



Wage Indicator.org

Paywizard.org
Share and Compare
Wages, and more

Professor Richard Freeman, Harvard Labor and Worklife
Program/NBER – Paywizard
Paulien Osse, director Wage Indicator Foundation, Amsterdam,
EARN Conference – Milwaukee, WI – Sept 13 - 2011

Paywizard and the US Wage Indicator

- How it started: How it started: What is my wage? – Good question, nobody knows! Let's find out for myself, my cleaning lady, the nanny. Let's find out for everybody on the labor market. Not only the white male top end.
- 10 years ago: Dutch initiative - **Non Profit** – Board: University of Amsterdam + Dutch Confederation of Trade Unions + Monster.com
- Today: **Worldwide platform covering 60 countries. Formal and informal economies, small and large.**
- Now websites with Wages and Benefits by Occupation – **International Comparison** – Minimum Wages – VIP Wages - Labor Law – Special attention for Women, Youth, Elderly on the Labor market – Career Advice
- Contribution to: **Awareness** **Compliance** **Social Peace and Justice**
- Today: **EARN** joins Paywizard and Wage Indicator initiative. To promote Paywizard, the American Wage Indicator. Plus exclusive offer - Include your questions in the survey. **Join the Workshop: Tomorrow! 10 am!**



Wage Indicator.org

Join the Workshop Tomorrow – Sept. 14 - 10 am,
Gilpatrick Room!



Wage Indicator.org

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Professor Isabelle Ferreras, Harvard Labor and Worklife
Program/ Louvain – PayWizard

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Paywizard and Wage Indicator Foundation Team

- Professor Richard Freeman, Harvard Labor and Worklife Program/NBER – PayWizard
- Professor Isabelle Ferreras, Harvard Labor and Worklife Program – PayWizard
- Irene van Beveren, web manager Paywizard.org
- Paulien Osse, director Wage Indicator Foundation, Amsterdam
- See our National team: <http://www.paywizard.org/main/aboutus>
- See our International team: <http://www.wageindicator.org/main/Partnersworldwide>
- EARN is getting involved. So, how about you? ☐

Get Involved with Paywizard and Wage Indicator to

- Promote the Salary Survey
- Improve the Paywizard Website
- Contribute to the Global Network of Wage Indicators

Get Involved with Paywizard and Wage Indicator

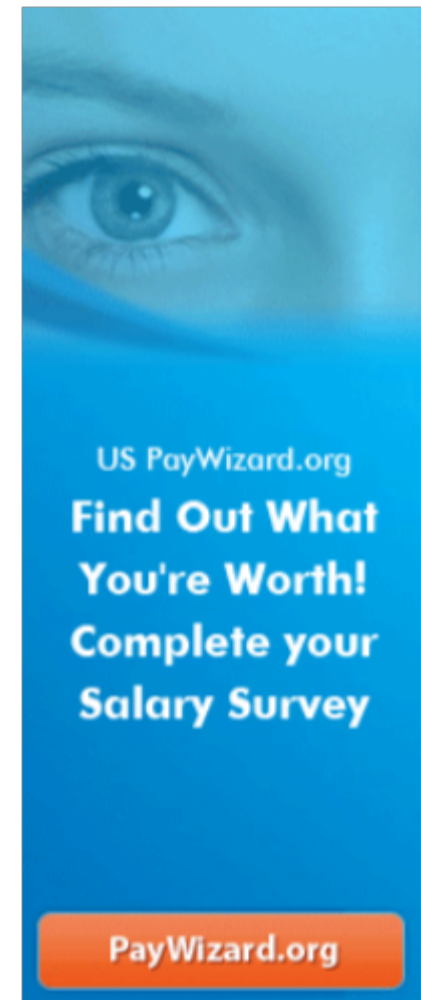
- **This is the survey** - <http://www.paywizard.org/main/Paysurvey>
- Here are the 60 others <http://www.wageindicator.org/main/researchlab/wageindicatorquestionnaires>
- **Result of the Survey** - Salary Check <http://www.paywizard.org/main/Paycheck>
- Salary Check in 35 countries <http://www.wageindicator.org/main/Salarycheckers>
- Data Set --> Reports <http://www.wageindicator.org/main/publications>

To share with you - see in print

- *Survey*
- *Search trees*
- *Details of Survey Method*
- *Research Module by Ferreras*

Get Involved with Paywizard and Wage indicator - 1

- Promote the Survey through Banners!
- See package at Paywizard.org



Get Involved with Paywizard and Wage Indicator - 2 (a)

- Use the Data Set and find out: fee-based to global data set (500 euro), or e-mail me!

Country	Median gross (net) hourly wage rate						Big Macs per hour of work		
	Manager		IT specialist		Manual Worker		Manager	IT spec.	Manual W.
Belgium	31.9	(18)	30.7	(16.4)	19.3	(12.1)	3.9	3.5	2.6
Denmark	38.9	(23.9)	41.1	(25.1)	23.8	(15.1)	4.9	5.1	3.1
Finland	31.0	(19.7)	29.6	(19)	18.4	(13)	4.3	4.1	2.8
France	29.6	(23.5)	24.0	(18.6)	16.8	(12.8)	5.1	4.0	2.8
Germany	24.6	(15.3)	29.7	(17.7)	18.6	(12.5)	3.3	3.8	2.7
Netherlands	30.6	(18.9)	26.5	(16.9)	18.1	(12.6)	4.1	3.7	2.7
Spain	24.6	(17.1)	20.3	(14.7)	12.1	(8.9)	3.7	3.2	1.9
Sweden	30.4	(20)	26.7	(18.5)	18.5	(13.2)	3.1	2.8	2.0
United Kingdom	23.7	(16.6)	27.4	(19.9)	16.5	(12)	4.8	5.7	3.5
United States	29.4	(21.7)	35.1	(18.7)	13.0	(8.9)	5.8	5.0	2.4
Czech Republic	9.9	(7)	11.7	(8.1)	5.9	(4.5)	2.0	2.4	1.3
Hungary	10.2	(6)	6.8	(3.7)	4.1	(2.4)	1.8	1.1	0.7
Poland	7.4	(5.6)	6.7	(4.1)	4.4	(3.2)	2.2	1.6	1.2
Argentina	8.7	(6.9)	7.6	(6.1)	3.9	(3.1)	1.9	1.7	0.9
Brazil	7.9	(6.3)	8.9	(7)	3.7	(2.9)	1.3	1.4	0.6
Chile	10.9	(8.5)	9.9	(7.4)	4.3	(3)	2.5	2.2	0.9
Colombia	7.9	(6.7)	5.6	(4.3)	2.3	(2)	1.5	1.0	0.5
Guatemala	6.2	(5.5)	6.0	(5.3)	1.4	(1.3)			
Mexico	9.6	(7.2)	7.0	(5.6)	3.4	(1.6)	2.9	2.2	0.7
Paraguay	3.0	(2.2)	3.5	(2.9)	1.3	(1)			
Belarus	3.3	(2.7)	4.4	(3.7)	2.4	(1.9)			
Kazakhstan	5.1	(3.9)	5.9	(4.9)	2.8	(2.2)			
Russia	7.2	(6.1)	6.5	(5.4)	3.8	(3.3)	2.6	2.3	1.4
Ukraine	3.2	(2.4)	2.7	(2.2)	1.5	(1.1)	1.3	1.2	0.6
India	6.3	(5.1)	7.5	(6.1)	2.2	(1.7)			
Indonesia	3.4	(2.9)	2.3	(1.9)	2.0	(1.6)	1.1	0.8	0.6
South Africa	12.9	(9.4)	14.0	(10.3)	6.4	(5.1)	3.8	4.2	2.1

Get Involved with Paywizard and Wage Indicator - 2 (b)

- Use the Data Set and find out:

Table 2 Distribution of responses to the survey question "How has the economic situation in your organisation changed since early 2009", breakdown by country.

Economic situation since early 2009	Germany	Netherlands
Significantly worsened	7.7%	7.7%
Worsened	21.7%	31.0%
Remained the same	39.4%	38.6%
Improved	18.0%	14.4%
Significantly improved	7.9%	2.8%
I don't know	5.0%	5.2%
Missing	0.4%	0.3%
Total	100.0%	100.0%
Mean (1=significantly worsened, .., 5= significantly improved)	2.97	2.72
Standard deviation	1.038	.922
N	22,975	13,155

*Source: WageIndicator data 2009/08-2010/12, selection employees in Germany and Netherlands.
The data are not weighted across or within countries.*

Get involved in Paywizard and Wage Indicator - 3

- **Design Your Own Research Module**

get your questions in the Survey!

- **Conditions:**

- Original questions
- In tune with the survey
- Limited number
- Convince us why you want these questions, and what you expect to do with them
- Prof. Richard Freeman, Harvard Labor and Worklife Program, as head of the review board
- First two winners: Research Module during 6 months each, for free

Compete with other EARN Members to

To share with you

- *See one example: Research Module plus First Results by Ferreras - see print*
- *2 xls files with Survey and Search Trees, including a page to fill out your own Research Module – (please ask)*

Your Gains

- Access to National and International Original Comparative Data
- Participate in Building a Labor-friendly Tool
- Build up a Global Network of Labor-minded People
- Gain Insight, for YOU and Workers around the Globe, about Globalization, and the way to Make it **Fair**

The background of the slide is a dark blue world map. In the center-left, there is a logo consisting of four white circles of varying sizes arranged in a cluster. To the right of this logo, the text "Wage Indicator.org" is written in a white, sans-serif font.

Wage Indicator.org

Join US!

Paulien@wageindicator.org

ferreras@alum.mit.edu

The Wage Indicator Foundation

The Wage Indicator Foundation owns the Wage Indicator concept. It is a non-profit organization, dedicated to labor market transparency by providing accurate wage and wage related information. Its **mission statement** reads:

"Share and compare wage information. Contribute to a transparent labor market. Provide free, accurate wage data through salary checks on national websites. Collect wage data through web surveys."

Thus, the public at large contributes to scientific information gathering, and scientists in return provide information free of charge to the public.

On 17-9-2003 the Foundation was established under Dutch law. It is a joint initiative of FNV (Dutch Confederation of Trade Unions), the University of Amsterdam/AIAS (Institute of Advanced Labour Studies) and career website Monster. They make up the board of supervisors.

- Chairperson: Wiemer Salverda, in daily life director University of Amsterdam/AIAS
- Member of the board: Catelene Passchier, in daily life member of the board of FNV, the Dutch Confederation of Trade Unions.
- Member of the board: **Warren Hammond**, managing director **Monster Benelux**
- Directors: Paulien Osse & Dirk Dragstra

The Wage Indicator concept

The concept is a combination of:

1. Wage Indicator websites
2. salary check, giving the user an indication of a gross salary per hour and per month for any profession/occupation
3. salary and labour market questionnaire
4. content concerning labour market advice
5. a dataset and codebook
6. scientific publications
7. publicity made with the research results from the dataset
8. replying visitors' email

The Wage Indicator family

The WageIndicator started in 2001 in The Netherlands as Loonwijzer.nl. In 2004 relatives sprang up in 8 other European countries. Essentially all Wage Indicators share the same concept. The identical core questionnaire allows for international comparison of data. Also the method behind the Salary Checks is the same for all Wage Indicators. But of course they show different design on their national websites, with labour market content unique for every country. In 2005 new family members started in USA, India, Brazil, South Africa, Hungary. In February 2006 Wage Indicator started in Argentina and Mexico.

In 2007 China and Russia joined. In 2008 France, Chile, Colombia, Guatemala, Paraguay. On top these (CIS)



countries were added in the survey: Armenia, Azarbaijan, Belarus, Georgia, Kazakhstan, Kirgizstan, Turkmenistan, Tadjikistan, Ukraine and Uzbekistan. End of 2008 finally Angola, Indonesia, Mozambique, Zambia and Zimbabwe are included. In 2009 El Salvador joined. In 2010 Asia countries like Vietnam, Pakistan, Cambodia, Sri Lanka and Australia joined the group!

In the Wage Indicator survey's 60 countries are addressed. Roughly 40 do have a well updated full website. (The others are mainly there for Salary data collection). Roughly 35 countries generate - in 2011 - enough salary data in order to create a so called Salary Checker. This a checker based on the Wage Indicator data set. Sometimes it takes more than a year before a Wage Indicator generates enough salary data.

Wage Indicator 10 Anniversary

May 12 - 2011 Wage indicator Foundation celebrated that in May 2001 the first Wage Indicator was launched.

Income

The Wage Indicator Foundation is a non-profit organization.

Income is generated from:

- ads on sites
- special projects
- data selling
- grants
- fees from Wage Indicator countries
- licenses for Salary Checks and Salary Surveys
- research

Office address

Wage Indicator Foundation
Plantage Muidersgracht 12
1018 TV Amsterdam
The Netherlands
office@wageindicator.org

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Research cooperation with Wage Indicator Foundation

- 1) Wage Indicator Foundation employs websites in more than 60 countries. Each website has almost all of the following sections: average wages per occupation (the so-called Salary Checks), minimum wage information, labour law information, wages of Very Important Persons, web-survey on work and wages. The websites receive large numbers of visitors. For more information www.wageindicator.org
- 2) All visitors are invited to complete the web-survey. The survey is continuous. The survey is in the national language(s) and adopted to national characteristics. The data of the survey is used for the calculations underlying the Salary Checks. See for the stylized questionnaire and related issues of the survey www.wageindicator.org/main/researchlab
- 3) The web-survey generates large datasets. Since 2006, annually it has more than a hundred thousand observations with valid wage data. The dataset is available for research. The dataset 2000-2009 is available for 500 Euro, the dataset of 2010 will be available by the end of 2011. Quarterly datasets of the last and current year are available on request. The codebook is downloadable at www.wageindicator.org/main/publications/2010/codebook-and-explanatory-notes-on-the-wageindicator-dataset
- 4) The dataset allows for cross country wage comparisons, currently not possible due to lack of data. See for example a study of the wages of 16 occupational groups in 20 countries www.uva-aias.net/publications/show/1498
- 5) Researchers can add pages with their own survey questions or they can use the screening of the survey to target rare or hard to sample populations, such as temp agency workers or specific occupations or industries, and alike. Costs depend on the number of countries and the number of survey questions. See for example a study about the impact of the economic crisis for German and Dutch employees, based on a page with survey questions about the crisis, running from early 2009 to late 2010. www.wageindicator.org/main/publications/2011/employees2019-experiences-of-the-impact-of-the-economic-crisis-in-2009-and-2010-a-german-dutch-comparison
- 6) WageIndicator has conducted several wage surveys for specific occupational/sectoral groups, among others for the engineers in cooperation with the Professional Organisation of Engineers in the Netherlands or for the workers in Energy, Water&Waste in cooperation with the European Trade Union of Public Service Workers. These web-survey are copies of the national web-surveys and adapted to the target group. Through the organisation's network, the target group is invited to participate in the survey.
- 7) WageIndicator has conducted several face-to-face wage surveys in countries with low Internet access, among others in Indonesia, Zambia and Paraguay. For an overview see www.wageindicator.org/main/researchlab/wageindicatorquestionnaires

Work in the Service Society - Research module included in the PayWizard.org Online Survey
Isabelle Ferreras

NR	SEC GROUP	ITEM	PA	TYPE	REF	CONTENT
<i>Question 1: Understanding the meaning of work</i>						
<i>FOR ALL RESPONDENTS WHO CURRENTLY HAVE A JOB + WHO HAD A JOB (NOW UNEMPLOYED OR RETIRED)</i>						
1771	C	rm_c01	rm_c01	2	Matrix	rm_c01Matrix
						How strongly do you agree with these statements? My job is important to me because it allows me
1775	C	rm_c01	rm_c01	2	Value 1	rm_c01Value 1
						I fully disagree
1776	C	rm_c01	rm_c01	2	Value 2	rm_c01Value 2
						I disagree
1777	C	rm_c01	rm_c01	2	Value 3	rm_c01Value 3
						I don't agree or disagree
1778	C	rm_c01	rm_c01	2	Value 4	rm_c01Value 4
						I agree
1779	C	rm_c01	rm_c01	2	Value 5	rm_c01Value 5
						I fully agree
1780	C	rm_c01	rm_c01	2	Value -7	rm_c01Value -7
						I don't know
1781	C	rm_c01	rm_c01	2	Value -8	rm_c01Value -8
						Not applicable
1782	C	rm_c01	rm_c01a	2	Item	rm_c01aItem
						To feel responsible and autonomous in conducting my own life and, (if it applies) in supporting my family (children)
1793	C	rm_c01	rm_c01b	2	Item	rm_c01bItem
						To do interesting work
1804	C	rm_c01	rm_c01c	2	Item	rm_c01cItem
						To be part of a community
1815	C	rm_c01	rm_c01d	2	Item	rm_c01dItem
						To earn a wage
1826	C	rm_c01	rm_c01e	2	Item	rm_c01eItem
						To feel useful to society
1837	C	rm_c01	rm_c01f	2	Item	rm_c01fItem
						To feel useful to the company that I work for

Question 2: Defining today's workplace

FOR ALL RESPONDENTS WHO CURRENTLY HAVE A JOB

501	A	rm_a01	rm_a01	2	Matrix	rm_a01Matrix
						How often...
505	A	rm_a01	rm_a01	2	Value 1	rm_a01Value 1
						Never
506	A	rm_a01	rm_a01	2	Value 2	rm_a01Value 2
						Once a week
507	A	rm_a01	rm_a01	2	Value 3	rm_a01Value 3
						Few times a week
508	A	rm_a01	rm_a01	2	Value 4	rm_a01Value 4
						Daily
509	A	rm_a01	rm_a01	2	Value 5	rm_a01Value 5
						Non stop
510	A	rm_a01	rm_a01	2	Value -7	rm_a01Value -7
						I don't know
511	A	rm_a01	rm_a01	2	Value -8	rm_a01Value -8
						Not applicable
512	A	rm_a01	rm_a01a	2	Item	rm_a01aItem
						Does your work involve face to face interactions with people you serve (customers, patients,
523	A	rm_a01	rm_a01b	2	Item	rm_a01bItem
						Do you interact with customers via phone, email, or other means of communication?
534	A	rm_a01	rm_a01c	2	Item	rm_a01cItem
						Are you in touch with representatives of other companies (commercial representatives or suppliers, IT specialists, consultants...)?
545	A	rm_a01	rm_a01d	2	Item	rm_a01dItem
						Do you interact with people that deliver services to your workplace (cleaning, catering, postal
556	A	rm_a01	rm_a01e	2	Item	rm_a01eItem
						Does your work require coordination with others?

Work in the Service Society - Research module included in the PayWizard.org Online Survey
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Question 3: Probing the 'political nature' of work in the service economy

FOR ALL RESPONDENTS WHO CURRENTLY HAVE A JOB

598	A	rm_a02	rm_a02	2	Matrix	rm_a02Matrix	How strongly do you agree with these statements? In the presence of customers, patients or other people who are not colleagues...
603	A	rm_a02	rm_a02	2	Value 1	rm_a02Value 1	I fully disagree
604	A	rm_a02	rm_a02	2	Value 2	rm_a02Value 2	I disagree
605	A	rm_a02	rm_a02	2	Value 3	rm_a02Value 3	I don't agree or disagree
606	A	rm_a02	rm_a02	2	Value 4	rm_a02Value 4	I agree
607	A	rm_a02	rm_a02	2	Value 5	rm_a02Value 5	I fully agree
608	A	rm_a02	rm_a02	2	Value -7	rm_a02Value -7	I don't know
609	A	rm_a02	rm_a02	2	Value -8	rm_a02Value -8	Not applicable
610	A	rm_a02	rm_a02a	2	Item	rm_a02aItem	I address my co-workers differently
621	A	rm_a02	rm_a02b	2	Item	rm_a02bItem	My superiors treat me differently
632	A	rm_a02	rm_a02c	2	Item	rm_a02cItem	The language we use is more polite
643	A	rm_a02	rm_a02d	2	Item	rm_a02dItem	My supervisors do not do things they otherwise usually do
654	A	rm_a02	rm_a02e	2	Item	rm_a02eItem	My colleagues do not do things they otherwise usually do
665	A	rm_a02	rm_a02f	2	Item	rm_a02fItem	When assisting a customer, patient or someone I have to serve, I feel that my employer expects me to adhere to the phrase "the customer's always right"
			rm_a02h			rm_a02h	I often think about injustices that happen at work.

FERRERAS Research Module: Work in the Service Society

Overall - Sample from 11 countries: , UK, Germany, The Netherlands, Belgium, Spain, Finland, Poland, Hungary, Argentina, Brazil - generated by the Wage Indicator Foundation Surveys (from 2009 and on)	N	Relative frequencies (%)					LOW SCORERS =Rest of the responses (Values 1 2 or 3)
		Fully disagree (Value 1)	Disagree (Value 2)	Don't agree nor disagree (Value 3)	Agree (Value 4)	Fully agree (Value 5)	
Understanding the meaning of work							
How strongly do you agree... My job is important to me because it allows me to:							
Feel responsible and autonomous in conducting my own life and, (if it applies) in supporting my family?	23.336	3,9	2,9	9,5	26,10	57,60	16,30
Do interesting work?	23.385	4,7	4,6	13,3	32,10	45,30	22,60
Be a part of a community?	22.918	6,2	7,7	22,3	31,40	32,30	36,30
Earn a wage?	23.552	1,8	1,2	4,9	25,30	66,80	7,90
Feel useful for society?	23.021	6,5	8,2	22,0	27,10	36,10	36,80
Feel useful to the company I work for?	23.093	5,3	5,3	15,4	30,40	43,50	26,10
Defining today's workplace							
	N	Never (Value 1)	Once a week (Value 2)	Few times a week (Value 3)	Daily (Value 4)	Non stop (Value 5)	Rest of the responses (Values 1 2 or 3)
- Does your work involve face to face interactions with people you serve (customers, patients, students, etc.)?	29.745	10,7	8,7	11,3	20,20	49,20	30,60
- Do you interact with customers via phone, email, or other means of communication?	29.303	14,5	7,1	11,4	21,50	45,60	32,90
- Are you in touch with representatives of other companies (commercial representatives or suppliers, IT specialists, consultants...)?	29.013	22,3	14,4	18,2	18,90	26,30	54,80
- Do you interact with people that deliver services to your workplace (cleaning, catering, postal services...)?	29.157	16,9	15,6	17,9	21,50	28,10	50,40
- Does your work require coordination with others?	26.638	3,6	4,5	11,9	26,70	53,30	20,00
Probing the "political nature" of work: Impact of customers on the nature of work							
	N	Fully disagree (Value 1)	Disagree (Value 2)	Don't agree nor disagree (Value 3)	Agree (Value 4)	Fully agree (Value 5)	Rest of the responses (Values 1 2 or 3)
- I address my co-workers differently	24.137	30,1	18,4	22,7	16,50	12,40	71,10
- My superiors treat me differently	24.012	25,9	20,0	24,9	16,70	12,40	70,90
- The language we use is more polite	22.156	12,8	11,5	29,3	25,70	20,70	53,60
- My supervisors do not do things they otherwise usually do	23.064	21,8	20,1	29,0	16,20	12,90	70,90
- My colleagues do not do things they otherwise usually do	22.764	21,1	19,9	31,3	16,40	11,40	72,20
- When assisting a customer, patient or someone I have to serve, I feel that my employer expects me to adhere to the phrase "the customer's always right"	23.187	13,5	18,2	26,8	21,10	20,40	58,50
- I often think about injustices that happen at work.	2.066	6,9	18,1	23,0	33,0	19,1	47,90

What is Paywizard?

- An affiliate of the WageIndicator group.
- A collaboration of journalists, Harvard economists, statisticians and the American public.
- A resource center, a salary-checker and a tool for helping American workers understand more about pay and work life.
- Powered by the [Labor and Worklife Program at Harvard Law School](#)

Paywizard.org is connected to the WageIndicator Network

The WageIndicator Foundation owns the WageIndicator concept. It is a non-profit organization, dedicated to labor market transparency by providing accurate wage and wage related information. Its mission statement reads:

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The WageIndicator project is currently active in 60 countries on 5 continents. By 2005, Hungary, the United States, India, Brazil, South Africa and South Korea joined. Argentina and Mexico in 2006. China and Russia in 2007. Some countries manage two or more languages; others have websites specially targeting women, young people or self-employed. In most countries, the WageIndicator websites are managed by a coalition of

US Paywizard.org Team

Professor Richard Freeman



*Harvard University,
Herbert Ascherman
Chair in Economics,
Paywizard Research
Director*

Paulien Osse



*Founder and
Director of the
Wage Indicator
Foundation*

Professor Isabelle Ferreras



*Harvard Law School,
Senior Research
Associate, Labor
and Worklife
Program*

Irene van Beveren



*Journalist, content
coordinator, SEO
consultant for Wage
Indicator*