Annual report WP1:
Website development in participating countries

Deliverable: D01-D06 (WP1)
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Contributions from:
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**TABLE OF CONTENTS**

1. **Work package 1 Website development in participating countries** ...2
   1.1 Lead contractor, personmonths and Activity Type ...........................................2
   1.2 Work package description WP 1 following Annex 1 ........................................3
   1.3 Summary of reports and products delivered in WP1 ........................................5

2. **D01: Nine national Wage indicator websites** ........................................7
   2.1 Websites in the WOLIWEB project – web statistics ........................................7
   2.2 Screenshots of all homepages of WageIndicators .........................................10

3. **D02: Technical support** .................................................................30

4. **D03: Hosting** .............................................................................31

5. **D04: European Wage Indicator website** ........................................31
   5.1 The main buttons ................................................................................31
   5.2 In the press .......................................................................................32
   5.3 Newsletters and web visitors at WageIndicator.org .......................................34
   5.4 Restricted area on the website and discussion platform ............................34

6. **D05: Project helpdesk** .................................................................35
   6.1 A variety of communication tools ..............................................................35
   6.2 Life meetings ......................................................................................36

7. **D06: Handbook and training modules** ...........................................37
   7.1 Handbook and training modules .............................................................37

8. **Appendix: Newsletters** ...............................................................38
   8.1 Newsletter 7, June 2005 .......................................................................38
   8.2 WageIndicator Gazette, September 2005 ....................................................41
   8.3 WageIndicator Gazette 9 - December 2005 ..................................................44
   8.4 WageIndicator Gazette 10 - March 2006 ....................................................44
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’

<table>
<thead>
<tr>
<th>Workpackage No</th>
<th>Workpackage title</th>
<th>Lead contractor No</th>
<th>Person-months</th>
<th>Start month</th>
<th>End month</th>
<th>Deliverable No</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1</td>
<td>Website development in participating countries</td>
<td>2</td>
<td>41</td>
<td>0</td>
<td>36</td>
<td>D1-D6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Workpackage number</th>
<th>WP 1</th>
<th>Start date or starting event:</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity Type</td>
<td>RTD/Innovation activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Participant id</td>
<td>2</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>Participant name</td>
<td>WEBW</td>
<td>KPIPS</td>
<td>USAL</td>
</tr>
<tr>
<td>Person-months per participant:</td>
<td>27</td>
<td>12</td>
<td>2</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Workpackage number</th>
<th>WP 1</th>
<th>Start date or starting event:</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity Type</strong></td>
<td>RTD/Innovation activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Participant id</strong></td>
<td>2 9 7</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Participant name</strong></td>
<td>WEBW KPIPS USAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Person-months per participant:</strong></td>
<td>27 12 2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Objectives**
Realise technical objectives 1 –5

- 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 *couleur locale*; in addition, implement the two tools in frequently visited national websites;
- cooperate with reliable partners in the participating countries, mostly trade union or trade union confederations, as well as web-based organisations;
- guide the national introduction of the websites by means of training, handbooks, helpdesk, and support of national promotion efforts leading to sound national projects;
- 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;
- create a European Wage Indicator website with a Salary Check, where occupation-specific wages can be compared across the nine countries.

**Description of work**

- 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;
- 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&Wunderliebe);
- 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&Wunderliebe);
- 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&Wunderliebe);
- host the national websites on a dedicated server at the University of Amsterdam;
- 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;
- 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...
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

- 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
- organise a mid-term conference to master progress, for adjustment of the ongoing process
- develop recommendations for project beyond the EU-FP6-funding

### Deliverables

| 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) |
| D 2 | Technical support, including implementing annually new data in the salary checks, during 3 yrs |
| D 3 | Hosting during 3 yrs (P2 WEBW) |
| 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) |
| D 5 | Project helpdesk (website, telephone, email), including support and management for national websites, during 3 yrs (P2 WEBW) |
| 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) |

### Milestones and expected result

| Month 1 | D4 Internal website in operation (part of European website) |
| Month 3 | D1 Frames and cms of the 8 additional national websites are operational |
| Month 4 | M1 Kick-off conference |
| Month 6 | D1 Site technique for two application tools |
| Month 6 | D1 8 national questionnaires operational |
| Month 6 | D1 8 national salary checks operational |
| Month 9 | D1 Site technique for European salary check |
| Month 18 | M2 Mid-term conference |
| Month 24 | D1 European Wage Indicator with salary check operational |
| Month 35 | M3 Final conference (provided funding) |
| M 1-6 | D6 Trained web teams and national promotion campaigns |
| M 1-36 | D2 Technical support |
| M 1-36 | D3 Hosting |
| M 1-36 | D4 Management European Wage Indicator website |
| M 1-36 | D5 Project helpdesk |
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.

<table>
<thead>
<tr>
<th>Del.</th>
<th>Title</th>
<th>Author(s)</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>D1</td>
<td>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.</td>
<td>Paulien Osse</td>
<td>April 2005</td>
</tr>
<tr>
<td>D1</td>
<td>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.</td>
<td>Paulien Osse</td>
<td>June 2005</td>
</tr>
<tr>
<td>D1</td>
<td>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 salary checker 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.</td>
<td>Paulien Osse</td>
<td>June-2004 – March 2005</td>
</tr>
<tr>
<td>D2</td>
<td>A contract for technical support was made for a period of 3 years. The contract works fine.</td>
<td></td>
<td>2005</td>
</tr>
<tr>
<td>D3</td>
<td>A hosting contract was made for a period of 3 years. The contract works fine.</td>
<td></td>
<td>2005</td>
</tr>
<tr>
<td>D4</td>
<td>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.</td>
<td>Paulien Osse</td>
<td>April 2005</td>
</tr>
<tr>
<td>D4</td>
<td>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 wageindicator.org.</td>
<td>Paulien Osse</td>
<td>July 2005</td>
</tr>
<tr>
<td>D4</td>
<td>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).</td>
<td>Paulien Osse</td>
<td>2004/2005</td>
</tr>
<tr>
<td>D4</td>
<td>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></td>
<td>Paulien Osse</td>
<td>2005</td>
</tr>
<tr>
<td>D5</td>
<td>Web workers guide – Web marketing and email – updated in 2005</td>
<td>Paulien Osse</td>
<td>2005</td>
</tr>
<tr>
<td>------</td>
<td>-------------------------------------------------------------</td>
<td>---------------</td>
<td>------</td>
</tr>
<tr>
<td>D5</td>
<td>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).</td>
<td>Paulien Osse</td>
<td>2005</td>
</tr>
<tr>
<td>D5</td>
<td>Daily contact by phone, email with team members</td>
<td>Paulien Osse</td>
<td>2005</td>
</tr>
<tr>
<td>D6</td>
<td>Web workers guide: webmanagement &amp; webmarketing (version 2)</td>
<td>Paulien Osse</td>
<td>2004/2005</td>
</tr>
<tr>
<td>D6</td>
<td>During 2005, country visits have been made to Poland, the UK and Belgium</td>
<td>Paulien Osse</td>
<td>2005</td>
</tr>
<tr>
<td>D6</td>
<td>Web managers meeting</td>
<td>Paulien Osse</td>
<td>June 2005</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Country</th>
<th>Website</th>
<th>Unique Visitors March 2006</th>
<th>Completed Questionnaires by End of March 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>NL</td>
<td><a href="http://www.loonwijzer.nl/">www.loonwijzer.nl/</a></td>
<td>276,282</td>
<td>83,391</td>
</tr>
<tr>
<td>DE</td>
<td><a href="http://www.lohnspiegel.de/">www.lohnspiegel.de/</a></td>
<td>72,587</td>
<td>60,087</td>
</tr>
<tr>
<td>FI</td>
<td><a href="http://www.palkkalaskuri.fi/">www.palkkalaskuri.fi/</a></td>
<td>3,103</td>
<td>5,851</td>
</tr>
<tr>
<td>ES</td>
<td><a href="http://www.tusaloario.es/">www.tusaloario.es/</a></td>
<td>21,510</td>
<td>11,271</td>
</tr>
<tr>
<td>PL</td>
<td><a href="http://www.twojezarobki.pl/">www.twojezarobki.pl/</a></td>
<td>7,204</td>
<td>5,830</td>
</tr>
<tr>
<td>IT</td>
<td><a href="http://www.iltuosalaro.it/">www.iltuosalaro.it/</a></td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>BE</td>
<td><a href="http://www.loonwijzer.be/">www.loonwijzer.be/</a></td>
<td>1,727</td>
<td>17,069</td>
</tr>
<tr>
<td>BE</td>
<td><a href="http://www.mijnloon.be">www.mijnloon.be</a></td>
<td>3,462</td>
<td>IDEM</td>
</tr>
<tr>
<td>BE</td>
<td><a href="http://www.votresalaire.be/">www.votresalaire.be/</a></td>
<td>7,455</td>
<td>IDEM</td>
</tr>
<tr>
<td>BE</td>
<td><a href="http://www.monsalaire.be">www.monsalaire.be</a></td>
<td>1,743</td>
<td>IDEM</td>
</tr>
<tr>
<td>BE</td>
<td><a href="http://www.vrouwenloonwijzer.be">www.vrouwenloonwijzer.be</a></td>
<td>2,560</td>
<td>IDEM</td>
</tr>
<tr>
<td>UK</td>
<td><a href="http://www.paywizard.co.uk">www.paywizard.co.uk</a></td>
<td>27,896</td>
<td>16,600</td>
</tr>
<tr>
<td>UK</td>
<td><a href="http://www.londonpaywizard.co.uk">www.londonpaywizard.co.uk</a></td>
<td>1,099</td>
<td>IDEM</td>
</tr>
<tr>
<td>DK</td>
<td><a href="http://www.lontjek.dk/">www.lontjek.dk/</a></td>
<td>2,171</td>
<td>1,427</td>
</tr>
<tr>
<td>WW</td>
<td><a href="http://www.wageindicator.org/">www.wageindicator.org/</a></td>
<td>194,060</td>
<td>NA</td>
</tr>
</tbody>
</table>

Project website:
www.wageindicator.org/
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 exemples 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
**BE - LOONWIJZER.BE**

### ACV lanceert vrouwendoonwijzer

Veel studies de laatste tijd hebben aangegeven dat de voorschriften van de ACV de vrouw en de man ongelijk zuilen. In deze ACV-de groepen zijn de vrouwelijke medewerkers meer waarschijnlijk omgegaan dan de mannelijke medewerkers, zoals een onderzoek van de loonverdeelingsgroep.

#### Solliciteren is belast.

Een sollicitatie die gaat over de kwaliteit van een nieuw vacature en daarmee gewenst vindt, is een sollicitatie groep. Waarom heeft de sector voor sollicitatie een sollicitatie groep?

### Op brugge of de generalelacht

Lees hier de update. Informatie over specifieke, bruggevisie, (overlay).

#### Kortom alles aan je moet weten over de generalelacht. Klik op de link naar het artikel op vrouwendoonwijzer.

### Nemen (sommige) over vrouwen

In de krant De Standard was een artikel over een artikel over...

---

**BE - MIJNLOON.BE**
Synchronising the Wage Indicator Questionnaire WIQ 6.7.2004WOLIWEB
BE-VROUWENLOONWIJZER.BE

Vrouwenloonwijzer

Doe de salarisscheck

Wat je moet weten over jezelf

Ontevreden in Europa: in 2003 ontvatte 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 vrouweloonwijzer naar Zuid-Afrika

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

Vol de enquête in en je hebt kans dat je naar Afrika gaat. Wees straks wel even op de vragen over wat je doet en of je het nu druk hebt. Wil je zodra welke rol je kunt maken? Check dan eerst even die spannende reis...

Gezien op het net

Regelmatig zien nieuwe sites het interstitie. 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 "zelfklaasouders"

De bediendenvakbond LBB
LohnSpiegel

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 unsere Fragebogen ausfüllen. Dann können Sie im Januar 2007 auch eine Reise für zwei Personen in Südafrika gewinnen. Also: eine besten noch heute Filmmedien und Werbetage...

Tarifhöhe und -gehalter in 100 Berufen

Von Abfischaufleger bis Zuggabelträger: Hier ist die Übersicht der tariflichen Grundvergütungen aus 50 Branchen - eine Spanne von der angehenden Küchenhilfe im ländlichen Hotel- und Gaststellengewerbe mit 1.000 Euro bis zum Kundenberater im Bankgewerbe mit bis zu 5.650 Euro tarifähigem Grundverhalt.

IT-Gehaltsanalyse

Hierzu hat die 3G Metall wieder eine dritte Gehaltsanalyse 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.

Noch Fragen? Dann Schreiben!
DK – LONTJEK

Synchronising the Wage Indicator Questionnaire WIQ 6.7.2004 WOLIWEB
IT – ILTUOSALARIO

Il tuo Salarlo

Se compili il questionario potrai vincere un viaggio in Sudafrica.

Di cosa si tratta? Ancora informazioni sul progetto.

L’ILO dà il benvenuto a Il tuo Salarlo

L’ILO (International Labour Office) dà il benvenuto a Il tuo Salarlo.

Il tuo Salarlo è opera di diverse parti. Prima dell’estate prossima inizierò anche negli Stati Uniti, Brasile, Sudafrica, Corea del Sud e India.
PL - TWOJEZAROBKI

Synchronising the Wage Indicator Questionnaire WIQ 6.7.2004WOLIWEB
Synchronising the Wage Indicator Questionnaire WIQ 6.7.2004 WOLIWEB

UK – LONDONPAYWIZARD

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 introduced a pioneering report which shows how many of the Capital’s workers, 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 SEETUC 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.
In The Netherlands there are special target group related websites, like:

www.vrouwenloonwijzer.nl for Women
VrouwenLoonwijzer

Wat verdient je collega?

Veel geld in de rugzak. Naar de winkel en de supermarkt, waar je alles kunt kopen. Of naar de reis? Of naar de auto?

Pak de reis! Doe even de loon enquête...

Vul de enquête in en je bent een van de gelukskinderen! Geen dag of nachtdienst, maar vakantiedienst. Check even die spannende reis. Of wilt direct de loon enquête in?

Vrouw vreug in het nederl. Vrouwen verdienen al op jonge leeftijd minder dan mannen. Dit blijkt uit de loonwijzer enquête. Lees verder...

Pas op voor salarisscholen. Er is niets ongewoons dat een vrouw die zelfstandig werk doet als haar mannelijke collega, minder verdient. Officieel mag dat niet. Je kunt en iets tegen aanpakken. Wat maak wel, wat niet, en wat kan je erover doen?

Arbeid en zorg combineren... Voor onderzoek naar het combineren van arbeid en zorg zoekt de Universiteit van Amsterdam vroegen in een management- of toepassing met kinderen. Doe mee...

Favoriete loonwijzer pagina's

- Salarisscholen
- Vraagbaak
- Vacaturebank
- E-mail

Onze salaristip

Is het gaatig voor je salaris om nog een mannelijke collega te hebben? Tegoed de grootte van het bedrijf de omvang van je salarissituatie? Door het loonwijzeronderzoek hebben we antwoord op deze vragen. Pak onze salaristip! Of heb je liever van?

Het laatste nieuws via Labourstart NL

- Staking dreigt bij zorgcentrum TPG
- Zevolle
- Gemeente gevoelens bij
www.mannenloonwijzer.nl for Men

Synchronising the Wage Indicator Questionnaire WIQ 6.7.2004

www.40plusloonwijzer.nl for above 40
www.jeugdloonwijzer.nl for young people between 13-23

www.eigenbaaswijzer.nl for selfemployed
Weten hoe je concurrent affreest

Nou, wanneer je naar de bankren van je concurrent? Vul dan de enquête in! Dan weten we straks zeker hoe het zit met de uitslagen. Hoewel onderneemers meedelen hoe meer ze in de straks kunnen vertellen. Doe mee met het grote ondernemersonderzoek!

Win een rondreis in Afrika!

Op deze eigenbaaswijzer vind je informatie die je van een eigenaar goed kwaad gebruiken. Wat je natuurlijk op dit moment gebruiken is een reis naar Afrika. Vul de enquête in en maak kans op de grote reis naar Afrika.

Tevredenheid uurtarief

Wat moet je vragen aan een freelance? Wat vragen anderen voor uurtarief? Er bestaat een formule waarin de reële factoren zijn verwekt waar je rekening mee moet houden: het loodje, gemiddeld even rekenen.

Tips voor starters

- Klanten werken
- Aan (relatie)marketing doen
- Administratie bijnemen

Veranderings in 2006

Overdrachtbelasting verdwijnen

Met het verdwijnen van de overdrachtbelasting verhuizeert en zussen ook halfbroers en -zussen en pleegbroers en -zussen en hun echtgenoten is het voor familie een stuk makkelijker om het zorging broer of zus over te nemen.

Vennootschapsbelasting omhoog

De vennootschapsbelasting is dit jaar gezakt tot 29,6 procent en gaat volgend jaar nog verder omhoog naar 39,5 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 bedrijfsverdracht, waardesociale en succes.
Synchronising the Wage Indicator Questionnaire WIQ 6.7.2004

www.zorgloonwijzer.nl for the (health) care sector

www.tijdwijzer.nl for time related issues like: leave, holiday, stress
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 Universtiy 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.
<table>
<thead>
<tr>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>WageIndicator Gazette</td>
</tr>
<tr>
<td>In the press</td>
</tr>
<tr>
<td>Online partnerships</td>
</tr>
<tr>
<td>Promotion material</td>
</tr>
</tbody>
</table>
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](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 prpepare your website for the search engine, how to use pictures online.

http://www.wageindicator.org/main/events/webmanagersmeeting2005
7 DO6: 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 Pryslopsi
- 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 - Twojezarobki.pl and Paulien Osse - WageIndicator Foundation

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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.


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](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.


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:

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](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:


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:


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 then 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:

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

YOUR WAGEINDICATOR TEAM

No newsletter anymore? Send your mail to: 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 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. 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 received 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**

nder 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 January.

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 February 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

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 Tijdens 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 Tijdens 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 Tijdens 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 Tijdens 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

**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.](mailto:WageIndicator@woliverse.com)