



WageIndicator and Collective Bargaining: the WIBAR projects 1 and 2

WageIndicator Foundation
Opus 8 (Wim Sprenger)

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Trade union trainer and training developer with NVV and FNV
1968 - 1982

Professor Industrial Relations Amsterdam 1982 - 1988

Trade union researcher, policy advisor and project coördinator
1988 - 2001

Independent researcher 2001 - 2009

Co-researcher WIBAR-1, with AIAS (Amsterdam Institute of
Advanced Labour Studies), the WageIndicator Foundation and
ETUC

What is WageIndicator?



- **A national website with**
 - a Salary Check
 - a VIP pay check
 - a permanent web-survey
 - up-to-date work-related content
 - answering visitor's emails
- **... in 35 countries**
 - 2001 Netherlands
 - 2004 Belgium, Denmark, Germany, Spain, Finland, Italy, Poland, United Kingdom
 - 2005 Argentina, Brazil, Hungary, India, Mexico, S-Korea, S-Africa
 - 2006-7 USA, China, Russia
 - 2008 France, Sweden, Chile, Colombia, Guatemala, Paraguay, Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kirgizstan, Tajikistan, Turkmenistan, Ukraine , Uzbekistan
 - pending Slovenia, Turkey

What is a Salary Check?



- **Four clicks for a wage check**

- 1+2) Choose in 2 steps an occupation: choice of many occupations
- 3) Tick personal characteristics: age, gender, education, region, etc
- 4) Output screen: average monthly/weekly wage in an occupation, taken into account the characteristics +
+ other characteristics of the occupation

- ***A Salary Check***

- is free of charge
- attracts huge numbers of visitors
- is based on data collected in the web-survey, posted in a separate part of the website

Web-survey



- **Completing the web-survey**
 - asking visitors a favor in return for free information on wages
 - survey is in the national language(s)
 - survey is similar across countries
- **2 * 10 minutes**
 - part 1 collects information needed for the Salary Check
 - go/no go decision
 - part 2 has extra questions
- **On work, wages, qualification and IR**
 - occupation (4-dgt ISCO), education, industry (3dgt NACE)
 - workplace characteristics, firm size, MNE, working conditions
 - employment history, future, industrial relations at workplace
 - working hours, wages, benefits, ***training, collective bargaining coverage***
 - personal and attitudinal questions

Web traffic



- **Unique visitors totals**
 - 2005: 5 million
 - 2006: 8 million
 - 2007: 10 million
- **Websites are frequently visited**
 - worldwide, the public at large shows a great desire for information about wages
 - visitors use the website for decisions about schooling, occupational choice, wage negotiations, and job mobility
- ***WageIndicator* Websites**
 - some countries have extra web pages for women, elderly workers, youth, IT staff (India)
 - Russia + post Soviet countries and Spanish speaking American countries have own language portals

Survey data



- **Advantage**

- comparable across countries
- detailed information elsewhere not available
- allows for additional survey questions proposed by any user

- **Disadvantage**

- volunteer survey, thus not a representative sample, though the higher Internet access rates, the more likely the Internet population reflects the national population

- **Large sample sizes: 2007**

– Argentina	6,000	Brazil	17,000
– Belgium	10,000	Denmark	1,000
– Finland	8,000	Germany	36,000
– Hungary	1,500	Mexico	5,000
– Netherlands	50,000	Poland	6,000
– Russian Fed.	7,000	South Africa	2,500
– Spain	11,000	UK	7,000

WIBAR 1 (2006/2007)



- **In co-operation with ETUC:**
 - analysis of (low) wages, working time, older workers, quality of work (stress), training & collective bargaining coverage
 - in 9 EU-countries: Belgium, Denmark, Germany, Hungary, Finland, The Netherlands, Poland, Spain, UK
 - data collected September 2004 - March 2007
 - lowest numbers DK (2384) and PL (6809), highest NL (99360) and DE (81699)
- **Training questions**
 - employer provided and self-paid training last year (like Eurofound EWCS)
 - training for your job worthwhile or not

Employer provided



- FI most (longer) EPT; ES less longer EPT training

Training?	BE	FI	DE	HU	NL	PL	ES
No	38	33	49	48	49	38	57
Yes (1-2 days)	19	22	16	19	18	22	9
Yes (3-30)	40	40	34	29	36	35	26

Self-paid



NL and BE least self-paid training

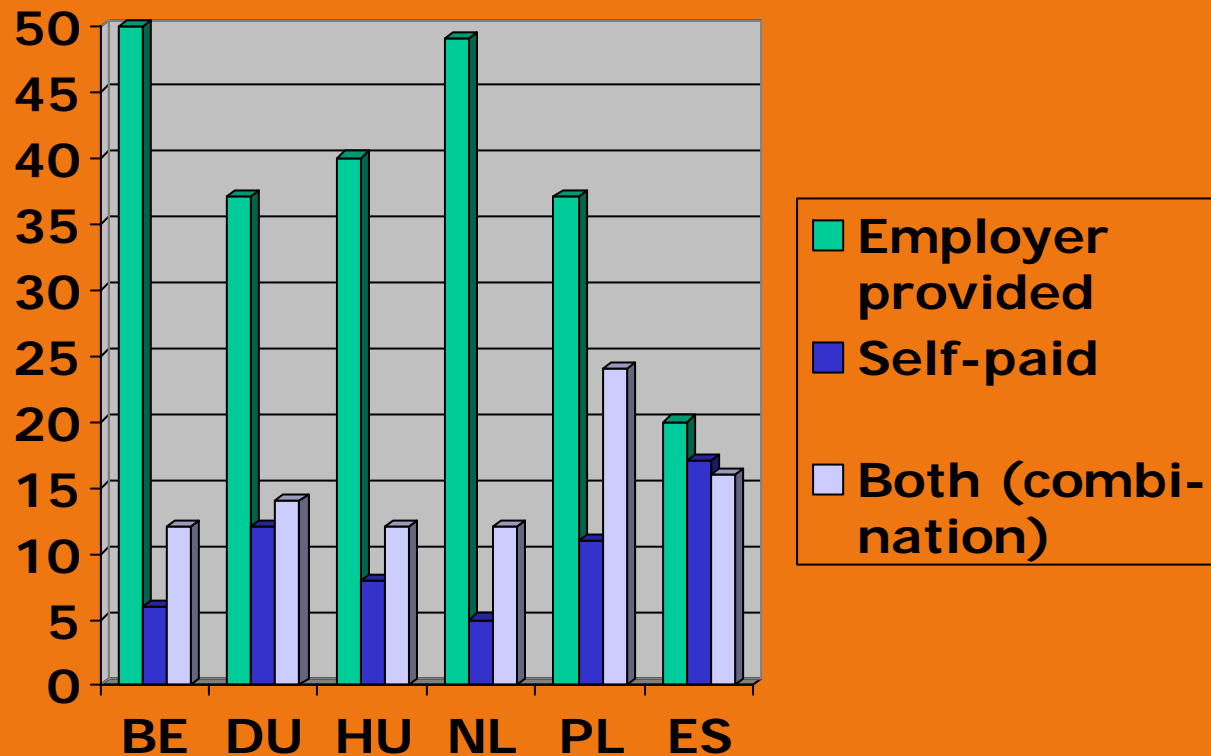
ES and PL most longer hours (= 3 days or longer) self-paid training, HU and NL least

Self-paid training?	BE	DE	HU	NL	PL	ES
No	81	74	79	83	65	67
1-2 days	5	8	10	5	7	3
3–30 days	9	12	8	7	17	10
+ 30 days	6	7	3	6	11	20

In combination



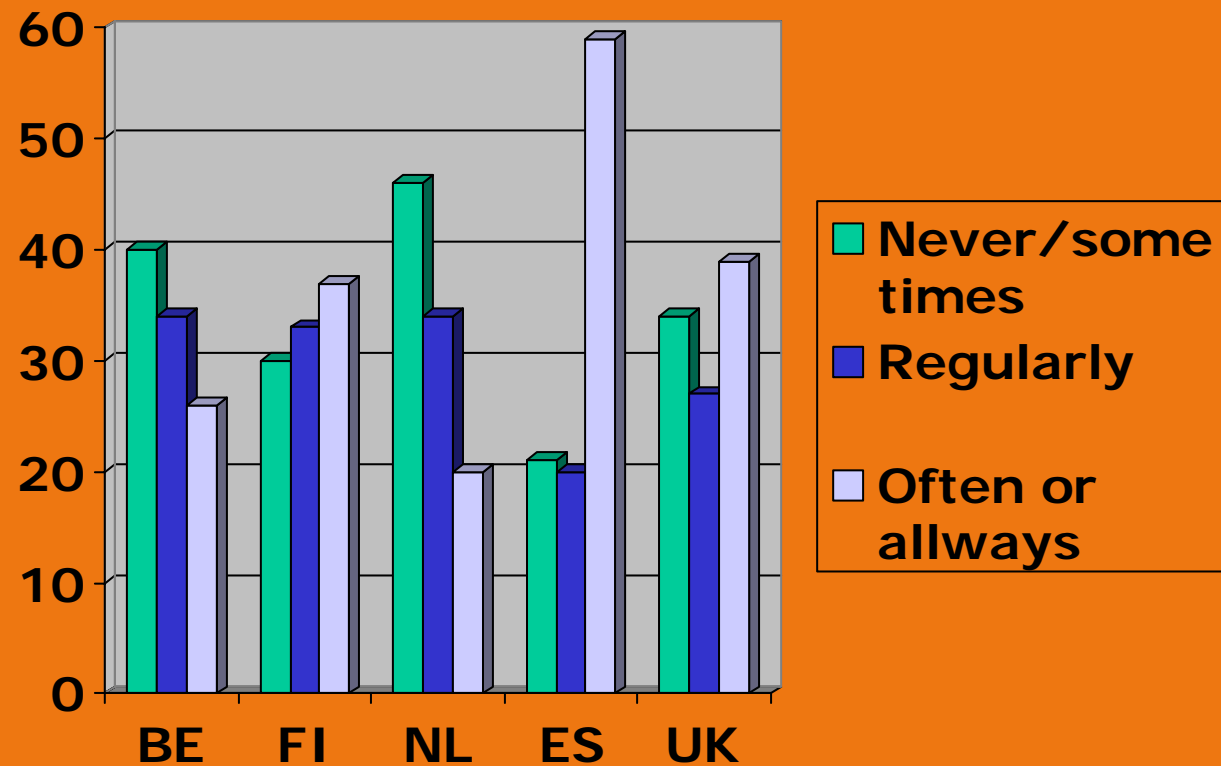
- BE and NL: most employer provided;
PL and ES: most combinations



Job training worthwhile?



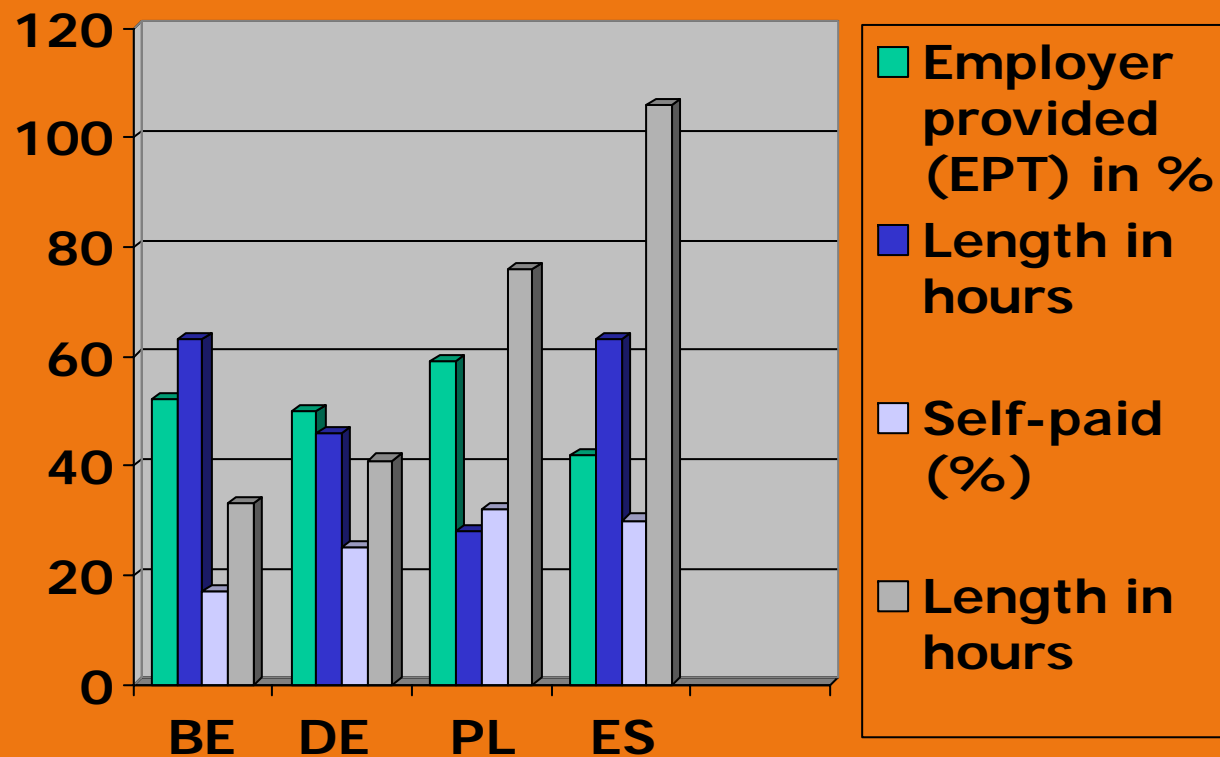
NL less positive on worth of training, ES most positive



Training in manufacturing



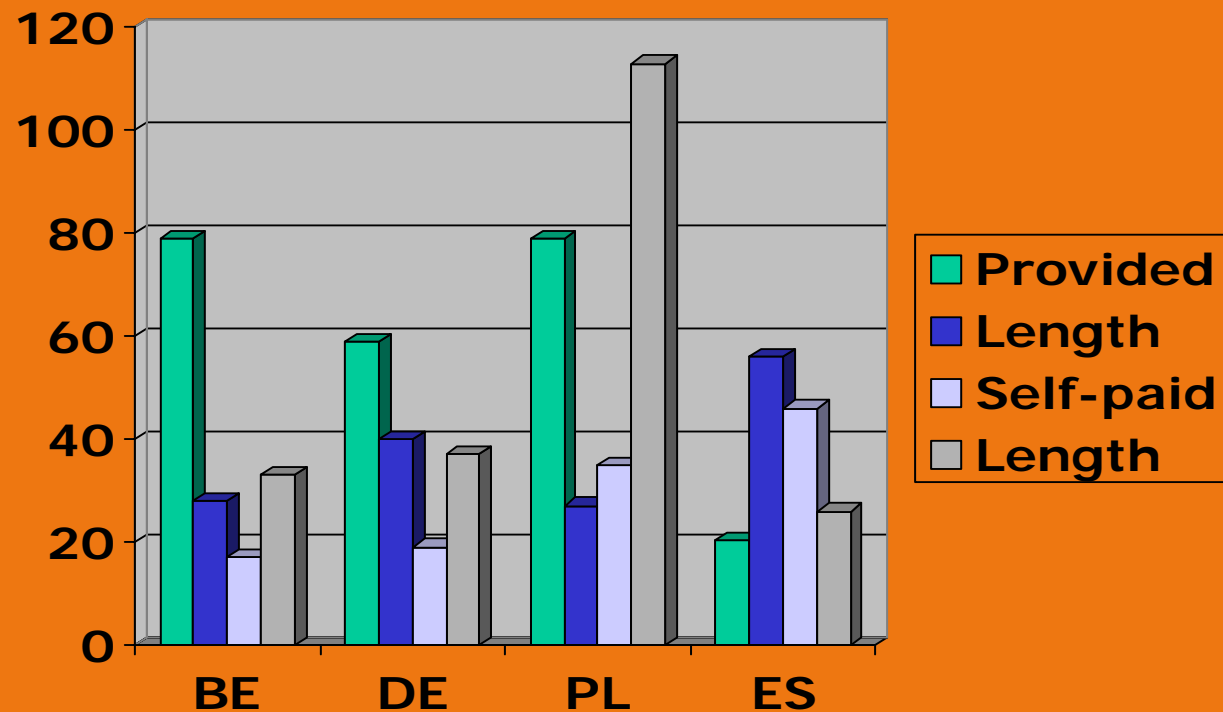
In manufacturing: BE most EPT and longer hours,
ES and PL more/most self-paid and longer hours



Training in utilities



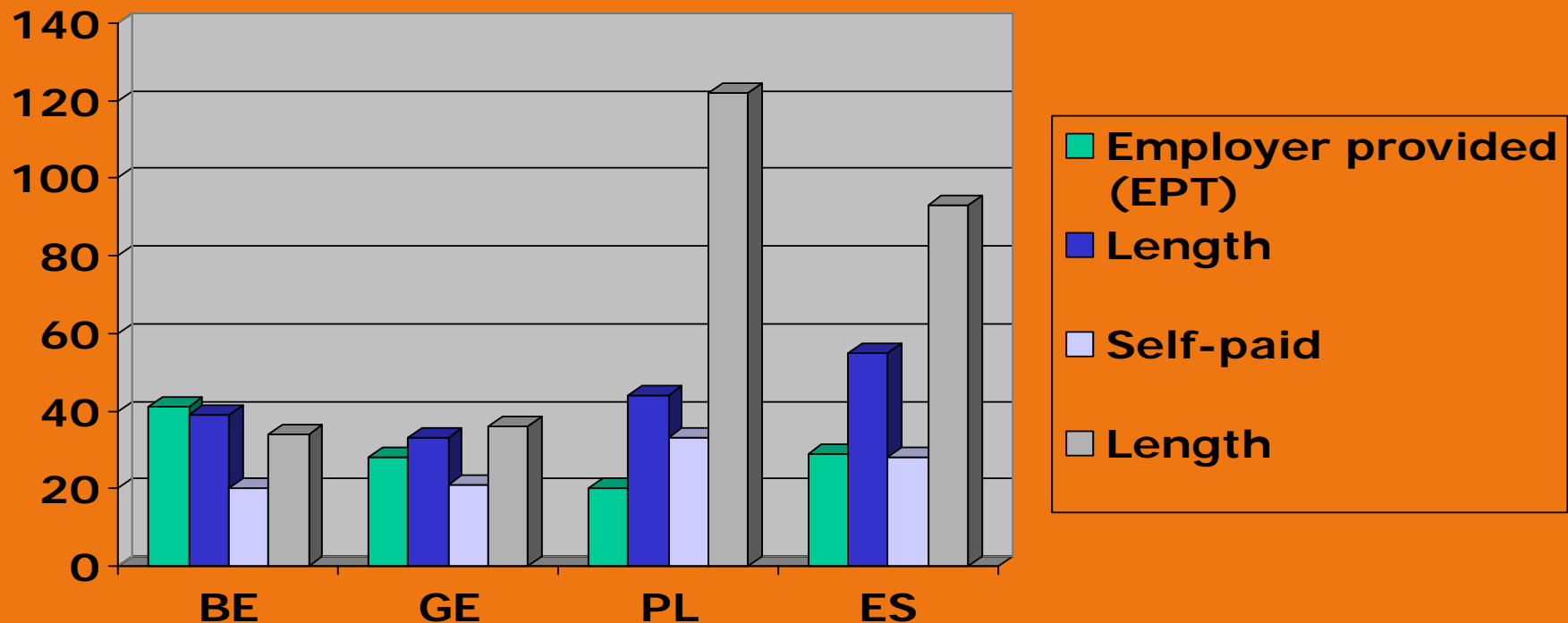
- In utilities: BE and PL most EPT, DE longer hours EPT;
- PL most EPT and self-paid with longer hours



Training in hotel/rest/café



- In hotels/restaurants/café:
- Only in BE more than 40 % EPT
- PL and ES far ahead in (length of) self-paid training



WIBAR -2 EPT



In all countries: EPT highest in CC's and Finance
Only in PL EPT not lowest in Retail

Percentage employees reporting having received employer-provided training of at least 1 day during the past 12 months, breakdown by country and by industry

	Metal and electronic manufacturing	Call centers and finance	Transport	ICT	Retail
Belgium	64%	79%	58%	70%	45%
Germany	50%	70%	48%	57%	36%
Netherlands	58%	78%	52%	69%	43%
Poland	61%	77%	61%	68%	66%
Spain	41%	63%	47%	43%	31%
United Kingdom	64%	76%	62%	63%	57%

Source: WageIndicator data, Jan.2007-Jun.2008. Selection: employees, N=39334

WIBAR -2

Self-paid training



In BE, DE and UK: Self-paid training EPT highest in ICT

In NL, PL and ES: in CC's/Finance

Self-paid lowest in Retail in BE, DE, NL, ES

In PL and UK just lower in manufacturing

Percentage employees reporting having received self-paid training of at least 1 day during the past 12 months, breakdown by country and by industry

	Metal and electronic manufacturing	Call centers and finance	Transport	ICT	Retail
Belgium	19%	20%	15%	24%	14%
Germany	22%	26%	19%	26%	16%
Netherlands	14%	24%	16%	23%	12%
Poland	37%	46%	43%	40%	38%
Spain	26%	29%	29%	28%	16%
United Kingdom	19%	27%	23%	29%	20%

Source: WageIndicator data, Jan.2007-Jun.2008. Selection: employees, N=37397.

WIBAR -2 training worthwhile?



In all countries: highest score in ICT
BE, NL, ES lowest score in Retail;
PL lowest in Metal/manufacturing

Percentage employees finding training for their job would be worthwhile (opinions run from 1=never to 5=daily), breakdown by country and by industry

	Metal and electronic manufacturing	Call centers and finance	Transport	ICT	Retail
Belgium	3.2	3.3	3.1	3.4	2.7
Germany					
Netherlands	2.7	2.6	2.5	2.9	2.3
Poland	3.2	3.6	3.3	3.5	3.3
Spain	3.2	3.2	3.2	3.4	3.0
United Kingdom					

Source: WageIndicator data, Jan.2007-Jun.2008. Selection: employees, N=16021.

WIBAR 1 and 2 conclusions (1)



- **Some general conclusions (1)**

- In all countries studied in WIBAR-1, *the chance of receiving employer provided training is higher for those with a permanent contract*; from 26 % higher in Hungary to 98 % higher in Finland; workers without a permanent contract invest more often and in more training days in self-paid training arrangements
- *Women are underrepresented in employer provided training*, and over-represented in investing in self-paid training
- In all countries *middle and higher educated workers receive more employer provided training*; for higher educated compared to low educated this chance is 158 % higher in Belgium, to 269 % in Hungary

WIBAR 1 and 2 conclusions (2)



- Some general conclusions (2)
- Compared to manufacturing, in all countries employed in *finance, public administration and health care have higher chances*; other sectors give a more divided picture over countries
- We do not suggest a simple trade-off between employer provided and self-paid training. WIBAR data show that the 'use' of these two categories is only partly connected with variations in opinions. The data suggest that *employees receiving employer provided training tend to follow more self-paid training too.*

WIBAR 1 and 2

Training and collective bargaining (1)



In all WIBAR countries *effect was found on the relation between firm size and collective bargaining coverage (CBC)*: from 15 % in Poland to even 57 % in Hungary per firm size category.

Both WIBAR projects show once again that *employees in bigger firms (and thus with a higher CBC) get more access to employer provided training.*

We did not directly analyse *the relations between (employer provided) training and collective bargaining* provided employee rights and facilities. However it seems they relate in opening possibilities for more and better training.

WIBAR 1 and 2

Training and collective bargaining (2)



Training facilities are not identical with use of training. *Those having more employer provided training are not automatically more positive about the 'worth' of this training* for the individual.

WIBAR shows *'age' goes together with higher CBC*. On the other hand 'age' is negatively related with the use of training: except for Finland in the WIBAR-1 countries the worth of training was rated the lowest in the group between 56 and 65. And again except for Finland, *older workers receives less employer provided training than their younger colleagues*

Conclusion: CBC can be a decisive training factor but not per definition. *HRM and employees opinions on training play an equally important role.*

More about WI and WIBAR?



WIBAR-1 printed in an English version; 'Bargaining issues in Europe: comparing countries and industries' ETUI-RESH, 2008

A Hungarian translation had been made.

Translations into German and Spanish are available soon.

For more information about WIBAR 1 and 2, see:

WageIndicator.org

See also www.etui-resh.org or email research@etui-resh.org