



## **WOLIWEB**

*The socio-economic determinants of citizens' work life attitudes, preferences and perceptions, using data from the continuous web-based European WageIndicator Survey*

# **Annual report WP1: Website development in participating countries**

Deliverable: D01-D06 (WP1)  
Report Version: Final  
Report Preparation Date: 31.03.2006  
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**Project funded by the European  
Community under the 6<sup>th</sup> Frame Work  
Programme PRIORITY 7 Citizens and  
Governance in a knowledge based  
society (FP6-2004-506590)**

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## 1. WP1: WEBSITE DEVELOPMENT IN PARTICIPATING COUNTRIES

The WOLIWEB work is broken down into four research workpackages (WP2, WP3, WP4, WP6), two innovation-related workpackages (WP1, WP5), and one management workpackage (WP7). This paper deals with the innovation-related Work Package 1 (WP1) 'Website development in participating countries' (p.21 and 22 Annex 1).

### 1.1 LEAD CONTRACTOR, PERSONMONTHS AND ACTIVITY TYPE

The tables show that the lead contractor is partner 2, Webword, and that P9, KPIPS in Poland, and P7, USAL, in Spain are also included. The work of KPIPS is primarily related to promoting the website in Poland, and the work of USAL is primarily related to the calculation of the salary check rules. The duration is 6 months, and the Activity Type is 'RTD/Innovation activities'

Work-package No	Workpackage title	Lead contractor No	Person-months	Start month	End month	Deliverable No
WP 1	Website development in participating countries	2	41	0	36	D1-D6

Workpackage number	WP 1	Start date or starting event:			0
Activity Type	RTD/Innovation activities				
Participant id	2	9	7		
Participant name	WEBW	KPIPS	USAL		
Person-months per participant:	27	12	2		

## 1.2 WORK PACKAGE DESCRIPTION WP1 FOLLOWING ANNEX 1

WP1 has 6 deliverables, presented in the table below. This progress report summarizes the progress for each deliverable.

Workpackage number	WP 1	Start date or starting event:				0
<b>Activity Type</b>	RTD/Innovation activities					
<b>Participant id</b>		2	9	7		
<b>Participant name</b>		WEBW	KPIPS	USAL		
<b>Person-months per participant:</b>		27	12	2		
<b>Objectives</b>						
Realise technical objectives 1 –5						
<ul style="list-style-type: none"> <li>➤ scale up the Dutch Wage Indicator website and its two application tools (Salary Check and Wage Indicator Questionnaire) to nine countries to attract large numbers of visitors, leaving room for <i>couleur locale</i>; in addition, implement the two tools in frequently visited national websites;</li> <li>➤ cooperate with reliable partners in the participating countries, mostly trade union or trade union confederations, as well as web-based organisations</li> <li>➤ guide the national introduction of the websites by means of training, handbooks, helpdesk, and support of national promotion efforts leading to sound national projects</li> <li>➤ fill and update the Salary Checks with country-specific data gathered initially from the Dutch Salary check (controlled for purchasing power) and then through the questionnaire</li> <li>➤ create a European Wage Indicator website with a Salary Check, where occupation-specific wages can be compared across the nine countries</li> </ul>						
<b>Description of work</b>						
<ul style="list-style-type: none"> <li>➤ prepare a basic set of standards, formats and concepts to be used by all national web teams as a precondition for smooth co-operation, and a 'traffic and promotion' plan, to be agreed upon at the kick off conference</li> <li>➤ supervise the instalment of national websites and tool; ensure that each national website will be equipped with one and the same content management system (cms) for uploading text, pictures, flash, discussion, attachments and the like; ensure that each national questionnaire meets the conditions regarding flow/skip, alert, and a cms, allowing for automatic upload of xml-files as well as offering the option to delete, add and change particular questions; add and change particular questions; ensure that each salary check has a especially developed cms that allows for automatic upload of xms-files (outsourced to Wyldebeast&amp;Wunderliebe)</li> <li>➤ supervise the development of a the project website for 'internal' use; in year 3 the European salary check will be developed as a dedicated website on the basis of the internal project website files (outsourced to Wyldebeast&amp;Wunderliebe)</li> <li>➤ supervise the operation of a technical helpdesk for online technical assistance and incidentally on location, including regular uploading of calculation rules, and questionnaires (outsourced to Wyldebeast&amp;Wunderliebe)</li> <li>➤ host the national websites on a dedicated server at the University of Amsterdam</li> <li>➤ manage the project website, which is to fulfil functions such as platform for exchange, discussion forum, helpdesk for national web managers and national promotion teams, clearing house and distribution centre of (national) information, deposit of concepts, standards, formats and procedures, stock of training modules, and project archive; part of the website is accessible to the public, to be used for working papers, newsletters, press releases, papers, events and other information about WOLIWEB</li> <li>➤ provide training to the national promotion teams up to the level where they can autonomously conceptualise, design and put into operation their promotion campaigns during the project period, including modules for media training (newspaper, radio, tv, websites), writing for old and new media, making</li> </ul>						

	<p>news/breaking news, press releases/briefings/conferences, and generating free publicity; the modules will be offered online and may take the shape of a (printed) handbook as need arises</p> <ul style="list-style-type: none"> <li>➤ forge alliances as trade union participation seems to be essential, but not all unions have yet mastered the art of generating web traffic, and therefore, web based alliances must be forged</li> <li>➤ organise a mid-term conference to master progress, for adjustment of the ongoing process</li> <li>➤ develop recommendations for project beyond the EU-FP6-funding</li> </ul>
	<p><b>Deliverables</b></p> <p>D 1 Site technique for two application tools (national questionnaire, salary check) (P2 WEBW)  Site technique for European salary check (P2 WEBW)  8 national Wage indicator websites + Application tools in other websites, including content management system (P2 WEBW)</p> <p>D 2 Technical support, including implementing annually new data in the salary checks, during 3 yrs</p> <p>D 3 Hosting during 3 yrs (P2 WEBW)</p> <p>D 4 Management European Wage Indicator website, including restricted section for the consortium, press releases, email newsletters, printed versions of newsletter, during 3 yrs (P2 WEBW)</p> <p>D 5 Project helpdesk (website, telephone, email), including support and management for national websites, during 3 yrs (P2 WEBW)</p> <p>D 6 Handbook and training modules for setting up and maintenance/ promotion of Wage Indicator websites, including country visits and support of country-specific multimedia promotion activities and free publicity (P2 WEBW + P7 USAL + P9 KPIPS)</p>
	<p><b>Milestones and expected result</b></p> <p>Month 1 D4 Internal website in operation (part of European website)</p> <p>Month 3 D1 Frames and cms of the 8 additional national websites are operational</p> <p>Month 4 M1 Kick-off conference</p> <p>Month 6 D1 Site technique for two application tools</p> <p>Month 6 D1 8 national questionnaires operational</p> <p>Month 6 D1 8 national salary checks operational</p> <p>Month 9 D1 Site technique for European salary check</p> <p>Month 18 M2 Mid-term conference</p> <p>Month 24 D1 European Wage Indicator with salary check operational</p> <p>Month 35 M3 Final conference (provided funding)</p> <p>M 1-6 D6 Trained web teams and national promotion campaigns</p> <p>M 1-36 D2 Technical support</p> <p>M 1-36 D3 Hosting</p> <p>M 1-36 D4 Management European Wage Indicator website</p> <p>M 1-36 D5 Project helpdesk</p>

### 1.3 SUMMARY OF REPORTS AND PRODUCTS DELIVERED IN WP1

The table below summarizes the reports and products delivered in WP1. The following sections detail each deliverable.

Del.	Title	Author (s)	Date
D1	In total 9 national websites have been launched, see the list below. In Belgium there were two websites (French/Dutch) in 2004, in 2005 there are already five. Three managed by the Christian Confederation of Trade unions (a Dutch, French and one specific for women) and two by the Socialist Confederation of Trade unions.	Paulien Osse	April 2005
D1	In 2004 there is an content management system implemented for all websites, in 2005 that content management system is updated; more language stable, easier to copy.	Paulien Osse	June 2005
D1	In 2005 salary checks have been made for Belgium, Germany (update 3 – already 90 occupations), Spain, Poland, UK are in the process of uploading. The salary checkers in Germany, Belgium, Poland, UK, Spain are based on the Dutch concept. In the Netherlands the salarychecker now covers 470 occupations.  Meanwhile UK, Denmark use also a salary check, based on a more simple technique and on wage data from the national bureaus of statistics.	Paulien Osse	June-2004 – March 2005
D2	A contract for technical support was made for a period of 3 years. The contract works fine.		2005
D3	A hosting contract was made for a period of 3 years. The contract works fine.		2005
D4	The European Wage Indicator website was online from April 2004, see <a href="http://www.wageindicator.org">www.wageindicator.org</a> . It has a large section Research Lab, where all papers and database with regard to WOLIWEB are posted. Also it has a large section for webworkers, including webmanagers' handbooks. The handbooks for content management systems (3 in total) are not online for security reasons. Wageindicator.org also contains a large section Publications and a section with simple handouts concerning the WageIndicator.	Paulien Osse	April 2005
D4	In 2005, we didn't need to publish press releases. Instead we released regularly a Newsletter/Gazette. We had several interviews in leading newspapers. See the section In The press on <a href="http://www.wageindicator.org">wageindicator.org</a> .	Paulien Osse	July 2005
D4	In 2005 4 Newsletters were distributed by email, notably in March, June, September, December 2005 and we continued the series in March 2006. From September 2005 the newsletter has a better, fresh lay out and its name was changed into WageIndicator Gazette. See the appendix. All Gazettes are available at the website <a href="http://www.wageindicator.org">www.wageindicator.org</a> . So far, there was no need/demand for printed versions (hard copies).	Paulien Osse	2004/2005
D4	A special website was launched in July 2005 for the testing of questionnaires, salary checkers and other applications – <a href="http://acc.wageindicator.org/portal">http://acc.wageindicator.org/portal</a>	Paulien Osse	2005

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D5	Web workers guide – Web marketing and email – updated in 2005	Paulien Osse	2005
D5	Web workers guide: translation rules, technical instruction RSS, manual content management system for Marble, for Plone, and for the Questionnaire engine (not online for security reasons – only for web masters).	Paulien Osse	2005
D5	Daily contact by phone, email with team members	Paulien Osse	2005
D6	Web workers guide: webmanagement & webmarketing (version 2)	Paulien Osse	2004/ 2005
D6	During 2005, country visits have been made to Poland, the UK and Belgium	Paulien Osse	2005
D6	Web managers meeting	Paulien Osse	June 2005

## 2. D01: NINE NATIONAL WAGE INDICATOR WEBSITES

*This deliverable includes: site technique for two application tools (national questionnaire, salary check) (P2 WEBW); site technique for European salary check (P2 WEBW); 8 national Wage indicator websites + application tools in other websites, including content management system (P2 WEBW).*

### 2.1 WEBSITES IN THE WOLIWEB PROJECT – WEB STATISTICS

NL - <a href="http://www.loonwijzer.nl/">www.loonwijzer.nl/</a>	BE - <a href="http://www.loonwijzer.be/">www.loonwijzer.be/</a>
DE - <a href="http://www.lohnspiegel.de/">www.lohnspiegel.de/</a>	BE - <a href="http://www.mijnloon.be/">www.mijnloon.be/</a>
FI - <a href="http://www.palkkalaskuri.fi/">www.palkkalaskuri.fi/</a>	BE - <a href="http://www.votresalaire.be/">www.votresalaire.be/</a>
ES - <a href="http://www.tusalarario.es/">www.tusalarario.es/</a>	BE - <a href="http://www.monsalaire.be/">www.monsalaire.be</a>
ES <a href="http://www.tusalariumulher.es">www.tusalariumulher.es</a> (under construction)	BE- <a href="http://www.vrouwenloonwijzer.be">www.vrouwenloonwijzer.be</a>
PL - <a href="http://www.twojezarobki.pl/">www.twojezarobki.pl/</a>	UK - <a href="http://www.paywizard.co.uk/">www.paywizard.co.uk/</a>
IT - <a href="http://www.iltuosalarario.it/">www.iltuosalarario.it/</a>	UK - <a href="http://www.londonpaywizard.co.uk">www.londonpaywizard.co.uk</a>
	DK - <a href="http://www.lontjek.dk/">www.lontjek.dk/</a>
	DK - <a href="http://www.lontjek.com/">www.lontjek.com/</a>
	WW- <a href="http://www.wageindicator.org/">www.wageindicator.org/</a>

	Unique visitors for March 2006	Completed questionnaires by end of March 2006
NL - <a href="http://www.loonwijzer.nl/">www.loonwijzer.nl/</a>	276,282	83,391
DE - <a href="http://www.lohnspiegel.de/">www.lohnspiegel.de/</a>	72,587	60,087
FI - <a href="http://www.palkkalaskuri.fi/">www.palkkalaskuri.fi/</a>	3,103	5,851
ES - <a href="http://www.tusalarario.es/">www.tusalarario.es/</a>	21,510	11,271
PL - <a href="http://www.twojezarobki.pl/">www.twojezarobki.pl/</a>	7,204	5,830
IT - <a href="http://www.iltuosalarario.it/">www.iltuosalarario.it/</a>		37
BE - <a href="http://www.loonwijzer.be/">www.loonwijzer.be/</a>	1,727	17,069
BE - <a href="http://www.mijnloon.be">www.mijnloon.be</a>	3,462	IDEM
BE - <a href="http://www.votresalaire.be/">www.votresalaire.be/</a>	7,455	IDEM
BE - <a href="http://www.monsalaire.be">www.monsalaire.be</a>	1,743	IDEM
BE - <a href="http://www.vrouwenloonwijzer.be">www.vrouwenloonwijzer.be</a>	2,560	IDEM
UK - <a href="http://www.paywizard.co.uk">www.paywizard.co.uk</a>	27,896	16,600
UK - <a href="http://www.londonpaywizard.co.uk">www.londonpaywizard.co.uk</a>	1,099	IDEM
DK - <a href="http://www.lontjek.dk/">www.lontjek.dk/</a>	2,171	1,427
Project website:		
<a href="http://www.wageindicator.org/">www.wageindicator.org/</a>	194,060	NA

	Total Unique IP 03-06 622,859 was 319,803 in March 2005	Total questionnaires from 1-10-2004/1-4-2006 201,563
		TOTAL IN WOLIWEB YEAR 2 139,644

*Note: Unique visitor/IP = 1 person or 1 computer who/which visited a website. The figures for unique visitors are the most reliable.*

The numbers of visitors at the websites and completed questionnaires overall increase in line with expectations. But the picture varies from country to country – also to be expected.

Some countries have more visitors than others. Some countries do have another ratio of completed questionnaires and unique visitors than others. This results from variations in population size and labour force in a country, internet penetration, the quality of the national webmanagement and the moment the national team started promoting the website.

General rules governing traffic seem to be:

- the older website, the more visitors – see the websites in The Netherlands that were started in 2001;
- the larger the country and workforce, the more visitors – see Germany, UK and Spain;
- the smaller the country and workforce, the less visitors, see Denmark and Finland;
- the lower the internet penetration, the less visitors – see Poland;
- the weaker a webmanagement team, the less visitors – see Italy;
- the smarter a web team is in web marketing, the more completed questionnaires: outstanding examples are The Netherlands, Germany, Belgium, UK. Good examples are Spain, Finland, Poland, Denmark.

Prognoses for April 2006:

- In 2004 and 2005 the Italian team was weak. During 2005 and spring 2006 we were able to establish a better relation ship in order to get a stronger Italian team in 2006/2007.

More about statistics:

In June 2005 at the webmanagers meeting we had a session about the relation between completed questionnaires and web visitors. The conclusions are stated below. In April 2006 our findings are essentially unaltered.

- The number of visitors and collected questionnaires in countries that start promotion last year is quite stable
- There is less than proportional relation between number of visitors, and number of collected questionnaire
- There seems to be no relation between the length of the questionnaire and the amount of completed questionnaires
- A media partner can help to get more completed questionnaires (Germany, the Netherlands).
- There seems to be a relation between unemployment, Internet penetration and amount of completed questionnaires.
- Low Internet usage can be an obstacle, but high Internet usage does not guarantee success.
- Working together only with trade union-websites is not enough. Media partner is essential.

## 2.2 SCREENSHOTS OF ALL HOMEPAGES OF WAGEINDICATORS

### BE- VOTRESALAIRE

**VotreSalaire**

Calculs brut/net

Page d'accueil

Comparez votre salaire

Enquête en ligne

INFO

Le salaire sous toutes ses coutures

L'inégalité salariale toujours bien réelle

Les commissions paritaires

Qui sommes-nous ?

Contactez-nous

Loonwijzer.be

**X.M.I.**

VotreSalaire dans autres pays

Powered by:

**CSC**  
www.csc-en-ligne.be

Hoger instituut voor de arbeid

**Comparez votre salaire à celui de vos collègues**

A partir de maintenant vous pourrez comparer votre salaire à celui de vos collègues sur ce site. **Vous pouvez lire ici** comment l'indicateur salarial fonctionnera et comment nous collecterons les données. Afin que nous puissions lancer la version Belge de cet indicateur, nous avons besoin de votre coopération. En remplissant, par exemple, **l'enquête en ligne** maintenant. Vous n'avez besoin que de quelques minutes et de votre fiche de paie. En participant à cette enquête vous avez une grande chance de gagner **un voyage en Afrique du Sud**. **Vers le indicateur salarial!**

**L'indicateur salarial étudie les salaires et la durée du travail dans le secteur du métal**

Selon une étude récente des salaires pratiqués dans le secteur du métal, les employés qui dépendent de la commission paritaire

218 gagnent plus que les employés qui dépendent d'autres secteurs et d'autres commissions paritaires. Les ouvriers de la métallurgie gagnent en moyenne € 2,50 de moins que les employés des mêmes secteurs. Parmi les travailleurs qui effectuent des heures supplémentaires, 38,7% ne reçoivent aucune indemnisation ou compensation, 7,1% sont payés comme s'il s'agissait d'heures ordinaires, sans sursalaire. **Voir plus loin**

**Calcul Brut-net.**

Généralement, lorsque l'on vous propose un emploi,

**Le salaire sous toutes ses coutures.**

Ici nous examinons en détail les notions de salaire brut, net, imposable, fiche de paie ainsi que le décompte individuel. **Pour en savoir plus** ... ..

**La CSC et l'indicateur salarial sur les salaires des travailleurs belges**

Les premiers résultats de l'enquête sur les salaires, réalisée par la CSC via le site **www.votresalaire.be**, nous donnent des informations importantes sur les salaires belges.. **Pour en savoir plus** Le **rapport sur les premiers résultats.**

**Participez à l'enquête et gagnez**

**GO WILD**

**ABANG AFR**

Annonces Goodoo

GrupTudo.co Andorre - Pas d'impôts Pas de charges sociales (www.gruptudo.com)

**Convention collective**  
Téléchargez immédiatement votre convention collective à jour (www.cncc.org.com)

**Indépendance financière**  
Une activité d'expansion à domicile Tps c et revenus intéressants (businessoption.com)

**Convention collective**  
Consulter la convention collective pour consulter vos droits.

## BE – LOONWIJZER.BE

Loonwijzer

Je belastingen zelf berekenen

Home Page

Salaris checker

Online enquête

Alles over loon

Paritaire comités : goed weten

Loonongelijkheid, nog steeds actueel

Wie zijn wij?

Contacteer ons!

Nieuws

Downloads

Nuttige Links

VotreSalaire.be

XML

LoonWijzer in andere landen

VrouwenLoonwijzer

Powered by:

ACV Hoger Instituut voor de arbeid

**Salarischecker is nu beschikbaar**

Vanaf nu kan je op loonwijzer.be je salaris controleren. Kijk hoeveel je collega's verdienen en vergelijk je loon. Ben je er niet bij? Staat je beroep er nog niet tussen? Geen nood. Vul snel de loonenquête in, maak kans op een reis naar Zuid-Afrika, en de volgende keer ben je zeker bij. **Snel naar de Salaris check.**

**ACV lanceert vrouwenloonwijzer**

'Veel studies de laatste tijd, weinig actie' zegt het ACV. De loon- en genderkloof tussen mannen en vrouwen blijft ongewijzigd en stijgt zelfs in sommige gevallen. Het ACV is daarom met het Equal-project ' dicht de genderkloof' gestart. Zelf projecten ondernemen om de loonkloof te dichten, op basis van de loonwijzertechnologie en samen met het Hiva voor de wetenschappelijke ondersteuning. Op Europees vlak is er een partnerschap met het Nederlandse Woliweb en het Hongaarse vakbondconsortium M'soz. Meer lezen op **Vrouwenloonwijzer**, de nieuwe site over loonongelijkheid .

**Brussel – Zuid-Afrika in 20 minuten?**

Als je nu de enquête invult op Loonwijzer, maak je kans op een reis naar Zuid-Afrika! En als je wilt, regelen we een bezoek

**Solliciteren is balen.**

Enkel diegene die quasi zeker is van een (nieuwe) job solliciteert graag. Faalangst, benauwdheid, onzekerheid en plankenkoorts zijn onaangename ervaringen van heel wat sollicitanten. Solliciteren wordt vandaag bijna op een goeroe-achtige manier onderwezen door alles wat een HRM naam heeft. Hoe solliciteer je dan het best? Lees verder

**Op brugpensioen na het generatiepact**

Lees hier de update. Informatie over pensioen, brugpensioen, tewerkstelling. Kortom alles wat je moet weten over het generatiepact. Klik op de link naar het artikel op **vrouwenloonwijzer**.

**Mannen (sommige) over vrouwen**

In de krant De Standaard was enige tijd geleden een artikel over

**GO WILD**

**LET'S GO FAIR**

Ads door Google

**Salaris uitbesteden?**  
De zorgeloze oplossing, ondersteund met hoogwaardige software.  
www.pasofware.nl

**Loon cao bouw**  
Verdien jij wat je waard bent? Vergelijk het met anderen.  
www.intermediair.nl

**Loonadministrati**  
Maak het uzelf gemakkelijk. Denk eens aan payrollng!  
www.easystaff.nl

**Loonadministrati**  
Voordelig uitbesteden van loon adm. Payroll Zuidwest, de oplossing!  
www.payrollzuidwest.nl

## BE – MIJNLOON.BE



## BE-VROUWENLOONWIJZER.BE

Vrouwenloonwijzer

www.vrouwenloonwijzer.be

vrouwenloonwijzer home

Salaris enquête

Salarischecker

Check je tijd

Publicaties

Projectleiding

De Loonloof

Email

stresspagina

niewsbrief

**Doe de salarischeck**

**Verdien je genoeg?**

Ga met onze salarischecker na hoeveel je collega's verdienen in dezelfde job. Of kijk wat je verdient als je meer ervaren bent of overstapt naar een andere job. **Doe de salaris check.** Of maar gelijk een betere baan?



**Wat je moet weten over jezelf**

Ongelijkheid in Europa: in 2003 constateert de EU dat de Europese loonkloof tussen mannen en vrouwen gemiddeld 17,2% bedraagt. Bovendien is er de laatste jaren vrijwel geen verbetering. **Lees meer over de Europese loonkloof (pdf)**

**Met de vrouwenloonwijzer naar Zuid-Afrika**

**Pak die reis nu! En doe even de loon-enquête...**

Vul de enquête in en je hebt kans dat je naar Afrika gaat. Weg stress. Wel even de vragen invullen over wat je deed en of je het nu druk hebt. Wil je weten welke reis je kunt maken? **Check dan eerst even die spannende reis.**

**Gezien op het net**

Regelmatig zien nieuwe sites het internetlicht. Interessante initiatieven willen we jullie niet onthouden maar het heeft natuurlijk altijd ergens met de ongelijke behandeling van vrouwen en mannen te maken.

**De eerste gaat over 'onthaalouders'**



De bediendenvakbond LBC

**GO WILD**



**Zijn mannen bevoordeeld op j werk?**

Ja, meer loon vo hetzelfde werk

ja, meer extra-le voordelen

ja, meer promotiemogelijk

neen, iedereen is

neen, mijn baas vrouw

Powered by Pliner Polls

Loonwijzer in andere landen

LoonWijzer.be

VotreSalaire.be

owered by

WageIndicator.org

**ACV**

www.acvonline.be

Hoger Instituut voor de arbeid



## DE – LOHNSPIEGEL

## LohnSpiegel

GehaltSpiegel.org

Start

Lohn- und Gehaltscheck

Die Umfrage

Auswertungen

Brutto-Netto-Rechner

Gewinnen Sie eine Reise!

Tariflöhne und -gehälter

Tipps und Links

Kontakt

Impressum

XML

LohnSpiegel  
in anderen Ländern

### Verdienen Sie, was Sie verdienen?

Diese Frage können Sie sich im Internet nun selbst beantworten. Hier ist unser **Lohn- und Gehalts-Check**, den Sie nun nach und nach selbst weiter ausbauen können. Indem Sie unser **Fragebogen** ausfüllen. Dann können Sie im Januar 2007 auch eine **Reise für zwei Personen in Südafrika** gewinnen. Also: am besten noch heute Mitmachen und Weitersagen!...





### Tariflöhne und -gehälter in 150 Berufen

Von A(bfüller) bis Z(ugbegleiter) reicht diese **Übersicht der tariflichen Grundvergütungen** aus 50 Branchen - eine Spanne von der ungelerten Küchenhilfe im sächsischen Hotel- und Gaststättengewerbe mit 1.060 Euro bis zum Kundenberater im Bankgewerbe mit bis zu 3.853 Euro tariflichem Grundentgelt.

### IT-Gehaltsanalyse

Zur CeBIT 2006 hat die IG Metall wieder eine **Entgelt-Analyse** für die Branchen der Informationstechnik und Telekommunikation veröffentlicht. Sie dient als Orientierung für die Gehaltsverhandlung und liefert wertvolle Informationen über Arbeitsplätze und Verdienstmöglichkeiten in der IT-Branche.

### Wer mitmacht, schafft Neues

Wenn Sie - natürlich anonym - diesen **Fragebogen** ausfüllen, wirken Sie mit am Aufbau einer Online-Auskunft, wie es sie in Deutschland noch nicht gibt: Der aus Ihren Angaben entstehende Einkommens-Check im Internet wird alle Branchen umfassen und kostenlos allen offen stehen. Gefragt wird unter anderem nach dem Entgelt, nach Arbeitsstunden, Wegezeit, Beschäftigungsverhältnis, Alter, Geschlecht, Familienstand, Ausbildung, Branche, Beruf und Tätigkeit.

### Neu: WSI-Tarifhandbuch 2006

Auf mehr als 300 Seiten informiert das **WSI-Tarifhandbuch 2006** umfassend und aktuell über das Tarifgeschehen und die wichtigsten tariflichen Regelungen und Leistungen in 50

Unterstützt von:











**Noch Fragen? Dann Schreiben!**

## DK – LONTJEK

LønTjek

Hjem

Nyheder

LønTjek

Spørgeskema

Mere information om LønTjek

Kontakt os

XML

LønTjek i andre lande

I samarbejde med:



FAGLIGT FÆLLES FORBUND



newinsight



POLITIKEN.DK

### Hvor meget vil de betale dig?



På LønTjek finder du lønstatistik på over 440 arbejdsfunktioner. Find ud af, om du ligger lunt i svinget lønmæssigt eller om du sakker agterud. Det tager kun et øjeblik, og måske bliver du overrasket over resultatet! **Tjek min løn nu.**

### Kortere og hurtigere spørgeskema

Snup din sidste lønseddel og udfyld vore nye forkortede **spørgeskema** og vind en rejse!

### Danmarks største løndatabase

Med lønstatistik på over 440 **arbejdsfunktioner** er LønTjek Danmarks største løndatabase. Hvad du end arbejder med vil du kunne finde ud af hvad dine kolleger får i lønningsposen.

### Lige løn for samme arbejde?

Kvinder tjener i gennemsnit mindre end mænd. Ofte også for at udføre det samme arbejde. Hvor galt er det og **hvad kan der gøres?**

**Scor kassen som offentligt ansat**

### Vind GPS

Vind digitalkame  
Vind rejse i Afrika

Vind i alt 7 stor præmier til og med juni 2006.

Udfyld vores spørgeskema om og

**Vind GPS og meget mere**



### Kendte og kassen



Sammenlign din egen løn med skuespillere og topledere i **Kendte og kassen.**

### Konkurrence



Udfyld vort online **lønsørgeskema** og vind en tur til Afrika.

### Hvor kommer tallene fra?

Lønstatistikken på LønTjek kommer fra flere forskellige kilder. Fra både Danmarks Statistik, faglige organisationer og - vigtigst af alt - fra brugerne selv. Pr. 1. april 2005 havde 64.000 europæere fortalt om deres lønforhold. Dette giver LønTjek en unik stilling blandt lønstatistiksider.

## ES – TUSALARIO

TuSalario

● Infórmate. Podrás negociar unas mejores condiciones de trabajo.

Portada

Compara tu salario

Encuesta Salarial

Noticias TuSalario

Más sobre el salario

Participa

¿Qué es TuSalario?

Google en TuSalario

Contacta con nosotros

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XML

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TuSalario en otros países

---

Elaborada por:

Universidad de Salamanca

CCOO

UGT

InfoJobs.net

### ¿Qué es TuSalario? ¿Un asistente?...

**TuSalario** te permite comparar tus ingresos con los de trabajadores de similar situación profesional y personal. Averigua si estás por encima o por debajo de la media, ¡te sorprenderás! **Compara tu salario**. Ya dispones los primeros datos salariales españoles procedentes de la **Encuesta Salarial. Rellénala!**



**Encuesta Salarial (cuestionario)**

Rellena la encuesta salarial. Ayudarás a la investigación salarial española y europea, a aumentar la transparencia del mercado de trabajo y, además, puedes ganar un viaje al Caribe (el de 2005 ha correspondido a Carlos Sanchez de Madrid, gracias a la participación de InfoJobs)

**Juegos precarios**

En la página "Igualdad de trato" puedes jugar al Becario precario, al trabajo basura o bajarte un salvapantallas. **Juega con nosotros**

**Desempleo: Programa de autocálculo de la prestación contributiva**

Este programa (en la web del INEM) facilita información sobre duración e importe de la



Web TuSalario



---

Anuncios Goooooool!

**Vacaciones en España**

Hoteles - Casas Rurales - Campings Bungalows - Hostales Apartamentos [www.spainvisit.com](http://www.spainvisit.com)

**2.500 Hoteles en España**

Reservar un hotel en España. Con ofertas especiales! [www.bookings.es](http://www.bookings.es)

---

Navegue más rápido Use **Firefox** con la barra **Google**



**Datos Españoles TuSalario**

El comparador salarial ya dispone de datos españoles elaborados a partir de los datos recogidos en la encuesta salarial. En el futuro, con una muestra más grande, aumentarán las ocupaciones. Iniciamos un periodo de prueba en el que esperamos **vuestra colaboración y comentarios** para seguir mejorándolo. Seguimos trabajando para la transparencia de los salarios en España.

**La nómina**

**Características de la nómina** (recibo justificativo del pago de salarios). Descripción del documento, sus partes y la normativa relacionada.

**El Salario de los VIP**

¿Cuanto gana la Jet Set, y los poderosos o los famosos? Si eres curioso echa un vistazo. Trenos





## FI - PALKKALASKURI

€
☀
👁
📄
👁

## PalkkaLaskuri

Etusivu

Vertaa palkkoja

Vastaa kyselyyn

Palkkalaskuri-hanke

Ota yhteyttä!

**XML**

PalkkaLaskuri muissa maissa

Powered by:

Käyttötieto Oy

### Tarkista oma palkkasi

Palkkalaskuri on uusi ilmaispalvelu, jonka avulla voit verrata omia palkkatulojasi muiden vastaavaa työtä tekevien palkkatuloihin. Laskuri otetaan käyttöön näillä sivuilla vuoden 2006 aikana, kun olemme saaneet kerättyä tarpeeksi tietoja palkkatietoja koskevan kyselylomakkeen kautta (ks. linkki alla).

Palkkalaskuri otetaan käyttöön tai on jo käytössä Suomen lisäksi kahdeksassa muussa Euroopan maassa: Alankomaissa, Belgiassa, Britanniassa, Espanjassa, Italiassa, Puolassa, Saksassa ja Tanskassa.

**Lue lisää palkkalaskurista.**

### Jätä tietosi ja osallistu kilpailuun

Kun täytät **palkkatietoja koskevan kyselylomakkeen**, osallistut samalla kilpailuun, jonka voittaja saa matkan Etelä-Afrikassa.

### Miehet ansaitsevat enemmän kuin naiset. Miksi?

Naisten palkat ovat Suomessa keskimäärin 80 prosenttia miesten palkoista. Tietoa naisten ja miesten asemasta työelämässä löydät mm. seuraavien linkkien kautta:

- ◆ **SAK:n tasa-arvosivut**
- ◆ **STTK:n tasa-arvosivut**

### Tavoitteena ajankuvainen tieto palkoista

Palkkalaskuri.fi-palvelun kautta saadaan reaaliaikaisesti päivittyvää tietoa, joka täydentää virallisia tilastoja erityisesti pienten ammattiryhmien osalta. Se mahdollistaa myös kansainvälisten vertailujen tekemisen eri maiden välillä, sillä palkka- ja työolotietoja kerätään Internetin välityksellä yhteensä yhdeksässä Euroopan

**IT – IltuoSalario**

**IltuoSalario**

• Infe. Podrnegociar unas mejores condiciones de trabajo.

Pagina iniziale

Questionario

Email o altro contatto

Progettato da  
Indicatori del salario  
in altri paesi

Indicatore del salario in  
ri apesi

**Questionario Il tuo salario**

Se compili il **questionario** potrai vincere un **viaggio in Sud Africa**

**Iltuo Salario?**

Di cosa si tratta? Ancora informazioni sul **progetto**.

**L'ILO dà il benvenuto a Iltuosalarario**

L' ILO (International Labour Office) **dà il benvenuto** a Iltuosalarario

**Il Tuo Salario**

Il Tuo Salario è operativo in **molti paesi**. Prima dell'estate prossima inizierà anche negli Stati Uniti, Brasile, Sud Africa, Corea del Sud e India.

## PL- TWOJEZAROBKI

## TwojeZarobki

TwojeZarobki.pl

- Strona główna
- Porównaj zarobki
- Szczegółowy kwestionariusz
- Krótki kwestionariusz pracownika
- Wycieczka do Afryki Południowej
- Jak szukać pracy?
- O nas
- Kontakt z nami
- Linki

XML

TwojeZarobki w innych krajach

Solidarność

gazeta.pl

### Twoje Zarobki

Sprawdź ile powinieneś zarabiać! Czy jesteś pewien, że Twoje wynagrodzenie odpowiada pracy, którą wykonujesz? A może zastanawiasz się, czy nie zmienić pracy i chcesz wiedzieć, czego oczekiwać na nowej ścieżce kariery? [Porównaj zarobki](#) »

#### Wypełnij kwestionariusz

Masz szansę wygrać wycieczkę do Południowej Afryki i pomóc w największym europejskim badaniu plac. [Wypełnij kwestionariusz](#) ».

#### Brutto? Netto? O co chodzi?

Pieniądze, które co miesiąc dostajesz do ręki są tylko częścią Twoich zarobków. Resztę zabierają podatki i różnego typu ubezpieczenia. [Więcej](#) »

#### Ile można dorobic na emeryturze

Dorabiasz dochody emerytury lub renty? Sprawdź - zanim zrobi to ZUS - czy nie zarabiasz za dużo! Przeczytaj także, jakie zmiany szykuje rząd. [Więcej](#) »

#### Wygraj wycieczkę swoich marzeń!

Każdy, kto wypełni **kwestionariusz Wskaźnika Wynagrodzeń** będzie miał szansę wygrać 16 dniową wycieczkę do Republiki Południowej Afryki dla dwóch osób! [Więcej](#) »

#### Nasz serwis i badanie

W oparciu o wieloletnie doświadczenia naukowcy i związkowcy wraz z przedstawicielami mediów prowadzą w wybranych krajach europejskich badanie plac i warunków pracy. [Więcej](#) »

#### Praca w Europie

Po 1. maja 2004 mamy możliwość pracy w wielu krajach Unii Europejskiej: w niektórych na etat, w innych jako jednoosobowa firma. [Więcej](#) »

#### Jak się zorganizować?

Wciąż masz za mało czasu? Za dużo pracy? Stresujesz się z powodu

GO WILD

ABANG AFRICA

## UK – PAYWIZARD

PayWizard

Want a raise? We can help you make your case.

Home

Check my pay now

Salary survey

Job and pay advice

Get involved

About us

Contact

**XML**

PayWizard in other countries

LondonPayWizard

Powered by:

**TUC**

**IDS**

PayWizard is a free salary checker service, letting you compare your earnings against what other people get for the same job. Find out if you're sitting pretty or falling behind in the pay stakes. It only takes a minute, and you might be surprised by the results! **Check my pay now!**

**Have your say!**

PayWizard relies on data from users like you to improve our results. Quite simply, the more information we have, the more accurate our results, for you and for others. Please help by telling us about your own job and pay with our anonymous online survey. **Take the salary survey now**

**Time for a raise?**

Think you deserve a bit more? Check out **our tips** on negotiating yourself a pay rise.

**Win a holiday in South Africa!**

Take our online survey and you could win yourself a holiday in South Africa. **Find out how here**

**Job and pay advice**

Want to know what's really going on with your pay, or how much tax you're paying? **Read our online**

**Quick Poll**

**Do you think your pay went up by more or less than the cost of living last year?**

more

about the same

less

don't know

**Suffering in silence?**

Our new survey shows that women are more likely to be unhappy with their pay than men, but are also less likely than men to try to do anything about it. **Find out more here.**

**World Wide Wages game**

Test your knowledge of jobs and pay around the world with **our new game**. Can you match the wages to the workers?

**Send an e-Card**

Advertisements

GO WI

ABANG AF

## UK – LONDONPAYWIZARD

LondonPayWizard

Think you know what you're worth?

Home

Check my pay now!

Salary survey

London labour market

Job and pay advice

About this site

Email

PayWizard.co.uk

PayWizard in other countries

Powered by  
**MAYOR OF LONDON**

**IDS**

**TUC**

**Welcome to LondonPayWizard**

 LondonPayWizard is a free salary checker service, letting Londoners compare their earnings against what other people get for doing the same job. Find out if you're sitting pretty or falling behind in the pay stakes. It only takes a minute, and you might be surprised by the results!

**Have your say!**

 LondonPayWizard relies on data from users like you to improve our results. Quite simply, the more information we have, the more accurate our results, for you and for others. Please help by telling us about your own job and pay with our anonymous online survey. **Take the survey now.**

**A living wage for London**

 The Mayor's Living Wage Unit has producing a damning report which shows how many of the Capital's workers, far from being high-flying city workers, earn less than **a living wage**

**London jobs**

 What are the pay issues

**A word from the Mayor:**

"London has one of the most diverse and dynamic labour markets in the world. However, if all Londoners are to benefit from London's economy, it is vitally important that up to date information on rates of pay and employment rights is freely available to all who need it.

The London PayWizard project aims to provide that information in an easily accessible form. This is the first time this has been done for a major city, and I am delighted that London's regional government is working with SERTUC and other partner organisations in developing this service.

I would urge all who find this site useful to tell others about it, and also to take the time to fill in the online questionnaire, which will help PayWizard in updating the information on the site."

*Ken Livingstone, Mayor of London*

**Survey competition- holiday in South Africa!**

 Take our online salary survey, and you could win yourself a safari holiday in South Africa. **Find out how.**

## NL- LOONWIJZER

**Loonwijzer**

Baal je van je baan? Begin aan iets anders. Waarom niet voor jezelf?

Home

Salaris check

Minimum loon check

Tijd check

Bruto-netto

De loon enquête

Zoek een baan

Alles over Loonwijzer

Zoek in Loonwijzers

E-mail

loonwijzer

vrouwenloonwijzer

mannenloonwijzer

jeugdloonwijzer

40plusloonwijzer

zorgloonwijzer

eigenbaaswijzer

tijdwijzer

wage indicator in english

Powered by: **FNW**

**Vergelijk je salaris met je collega**

Bij de loonstandaard van Nederland vergelijk je snel wie het meest verdient. Je kunt je in de salaris check ook doen alsof je meer ervaren bent, veel mannelijke collega's hebt of herintreedster bent in een ander beroep **Naar de salaris check**. Of maar gelijk **een betere baan?**

**Pak die reis nu! En doe even de loon-enquête...**

Vul de enquête in en je hebt kans dat je naar Afrika gaat. Weg stress. Wel even **de vragen** invullen over wat je deed en of je het nu druk hebt. Wil je weten welke reis je kunt maken? Check dan eerst even **die spannende reis**.

**Ouder dan 30 en uitzendkracht? Dat kost geld!**

Wie na zijn 30ste uitzendwerk doet, raakt financieel achter op vaste werknemers. De loonachterstand loopt op tot dertig procent! **Lees het Loonwijzer onderzoek**.

**Nieuw in regelgevingland**

Er is flink geharkt in wetten en regels. Dit brengt 2006:

**Auto van de zaak:** belast via je loonstrook

**Reiskostenvergoeding:** € 0,19 per km belastingvrij

**Levensloop: tijd is geld, letterlijk.** Lees er alles over. **WIA** vervangt de WAO

**De vetste salarissen**

Welke bedragen zien VIP's als Guus Hiddink, prinses Maxima, Kofi Annan en Madonna op hun loonstrook? Bekijk de **VIP salaris check**

**Wil jij leren onderhandelen over je salaris?**

Ga je solliciteren of ben je toe aan een salaris gesprek? Meld je aan. De eerste 15 individuele trainingen van 2 uur zijn gratis! Wat leer je? Goed geïnformeerd onderhandelen met **een toptrainer**. Wie maakt kans op een gratis training?

De parttimer, de gene met een kortlopend contract, de vrouw en/of allochtoon. Je moet in elk geval aan een van de vier criteria voldoen. Vanzelfsprekend informeren **we** je werkgever niet dat je **je** training hebt gedaan. Wat vragen **wij** van je als tegenprestatie? Doorleefde tips over hoe je slimmer kunt onderhandelen. Aanmelding met

**GO WILD**

Ads door Google

**Salaris Berekenen**

Word wat wijzer met de loonwijzer van de Vacaturekrant! [Vacaturekrant.nl](#)

**Berekenen salaris**

Verdien je wel genoeg? Check het bij Intermediair! [www.intermediair.nl](#)

**Wao ontslag**

Buiten uw schuld in de WAO? Claim uw inkomensschade m.b.v. EuroClaim! [www.euroclaim.nl](#)

**Bereken het salaris zelf**

Bereken nu gratis en online het gangbare salaris voor een functie [www.zibb.nl](#)

[Adverteer hier](#)

In The Netherlands there are special target group related websites, like:

[www.vrouwenloonwijzer.nl](http://www.vrouwenloonwijzer.nl) for Women

VrouwenLoonwijzer

Hoe is het met de ruzie thuis, om de afwas bijvoorbeeld?

Home

Salarischeck

Bruto-netto

Loonenquête

Carrière maken

Gelijke beloning

Werk en prive

Ziekte, zorg en geld

Alles over Loonwijzer

E-mail

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loonwijzer

vrouwenloonwijzer

mannenloonwijzer

jeugdloonwijzer

40plusloonwijzer

zorgloonwijzer

eigenbaaswijzer

tjdwijzer

wage indicator in english

Powered by:

### Wat verdient je collega?

Weet jij wat je collega verdient? Nee? Wij wel. In de **salarischeck** kun je zien wat er in jouw beroep verdiend wordt. Kijk meteen even wat je zou verdienen als je een man was geweest!

### Pak die reis! Doe even de loon-enquête...

Vul de enquête in en je hebt kans dat je naar Afrika gaat. Weg stress. Geen dag- of nachtdienst, maar vakantiedienst! Check even die **spannende reis**. Of vul direct de **loonenquête** in!

### Vrouw vroeg in het nadeel

Vrouwen verdienen al op jonge leeftijd minder dan mannen. Dit blijkt uit de Loonwijzer enquête. **Lees verder**

### Pas op voor salarisverschilen

Het is niet ongewoon dat een vrouw die hetzelfde werk doet als haar mannelijke collega, minder verdient. Officieel mag dat niet. Je kan er iets tegen ondernemen. **Wat mag wel, wat niet, en wat kan je eraan doen?**

### Arbeid en zorg combineren?

Voor onderzoek naar het combineren van arbeid en zorg zoekt de Universiteit van Amsterdam vrouwen in een management- of topfunctie met kinderen. **Doe mee**

### Favoriete loonwijzerpagina`s

[Salaris check](#)  
[Nieuwe bruto netto check](#)  
[Minimumloon check](#)  
[Carrière maken](#)  
[Salarisonderhandeling](#)  
[Korter werken](#)  
[Leuke vacatures! Drop je CV.](#)

### Onze salaristips

Is het gunstig voor je salaris is om veel mannelijke collega's te hebben? Bepaalt de grootte van het bedrijf de omvang van je salarisstrookje ? Door het loonwijzeronderzoek hebben we antwoord op deze vragen. **Pak onze salaristips!** Of heb je liever fun?

**Het laatste nieuws via LabourStart NL**

- ◆ **Staking dreigt bij sorteercentrum TPG Zwolle**
- ◆ **Gemengde gevoelens bij**

GO WILD

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Ads door Google

Salaris Berekenen

Word wat wijzer met de loonwijzer van de Vacaturekrant! [Vacaturekrant.nl](#)

---

Salaris hbo'er

Verdien jij wat je waard bent? Vergelijk het met anderen. [www.intermediair.nl](#)

---

Verdien € 600 per dag

Wat de professionelen doen dat kunt U nu ook [www.TradeSoEasy.com](#)

---

Financiële salarissen

Hoeveel verdient een financieel medewerker? Bestel nu de gids. [www.roberthalf.nl](#)

---

Adverteer hier

[www.mannenloonwijzer.nl](http://www.mannenloonwijzer.nl) for Men

# Mannenloonwijzer

Carri maken? Je hebt geen keus. Anders wordt er voor je gekozen.

- Home
- Salaris check
- Bruto netto
- Mannenbedrijven
- Werk en prive
- Ontslag en WW
- Arbeidsconflict
- De enquête
- Alles over Loonwijzer
- E-mail

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- loonwijzer
- vrouwenloonwijzer
- mannenloonwijzer**
- jeugdloonwijzer
- 40plusloonwijzer
- zorgloonwijzer
- eigenbaaswijzer
- tijdwijzer
- wage indicator in english

Powered by:

### Wat verdient je collega?

Het is in Nederland geen gewoonte om rond te bazuinen wat je verdient. Maar hoe kom je nou te weten wat er bij je collega's op het salarisstrookje staat? Grote kans dat je collega's de loonwijzer-enquête hebben ingevuld. Anoniem natuurlijk. Maar we weten wél wat ze verdienen. Doe de **salarischeck!**

### Yes, naar Afrika! Eerst even de loon-enquete...

Vul de **enquete** in en je hebt kans dat je naar Afrika gaat. Weg stress. Wel even de **vragen invullen** over wat je deed en of je het nu druk hebt. Wil je weten welke reis je kunt maken? Check dan eerst even **die spannende reis!**

### Waar verdien je het meest? En hoe krijg je die baan!

Geld is niet hét belangrijkste misschien, maar belangrijk genoeg. Gelukkig zijn er heel wat gegevens openbaar. Bij welke bedrijven en instellingen je de beste startsalarissen krijgt bijvoorbeeld. Of waar ze je meteen voor vast aannemen. **Check it out!** Bevalt het niet zoek dan met Loonwijzer een **nieuwe baan**.

### Wat hou je handje-contantje over?

Check het met het **bruto-netto rekenwonder**. Een nieuw, handig

### Steeds meer topinkomens openbaar

Na de (semi-)overheidssectoren 'energie' en 'zorg' is het nu de beurt aan de Kamers van Koophandel. Het kabinet wil openbaarheid en krijgt het. Bij de KvK is het een vrouw met het hoogste salaris: ruim € 199.000. Ze kan natuurlijk niet tippen aan de topman van Essent die ruim € 800.000 incasseert, maar toch. Het is nog altijd meer dan de minister-president, en dat zou niet moeten kunnen. **Alle topinkomens staan hier.**

### Hoe hard gaan mijn collega's?

Wie wil er nou niet meer verdienen? Je kunt de stoute schoenen aantrekken en **met je baas over je salaris** gaan praten. Je kunt de kunst van **veelverdienen** afkijken van anderen. In de **salarischeck** kun je zien wat de gunstigste omstandigheden zijn om er geld bij

### Salaris Berekenen

Word wat wijzer met de loonwijzer van de Vacaturekrant!  
Vacaturekrant.nl

### BV oprichten

BV opgericht voor 850 ex (1 aandeelhouder)  
Stamrecht BV € 1350 ex  
www.bvoprichten.nl

### Loon cao bouw

Verdien jij wat je waard bent? Vergelijk het met anderen.  
www.intermediar.nl

### Ontslag?

Kunt u zomaar worden ontslagen? De site voor werknemers.  
www.ontslagplaza.nl

Adverteer hier

[www.40plusloonwijzer.nl](http://www.40plusloonwijzer.nl) for above 40

40plusLoonwijzer

Dat een zwarte man minder verdient dan een witte, vind ik toch wettelijk.

- Home
- Salaris check
- Bruto netto
- De enquête
- Alles over Loonwijzer
- Email

---

- loonwijzer
- vrouwenloonwijzer
- mannenloonwijzer
- jeugdloonwijzer
- 40plusloonwijzer
- zorgloonwijzer
- eigenbaaswijzer
- tijdwijzer
- wage indicator in english

Powered by:

### Wat verdienen collega's eigenlijk?

Bij de loonstandaard van Nederland vergelijk je binnen een paar tellen wie het meest verdient. Jij of je collega. Frauderen mag: doen alsof je net op de arbeidsmarkt komt kijken, of invullen dat je veel vrouwelijke collega's hebt. **Doe de salarischeck!**

### Naar Afrika? Vul even de Loon-enquête in!

Vul de **enquête** in en je hebt de kans dat je naar Afrika gaat. Weg stress. Geen dag- of nachtdienst maar vakantiedienst! Wel even de **vragen invullen** over wat je deed en of je het nu druk hebt. Wil je weten welke reis je kunt maken? Check dan eerst even **die spannende reis**.

### Op zoek naar een goede baan en slim loopbaanadvies?

De combinatie van loopbaanadvies en de optie op een goede baan, klinkt goed. En is realistisch. Check met Loonwijzer op onze **Zoek een baan pagina's**.

### Loopbaantips voor ouwelui

Onzeker over je leeftijd? **Pak onze loopbaan-tips**. Hoe ouder, hoe wijzer! En als het nog niet genoeg is, zoek dan gewoon **een nieuwe baan** samen met **Loonwijzer!**

### Weetjes over CAO, salaris en loopbaan

Even kwijt onder welke CAO je valt? **Kijk even hier**. Moeilijk gesprek met je baas binnenkort? **Bereid je voor..**  
En als je nog een sprintje wilt trekken in je carrière, kijk dan eens waar je **goed verdient**.

### Bruto-netto checker

Razend populair dit **nieuwe apparaatje!** Het is zo gepiept. Van **bruto naar netto en omgekeerd**.

### Zucht, pensioen...

Moet je nou sparen, beleggen of de overwaarde van je huis vrijmaken? Gelukkig is het **prépensioen** is op het nippertje gered, maar daarmee is niet alles in kunnen en kruiken. Maar liefst een kwart werkende vrouwen van 45+ staart straks in een gapend pensioen gat. De **ins-en-outs over pensioen** op een rijtje.

### FNV wil weten hoe bedrijf met de 40- en 50-plusser omgaat

De FNV wil graag weten

GO WILD

Ads door Goooodoo

**Berekening loon**  
 Verdien je wel genoeg? Check bij Intermediar! [www.intermediar.nl](http://www.intermediar.nl)

**Pensioenbreuk**  
 Doe de Pensioentest! Voor inzicht & oplossingen. [www.pensioenplator.nl](http://www.pensioenplator.nl)

**Berekening Loon**  
 Word wat wijzer met de loonwijzer van de Vacaturekrant! [Vacaturekrant.nl](http://Vacaturekrant.nl)

**Vervroegd Pensioen**  
 Fortis Bank: 4% spaarrente en/of beleggen zonder aan-/verkoopkost [www.fortisbank.nl](http://www.fortisbank.nl)

Adverteer hier

[www.jeugdloonwijzer.nl](http://www.jeugdloonwijzer.nl) for young people between between 13-23

**JeugdLoonwijzer**

Elk jaar een tree erbij gaat niet zo automatisch als dat jaartje erbij.

**Home**

- Salaris check
- Minimum loon check
- Startersberoepen
- Bijbaan
- Vakantiewerk
- Bruto-netto check
- Loonenquête
- Alles over Loonwijzer
- E-mail

**XML**

LoonWijzers in andere landen

**Wat verdient iedereen eigenlijk?**

Check hier wat je in elk geval volgens de wet op het **minimum (jeugd) loon** moet verdienen. En kijk in de **salarischeck** wat je collega's verdienen met dezelfde ervaring als jij? Gewoon even doen.

**Doe de enquête en een win een reis naar Afrika**

Vul nu de **loonwijzer - enquête** in en maak kans op een reis naar Zuid-Afrika! Als je wilt, ga je daar bij lokale projecten langs en leer je het land en de mensen écht kennen.

**Loopbaanadvies en een baan?**

Goede banen en verstandige adviezen bieden we op onze **Zoek een baan pagina's**.

**Jongeren hebben minder te besteden**

Jonge werknemers hebben steeds minder geld te besteden. Hun koopkracht is de afgelopen vijf jaar gedaald met 15 procent! Dit blijkt uit onze loonenquête. FNV Jong komt in actie. **Lees verder**

**Pak die belasting terug**

Baantje gehad in 2005? Rond deze tijd krijg je de jaaropgave van je werkgever. **Bereken daarmee** hoeveel belasting je terugkrijgt. Of vraag direct een **Tj-biljet** aan.

**GO WILD & GO FAIR**

Ads door Google

**Salaris Uitrekenen**  
Word wat wijzer met de loonwijzer van de Vacaturekrant!  
Vacaturekrant.nl

**Salaris uitbesteden?**  
De zorgeloze oplossing, ondersteund met hoogwaardige software.  
www.pasoftware.nl

**Ondernemers Hypotheek**  
Bent U zelfstandig ondernemer? Altijd een hypotheek

[www.eigenbaaswijzer.nl](http://www.eigenbaaswijzer.nl) for selfemployed

Eigenbaaswijzer

- Home
- Salaris check
- Tarief
- Enquête
- Jouw bedrijf
- Familiebedrijf
- Freelance
- Starten
- Alles over deze wijzer
- E-mail

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- loonwijzer
- vrouwenloonwijzer
- mannenloonwijzer
- jeugdloonwijzer
- 40plusloonwijzer
- zorgloonwijzer
- eigenbaaswijzer
- tijdwijzer
- wage indicator in english

**Weten hoe je concurrent offreert**

Nieuwsgierig naar de tarieven van je concurrent? **Vul dan nu de enquête in!** Dan weten we straks precies hoe het zit met de uurtarieven. Hoe meer ondernemers meedoen, hoe meer we je straks kunnen vertellen. Doe mee met **het grote ondernemersonderzoek!**

**Win een rondreis in Afrika!**

Op deze eigenbaaswijzer vind je informatie die je als zelfstandig ondernemer goed kunt gebruiken. Wat je natuurlijk óók goed kunt gebruiken is **een reis naar Afrika**. Vul de **enquête** in, en maak kans op die spannende reis.

**Toverformule uurtarief**

Wat moet je vragen als freelancer? Wat vragen anderen voor uurtarief? Er bestaat een formule waarin de reële factoren zijn verwerkt waar je rekening mee moet houden. Niet moeilijk, **gewoon even rekenen.**

**Tips voor starters**

- > Klanten werven
- > Aan (relatie)marketing doen
- > Administratie bijhouden

**GO WILD**

Ads door Google

**Ondernemers Hypotheek**

Bent U zelfstandig ondernemer? Altijd een hypotheek mogelijk!  
[www.zelfstandigenhuis.nl](http://www.zelfstandigenhuis.nl)

**Prijzen & Tarievenqids**

Met uurtarieven van 130 beroepen voor ondernemers en freelancers.  
[www.publimix.nl](http://www.publimix.nl)

**Verloning voor Freelancer**

Payroll specialist met landelijke dekking. Bezoek snel de website!  
[www.freelancepayroll.nl](http://www.freelancepayroll.nl)

**Voordelige verloning?**

Hier is dé oplossing voor een ZZP zonder Var-verklaring!  
020-6711888  
[www.8baan.nl](http://www.8baan.nl)

Adverteer hier

**Veranderingen in 2006**

**Overdrachtsbelasting verdwenen**

Met het verdwijnen van de overdrachtsbelasting voor broers en zussen (ook halfbroers en -zussen en pleegbroers en -zussen) en hun echtgenoten is het voor familie een stuk makkelijker om het bedrijf van broer of zus over te nemen.

**Vennootschapsbelasting omlaag**

De vennootschapsbelasting dit jaar gezakt tot 29,6 procent en gaat volgend jaar nog verder omlaag naar 29,1 procent.

**Nieuwe zorgverzekering**

Wat betekent **de nieuwe zorgverzekering** voor ondernemers?

**Over het familiebedrijf**

Van de 350.000 bedrijven in Nederland is ruim de helft een familiebedrijf. **Lees over bedrijfsoverdracht, waardebeoordeling en succesierrecht.**

[www.zorgloonwijzer.nl](http://www.zorgloonwijzer.nl) for the (health) care sector

**ZorgLoonwijzer**

Ik vind mijn werk leuk. Want ik heb een leuke bazin.

Home  
Salarischeck  
Zorgpensioen  
Bruto netto  
De enquête  
Alles over Loonwijzer  
E-mail

loonwijzer  
vrouwenloonwijzer  
mannenloonwijzer  
jeugdloonwijzer  
40plusloonwijzer  
zorgloonwijzer  
eigenbaaswijzer  
tijdwijzer  
wage indicator in english

Powered by:  
**ABVAKABO FNV**  
**monsterboard.nl**  
De nationale combinatie

**Wat verdient je collega?**  
Bij de loonstandaard van Nederland vergelijk je binnen een paar tellen wie het meest verdient. Jij of je collega. Je kunt je in de salaris check ook voordoen alsof je meer ervaren bent, veel mannelijke collega's hebt of juist een herintreedster bent. **Probeer het.**

**Pak die reis naar Afrika!**  
Vul de enquête in en je hebt kans dat je naar Afrika gaat. Weg stress. Geen dag- of nachtdienst maar vakantiedienst! Wel even de vragen invullen over wat je deed en of je het nu druk hebt. Wil je weten welke reis je kunt maken? Check dan eerst even die spannende reis.

**Shoppern in ziekenhuizen**  
Op de site [kiesbeter.nl](http://kiesbeter.nl) kan iedereen zien wat behandelingen kosten in de verschillende ziekenhuizen. Ook dagopnames en dbc's (diagnose behandelcombinaties) zijn erin opgenomen. De verschillen zijn enorm!

**Mantelzorgen**  
Nederland telt ruim 3,5 miljoen mantelzorgers. Professionals in de thuiszorg komen hen vaak tegen. Je kunt ze helpen door hen de weg te wijzen naar mantelzorgondersteuning. Fysiek en financieel. Zorg dat zij in ieder geval

**Nieuw pensioen in de zorg 2006**  
Werknemers in zorg en welzijn krijgen vanaf 2006 te maken met een nieuwe pensioenregeling van PGGM. Met de nieuwe regeling kun je kiezen tussen eerder stoppen of langer doorwerken. **Lees alles over het nieuwe pensioen.**

**Bruto-netto checker**  
Wat hou je handje-contantje over? Check het met het **bruto-netto rekenwonder**. Een nieuw, handig tooltje voor wie wil weten hoe bruto netto wordt en andersom.

**De bondsvoorzitter in haar weblog ontmoeten?**  
Wat maak je mee als voorzitter van een vakbond? Edith Snoey, voorzitter van ABVAKABO FNV, vertelt het in haar **weblog**.

**Enquête ABVAKABO FNV Vrouwenennetwerk**

**GO WILD**  
Ads door Google

**Salaris Berekenen**  
Word wat wijzer met de loonwijzer van de Vacaturekrant!  
Vacaturekrant.nl

**Vervroegd Pensioen**  
Uw pensioen laten testen? Doe direct de pensioentest.  
[www.PensioenPlatform.nl](http://www.PensioenPlatform.nl)

**Test gratis je Pensioen**  
Tijdelijk gratis: test & berekening Direct inzicht, een helder advies pensioen-offerte.nl

**Gratis pensioenadvies**  
Antwoord op al uw vragen! Info, Pensioen ABC en Berekeningen  
[www.pensioenspecial.nl](http://www.pensioenspecial.nl)

Adverteer hier

[www.tijdwijzer.nl](http://www.tijdwijzer.nl) for time related issues like: leave, holiday, stress

Tijdwijzer

Druk, druk, druk zeggen mensen die er bij willen horen. Waarbij?

- Home
- Tijd check
- Salaris check
- Enquête
- Alles over tijdwijzer
- E-mail

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- loonwijzer
- vrouwenloonwijzer
- mannenloonwijzer
- jeugdloonwijzer
- 40plusloonwijzer
- zorgloonwijzer
- eigenbaaswijzer
- tijdwijzer
- wage indicator in english

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Powered by:




### Vergelijk je tijd met je collega



Ligt het aan jou dat je tijd te kort komt? Of hebben alleen collega's dat? Check in de splinternieuwe tijd check of jij het bent of een ander het is die slimmer omgaat met tijd. Ook kan je even zien of jij meer dan een ander toptijd met je partner hebt! **Check je tijd.**

### Tijd voor Afrika! Yes...



Vul de **enquete** in en je hebt de kans dat je naar Afrika gaat. Weg stress. Wel even de vragen invullen over wat je deed en of je het nu druk hebt. Wil je weten welke reis je kunt maken? Check dan eerst **deze pagina**.

### De levensloopregeling



Met de levensloopregeling kun je vanaf januari 2006 zelf bepalen waar je voor spaart: vervroegd pensioen, sabbatical, ouderschapsverlof of andere vormen van verlof. **Lees hoe je dat doet**

### Overwerk neemt toe



Nederlandse werknemers zijn de afgelopen jaren meer gaan overwerken. In 2004 werkte 37 procent regelmatig over, in 2002 was dat nog 32 procent. Ruim eenderde van de overwerkers krijgt geen vergoeding. **Bekijk meer overwerkcijfers en handige tips.**

### Heb je even?

### Uitkomsten tijdwijzeronderzoek



Het grote tijdwijzer onderzoek is compleet! Tienduizenden werknemers vullen vorig jaar de enquête in en gaven aan waar zij met tijdgebrek kampen. Dat heeft verrassende inzichten opgeleverd over horecapersoneel, vrachtwagenchauffeurs en nog veel meer beroepen. Er wordt veel overgewerkt, er is weinig tijd voor de lunchpauze en nauwelijks inspraak voor opname van verlof. De CAO's staan onder druk. **Lees alles over de uitkomsten!**

### Hoeveel tijd heeft een pizzabakker?



Het is opvallend hoeveel werknemers in de horecasector en in supermarkten worstelen met hun tijd. Toch hadden ze nog eventjes om **de enquête** in te vullen. Zo hebben wij nauwkeurige beroepsprofielen kunnen maken. Ambitie als pizzabakker? Weet waar je aan begint! **Je vind de beroepsprofielen de Jeugdloonwijzer.**




Zoeken

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Ads door Google

**Vervroegd Pensioen**  
Uw pensioen lat testen? Doe direct de pensioentest [www.PensioenPlatt.nl](http://www.PensioenPlatt.nl)

**Vervroegd Pensioen**  
Fortis Bank: 4% spaarrente en/of beleggen zonder aan-/verkoopkosten [www.fortisbank.nl](http://www.fortisbank.nl)

**Test gratis je Pensioen**  
Tijdelijk gratis: t & berekening Direct inzicht, en helder advies [pensioen-offerte.nl](http://pensioen-offerte.nl)

**Vervroegd pensioen**  
Bekijk nu uw mogelijkheden! Premies berekenen. Grat info. [www.bc.nl](http://www.bc.nl)

Adverteer hier

### **3. D02: TECHNICAL SUPPORT**

The deliverable technical support includes the annual implementation of new data in the salary checks, during 3 years.

WebWord is on a daily basis in contact with all the national WageIndicator teams. All technical and design issues are channeled through to the technical helpdesk of Wyldebeast&Wunderliebe. We enjoy a smooth working relationship.

The web company Wyldebeast&Wunderliebe made - with the support of AIAS and WebWord - salary checkers for each country, apart from Italy. The Italian salary checker is on the to-do-list for June 2006.

All other countries do have a salary checker. Denmark and the UK based theirs on the wage data from the national bureau of statistics. The other countries (recently including the UK) have salary checkers based on completed online questionnaires. The salary checkers for Germany (90 occupations) have been updated already 3 times. The salary checkers for the Netherlands now encompass already 470 occupations.

Creating salary checkers for each country isn't simply copy/paste. A salary checker takes between 28 and 40 hours for the technical staff to create.

## 4. D03: HOSTING

This deliverable covers the whole project period of 3 years.

After some initial technical problems, hosting now is a smooth operation, including questionnaires and salary checkers. The University of Amsterdam organises the hosting of the websites according to plan.

## 5. D04: European Wage Indicator website

*This deliverable includes the management of the European WageIndicator website, including a restricted section for the consortium, press releases, email newsletters, printed versions of newsletter, during 3 years.*

### 5.1 THE MAIN BUTTONS

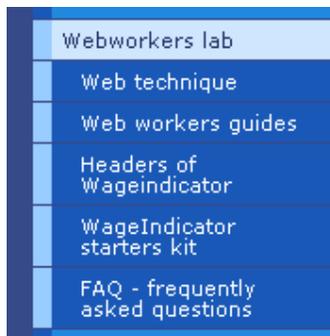
Wageindicator.org has been assigned the role of central project website. The website is like a library. See the picture of the buttons. The buttons Salary checkers, Questionnaires, and Google Search in wageindicator.org are favorites. And of course Research lab and Web workers lab are visited frequently.



Research lab and sub buttons:



Webworkers lab and sub buttons.



## 5.2 IN THE PRESS

Under the button In the press you will find posted:

- all press releases of all WageIndicator countries
- all banners and leaflets used by all Wageindicator countries
- all press clippings, internet links to newspapers, magazines about the national WageIndicators

The WageIndicator teams send their new press clippings to this website.

WageIndicator Gazette and sub buttons.



### **5.3 NEWSLETTERS/GAZETTE AT WAGEINDICATOR.ORG**

WageIndicator Gazette as of March 2006 has 8,500 readers/subscribers.

The website wageindicator.org as of March 2006 has 194,060 unique visitors.

### **5.4 RESTRICTED AREA ON THE WEBSITE AND DISCUSSION PLATFORM**

Initially wageindicator.org featured a discussion platform in a restricted area. Since nobody used it, it was canceled in November 2004. The teams communicate directly by email and telephone.

At wageindicator.org there is no restricted area left. Issues related to Woliweb work in progress are published, but hidden pretty deep in the website.

Apart from the budgets, every document published in relation to the Woliweb project is published online, either under the button Researchlab or under the button All about WageIndicator. Transparency is the rule.

A special website was launched in July 2005 for the testing of questionnaires, salary checkers and other applications – <http://acc.wageindicator.org/portal>. It is mainly used by members of the technical support team for tracking and tracing defaults in new or updated versions of applications such as the questionnaire engine (a second update is under way from early 2006)

## **6 D05: PROJECT HELPDESK**

*This deliverable includes the project helpdesk (website, telephone, email), including support and management for national websites, during 3 years.*

### **6.1 A VARIETY OF COMMUNICATION TOOLS**

The permanent helpdesk for the national WageIndicator teams uses several communication tools:

- email
- telephone
- voice over IP – skype
- sms
- life contact
- group email
- chat box/msn messenger

With all the national teams there is a highly frequent contact (at least more than once a week) and communication about:

- web statistics explanation
- technical issues
- content sharing
- how to answer emails
- how to deal with external (commercial) partners
- how to deal with banners
- how to create new applications

The helpdesk, managed by WebWord, is available and has been used 7 days a week, 24 hours a day.

## **6.2 LIVE MEETINGS**

In 2005/2006 there have been live meetings with the Belgian, Polish and Spanish web team (twice).

The meetings with Spanish team took place in Nyon, Switzerland. Topic's: women's WageIndicator website, salary checker, contract with media partner El Pais and how to create more attractive web content (Vip pay check f.e.).

The meeting with the Polish team took place in Warsaw. Topics: how to increase the number of completed questionnaires, getting a better position in Gazeta Wyborcza.

The meeting with the Belgian team took place in Brussels. Topics: women's WageIndicator website, salary checker, how to integrate media partner Monster.

In June 2005 there was a special meeting for web managers of all WOLIWEB countries. During 3 days dicussions and workshop were held on topics such as: web writing, how to prprepare your website for the search engine, how to use pictures online.

<http://www.wageindicator.org/main/events/webmanagersmeeting2005>

## **7 D06: HANDBOOK AND TRAINING MODULES**

*This deliverable includes a handbook and training modules for setting up and maintenance/ promotion of WageIndicator websites, including country visits and support of country-specific multimedia promotion activities and free publicity.*

### **HANDBOOK AND TRAINING MODULES**

In 2005 we created and/or updated the following handbooks:

Webmarketing & webmanagement Guide – Paulien Osse, Sandra Blok

Tips to answer your e-mail – Paulien Osse

Translation tips and rules – Paulien Osse, Kea Tijdens

Photoshop and Snagit tips – Joop Rosier

Search engine report – E-Focus

Writing tips - Michal Pryslopski

Smart marketing tricks - Franci Larondelle

Report questionnaire versus internet penetration

On the relationships between length of the questionnaire, internet penetration, labour market figures and the number of completed questionnaires - by Magda Andralojc - Twojzarobki.pl and Paulien Osse - WageIndicator Foundation

\*\*\*\*\*

## **8. APPENDIX: NEWSLETTERS**

*This appendix presents the last newsletter (June 2005) and all Gazettes delivered so far. They have been distributed by email.*

The WageIndicator Newsletter is upgraded in September 2005 to a WageIndicator Gazette. The difference: a professional design. Easier to distribute. Since the Gazette started its readership increased to 8,500 subscribers.

### **8.1 NEWSLETTER 7, JUNE 2005**

#### **1. COMPLETED QUESTIONNAIRES BY END OF JUNE 97.469**

By the end of June 2005 97.469 questionnaires are completed in all Woliweb countries together. Germany and The Netherlands are still leading. The other countries are doing fine. Italy and Denmark just need some more time.

More details: <http://www.wageindicator.org/index.php?pag=statistics>

#### **2. GERMAN SALARY CHECK ONLINE**

See at Lohnspiegel. The 'lohn- und gehaltcheck'. The first salary check outside the Netherlands, based on newly gathered national data. So, it can be done thanks to the team of WSI, Verdi, DGB. <http://www.lohnspiegel.de/index.php?pid=47>

#### **3. ENLARGED AND RENEWED DUTCH SALARY CHECK ONLINE**

Now featuring 279 occupations at all levels of the labour market.

Check: <http://www.loonwijzer.nl/index.php?pag=salarischeck>

#### **11. MONSTER JOBS INTEGRATED IN DUTCH WAGEINDICATOR**

Web visitors in The Netherlands can check their pay, or go for Job search.

See how systems of Monster and wageIndicator are integrated:

<http://www.loonwijzer.nl/index.php?pag=zoekeenbaan>

**11. LONDONPAYWIZARD.CO.UK – UNIQUE FOR LONDONERS**

In the UK there will be a special Paywizard for Londoners, that is Great Londoners. That metropolitan section of the UK harbours – almost all of – the world's nationalities. Look into the lovely eyes of the LondonPayWizard lady!

This special site is made by the PayWizard team composed of TUC and IDS.

See: (work in progress) <http://www.londonpaywizard.co.uk>

**11. YOUNG EMPLOYEES VICTIMS OF SUPERMARKET WAR – RESEARCH**

Young employees in Dutch supermarkets on average earn 20% less than their age group in other sectors. Also, they have to be very flexible. They make their part time hours – average 23 hours – predominantly early evening or morning and on Saturdays. These findings, using over 9000 recent data of the Dutch WageIndicator, reinforce the earlier research outcome of 2004, indicating a relative deterioration of working conditions in this sector, due to the price war. The study has been carried out by AIAS, university of Amsterdam. For an English version of the report see:

<http://www.wageindicator.org/index.php?pag=references>

**7. CALL CENTRE OPERATORS IN THE LINE OF FIRE – RESEARCH**

Some more disturbing news from research on the Dutch WageIndicator dataset. It shows that call centre operators who have to perform in the line of fire, are making relatively long hours for little pay. The average income is 30% above statutory minimum wage. More than 50% puts in a full working week, whereas 4 working hours a day suffice to exhaust anybody in this position – as the Labour Inspectorate suggested earlier. Their pay is low, also given the fact that most operators have finished secondary school and/or vocational training. For a full report see:

<http://www.wageindicator.org/index.php?pag=references>

**8. WEB MANAGERS OPT FOR SHORT AND LONG VERSION OF THE QUESTIONNAIRE**

June 17 -19 web managers from all WageIndicator countries gathered for a meeting and training session in Amsterdam, as scheduled in the Woliweb programme. Their different experiences led them to a joint conclusion: let there be a shorter and longer questionnaire. Belgium, the Netherlands and Finland have almost 120 questions. Germany and the UK less than 70. This is a very much pragmatic outcome of the discussions, as no structural correlation could be discerned between variables such as length of the questionnaire, internet penetration in the country, rate of (un)employment.

The questionnaire after restyling will be perfectly readable by the elderly and people with impeded eyesight who can't read a small font.

All web managers welcome the idea of a WageIndicator Gazette. Its first edition will be brought on line in August 2005.

More from the web managers meeting? See all contributions on writing for the web, search engines, marketing, photo shop and the new content management system Plone.org at: <http://www.wageindicator.org/index.php?pag=webmanagersmeeting>

## **9. WAGEINDICATOR WEBLOG**

A playful result of the web managers meeting:

<http://www.wageindicator.blogspot.com/>

From September onwards WageIndicator will give web users the opportunity to create their work-weblog through the WageIndicator.

## **10. WAGEINDICATORS IN USA AND BRAZIL ONLINE – WORK IN PROGRESS**

<http://www.meusalario.org.br> and <http://www.worklifewizard.org>

## **11. FIRST WOLIWEB ANNUAL REPORT**

Following the obligations for the first year reporting of the Woliweb project, the following documents have been sent to the European Commission:

D01-06 Annual report WP1: Website development in participating countries  
31.03.2005

D07 Measuring wages, and calculating hourly wages in the *WageIndicator* dataset  
31.03.2005

D09 Measuring working hours in the *WageIndicator* questionnaire 31.03.2005

D11 Measuring collective bargaining coverage in the *WageIndicator* questionnaire  
31.03.2005

D13 Measuring job insecurity in the *WageIndicator* questionnaire 31.03.2005

D17a Classifications and the chooser-technique used in the *WageIndicator* questionnaire 03.01.2005

D17b Measuring industries and occupations in the *WageIndicator* questionnaire  
31.03.2005

D21 *WageIndicator* master-questionnaire (also codebook) 15.02.2005

PAR1 Periodic activity report PR1 15.05.2005

The dates are the publication dates. See:

<http://www.wageindicator.org/index.php?pag=projectplanning>

Next release of the newsletter: August 2005. Other newsletters:

<http://www.wageindicator.org/index.php?pag=newsletter>

#### **YOUR WAGEINDICATOR TEAM**

<http://www.wageindicator.org/index.php?pag=projectteam>

No newsletter anymore? Send your mail to: [nonewsletter@webword.nl](mailto:nonewsletter@webword.nl)

## **8.2 WAGEINDICATOR GAZETTE, SEPTEMBER 2005**

September 2005 - Here is your first WageIndicator Gazette new style. Enjoy! Thank you for your attention. The WageIndicator Team

### **1. DID YOU NOTICE?**

The backside of our [www.wageindicator.org](http://www.wageindicator.org) has been completely renewed, technically speaking. A silent process, which caused the Dutch team many sleepless hours. Dedicated to a faster, smoother, bug-free, bugger-free, round-the-clock operation. And in case you hadn't noticed, the left column, sporting all the WageIndicator websites, has outgrown the infant stage and is now well in its teens. If every additional website stands for a year, we will be grown up soon. And where is South Korea? Country number 15? Here is the test website of a fresh new team.

### **2. TRADE UNION PROJECT ?CLOSE THE GENDER PAY GAP? IN NEXT PHASE**

Together with trans national partners in Belgium and Hungary, Dutch trade unions and the WageIndicator Foundation entered the next phase of ESF Equal project 'close the gender pay gap'. Over the next 2 years research on the WageIndicator dataset will be used to develop tools, both online and offline, for the individual and collective empowerment of female workers. In 2006 the WageIndicator websites will feature a simulator in which you can monitor your salary negotiations. And a life career check. Next to that a training course will be offered to some 120 individual women workers. At the same time the gender pay gap will be debated in special sessions and expert meetings with and on behalf of trade union officials.

### **3. QUESTIONNAIRE FOR THE INFORMAL SECTOR**

The Indian [research team](#) has put a lot of effort lately in creating a [questionnaire](#) for the informal sector of the economy. It is almost ready, but still in the testing phase. This questionnaire is a must in a country with a huge informal sector. Here different rules apply. Labour organisations are small and weak, maybe with the notable exception of [SEWA](#), (Self Employed Women's Association), which organizes female garbage pickers, street vendors and so on. Given the different circumstances under which many workers in the informal sectors must make a living, special questions had to be created which reflect conditions they will recognize as relevant. You will therefore find questions about pay in kind (food), (reasons for) migration and temporary work, kind of dwelling or shelter, with whom they share a household etc. See f.e. for this last section [our blog](#). The Indian research team contributes this informal questionnaire to the WageIndicator project as a whole. This means that researchers in countries like [Brazil](#) and [South Africa](#), economies with large informal sectors too, can profit from their investment immediately.

### **4. WANT YOU OWN BLOG ON OUR PAGES?**

You want your own weblog? Just let us know and you'll have it. Fons, member of the [Chinese team](#) in Shanghai started his log. Paulien did the same for the international/Dutch team. Bharti for The Indian [Paycheck](#). Here are the links to the blog of [Bharti](#), [Fons](#), and [Paulien](#).

### **5. BELGIUM: ON THE DOUBLE**

As you may know: Belgium is a European country and therefore has a christian tradition. This means that the country has 2 confederations of trade unions: a christian (ACV) and a non-christian (ABVV). [ACV](#) has been with the WageIndicator from the start and adopted the Dutch name loonwijzer for its website, with the extension .be of course. It also translated the Dutch version into French. Because, as you may remember, Belgium is a confederation of Flanders (where they speak a nice kind of Dutch) and the Walloon provinces (where they speak their own French). Now ABVV joined Belgian ranks. And it decided to bring online its own Dutch and French versions of the WageIndicator, doubling our web exposure in both communities at one stroke! See for yourself at [MijnLoon.be](#). Hopefully this extension will lead to a doubling of data intake at double speed. Welcome [ABVV/FGTB!](#)

## **6. FIRST RESEARCH RESULTS IN BELGIUM**

For the first time since its launch the Belgian WageIndicator generated news. Based on 9,000 questionnaires the gender pay gap could be calculated. It is a gross 500 euro wide! And it becomes wider, says the Belgian team. In nett terms women in Belgium earn on average 332 euro less than their male colleagues. Most workers in Belgium make something between 2250 and 2500 euro per month. The median gross salary is 2280 euro, which boils down to 1487 euro nett.

## **7. PARTICIPATION IN EU FP6 PROJECT ABOUT CLASSIFICATION OF OCCUPATIONS SEEMS LIKELY**

Eurooccupations is a FP6 EU-sponsored project for the classification of occupations/professions on a European scale. Such classifications already exists for industries and education. But a similar common standard is lacking thus far on the professional level. Research institutes from some of the European countries which participate in the WageIndicator are likely to become engaged in this classification scheme as from April 2006. Eurooccupations will draw amongst others on the national WageIndicator datasets, which are quite advanced already in terms of international comparability and the detailedness of their data. Eurooccupations will contribute to the development of the methodology for large scale online data gathering. Special attention will be given to possible gender and skills biases. The official green light for participation in this project is expected by the end of 2005. Projectleader prof. Kea Tijdens.

## **8. PLONE AGAINST SPAGHETTI AT YOUR SCREEN**

How long can you struggle behind the screens with conflicting languages at your screen? Like the combination of Spanish and Russian? German and Polish? Korean and English? And where to find a content management system which gives instructions to web managers in their own language? Yes! Now Koreans can do it behind the password in Korean. And the British in English. Even the Dutch have Dutch. Eight long months we and our WageIndicator programmers struggled. Finally, with the help of Plone and Zope we don't have any language conflict anymore in the questionnaires and in the text. What a relief. This is how Plone on its homepage advertises itself in a personal ad: 'Friendly, successful CMS seeks long term-relationship. I've worked all over the world and speak 48 languages. But people who've met me say I'm easygoing and fun.' And Plone is open source, of course.

## **9. MINIMUM WAGES IN INDIA**

What is the minimum wage of a bricklayer in the Indian state of Bihar? And in the Punjab? Is there a difference between these two? Yes, there is. The Punjabi gets 50%% more. See for yourself on [www.paycheck.in](http://www.paycheck.in) The figures you will find there may not make you happy, low as they are, but the fact that you can find out within a few seconds, makes us very happy and proud. Our Indian PayCheck team is alive and kicking. Including information from the lower end of the labour market right from the start makes our joint ambition clear: to cover the whole labour market with our online research and salary checks. Note: the minimum wage checker you may [visit now](#), will be improved in a few weeks time with more and fresher data.

## **10. WARM REGARDS!**

Dear reader, your recieved WageIndicator Gazette.

You may change your preferences at this page:

[gazette preferences](#)

## **8.3 WAGEINDICATOR GAZETTE 9 – DECEMBER 2005**

### **ARGENTINA AND MEXICO TO JOIN THE WAGEINDICATOR FAMILY**

A first extension of the WageIndicator project outside Europe was made possible in 2005 by the development assistance program of the Dutch FNV, confederation of trade unions. A follow up under the same label now allows for the inclusion of Argentina and Mexico. They start February 2006.

From the first batch, i.e. [Brazil](#), [India](#), [South Africa](#) and [South Korea](#), all countries have been brought online in the course of 2005. All in all the WageIndicator group will have 28 operational websites in [17 countries](#) in 2006.

### **BELGIAN METAL WORKERS PUT IN EXTRA HOURS FOR FREE**

The Belgian WageIndicator dataset generates surprise after surprise. The first research results, on which we reported last September, showed a considerable gender pay gap in Belgium. Men earn a median 1645 euro net per month, women only 1312 euro, i.e. on average 20%% less!

This time our colleagues from Leuven university focussed on the metal sector. And again, surprise. They find that metal workers on a weekly basis work overtime an average of 42 minutes. Nothing wrong with that, if they agree to do so. But 39%% of those working overtime are not compensated for their extra effort, not in cash and/or extra time off.

#### **QUALITY JUMP IN DATA-INTAKE**

Since October 2004 the dataset is released on a quarterly basis. The datamanagers test the data for completeness and uniqueness. An observation is complete when it has values for six critical variables. These are education, occupation, industry, wage, sex, and year of birth. In addition, this test aims to detect any technical failures. An observation is unique when double cases are excluded. Our datamanagers do that too.

Our programmers have, to a large extent, solved the unlikely problem of out-of-range values. Such values seemed impossible in a web-survey. A major reason for their occurrence was found in the data from textboxes. We found that semicolons typed by visitors cause cell overflow when converted to statistics. But that problem seems to be tackled now.

For the data from 31.09.04 to 14.09.05, in total 2.7%% was invalid. The improved tests for missing values, duplicate cases and out-of-range values must lead to lower percentages of invalid cases.

And the latest on data quality control. Until November 2005, only completed questionnaires were registered. Completed means that the respondent has pressed the button SEND at the end of the questionnaire. From November onwards, incomplete questionnaires are also registered. A variable will indicate whether the data comes from completed or incomplete questionnaires.

#### **NEW MEDIA PARTNERS IN GERMANY AND UK**

The WagIndicator coalition in Germany was recently reinforced with the joining of 2 new media partners. These are the Rheinische Post and the Stuttgarter Zeitung, strong regional dailies with a long tradition and loyal readers. This may lead to another quantum jump in visitors and data intake.

Similarly, in the UK portal MSN joined the British team. From earlier experience in the Netherlands we know how important such a partner is in generating traffic.

And in the Netherlands the team will work together with the Postbank. The bank, part of the ING-group, tries to recruit young customers through the internet.

**SALARY CHECKER FOR IT IN INDIA**

That's the fun of the WageIndicator, check your pay. To put Paycheck.in on a fast track, the Wage Indicator Foundation got income data from the it-sector in India at Mafoi's. Mafoi is a multinational company specializing in labour market information. Their data on it-workers in India are detailed and accurate enough to base some pay checks on. A second batch income data, not yet ready, will cover parts of the huge manufacturing sector. These first checks should make the website attractive enough for many visitors – and a lot of new data to create pay checks for many more occupations.

**JUNE 2006 AMSTERDAM, WORLD CONFERENCE**

It will all happen again, but on a higher level and with more participants than last year in Amsterdam. All national 17 WageIndicator teams are invited to send a researcher and web manager/coordinator to participate during 3 or 4 days in this world event. Fresh WageIndicator teams from China, Turkey, Japan and Norway will also be invited. Detailed programme is not yet finished. But expected issues: wage calculations; multinational research; internet research; web marketing; business plans.

**FROM THE PRESS IN NL, DE, IN, ILO****WAGES IN ALL COUNTRIES, GATHER!**

Believe it or not, that was the headline in the Dutch financial daily Financieel Dagblad on September 29. A full page was dedicated to the extension of the originally Dutch WageIndicator abroad. *Innovative* and *export product* were some of the qualifications of the reporter, who interviewed international web- and research coordinators Paulien Osse and Kea Tijdens. Boy oh boy, were they flattered!

**EARN WHAT YOU SHOULD**

Under this heading the Stuttgarter Zeitung announced its participation in the WageIndicator project as from December 2005. It speaks of *a unique plan* and encourages its readers to complete the questionnaire and in this way improve the salary checks. By now there are salary checks for 50 occupations based exclusively on German data. Also in December some other media wrote encouraging lines about Lohnspiegel.de.

**TIME FOR A REALITY CHECK**

This wrote the [Deccan Herald](#) on November 30, a day after Paycheck.in was launched by Gerd Rohde from UNI, Geneva. UNI, a global union organizing a.o. it-workers, is a staunch supporter of the WageIndicator in India.

**ILO UPDATE**

On behalf of the ILO's [Global Union Research](#) Network the international support team updated their story on the WageIndicator project. It was published by the ILO in November. In this way union researchers worldwide can keep track of our development.

**AND FOR KOREAN EYES ONLY**

[Labour Today](#) wrote about the start of [WageIndicator](#) in Korea. The site will be launched in Januari.

**SEASON'S GREETINGS WAGEINDICATOR TEAM**

This WageIndicator Gazette nr 9, is the last one for 2005. Enjoy your Gazette. Thanks for your attention. Next Gazette Februari 2006! [WageIndicator Team](#)

**8.4 WAGEINDICATOR GAZETTE 10 - MARCH 2006****RESEARCH ON DUTCH DATASET SHOWS: TEMPORARY WORKERS STAY ALONGSIDE TILL 30, THEN FALL BACK 30 PERCENT**

Age seems to be a crucial variable in assessing the financial position temporary workers are in. Up to the age of 30 these workers earn as much as employees with a regular job or permanent contract. Then the decline sets in, with a gradually widening pay gap. From the age of 40 onwards wage differences between these 2 groups of employees increase sharply and stabilize around a pay gap of 30 percent less for temporary workers for equal work. One may therefore conclude that young temporary workers are doing relatively fine, while the elderly are not.

This outcome of a recent (2006) research on the Dutch WageIndicator data set may also serve as a warning: temporary work seems ok for starters and those who wish

to look around on the labour market. It may even be part of a 'young' life style. Respondents report less emotional, physical or psychological stress on temporary than on permanent jobs. One gets the impression of a somewhat more carefree attitude amongst young temporary workers. But those who did not find what they are looking for around the age of 30 and stick to their way of life, considerable decrease their chances to earn a decent living wage in the decades ahead. Their chances are still diminished by lesser participation in training opportunities, as well as smaller contributions to savings and pension schemes. [Download PDF report.](#)

**NEW MEDIA DEALS STRENGTHEN NATIONAL COALITIONS DEALS HAVE BEEN OR ARE ABOUT** to be struck with impressive magazines, Star Online in Johannesburg, El Pais from Madrid, the Märkische Zeitung in Germany, UOL in Brazil and Monster Belgium. Media partners are crucial in enlarging the scope and outreach of the national WageIndicator websites.

#### **TASK FORCE EQUAL PAY IN THE NETHERLANDS**

The director of the WageIndicator Foundation, Paulien Osse, is to the chair of the so-called Task Force Equal Pay, for the duration of one year. The installation of the Task Force was performed by the minister of Social Affairs De Geus on January 26. The Task Force is to help diminish unjustified pay gaps still existing in the country. From March 8 the Task Force is really on its way. The plan of action has been accorded by both employers associations and trade unions, after which it was approved by the minister. The WageIndicator data set will be used to gain a deeper insight into the persisting unequal pay phenomenon in the Netherlands. Of course - among others - the WageIndicator websites will play a role in promoting the issue of equal pay. And they will link to all checklists, tips, tests and tools that are being developed in the course of 2006 under the aegis of the Task Force. More: [www.Gelijkloon.nl](http://www.Gelijkloon.nl)

#### **FRESH SALARY CHECKERS**

There are many countries with new salary checkers. Like India, Brazil, South Africa, Spain. Check here the whole list with [fresh salary checkers.](#)

**VIP PAY CHECK**

What does the jet set earn? Aren't you at least a bit curious? What does Kofi Annan make or the Pope of our do gooder Maxima - Princess of the Netherlands? We are trying to find out and will present you with the results of our investigations in due course. For now at WageIndicator.org. In future we will publish in as many WageIndicator countries as possible. To whet your appetite, here is the first lead. [Vip Pay Check](#).

**START MULTINATIONAL RESEARCH ON COMBINED DATASETS**

February 1, 2006, a formal start was made with the first international research on the combined WageIndicator datasets of 6 participating countries on 3 continents. These are Argentina, Brazil, Mexico, South Africa, India and South Korea. The section on multinational enterprises in the questionnaire of these national WageIndicators is identical. It has been developed by the SCOPE team of the Erasmus University, Rotterdam. Once data intake has gathered momentum, it is quite conceivable that other national WageIndicator teams may decide to hook up. The United States and the Netherlands have already indicated their interest. [More about the Global project and research on multinational enterprises](#).

**KEA TIJDENS APPOINTED PROFESSOR**

Kea Tjeldens co-founder of the WageIndicator concept, was installed on March 3 at the Erasmus University Rotterdam as professor of Work and Employment. In her inaugural lecture professor Tjeldens explored the reasons for the increased female labour force participation in the Netherlands over the past 60 years.

Whereas just after the second world war only 25 percent of women aged 15-65 participated in the labour force, in 2004 60 percent did. Professor Tjeldens suggested four main reasons for this consistent long term increase:

1. fewer hours spent on household chores thanks to cheap appliances, food and clothing
2. higher educational levels, the higher the level, the more likely women take a job
3. the boom of part-time jobs from the eighties
4. growing employment in the service sectors.

Professor Tjeldens played down the impact of the much heralded division of household duties between the sexes. In comparison to the four main reasons, this played only a minor role in explaining the increase in women's participation rates in the labour

force. Download [Een wereld van verschil. Arbeidsparticipatie van vrouwen 1945-2005.](#)

#### **JUNE 19-25 WORLD CONFERENCE**

In June 2006 there will be a world WageIndicator conference in Amsterdam. First days of the week are more related to the European project Eurooccupations. Wednesday June 22 will be dedicated to multinational research. June 23, 24, 25 is there for research exchange, web marketing, web journalism and how to create a financially sustainable WageIndicator. All 17 WageIndicator countries will attend at least a few days of the conference. New WageIndicator countries are invited. Details? [Send an email.](#)