



From December 2014 we change our newsletters. From now on we share and compare our work from the different WageIndicator teams and offices around the world.

NEWS ABOUT CBA DATA BASE
BY JANNA BESAMUSCA,
KEA TIJDENS

WAGEINDICATOR.NET ONLINE UPDATE team messages about new babies, new projects, new colleagues or changes of teams are done as always in our internal website WageIndicator.net.

NEWS - WE START WITH THE FIRST REPORT ABOUT OUR COLLECTIVE AGREEMENT DATABASE:

For the Labour Rights for Women project, the University of Amsterdam-AIAS team finished the first report using the Collective Agreement Database of WageIndicator, Women's Labour Rights in Collective Bargaining Agreements. 186 collective bargaining agreements in Guatemala, Indonesia, Kenya, Mozambique, Peru, South Africa, Tanzania and Uganda are compared in terms of pay, working hours and work-family clauses.

Almost all agreements have clauses regarding wages, but only 26 out of 186 have detailed pay scales showing what workers in different occupations should earn. Up to 84% contain clauses on standard working hours, schedules and holidays. Just over six in ten agreements guarantee paid maternity leave and offer job security after maternity leave.

On average, the agreements offer better working conditions than the legal requirements in every country. Only one of the collective agreements has set working hours that are longer than the legal standard, four in ten agreements copy the legal standard exactly, whereas nearly six in ten offer shorter hours. Two agreements offer shorter annual leaves than the statutory entitlement, three in ten agreements follow the law and all others offer longer leaves.

However, the collective agreements do not always offer more maternity leave than the law. While three in four agreements copy the law, 17% offer less than the legal standard. In Mozambique, South Africa and Uganda, collective agreements sometimes offer only the compulsory leave, meaning the duration of weeks that it is legally forbidden for the mother to work, rather than the standard provisions for paid maternity leave.



Labour law explained in simple words and in the national language for workers and employers, using an internationally comparable database.

FROM WAGEINDICATOR OFFICE IN ISLAMABAD

BY IFTIKHAR AHMAD

LABOUR LAW PAGES IN 67 COUNTRIES. PAGES NATIONAL WAGEINDICATOR WEBSITES AND IN PDF AS SO CALLED DECENT WORK CHECKS

WageIndicator Foundation is working on awareness raising about labour rights through its Decent Work Check program. Currently we have them for 67 countries. The most represented region is Europe with 25 countries (with 3 more in the making). Second to Europe is Africa with 20 countries. Latin America is also fairly represented (12 countries). Asia (8 countries) and Middle East (01, although 03 more in the making).

Our plan for future includes more focus on North America (USA & Canada where we need different labour law and the so called Decent Work Checks for 50 states and 08 provinces respectively) and Asia & Pacific Region (Australia with separate Decent Work Checks for 6 states, & South Korea).

Once we have Decent Work Checks for Australia, Canada, Japan, Russia, South Korea & USA, which we plan to complete in 2015, we can compare labour rights situations in G20 countries.

In 2015 we first update all the current labour law (Decent Work Check) pages and then start working on the new ones such as Canada, USA, and Australia. From January 2015 we hope we have comparative tables and charts of all these countries. Just to give you a hint of the type of data we will have, we look at the night work premium.

It is interesting to note that among the European countries, Bulgaria has the lowest premium for night work, which is 3% (although some countries like the Netherlands have no premium provided for in legislation, however we assume that in the presence of strong bargaining culture, night work premium is provided through collective agreements) while the highest premium is found in Lithuania which is 50%.

The highest premium in our 67 countries is found in Togo, where the premium is 65%.

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Up to date actual numbers for all different statutory minimum wages, plus complaint forms which help workers to get just wages.

BY KHUSHI MEHTA

MINIMUM WAGE PAGES IN 64 COUNTRIES. PAGES IN NATIONAL WAGEINDICATOR WEBSITES IN NATIONAL LANGUAGES AND WAGEINDICATOR.ORG IN ENGLISH

WageIndicator website has been publishing minimum wage information for as many as 64 countries. It was in the year 2007, when minimum wage rates were first published on the Indian website. Looking at the progress and demand for the information not just in India but also worldwide, it was decided to publish the official minimum wage rates in rest of the WageIndicator countries as well.

In the year 2009, with the help of regional managers, minimum wage information was published on Asian, Latin American and African country websites. Currently, WageIndicator's Minimum Wage Database has 22 African countries, 5 NIS countries, 12 Latin American countries, 7 Asian countries and 23 European Countries – making it a total of 64 countries.

To enable a larger readership, minimum wage information is published in English on www.wageindicator.org website and in National languages on country websites.

Minimum Wage Database has a sub section namely Frequently Asked Questions. The section provides legal information on the minimum wage system and its functioning in a country. Minimum wage rates along with brief information on its functioning, not just provides a complete overview of the minimum wage system in a country but also enables cross country comparison.

Minimum Wage Database is checked and controlled on regular basis with help of national teams and translators. However, if you notice any error in terms of data or language, kindly contact us.

Minimum Wage Complaint Forms are there for 20 countries. The forms are in pdf and online. More about these forms in our next newsletter.

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Living Wages calculated on the basis of prices for food, transport, housing per country and region. Wages in Context is the eye opener

**METHODOLOGY - CHECK
LIVINGWAGEINDICATOR.ORG**

**BY MARTIN GUZI, PAULIEN
OSSE**

**AWARD WINNER
WAGES IN CONTEXT -
Hiil - 2014**

The minimum wages structure in a country is known. The actual wages structure in poor countries was not known until WageIndicator mapped the structure, like in Burundi and South Sudan. When actual wages are known, very often the information is not up to date. In this situation it is of great help to gain insight in what a Living Wage should be to cover basic needs of an individual or family.

However, the discussion among economists was long winded. There was no system to calculate and present Living Wages in such a way that they can be compared with minimum wages and actual wages. No insight in Living Wages means a blind struggle for fair pay.

When you understand Wages in Context (now for 65 countries) it helps to set strategy either for higher minimum wages, or more collective agreements to protect low skilled workers. To discuss and publish Living Wages helps to raise the minimum wages. This is our experience thus far. However when Living Wages are set too high they will not be seen as serious.

On each national WageIndicator website users are invited to key in prices of food, transport cost and housing. Each day another question in the survey pops up.

The information on prices is collected, cleaned and the calculation process can begin. When there is enough data it is also possible to present Living Wages for regions within a country (now already for 49 countries). Data is collected online, however WageIndicator teams collect together with their trade unions partners - like in Ethiopia - also offline price information, or with the help of Facebook.

The Living Wage numbers are shared with trade union and employers organisations since May 2013. The message from Cosatu's economist Neil Coleman was clear: 'finally an answer'.

On Miramar TV in Mozambique the prices per region and the calculated Living Wages are a daily item in the very popular lunch program Balanço Geral (6 million viewers per show).

No one can sleep in a number or eat a figure, however insight in cost of living and therefore the Living Wages, helps to understand where life is easy, expensive, or whatever. Grip is needed.

Each month more data, means each month more countries with a Living Wage number for the country and regions within the country.

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24/7 data salary and working conditions data collection - web based. Plus for 30 low-income countries every 3 years a face-to-face salary and working conditions survey.

SALARY CHECKS ONLINE IN 58 COUNTRIES

BY KATARINA GANDZALOVA

SALARY SURVEYS IN 82 WAGEINDICATOR COUNTRIES. 30 COUNTRIES INCLUDING FACE TO FACE INTERVIEWS 58 NATIONAL WAGEINDICATOR WEBSITES WITH A SALARY CHECK

Workers and employers have often no idea about the actual wages which are paid, can be paid, or should be paid. No knowledge, apart from wages at the upper end of the labour market. No knowledge means frustrations about payment ('I don't get enough, they get more').

Both salaried workers and employers benefit directly. They both have insight in a shared system of prices, data and structure. The salary indication is for free. In 57 WageIndicator countries.

On all WageIndicator websites there is a non-stop survey on salaries and working conditions. This survey is also used for face-to-face interviews in countries where internet penetration is not so high. The data from the survey is used for salary by occupation benchmarks. Twice a year WageIndicator brings new data online in its Salary Checks.

In Europe the Salary Check (benchmark of your salary with your peers) is the most popular web page. Outside Europe the Salary Check is the second popular page, minimum wages is the first popular page there.

In January 2015 all Salary Checks will get new data.

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The only global database on collective agreements: collected, annotated on 90 different parameters, and compared nationally and internationally.

GLOBAL COLLECTIVE AGREEMENT DATABASE, NOW 24 COUNTRIES - 329 CONTRACTS - COMPARISON IN 4 LANGUAGES

BY NGEH ERNEST TINGUM, ARCADE NDORICIMPA, DANI CECCON

FOR EMPLOYERS
Collective Agreement bargaining can take long. Having good insight makes the process faster and therefore cheaper with quality for all parties.

Having realized that most of employees are unaware of the existence of a collective bargaining agreement which is a legal document containing clauses on the working conditions such as working hours, wages, maternity leave, annual leave, sick leave, etc., agreed between trade unions and employers,

WageIndicator Foundation started a project of creating a global database of collective bargaining agreements, with the aim of informing employees of their rights.

Currently the database contains 329 collective bargaining agreements from 24 countries (15 African Countries, 2 Asian Countries and 7 Central and Latin American countries).

The database also provides a search engine allowing comparing clauses of collective bargaining agreements within a country or across different countries. The comparison tool can hence help to know the best collective bargaining agreement on a certain topic.

For instance on annual leave, while the law provides 15 days of annual leave, Filmtex S.A.S from Colombia offers 21 days to its employees, Alisa Hotels Accra from Ghana gives 23 days and Municipalidad de Chiquimula from Guatemala gives 25 days.

Concerning maternity leave, while the law offers 17 weeks, Columbus Stainless from South Africa gives 24 weeks and Lanxess Elastomeros do Brazil S.A from Brazil gives 26 weeks. In El Salvador, while the law gives 12 weeks, Ministerio de Medio Ambiente y Recursos Naturales offers 17 weeks.

Concerning working hours, while according to the law, the number of hours per week is supposed to be 44 hours in Brazil and 48 hours in Guatemala, employees of Lanxess Elastomeros do Brazil S.A (Brazil) and Municipalidad de Chiquimula (Guatemala) work respectively only 36 hours and 40 hours a week.



VIPS: footballers are best visited in October 2014, next to that: TV-presenters (Loonwijzer.nl), Africas Richest (Mywage.org/Kenya). And politicians (Paycheck.in)

BY IRENE VAN BEVEREN

More about Numbers?
Check the so called
management sheet or be
in touch!

WEB TRAFFIC: Compared year over year, almost all sites gained more traffic in October 2014 compared to October 2013: a 5% increase in traffic on all WI sites - from 2.17 million to 2.28 million. Compared to a month ago the increase was even better 9%.

DATA: The data intake slowed down but compared to last month we saw a small increase of 0.36%. The mini-survey lost some, but gained 9% compared to last month. Google Analytics doesn't give an explanation for this data intake loss.

MOST TRAFFIC: Loonwijzer.nl had this month the most traffic with 623030 visits, the site gained 7.5% more traffic compared to last month and compared to October 2013 10%, followed by India with 116593 visits and Belarus with 154647 visits in October 2014.

MOST TRAFFIC GAINED: Mywage.org/Kenya gained the most traffic compared to last month, 43% up compared to September 2014 - from 9665 in September 2014 to 13846 in October 2014 - and compared to October 2013, the site even gained 55% in traffic!

BEST REFERRAL: Votresalaire.org/Madagascar shows the biggest impact of a Facebook referral this month, coming from the capital Antananarivo on Oct 30th resulting in 425 extra visits, which is a lot for a start up site with 3276 visits in October 2014. Thanks to this Facebook referral, traffic went up 21%, and compared to October 2013 it increased 108%!

BIGGEST DIP: Palkkalaskauri.fi had the biggest dip in October 2014 - almost 2000 visits less compared to the month before - the visits came from the referring site iltalehti.fi. - year over year the Finnish site is on the rise, compared to October 2013 the site gained 28% traffic, from 2630 to 3377.

TRAFFIC DIP FOR LONGER PERIOD: Lohnspiegel.de lost 8% in traffic in October 2014 compared to September 2014 and 22% compared to October 2013. (Oct 2014 114548 visits; Sept 2014 -124879 and Oct 2013 - 146148)

Mojazarplata.az lost 9% in traffic in October 2014 compared to September 2014 and 11% compared to October 2013. (Oct. 2014 3667 visits, Sept. 2014 3981 and Oct. 2013 4128)

Tip for the sites: add some relevant content every day. One good text link is already enough.

CRAWLER BOTS: Paywizard.org suffered from Amazonnews crawler bots - the bots gave 36% extra traffic in October 2014, but it was traffic with a 100% bounce rate. Google penalizes sites with too high bounce rates, to prevent that we blocked the Amazonnews IP addresses. You can recognise an attack if you get visits with locale C and a 100% bounce rate.

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BY TAISA BANDARENKA

BELARUS, the country of millionaires...

Do people feel rich and happy? Draw your own conclusions.

In Belarus in 2014 a minimum wage is 1 660 000BYR or... around 124EUR*. Because of constant growth of prices, however, it was indexed by 13% and since October it is 1 841 483BYR (137.5EUR). But some employers know the tricks not to pay even such a small sum.

Since November 1, the Minimum Subsistence Budget and the Minimum Consumer Budget (both are prescribed by the law) have been increased by 3.9% and 1.9% and are currently 1 396 020BYR (104.2EUR) and 2 100 020BYR(156,8EUR), respectively. As a consequence child benefits have been increased, too.

An average wage though has a tendency to decrease and in September was 0.5% less than in previous month or 6 335 320BYR (473,1EUR). At the same time since January food product prices have increased by 17.8%, housing and utilities – 30.1%, medical service – 26%. In annual terms in October 2014 inflation reached 19.4%.

INDONESIA, Gajimu.com

Gajimu was established in 2009 and has come a long way to become where it is right now. The first two years, Gajimu only had around 10.000 visitors per year, despite its huge launching publicity. There are many things that we learnt from those experiences which makes us smarter about the strategies that we used in the future.

SEO strategies plays an important role in boosting up the visits. Most of Gajimu's pages especially minimum wages and labour law pages are on the top of search engines. The content contributes a lot in gaining more visitors, although it might differ for each site. The updates on each FAQ on labour law issues are based on visitors questions that come to the online helpdesk.

Even though the site is doing well in terms of visitors, media exposure is still needed to reach a broader public. Press releases are the smart way to do media exposure. We could also relate the WageIndicator findings on minimum wage, salary check, and CBA database with hot topics that happen in the countries.

Word of mouth also became our marketing strategies. It can be done with engaging the visitors through the online helpdesk, social media, or trade union activities. If it's possible, we can let the visitors contribute an article to the site, they will feel like they're part of the site. In Gajimu, we already had one uploaded story from the visitor.

Gajimu has produced a (shopping) bag with "Are you being paid enough? Check your salary in Gajimu" writings on both side as a campaign material. This Gajimu bag will be visible to mass public as the recipient will use it often in public area.

Using these strategies, Gajimu now has 232.140 visitors/month per October 2014 and total visits of 1.440.004 in 2013. Let's aim for more visits in 2015!

BY NADIA PRALITASARI

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BY LORENA PONCE DE LEON

LATIN AMERICA, Tusalarario.org/... in 12 countries

Latin America in 2014 is part of two projects: Decent Wages (Colombia, El Salvador, Guatemala and Honduras) and Labour Rights for Women (LRW) (Peru and Paraguay). These projects include working together with trade unions: CGT Colombia, CATS El Salvador, GGCL Guatemala, CGT Honduras, CNT / CUT-A Paraguay and Civil Partnerships such as: Asociación de Desarrollo Comunal (ADC) and PLADES (Programa Laboral de Desarrollo) Perú.

Projects Decent Wages Latin America and Labour Rights of Women (LRW) included in all countries conducting a series of debates that allowed face-to-face meetings with workers and representatives of enterprise and government sectors. In all cases the experience was very positive and brought to light issues of: Situation of domestic workers (Paraguay), Situation of young workers and unionization (Peru), Minimum Wage Pay (Costa Rica / Honduras / El Salvador / Colombia / Nicaragua / Guatemala), collective bargaining and database of collective agreements (Colombia / Guatemala / Peru / Costa Rica). For example, in september, the Minister of Labour of Guatemala said in person at the meeting with representatives of WageIndicator, that he was really interested in comparing collective agreements with neighboring countries and that it would help the minimum wage negotiation in Guatemala.

The debates, the media coverage, trade union campaigns, and daily content updates achieved all sites in Latin America have had a steady growth in visitors. Also posting weekly news on our Facebook page.

SOUTH AFRICA, Mywage.co.za

Mywage South Africa is part of the Labour Rights for Women (LRW) campaign, which includes members from all four labour federations – Cosatu, Nactu, Consawu and Fedusa – as well as the Labour Research Service (LRS).

The LRW is an international campaign which empowers women to defend their rights in the workplace. It also strengthens women's participation and leadership in collective bargaining and social dialogue.

Over the past year the campaign has held a number of dialogue/debate sessions and mini-conferences in South Africa, with the aim of building social dialogue and looking at possible changes to policy. These events have taken place nationally in Johannesburg, Polokwane and Cape Town. They have focused on a range of issues including: Maternity Leave and Protection, The proposed National Health Insurance, Childcare in the Workplace, Domestic Work, Sexual Harassment in the Workplace, Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Rights in the Workplace. Each dialogue/debate session has been attended by trade union members, and the media, (TV, radio, print). Over 800 people have attended the events so far in 2014. Feedback from participants include:

- “After the debates more outreach campaigns were organised by government to educate and inform communities.”,
- “Groups that attended benefited and got clarity on labour laws and policies.”,
- “The debates contribute to better compliance.”. We continue in 2015!

BY KAREN RUTTER

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