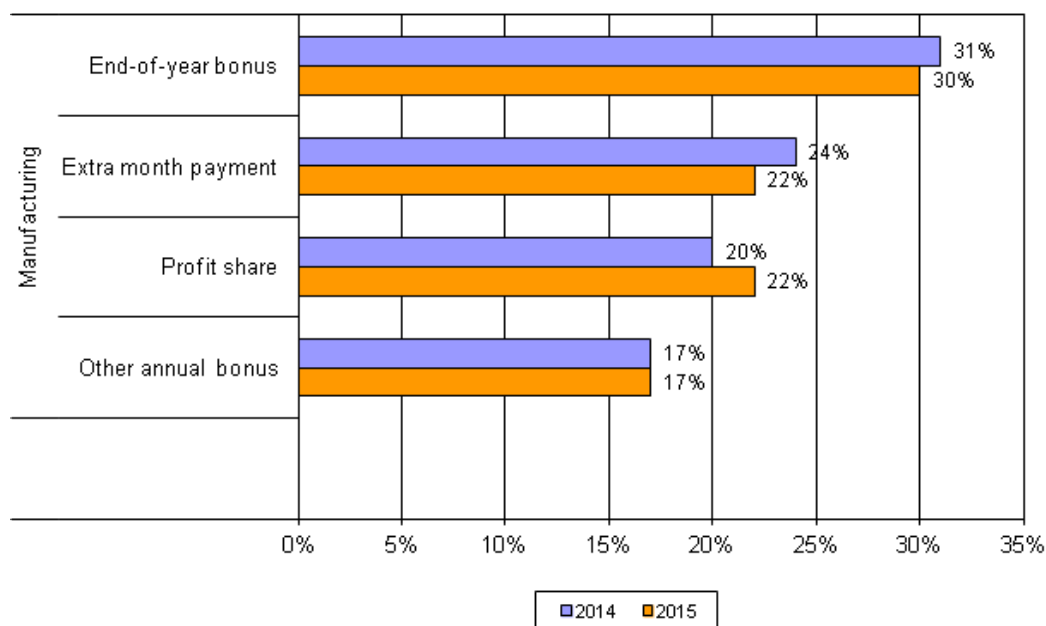


Table 64: Working hours in the Netherlands in manufacturing; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	79%	80%	1%
Full-time working hours	94%	94%	0%
Work shifts or irregular hours	24%	23%	-4%
Regular work on Saturdays	16%	14%	-13%
Regular work on Sundays	9%	8%	-11%
Regular work in the evenings	25%	25%	0%

Figure 31: Overtime compensation in the Netherlands in manufacturing; percentage of employees

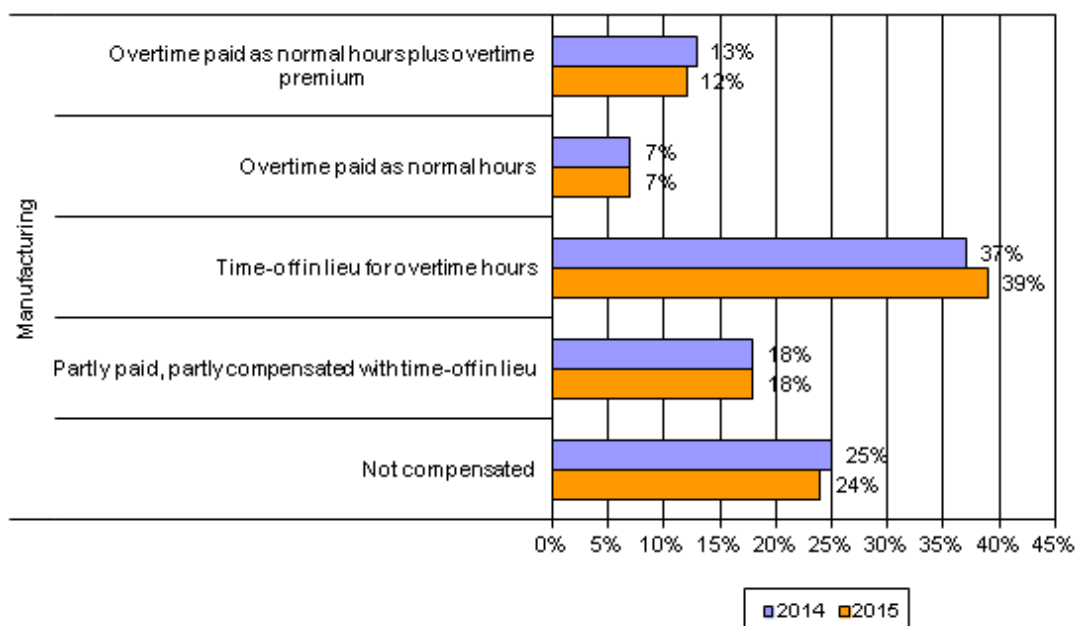


Table 65: Percentage of Dutch employees in manufacturing reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	31%	19%	-39%
Training opportunities	49%	45%	-8%
Reorganisation	23%	22%	-4%
New strategic initiatives	60%	49%	-18%
Announcement of voluntary retirement	12%	7%	-42%
Merger with another organisation	15%	15%	0%
Renewal of computer equipment	46%	51%	11%
Competent management strategy	44%	40%	-9%

Figure 32: Percentage of Dutch employees in manufacturing expecting various scenarios in the next 12 months

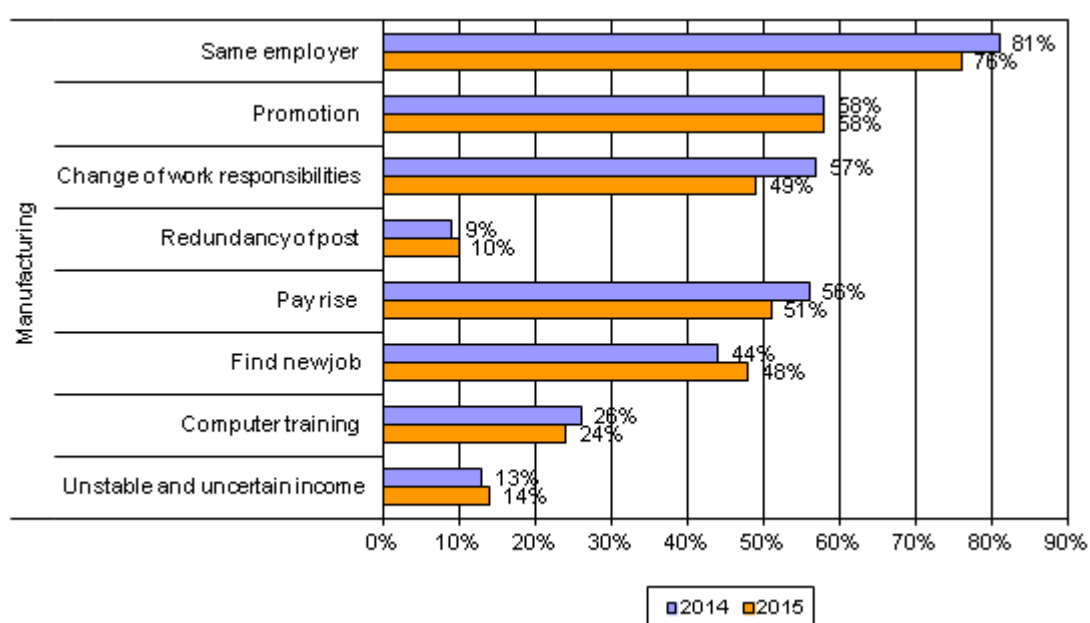


Table 66: Percentage of Dutch employees in manufacturing satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	63%	63%	0%
Wage	35%	35%	0%
Commuting time	64%	65%	2%
Combination of work and family life	56%	58%	4%
Job security	63%	67%	6%
Working environment	59%	61%	3%
Working hours	62%	62%	0%
Colleagues	75%	77%	3%
Superiors	57%	60%	5%
Employer's approach to pay	36%	31%	-14%
Allowances/bonuses	33%	30%	-9%
Kind of contract	50%	50%	0%

Table 67: Percentage of Dutch employees in manufacturing rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	82%	84%
Annual % change		2%

1.10 Transport, logistics, communication

- Median gross hourly wage in the transport, logistics, communication sector of the Netherlands was € 13.1 in this sector in 2015. Higher wages in the transport sector were observed in UK (€ 16.3), Germany (€ 16.2) and Belgium (€ 15.6). Lower wages were observed in Spain (€ 9.9). Year-to-year, the median wage decreased in the Netherlands by € 0.2, but there were significant increases in UK, Germany and Belgium.
- In this sector, there is either no gender pay gap reported in the Netherlands, or even a bit negative (0% in 2014, -1% in 2015). In Germany, wages have increased for both genders in 2015, but the gender pay gap has effectively disappeared (8% pay gap in 2014, 0% in 2015) and we have observed significant decreases in other countries as well.
- About a quarter (26%) of Dutch employees have received the end-of-year bonus in 2015. 19% have received an extra month payment, and 14% got some profit share. When comparing year-to-year, there were no large changes in bonus frequency.
- Time-off in lieu was the most common form of overtime compensation in 2015, reported by 33% of employees of the Dutch transport sector. However, 29% of employees reported they don't get any compensation at all. 18% is partly compensated by pay, partly by time-off, 12% gets overtime paid as normal working hours, and 13% get overtime hours paid even with an overtime premium.
- Nearly all employees of the Dutch Transport sector work full-time (89%), and 67% have a permanent contract. However, work in the evenings (38%) and weekend work (31% Saturdays, 22% Sundays) also occurs quite often.
- In terms of organizational changes reported in the last 12 months in the Netherlands, there has been a significant decrease in share of employees reporting computer equipment renewal (51% in 2014 vs. 39% in 2015) and competent management strategy (43% in 2014 vs. 36% in 2015). On the other hand, there was a reasonable decrease in the announcement of redundancies too (36% in 2014 vs. 27% in 2015).
- In 2015, 55% of Dutch employees expect a change in their work responsibilities, and 50% expect a promotion in the next 12 months. 46% are eager to find a new job and 41% expect a pay increase. In spite of this, 66% of employees expect to stay with the same employer in the next year.
- In 2015, 58% of Dutch employees in this sector were satisfied with their job, but only 31% were satisfied with their wage. The most satisfying aspect of work was relationship with their colleagues (74%), job security (61%) and work environment (61%). The least satisfying aspects of work are again wage and allowances.
- 79% of Dutch employees report to be rather satisfied with their life-as-a-whole in 2015, a small increase from 77% in 2014.

Table 68: Median gross hourly wages in transport, logistics, communication by country and year

Country	Year			
	2014	Sample size	2015	Sample size
Netherlands	13.3	8,535	13.1	8,728
Belgium	15.2	1,747	15.6	1,571
Germany	14.4	575	16.2	365
UK	14.4	332	16.3	265
Spain	11.5	335	9.9	469

Table 69: Median gross hourly wages in transport, logistics, communication by country, gender and gender pay gap

Country	Year					
	2014			2015		
	Men	Women	Pay gap	Men	Women	Pay gap
Netherlands	13.3	13.3	0%	13.1	13.2	-1%
Belgium	15.2	15.0	1%	15.8	15.2	4%
Germany	14.7	13.5	8%	16.2	16.2	0%
UK	15.2	12.2	19%	16.5	16.1	2%
Spain	13.3	9.5	29%	10.4	8.9	14%

Figure 33: Percentage of employees in the Netherlands in transport, logistics, communication receiving various types of bonuses

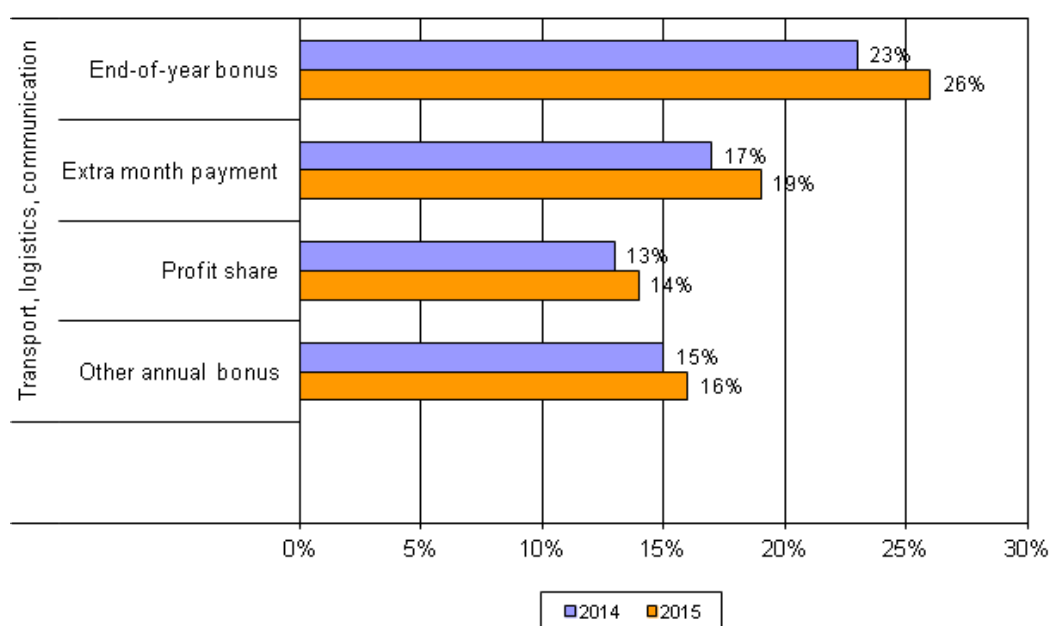


Table 70: Overview of working hours in the Netherlands in transport, logistics, communication; percentage of employees

	Year		% change
	2014	2015	
Permanent employment contract	70%	67%	-4%
Full-time working hours	90%	89%	-1%
Work shifts or irregular hours	37%	37%	0%
Regular work on Saturdays	33%	31%	-6%
Regular work on Sundays	22%	22%	0%
Regular work in the evenings	41%	38%	-7%

Figure 34: Overtime compensation in the Netherlands in transport, logistics, communication; percentage of employees

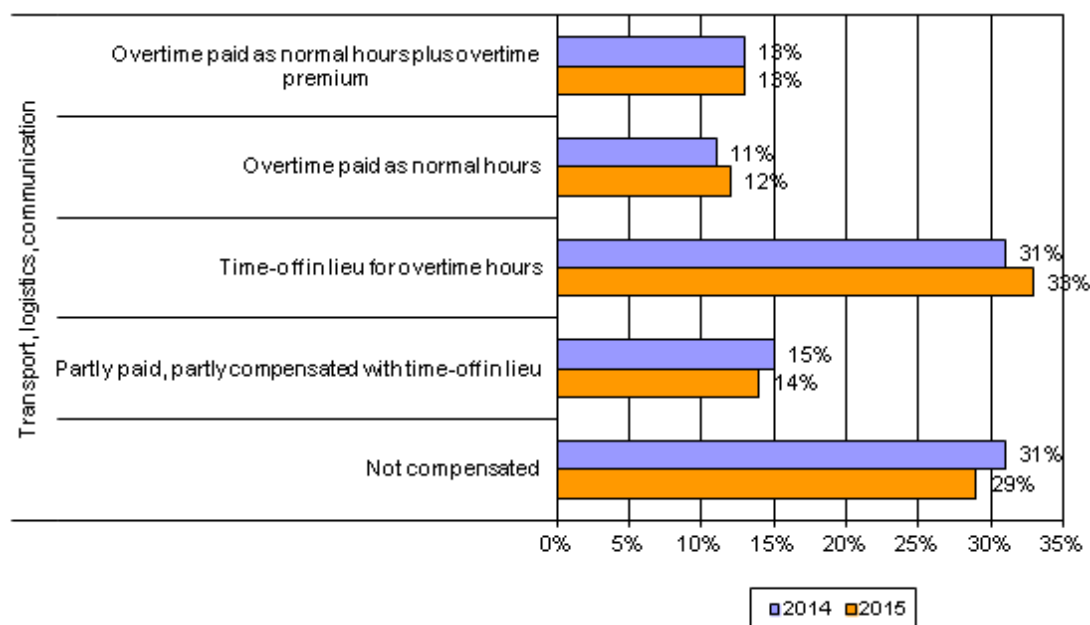


Table 71: Percentage of Dutch employees in transport, logistics, communication reporting about organizational changes during past 12 months

	Year		% change
	2014	2015	
Announcement of redundancies	36%	27%	-25%
Training opportunities	47%	44%	-6%
Reorganisation	28%	31%	11%
New strategic initiatives	57%	61%	7%
Announcement of voluntary retirement	6%	7%	17%
Merger with another organisation	23%	19%	-17%
Renewal of computer equipment	51%	39%	-24%
Competent management strategy	43%	36%	-16%

Figure 35: Percentage of Dutch employees in transport, logistics, communication expecting various scenarios in the next 12 months

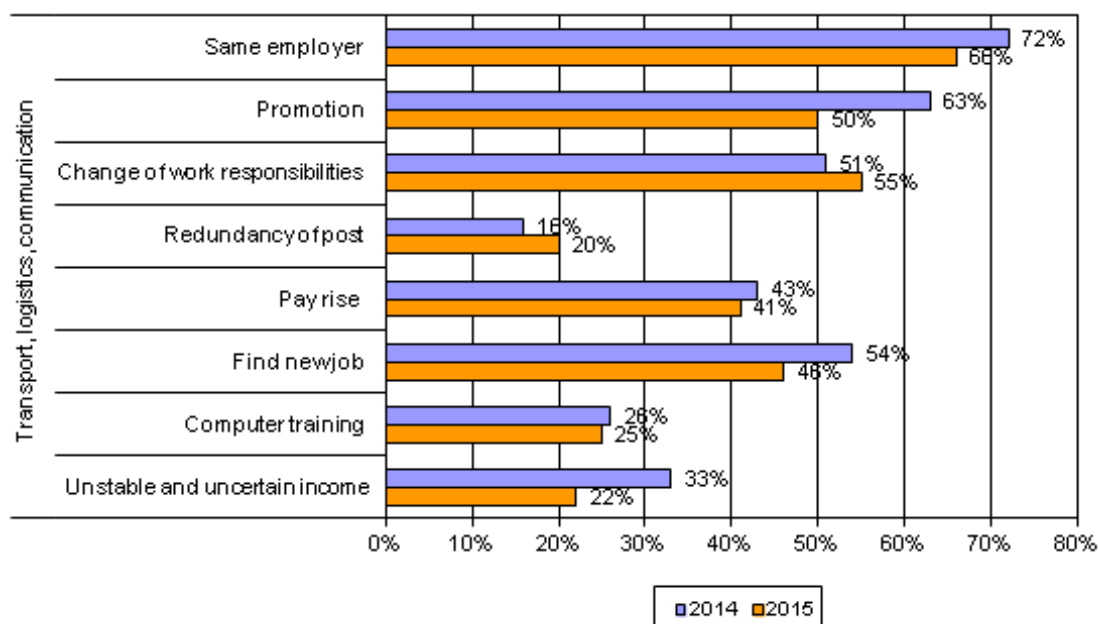


Table 72: Percentage of Dutch employees in transport, logistics, communication satisfied with various aspects of their work

	Year		% change
	2014	2015	
Job	55%	58%	5%
Wage	27%	31%	15%
Commuting time	61%	59%	-3%
Combination of work and family life	49%	48%	-2%
Job security	56%	61%	9%
Working environment	53%	61%	15%
Working hours	49%	55%	12%
Colleagues	72%	74%	3%
Superiors	53%	56%	6%
Employer's approach to pay	29%	31%	7%
Allowances/bonuses	22%	27%	23%
Kind of contract	41%	37%	-10%

Table 73: Percentage of Dutch employees in transport, logistics, communication rather satisfied with life as-a-whole

	Year	
	2014	2015
% of respondents	77%	79%
Annual % change		3%

2. Main sector developments in the Netherlands 2006 – 2015

In this chapter, we focus on major trends in wages and bonuses in the period 2006 - 2015 in four specific sectors of the Dutch labour market: the ICT services sector and the financial services, banking, insurance sector.

2.1 ICT services

In the ICT sector, the respondents reported lower median wages in 2014 than in all the previous years. This was caused by a wage decline that has started in 2009 (see Table 74) due to the economic crisis and the decline continued throughout 2014, with the only exception being an increase in 2012. In 2015, the median wages have finally started rising again, year-to-year by 4% and reaching € 15.3 per hour. However, that is still 16% lower than the peak wages of € 18.2 per hour occurring in 2008.

When examining wages in 2006 – 2015 by gender (Table 75), men's median wages always copy the same trend and are always slightly higher than the overall sample. The men's peak wage was reached in 2008 at € 19.1 per hour, gradually decreasing since then € 15.0 per hour in 2014, with an increase recorded again in 2015 at € 15.6 per hour. However, the women's wage trend is slightly different, where rises and drops change many times. In 2006, the lowest wage of € 13.9 per hour was observed. The women's wage peaked at € 16.3 in 2010, but has decreased since then. In the last three years (2013 - 2015), the median women's wage remained stable at € 14.4 per hour. As the wage trends of the two genders somehow differ, the gender pay gap has also had its fluctuations, but overallly there is a decreasing trend. In 2015, the gender pay gap stood at 8%, down from 18% in 2006. Although the peak high gender pay gap was reached in 2008 at 22%, the peak low was reached recently in 2014 at only 4%.

An overview of the wages of the starters with 0-2 years of work experience in 2006 – 2015 is shown on Table 76. We can notice that wages of the starters are lower, but slowly seem to get closer to the wages of all employees. In 2006, the wage difference between starters and all employees in the ICT sector was € 4.9 per hour, but in 2015, this difference was reduced to only € 3.0 per hour, when the starters' wages stood at € 12.3 per hour. The starters' wage has also seen its ups and downs in 2006 – 2015. The peak high wage of starters was observed in 2010 at € 13.6 per hour, the peak low of € 11.3 was observed at the beginning of the period in 2006.

A recovery was reported not only in wages, but also in the bonus payments (Table 77). In 2015, 22% of the ICT workers reported receiving the end-of-year bonus, which is twice as many as 11% in 2014, not even mentioning the single-digit figures before 2014. Data on extra-month payment is available only since 2013, but the data shows that the percentage of employees receiving the extra-month payment has been fluctuating from 20% in 2013 down to 7% in 2014 and back up to 19% in 2015. In the last two years, we have also seen a significant increase in the profit share (16% in 2015 and 14% in 2014 vs. only 5% in 2013).

Table 78 illustrates some organizational changes reported during the 2006 – 2015 timeframe. Announcements of redundancies in 2015 have reached 19%, which represents a sharp decrease from 2014 and the previous years when the level fluctuated around 40%. Training opportunities were reported by 56% of employees in 2015 and have been reported by about half of the respondents for the last five years. Reorganization was reported by 21% of employees, decreasing from 28% in 2014, but staying around the 20% for a longer period of time. About half of the respondents (44% in 2014, 56% in 2015) consider their company to have a competent management strategy.

For more detailed information see the following tables and figures (source for all: own calculations based on the WageIndicator Dataset).

Table 74: Median gross hourly wage in the Netherlands in the ICT services in 2006 - 2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	16.2	18.0	18.2	17.3	17.2	15.9	16.5	15.1	14.7	15.3
Annual change		11.1%	1.1%	-4.9%	-0.6%	-7.6%	3.8%	-8.5%	-2.6%	4.1%

Table 75: Median gross hourly wage by gender in the Netherlands in the ICT services in 2006 - 2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Men	17.0	18.6	19.1	17.9	17.6	16.3	17.0	15.3	15.0	15.6
Women	13.9	16.2	15.0	15.4	16.3	14.9	15.0	14.4	14.4	14.4
Pay gap	18%	13%	22%	14%	7%	9%	12%	6%	4%	8%

Table 76: Median gross hourly wage of starters (0-2 years of work experience) in the Netherlands in the ICT services in 2006 - 2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	11.3	12.7	13.3	13.0	13.6	12.8	12.3	12.1	12.1	12.3
Annual change		12.4%	4.7%	-2.3%	4.6%	-5.9%	-3.9%	-1.6%	0.0%	1.6%

Table 77: Overview of bonuses given to employees in the Netherlands in the ICT services; percentage of employees

Year	Employee bonus		
	End-of-year bonus	Extra month payment	Profit share
2007	6%		17%
2008	7%		18%
2009	9%		13%
2010	5%		8%
2011	6%		7%
2012	5%		7%
2013	4%	20%	5%
2014	11%	7%	14%
2015	22%	19%	16%

Table 78: Percentage of employees in the Netherlands in the ICT services reporting about organizational changes during past 12 months

Year	Past 12 months of organisations			
	Announcement of redundancies	Training opportunities	Reorganisation	Competent management strategy
2006	30%	65%	33%	57%
2007	15%	71%	28%	67%
2008	18%	74%	35%	71%
2009	38%	58%	16%	42%
2010	42%	60%	20%	49%
2011	32%	52%	17%	54%
2012	36%	49%	15%	41%
2013	36%	55%	18%	54%
2014	40%	53%	28%	44%
2015	19%	56%	21%	56%

2.2 Financial services, banking, insurance

Similarly to the ICT sector, gross median hourly wages have been decreasing from 2009 to 2014 due to the economic crisis, reaching a low of € 14.8 per hour in 2014, 14% below the 2008 peak wages of € 17.3. However, in 2015 the median wage started rising again for the first time since 2008, although only by 1.4% to € 15.0 per hour.

The pace of year-to-year wage increases/decreases of the starters (Table 80) does not always resemble what was happening with wages of all employees in the financial sector, but in general, it can be concluded that wages of the starters are about € 3-4 per hour lower than wages of all the employees.

The end of year bonus in the financial sector was received a lot more often in 2014 and 2015 compared to the previous years (34% in 2015 and 29% in 2014 vs. 11% in 2013). This can also be explained by the economic recovery after a longer crisis. Extra-month payments were received by 16% of employees in 2013, by 14% in 2014 and by 24% of employees in 2015. Earlier data for extra-month payments are not available. In addition, there was an increase in the profit share. In the last couple of years, the percentage of employees receiving a profit share was moving around 10%, but in 2015, 18% of employees received a profit share.

Some organizational changes reported during the 2006 – 2015 timeframe are illustrated in Table 82. The key finding is the sharp decrease in the announcements of redundancies. In 2015, only 26% of employees announced redundancies occurring, much less than 58% in 2014 and approximately 50% in the previous years. The percentage of employees in the financial sector reporting training opportunities has remained steadily around 65% for the last six years (62% in 2015 and 68% in 2014). The same holds for reorganization, where the percentage revolves around 25% in the last years (21% in 2015 and 26% in 2014). Nearly one half of the respondents (46% in both 2014 and 2015) consider their company to have a competent management strategy.

For more detailed information see the following tables and figures (source for all: own calculations based on the WageIndicator Dataset).

Table 79: Median gross hourly wage in the Netherlands in financial services, banking, insurance in 2006-2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	15.1	16.7	17.2	17.3	16.8	16.9	16.5	15.2	14.8	15.0
Annual change		10.6%	3.0%	0.6%	-2.9%	0.6%	-2.4%	-7.9%	-2.6%	1.4%

Table 80: Median gross hourly wage of starters (0-2 years of work experience) in the Netherlands in financial services, banking, insurance in 2006-2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	11.8	12.4	13.1	13.3	14.4	13.6	12.6	12.1	12.1	11.7
Annual change		5.1%	5.6%	1.5%	8.3%	-5.6%	-7.4%	-4.0%	0.0%	-3.3%

Table 81: Overview of bonuses given to employees in the Netherlands in financial services, banking, insurance; percentage of employees

Year	Employee bonus		
	End-of-year bonus	Extra month payment	Profit share
2007	11%		24%
2008	13%		25%
2009	23%		18%
2010	14%		11%
2011	14%		10%
2012	13%		7%
2013	11%	16%	7%
2014	29%	14%	10%
2015	34%	24%	18%

Table 82: Percentage of employees in the Netherlands in financial services, banking, insurance reporting about organizational changes during past 12 months

Year	Past 12 months of organisations			
	Announcement of redundancies	Training opportunities	Reorganisation	Competent management strategy
2006	39%	75%	37%	57%
2007	27%	77%	34%	65%
2008	28%	78%	37%	59%
2009	41%	77%	28%	53%
2010	42%	64%	24%	47%
2011	50%	71%	28%	49%
2012	48%	62%	21%	46%
2013	60%	68%	32%	41%
2014	58%	68%	26%	46%
2015	26%	62%	21%	46%

2.3 Construction, technical consultancy

In the Construction sector, the median wage stood at € 14.4 per hour in both 2014 and 2015, but this is still lower than in the whole 2007 – 2013 period. The only year when a lower wage was recorded is 2006 (€ 14.1 hour). Due to a quickly changing situation on the real estate market, wages in the construction sector went up and down during the whole 2007 – 2013 period, peaking at € 15.8 per hour in 2010.

Wages of starters in the Construction sector are presented on Table 84. In the last ten years, they were about € 2-3 per hour lower than wages of all the employees.

In terms of bonuses, the end-of-year bonus in 2014 was received by 10% of respondents, slightly below the 11% level for 2013. In 2010 – 2013, the percentage of employees receiving end-of-year bonus was single digit. Data about extra month payment are available only for the last two years: 7% in 2014 and 6% in 2015. The percentage of employees receiving a profit share has been increasing in the last years (7% in 2013, 11% in 2014 and 14% in 2015).

The share of respondents announcing redundancies decreased to 38% in 2014 compared to 50% in 2013 and 57% in 2012. The share of respondents reporting some training opportunities fluctuates around 40% for the last few years, this time reaching 47%. Reorganization uses to be reported by about 20% of employees (21% in 2014, 22% in 2013). However, there has been decrease by 10% in the share of employees seeing a competent management strategy (45% in 2014, 35% in 2013).

For more detailed information see the following tables and figures (source for all: own calculations based on the WageIndicator Dataset).

Table 83: Median gross hourly wage in the Netherlands in construction, technical consultancy in 2006 - 2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	14.1	14.9	15.7	15.6	15.8	14.9	15.6	14.9	14.4	14.4
Annual change		5.7%	5.4%	-0.6%	1.3%	-5.7%	4.7%	-4.5%	-3.4%	0.0%

Table 84: Median gross hourly wage of starters (0-2 years of work experience) in the Netherlands in construction, technical consultancy in 2006 – 2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	12.1	11.5	13.2	12.1	13.3	12.5	12.4	12.1	11.5	11.7
Annual change		-5.0%	14.8%	-8.3%	9.9%	-6.0%	-0.8%	-2.4%	-5.0%	1.7%

Table 85: Overview of bonuses given to employees in the Netherlands in construction, technical consultancy; percentage of employees

Year	Employee bonus		
	End-of-year bonus	Extra month payment	Profit share
2007	7%		12%
2008	11%		18%
2009	17%		22%
2010	7%		11%
2011	6%		8%
2012	4%		9%
2013	5%		7%
2014	11%	7%	11%
2015	10%	6%	14%

Table 86: Percentage of employees in the Netherlands in construction, technical consultancy reporting about organizational changes during past 12 months

Year	Past 12 months of organisations			
	Announcement of redundancies	Training opportunities	Reorganisation	Competent management strategy
2006	23%	53%	18%	37%
2007	11%	60%	19%	52%
2008	13%	60%	18%	50%
2009	21%	55%	9%	49%
2010	34%	46%	13%	46%
2011	35%	40%	12%	40%
2012	42%	42%	16%	37%
2013	57%	39%	20%	42%
2014	50%	43%	21%	45%
2015	38%	47%	22%	35%

2.4 Marketing and communication

In the Marketing and communication sub-sector (part of Legal and market consultancy, business activities sector), the median gross hourly wage has decreased slightly in 2015 to € 14.6 from € 15.0 in 2014. In this sub-sector, the wage is jumping up and down in the long term. The high peak wage in the last ten years was € 17.3 in 2009, the ten-year low was reached in 2011 at € 14.4 (very close to the 2015 level of € 14.6).

Wages of the starters in this sub-sector (Table 88) have undergone similar year-to-year changes like wages of all the employees in 2006-2015. The wage difference has been in the range of € 2-3 per hour.

Employees of this sub-sector don't receive bonuses often. The percentage of employees receiving the end-of-year bonus has been in single digits since 2010, standing at 6% in 2014 and 5% in 2015. We have also observed a year-to-year decrease in the extra month payment (10% in 2014 vs. 5% in 2015), data from older years are not available. However, the share of employees receiving a profit share has increased significantly, from 3% in 2014 to 10% in 2015, but still not reaching the ten-year high of 15% in 2008.

Regarding organizational changes, the sample of observations was too low at a single year level to provide any reasonable information. Therefore, the data were merged into two-year periods, providing a reasonable sample for such periods. In 2014 – 2015, 40% of employees reported announcements of redundancies in the last 12 months, increasing by 5% compared to 2012 – 2013. 54% of employees have noticed some training opportunities, rising from 39% in 2012 – 2013. Around 20% of employees observed reorganization, in the last

two years the exact figure was 23%. There has been a declining trend in the share of employees seeing a competent management strategy in their company, decreasing from 66% in 2006 - 2007 to 39% in 2012 - 2013. At least in the last two years this figure has risen for the first time (46% in 2014 - 2015).

For more detailed information see the following tables and figures (source for all: own calculations based on the WageIndicator Dataset).

Table 87: Median gross hourly wage in the Netherlands in marketing and communication in 2006 - 2015

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median	15.0	16.0	16.2	17.3	15.3	14.4	15.9	15.0	15.0	14.6
Annual change		6.7%	1.3%	6.8%	-11.6%	-5.9%	10.4%	-5.6%	0.0%	-2.7%

Table 88: Median gross hourly wage of starters (0-2 years of work experience) in the Netherlands in marketing and communication in 2006 - 2015⁷

	Year of the survey									
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Median		13.0	12.7		13.1	12.2	13.0	12.1	12.3	11.8
Annual change			-2.3%			-6.9%	6.6%	-6.9%	1.7%	-4.1%

Table 89: Overview of bonuses given to employees in the Netherlands in marketing and communication; percentage of employees

Year	Employee bonus		
	End-of-year bonus	Extra month payment	Profit share
2007	5%		13%
2008	11%		15%
2009	12%		12%
2010	7%		8%
2011	5%		9%
2012	6%		5%
2013	3%		3%
2014	6%	10%	3%
2015	5%	5%	10%

Table 90: Percentage of employees in the Netherlands in marketing and communication reporting about organizational changes during past 12 months⁸

Period	Past 12 months of organisations			
	Announcement of redundancies	Training opportunities	Reorganisation	Competent management strategy
2006-2007	16%	57%	19%	66%
2008-2009	30%	58%	14%	65%
2010-2011	44%	54%	14%	50%
2012-2013	35%	39%	22%	39%
2014-2015	40%	54%	23%	46%

⁷ A minimum of 10 observations is needed to provide a reasonable estimate of the median gross hourly wage. In 2006 and 2009, the number of observations was less than 10, therefore the wage estimate isn't provided.

⁸ Due to low sample of observations, it was impossible to provide this information by every single year. When merging the years into to year periods, the sample of observations was sufficient to allow some reasonable comparison.

3. Worldwide comparison of occupations

The WageIndicator database enables a wage comparison across different occupation groups and countries in different regions of the world, such as the European Union, post-Soviet countries, North America, Latin America, Africa and Asia. Because of different price levels in different countries, we must consider the wages' purchasing power to get a meaningful comparison of "real" wages the employees earn in different countries. For these purposes, we use two different indicators:

1. Gross and net wage in international US dollars express wages equivalent in US dollars that would have the same purchasing power in the USA as the local wage in local currency has in the home country of the respondents
2. The Big Mac wage expresses a wage converted into the amount of Big Macs that an employee can afford to buy in his/her home country

It should be stressed that although the latter is a uniform product, and therefore easier to comprehend, the former indicator is more encompassing and reaching beyond comparison of only a single commodity.

Tables 91 - 94 illustrate the gross hourly wage, net hourly wage and Big Mac wage (where Big Mac index was available) for four highest-skilled occupation groups: managers; professionals; technicians and associate professionals; clerical support workers. Wage figures are presented only for those countries where sample of observations was sufficient to provide reasonable wage estimates.

In terms of net wage, Dutch managers are the second best paid in Europe. Their net hourly wage in PPP is 17.0 international US dollars and managers earn more only in Spanish speaking countries: Spain \$ 19.2, Argentina \$ 18.8 and Chile \$ 21.8. To compare this with other European countries, managers in Belgium earn \$13.6 per hour, in Italy \$16.0 and in the United States \$ 17.9. The lowest managerial wages in Europe can be found in countries like Ukraine (\$ 4.0) and Belarus (\$ 5.3). Low managerial wages compared to other countries can be found in African and Asian countries, with the exception of South Africa, where the wage (\$ 17.4) is at the European wage level. For more information, see Table 81 below.

The median net hourly wage of Dutch professionals is \$15.5 in PPP and is comparable to professionals from the United Kingdom (\$15.6). Professionals from United States (\$18.5) and South Africa (\$16.6) earn more than their Dutch colleagues, but among the selected European countries, the Dutch professionals earn the most in continental Europe. The lowest wages for professionals were observed in countries like Ukraine (\$ 3.4), Madagascar (\$ 3.7), Belarus (\$ 4.2) and Indonesia (\$ 4.9). More information is illustrated on Table 82.

The net wages of technicians and associate professionals in the Netherlands are the highest among all the compared countries (\$ 14.1). Very high net wages were also observed in the United States (\$ 13.6). Rather high wages among European countries can be found in UK (\$ 12.7), Italy (\$ 12.3) and Belgium (\$ 11.8). Very low wages can be found in the Ukraine (\$ 3.1) and Belarus (\$ 4.1). Wages of technicians and associate professionals in Latin America are lower, the highest can be found in Argentina (\$ 10.6) and the lowest in Paraguay (\$ 6.1). In Africa, the lowest wage can be found in Mozambique (\$ 4.5), and among the Asian countries, a very low wage is paid to workers in Sri Lanka (\$ 4.1). More information can be found on Table 83.

For the clerical support workers, net wage in the Netherlands (\$ 12.8) is the highest among the reported countries. Good wages of clerical support workers can also be found in the United States (\$ 11.5), Belgium, Italy (both \$ 11.3) and the United Kingdom (\$ 11.1). Also for this group of workers, the lowest wages in Europe

occur in the Ukraine (\$ 2.7) and Belarus (\$ 3.6). In Latin America, clerical support workers in Argentina (\$ 9.0) earn really well for that region. The second highest wage among the examined Latin American countries can be found in Chile (\$ 6.6). In Africa, very low wages were observed in Kenya (\$ 3.3) and in Asia low wages were observed in countries like Sri Lanka (\$ 2.7) and Indonesia (\$ 3.9).

Table 91: Global comparison of managers' wage

Country	Managers			Number of observations
	Median gross hourly wage in international US dollars	Median net hourly wage in international US dollars	Median amount of Big Macs from net wage per hour	
United States	26.7	17.9	3.6	124
Belgium	27.7	13.6	2.9	203
Italy	26.7	16.0	3.0	109
Netherlands	27.0	18.0	4.3	849
Portugal	15.2	12.7	2.6	72
Slovakia	14.9	9.8	1.3	70
Spain	25.8	19.2	3.7	137
Czech Republic	17.0	11.2	2.0	100
United Kingdom	20.9	16.6	4.0	117
Argentina	21.3	18.8	2.9	282
Chile	26.5	21.8	3.8	84
Colombia	16.3	16.4	2.4	100
Mexico	16.1	12.2	2.0	490
Azerbaijan	14.0	10.6		66
Belarus	7.7	5.3		35 ¹
Kazakhstan	10.3	7.5		39 ¹
Russian Federation	12.1	8.1	1.5	104
Ukraine	5.3	4.0	0.6	581
Indonesia	9.2	7.2	1.0	773
Pakistan	11.1	9.3	0.9	84
Sri Lanka	9.0	7.6	1.0	95
Ghana	10.5	9.1		25
Kenya	12.1	7.2		133
Madagascar	6.8	5.0		52
South Africa	22.8	17.4	3.4	822

Source: WageIndicator (2014-2015); Purchasing power parity adjustment based on the IMF's WEO database (October 2015); Big Mac wage based on the Economist's Big Mac Index (January 2016)

Table 92: Global comparison of professionals' wage

Country	Professionals			Number of observations
	Median gross hourly wage in international US dollars	Median net hourly wage in international US dollars	Median amount of Big Macs from net wage per hour	
United States	26.7	18.5	3.8	231
Belgium	20.5	12.4	2.6	553
Finland	21.6	14.8	3.3	75
Italy	19.1	12.4	2.3	323
Netherlands	20.6	15.5	3.7	2347
Portugal	11.3	9.4	1.9	418
Slovakia	11.9	7.8	1.0	207
Spain	18.0	13.3	2.6	401
Czech Republic	13.1	9.3	1.7	310
Hungary	10.2	5.2	0.8	71
United Kingdom	19.2	15.6	3.8	203
Argentina	15.9	13.7	2.2	687
Chile	16.0	14.1	2.5	285
Colombia	10.9	10.6	1.6	311
Costa Rica	9.6	9.6	1.7	190
El Salvador	9.3	7.0		75
Guatemala	11.4	11.2		72
Mexico	10.1	9.3	1.6	1939
Nicaragua	6.9	6.2		96
Paraguay	10.0	8.4		87
Peru	12.9	11.3	1.8	83
Azerbaijan	9.3	7.3		192
Belarus	5.6	4.2		1561
Kazakhstan	7.9	6.3		1290
Russian Federation	9.3	7.3	1.3	305
Ukraine	4.5	3.4	0.5	1617
Indonesia	6.3	4.9	0.6	1222
Pakistan	8.1	6.5	0.6	139
Sri Lanka	6.5	5.9	0.8	268
Angola	11.7	6.3		88
Ghana	9.2	6.4		80
Kenya	8.3	5.5		270
Madagascar	5.5	3.7		60
Mozambique	8.9	6.6		104
Senegal	9.5	6.8		74
South Africa	21.5	16.6	3.2	1473
Tanzania	10.8	10.3		61

Source: WageIndicator (2014-2015); Purchasing power parity adjustment based on the IMF's WEO database (October 2015); Big Mac wage based on the Economist's Big Mac Index (January 2016)

Table 93: Global comparison of technicians' and associate professionals' wage

Country	Technicians and associate professionals			Number of observations
	Median gross hourly wage in international US dollars	Median net hourly wage in international US dollars	Median amount of Big Macs from net wage per hour	
United States	17.3	13.6	2.8	149
Belgium	18.7	11.8	2.5	573
Italy	16.4	12.3	2.3	164
Netherlands	18.3	14.1	3.3	2554
Portugal	7.2	6.7	1.4	257
Slovakia	9.4	6.9	0.9	185
Spain	14.4	11.6	2.2	163
Czech Republic	10.3	7.5	1.3	227
United Kingdom	15.1	12.7	3.1	124
Argentina	11.3	10.6	1.7	462
Chile	9.8	8.6	1.5	128
Mexico	6.8	6.4	1.1	695
Paraguay	6.9	6.1		55
Azerbaijan	11.6	9.3		121
Belarus	5.1	4.1		1075
Kazakhstan	6.7	5.5		1224
Russian Federation	7.5	6.0	1.1	225
Ukraine	3.8	3.1	0.4	1956
Indonesia	5.6	4.5	0.6	966
Pakistan	6.9	6.5	0.6	51
Sri Lanka	4.6	4.1	0.5	113
Kenya	6.5	4.9		134
Mozambique	5.5	4.5		92
Senegal	6.4	5.0		50
South Africa	13.5	11.0	2.1	1243

Source: WageIndicator (2014-2015); Purchasing power parity adjustment based on the IMF's WEO database (October 2015); Big Mac wage based on the Economist's Big Mac Index (January 2016)

Table 94: Global comparison of clerical support workers' wage

Country	Clerical support workers			Number of observations
	Median gross hourly wage in international US dollars	Median net hourly wage in international US dollars	Median amount of Big Macs from net wage per hour	
United States	13.5	11.5	2.3	84
Belgium	17.1	11.3	2.4	381
Italy	15.3	11.3	2.1	184
Netherlands	15.6	12.8	3.0	2298
Portugal	6.7	6.5	1.3	178
Slovakia	8.8	6.4	0.8	172
Spain	12.2	9.9	1.9	174
Czech Republic	8.7	7.0	1.3	160
United Kingdom	12.3	11.1	2.7	99
Argentina	9.8	9.0	1.4	554
Chile	6.9	6.6	1.1	167
El Salvador	5.6	5.3		63
Mexico	5.5	5.2	0.9	1044
Paraguay	6.1	5.2		87
Peru	5.5	4.9	0.8	63
Azerbaijan	12.4	9.9		101
Belarus	4.6	3.6		610
Kazakhstan	6.3	5.2		595
Russian Federation	6.7	5.1	0.9	115
Ukraine	3.4	2.7	0.4	927
Indonesia	4.7	3.9	0.5	869
Sri Lanka	3.4	2.7	0.4	61
Angola	6.9	5.0		76
Kenya	4.6	3.3		96
Mozambique	5.4	4.7		109
South Africa	9.3	7.9	1.5	926

Source: WageIndicator (2014-2015); Purchasing power parity adjustment based on the IMF's WEO database (October 2015); Big Mac wage based on the Economist's Big Mac Index (January 2016)

4. Wages in context

Wages in context (WIC) is a concept developed by the WageIndicator foundation attempting to provide a real outlook about the standard of living of employees in different countries, and putting the wages into context with key figures such as minimum wage, national poverty line and living wage. Based on data collected and calculations made by WageIndicator, an interactive online map is published and regularly updated on the WageIndicator websites:

<http://www.wageindicator.org/main/salary/wages-in-context>

In the online Wages in context map, one may find:

- Minimum wages (lower bound and upper bound)
- National poverty line
- Living wages
- Wages by skill groups of workers (low-skilled, medium-skilled, high-skilled workers)

The following section explains all the mentioned concepts:

The **minimum wage** is a minimum wage defined by law the employer must pay to any employee for full-time work, regardless of the type, difficulty or responsibilities of the job. Most of the countries in the world do define the minimum wages, and the levels of minimum wages may also differ by regions in larger countries. Apart, many countries don't define a single minimum wage figure, but several different levels of minimum wage, valid under different circumstances. Therefore, the minimum wage is not presented as a single figure, but two figures (lower bound and upper bound living wage) are presented defining the interval in which the living wage falls under the local or national law. The lower and upper bound minimum wages are the same in case some country/region defines just a single level of minimum wage. In the Wages in context, WageIndicator updates the minimum wage quarterly, figures from the most recent update in January 2016 are presented.

The **national poverty line** is a poverty line defined by each country's national law, setting an income threshold under which households (either individuals or families) are considered poor. Poverty is one of the most urgent problems in the current world and there has been a lot of discussion about people living below the poverty line. However, although there exist general definitions of poverty applied for all the countries (e. g. the World Bank poverty line), such general concepts have many deficiencies and can't provide a good measure of poverty without taking the local specific into considerations. Therefore, one must have in mind that the national poverty line is defined by the government of a certain country, and therefore is relative. Many EU countries define the national poverty line as 60% of the median wage earned in the country. In Table 85, which can be found below, the national poverty line for an individual is presented. WageIndicator updates its national poverty line database annually, the most recent update was done in February 2016, meaning the latest national poverty line figures are presented.

The **living wage** is defined as a wage required for an individual or household to cover their basic needs and minimum living costs. This concept has been developed by several organisations, and there is a general understanding that every individual or household should be able to live a decent life, i.e. shouldn't be earning less than the living wage (unfortunately, it is not the case in many countries). There is no more exact definition of what exactly shall be included into the living wage, and there are many different methodological approaches to this issue. To calculate the living wage, WageIndicator has developed its own methodology, and this living wage is put into context with wages earned by employees and other figures in the Wages in context map.

WageIndicator calculates the living wage by estimating the minimum Cost of Living for the basic items necessary for life (food, housing, transport, other costs). To calculate this, data about prices are collected by the Cost of Living survey, available online on WageIndicator websites, e. g:

<http://wageindicator.co.uk/main/pay/cost-of-living-survey>

The Cost of Living survey was launched online in September 2013, meaning that so far, the period of data collection (2,5 years) is rather short, and prices collected from the whole period since launching are included into the calculation of the living wage. It should be pointed out that a very large majority of these prices come from the 2014 – 2015 period used in previous chapters of this report, so we may consider the living wage to be the de-facto 2014 – 2015 living wage.

As the prices collected by respondents in the Cost of Living survey differ, one must choose in the calculation which price (what percentile) of all the collected prices to choose for living wage calculation. In the online Wages in Context map, the living wage is therefore not presented as a single figure, put as a lower bound (25-th percentile) and upper bound (50-th percentile, i.e. median) figure. Since we have been reporting the median for all wages in this report, the median (i.e. upper bound) living wage is also reported in the tables below. The living wage is also calculated for three different types of household: individual, 2+2 family (i.e. family of 2 adults and 2 children), and a typical family (i.e. a family of 2 adults with the number of children equivalent to the fertility rate of a given country).

The Wages in context map also contains figures of median **wages of different skill groups of workers**. According to an employee's occupation (following the ISCO classification), WageIndicator allocates each worker into a skill group (low skilled, medium skilled, high skilled) and calculates the median wage for these three skill groups of workers. In the Wages in Context, WageIndicator includes wages data collected in the last two years, meaning that wages figures from 2014 and 2015 are presented.

Table 85 below illustrates the Wages in Context. The table contains all above explained figures: median wages for three skill groups of workers; living wages (both for an individual and for a 2+2 family), national poverty line, minimum wage (upper and lower bound). These figures are presented for the Netherlands and several other EU countries where enough reliable data were available:

The first finding that can be seen from Table 85 is that the living wage for an individual is unfortunately above the lower bound minimum wage in all the selected European countries, except for France. This means that some workers in these countries aren't able to cover even their basic needs from their wage. We may see clear differences in what level of income countries consider to be the poverty line. In the high-income Western European countries like Netherlands, Belgium or UK, the national poverty line is very close to the individual living wage calculated by WageIndicator. However, in France and Spain the national poverty line is about € 200 below the individual living wage, and in former Eastern-bloc countries like Czech Republic and Slovakia, the national poverty line is only about 60% of the individual living wage. Many countries use the national poverty line as basis for setting the minimum wage (it can be seen that these two figures are very close in the Czech Republic, Slovakia, Belgium and Spain), so the minimum wage is very close to this figure. However, as already shown, the individual living wage is nearly always higher than the lower bound living wage or national poverty line. Therefore, the concept of the living wage needs much more promotion to put pressure on governments to set their minimum wages and national poverty lines closer to the living wage, to eliminate real poverty and allow every worker to have a decent living.

A clearly positive finding is that the median wages for low skilled workers are higher than the individual living wage in all countries, except for Slovakia, where it is nevertheless very close. This means that the majority of people working even in low skilled occupations can live decently. In order to support a 2+2 family, one low

skilled worker/earner in family is enough only in the Netherlands and UK (Belgium also close), but in other countries, just one earner per family in a low skilled occupation clearly can't provide the basic needs to his family, and at least two (or 1,5) working people are required. For the medium skilled workers, one median wage is very close to the living wage needed to support a 2+2 family, in some countries even higher. The only exception is Slovakia, where one medium skilled worker is not sufficient to support a 2+2 family, only one high skilled worker is very close to earning the family living wage alone. However, when considering two earners in a family, two median wages of two low skilled workers are higher than the living wage for a 2+2 family. This means than in case a family has two children, two working parents shall have no major problems to provide a decent living to their whole family.

To see the exact Wages in context figures, see Table 85 below. Wages for all countries in this table are shown in Euros. If the country is not in the Eurozone, an exchange rate as of Dec 31, 2015 was used to recalculate into Euros.

Table 95: Wages in context in several European countries

Country	Median wages			Living wages			Minimum wage	
	Low skilled	Medium skilled	High skilled	Individual	2+2 family	National poverty line	Lower bound	Upper bound
Belgium	1820	2260	2930	1100	1880	1090	1030	1470
Czech Republic	651	828	1309	580	902	366	344	680
France	1570	2080	3090	1220	2140	987	1460	1460
Netherlands	1580	2070	2860	1060	1410	1050	457	1520
Slovakia	573	701	1040	589	1080	341	405	405
Spain	901	1290	2030	845	1610	663	655	655
United Kingdom	1710	1995	2959	1184	1710	1127	787	1602

WageIndicator doesn't calculate the living wage only for different countries, but also on a regional level if data about prices from the region are sufficient. For the Netherlands, a reasonable living wage could have been calculated for all the 12 provinces, as the data intake for local prices was sufficient for every province. However, the median wages of the three skill groups of workers couldn't be calculated at the provincial level, therefore they are available only at the national level. The national poverty line and the minimum wage in the Netherlands is defined only at the national level, in provinces they don't differ. It means that the living wage is the only Wages in context figure we can provide at the provincial level.

Among the Dutch provinces, the price difference is small. Therefore, the differences in calculated living wages are also small. The living wage for an individual is the lowest in provinces of Drenthe and Friesland (both € 1040), the highest in Zeeland (€ 1110). The lowest living wage for a 2+2 family was again calculated for Drenthe (€ 1370), followed by Friesland (€ 1380). Similarly, the highest family living wage was calculated in the province of Zeeland (€ 1550). Table 86 below illustrates the living wages for each province of the Netherlands, put into context with other national level figures like median wage for three skill groups, minimum wage and national poverty line.

Table g6: Living wage by provinces of the Netherlands

Province	Living wages	
	Individual	2+2 family
Drenthe	1040	1370
Flevoland	1060	1390
Friesland	1040	1380
Gelderland	1080	1460
Groningen	1070	1420
Limburg	1080	1470
Noord-Brabant	1080	1480
Noord-Holland	1080	1470
Overijssel	1070	1430
Utrecht	1080	1480
Zeeland	1110	1550
Zuid-Holland	1080	1460
Living wage (whole country)	1060	1410
Median wage low skilled (whole country)		1580
Median wage medium skilled (whole country)		2070
Median wage high skilled (whole country)		2860
National poverty line (whole country)		1050
Minimum wage (lower bound, whole country)		457
Minimum wage (upper bound, whole country)		1520

Appendix

Table 97: Structure of the whole sample in the Netherlands in the period 2014 - 2015

	Sample size	Education			Firm size					Tenure			
		Low	Middle	High	0 - 10	11 - 50	51 - 100	101 - 500	> 500	0 - 2	3 - 5	6 - 10	11+
Agriculture, forestry, fishing	7,055	20%	52%	28%	34%	36%	10%	14%	7%	24%	22%	21%	34%
Construction, technical consultancy	32,177	17%	46%	38%	21%	38%	14%	16%	11%	20%	18%	23%	39%
Education, research	11,263	4%	22%	73%	10%	31%	13%	23%	24%	28%	17%	20%	35%
Financial services, banking, insurance	19,973	5%	39%	56%	24%	26%	9%	18%	23%	24%	21%	21%	34%
Healthcare, caring services, social work	31,198	10%	48%	42%	26%	25%	8%	15%	25%	30%	20%	18%	31%
Hospitality, catering, tourism	22,674	19%	56%	25%	29%	46%	10%	9%	5%	28%	23%	23%	26%
ICT services	25,572	5%	34%	61%	18%	39%	12%	15%	16%	28%	24%	23%	26%
Legal and market consultancy, business activities	26,487	5%	33%	63%	28%	36%	10%	14%	12%	28%	21%	21%	30%
Manufacturing	36,544	14%	43%	44%	10%	33%	17%	24%	16%	19%	17%	20%	44%
Transport, logistics, communication	17,263	22%	49%	29%	14%	30%	15%	21%	18%	25%	19%	20%	36%
Total	230,206	12%	43%	46%	21%	34%	12%	17%	16%	25%	20%	21%	34%

	Region			
	North	East	West	South
Agriculture, forestry, fishing	11%	26%	41%	22%
Construction, technical consultancy	9%	23%	46%	21%
Education, research	9%	21%	51%	19%
Financial services, banking, insurance	8%	17%	56%	19%
Healthcare, caring services, social work	10%	21%	49%	19%
Hospitality, catering, tourism	8%	18%	54%	20%
ICT services	6%	20%	55%	19%
Legal and market consultancy, business activities	7%	18%	56%	19%
Manufacturing	9%	24%	37%	29%
Transport, logistics, communication	7%	18%	52%	23%
Total	8%	21%	50%	21%

* Note: sample size equals number of respondents. Questions concerning education, firm size, tenure, gender and region were not answered by all respondents.

Table 98: Most frequent occupations in the examined occupation groups in the Netherlands

Managers	Share of profession	Professionals	Share of profession
Managing directors and chief executives	15.8%	Advertising and marketing professionals	8.0%
Sales and marketing managers	15.3%	Systems analysts	7.5%
Business services and administration managers	11.7%	Software and applications developers and analysts	5.4%
Restaurant managers	9.1%	Accountants	5.1%
Information and communications technology service managers	7.0%	Personnel and careers professionals	4.2 %
Technicians and associate professionals	Share of profession	Clerical support workers	Share of profession
Accounting associate professionals	17.0%	General office clerks	31.8%
Construction supervisors	12.1%	Statistical, finance and insurance clerks	11.6%
Administrative and executive secretaries	8.3%	Secretaries (general)	11.1%
Draughtspersons	5.4%	Clerical support workers not elsewhere classified	6.7%
Information and communications technology user support technicians	4.9%	Stock clerks	6.1%

Table 99: Most frequent occupations in examined sectors of the Netherlands

Agriculture, forestry, fishing	Hospitality, catering, tourism
Gardeners, horticultural and nursery growers	Cooks
General office clerks	Waiters
Agricultural and industrial machinery mechanics and repairers	Restaurant managers
Commercial sales representatives	Chefs
Livestock and dairy producers	Hotel receptionists
Construction, technical consultancy	ICT services
Construction supervisors	Systems analysts
Carpenters and joiners	Information and communications technology user support technicians
Draughtspersons	Software and applications developers and analysts not elsewhere classified
General office clerks	General office clerks
Electrical mechanics and fitters	Applications programmers
Education, research	Legal and market consultancy, business activities
Primary school teachers	General office clerks
University and higher education teachers	Accounting associate professionals
Vocational education teachers	Advertising and marketing professionals
Teachers aides	Employment agents and contractors
Secondary education teachers	Secretaries (general)
Financial services, banking, insurance	Manufacturing
Accounting associate professionals	General office clerks
Statistical, finance and insurance clerks	Mechanical engineering technicians
General office clerks	Draughtspersons
Accountants	Agricultural and industrial machinery mechanics and repairers
Insurance representatives	Managing directors and chief executives
Healthcare, caring services, social work	Transport, logistics, communication
Health care assistants	Stock clerks
Physiotherapists	Heavy truck and lorry drivers
Dental assistants and therapists	General office clerks
Nursing professionals	Freight handlers
Nursing associate professionals	Car, taxi and van drivers

Table 100: Structure of the Dutch sample for several examined questions by year, gender and age

	Year							
	Overall		By gender		By age			
	2014	2015	Male	Female	20 - 29	30 - 39	40 - 49	50+
Eager to find a new job in the next 12 months	50.0%	53.0%	47.2%	53.6%	45.5%	49.2%	56.8%	54.2%
Satisfied with job security	76.7%	74.9%	76.4%	75.3%	79.1%	77.6%	74.9%	74.4%
Received end-of-year bonus	25.7%	24.3%	20.9%	21.2%	18.8%	25.6%	26.1%	38.8%
Received profit share	9.8%	9.4%	12.3%	11.7%	8.0%	10.8%	12.7%	8.2%
Expecting a promotion	62.4%	61.4%	62.6%	64.5%	71.6%	67.5%	53.0%	49.5%
Expecting a pay raise	51.0%	50.5%	55.8%	54.5%	66.4%	57.8%	46.2%	22.9%
Satisfied with life in general	90.7%	90.3%	90.6%	90.5%	93.0%	91.8%	87.7%	88.7%
Expecting employment at the same employer	73.3%	69.3%	75.2%	73.5%	71.7%	75.9%	73.2%	72.2%
Satisfied with job	64.9%	60.3%	64.9%	63.8%	65.5%	66.0%	63.0%	64.5%
Expecting post redundancy	14.2%	12.4%	11.1%	10.8%	7.4%	11.3%	17.8%	25.0%

Table 101: Income distribution per quartiles by sector in the Netherlands

<i>Sector</i>			
	p25	median	p75
Agriculture, forestry, fishing	10.2	13.5	16.5
Construction, technical consultancy	11.9	14.4	18.0
Education, research	13.2	16.5	21.7
Financial services, banking, insurance	12.1	15.0	19.6
Healthcare, caring services, social work	11.5	14.7	18.8
Hospitality, catering, tourism	8.7	10.7	13.4
ICT services	12.1	15.0	19.5
Legal and market consultancy, business activities	11.7	14.5	18.9
Manufacturing	12.7	15.9	20.2
Transport, logistics, communication	10.5	13.3	17.1

Table 102: Median wage in different occupation groups in the Netherlands

	Occupational group	Gross hourly median
50% Highest earning occupations	Managers	22.2
	Professionals	17.1
	Technicians and associate professionals	15.0
	Clerical support workers	13.0
	Craft and related trades workers	13.0
50% Lowest earning occupations	Plant and machine operators, and assemblers	12.6
	Skilled agricultural, forestry and fishery workers	11.3
	Service and sales workers	11.2
	Elementary occupations	10.3

Table 103: Pay gap by occupation groups and sectors in the Netherlands

Sector	50% Highest earning occupations [gross hourly median]	50% Lowest earning occupations [gross hourly median]	Pay Gap
Agriculture, forestry, fishing	14.6	11.3	23%
Construction, technical consultancy	14.5	12.7	12%
Education, research	17.3	12.7	27%
Financial services, banking, insurance	16.7	13.3	20%
Healthcare, caring services, social work	15.5	12.5	19%
Hospitality, catering, tourism	12.1	9.8	19%
ICT services	15.5	12.9	17%
Legal and market consultancy, business activities	14.6	13.6	7%
Manufacturing	16.2	13.1	19%
Transport, logistics, communication	13.9	11.8	15%

Table 104: List of occupations included in the Marketing and communication sub-sector

Commercial, sales or marketing manager	Sales representative computer equipment or components
Marketing department manager	Sales representative construction buildings
Sales department manager	Sales representative construction equipment or components
Advertising or public relations manager	Sales representative construction installation activities
Advertising department manager	Sales representative educational materials
Communications department manager	Sales representative electrical equipment or components
Public relations department manager	Sales representative financial products
Advertising professional	Sales representative food, beverages, tobacco products
Marketing professional	Sales representative glass, glass products
Art director advertising	Sales representative machines, appliances, vehicles
Advertising copywriter	Sales representative metal goods, metalware
Advertisement designer	Sales representative clothing, leatherwear
Communication professional	Sales representative rubber, plastic products
Market analyst	Sales representative technical products
Internet marketer	Livestock dealer
Market researcher	Sales representative, all other products
After sales manager	Advertisement photographer
Car seller	Advertising clerk
Sales representative agricultural products	Marketing clerk
Sales representative chemical products	Sales clerk
Sales representative civil engineering	Survey or market research interviewer

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