



Project no. *FP6-2004-506590*

Project acronym *WOLIWEB*

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

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Final activity report

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Project coordinator organisation name:
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1. PROJECT EXECUTION WOLIWEB

1.1. SUMMARY DESCRIPTION OF PROJECT OBJECTIVES

WOLIWEB, an acronym for WOrk LIfe WEb, aims to contribute to the understanding of citizens' work life attitudes, preferences and perceptions by a cross-country comparative research by means of European-wide data collection with regard to work life, and to the methodology of volunteer Internet surveys. Attitudes, preferences, and perceptions are inherently subjective in nature. They are potentially influenced by a host of factors related to one's socio-economic framework, referring to concepts such as occupation; employment status; earnings; working, household and leisure time; marital status and family phase; socio-economic status; gender and ethnical background; and job and workplace characteristics. As described in Annex 1 of the proposal, WOLIWEB focuses on:

- perceptions of pay discrimination by gender or ethnicity in relation to any factual pay gap;
- preferences for more or fewer working hours in relation to working hours and household duties;
- attitudes towards collective bargaining coverage in relation to actual coverage by agreements;
- perceptions of job insecurity in relation to dismissals and reorganisations at the workplace.

The data needed for the proposed analyses are gathered through the continuous *WageIndicator* web-survey in nine European countries, consisting of:

- an attractive website with labour market related information for a large public;
- a crowd-pulling Salary Check providing with very detailed salary information related to a set of variables such as education, firm size, supervisory position;
- a *WageIndicator* questionnaire with 67 – 85 questions, aiming to gather the responses of 350,000 citizens; at the end of the first year the dataset provides insight in issues related to work and wages;
- nation wide promotion, publicity, and answering visitors' email.

The project website www.wageindicator.org, sections Research Lab and Publications, contains all information regarding the project, including the reports, listed in Section 1.5.

1.2. CONTRACTORS INVOLVED

Partic Role	Partic. no.	Participant name	Short name	Cou n try	Date enter project	Date exit project
CO	1	Universiteit van Amsterdam, AIAS	AIAS	NL	mo 1	mo 36
CR	2	Webword, Bussum	WEBW	NL	mo 1	mo 36
CR	3	Wirtschafts- und Sozialwissenschaftliche Institut (WSI), Düsseldorf	WSI	GE	mo 1	mo 36
CR	4	New Insight A/S, Copenhagen	NI	DK	mo 1	mo 36
CR	5	Incomes Data Services Ltd, London	IDS	UK	mo 1	mo 36
CR	6	Kayttotieto Oy, Helsinki	TKO	FI	mo 1	mo 36
CR	7	Universidad de Salamanca, Departamento de Economia Aplicada	USAL	ES	mo 1	mo 36
CR	8	Katholieke Universiteit Leuven, HIVA	HIVA	BE	mo 1	mo 36
CR	9	University of Economics Poznan, KPiPS	KPiPS	PL	mo 1	mo 36
CR	10	Centre for Household, Income, Labour and Demographic economics (CHILD), Torino	CHILD	IT	mo 13	mo 36

1.3. CO-ORDINATOR CONTACT DETAILS

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1.4. WORK PERFORMED

WOLIWEB WORK PACKAGES

The four major themes within WOLIWEB's work life research – pay, working time, job security, bargaining coverage – are covered by two work packages (WP2, WP3). For these analyses, data have been collected by means of volunteer web-survey (WP5). The cross-country comparative data collection required a synchronized questionnaire. To ensure the national input in the questionnaire, as well as the country-specific analyses, a separate research work package for national input and output was assigned (WP4). The major effort in launching national websites and attracting a large public was assigned a separate work package (WP1). Because volunteer Internet surveying at a European scale is relatively new, and there may be methodological reservations, the methodology is extensively evaluated in a separate research work package (WP6). Finally, a separate work package was assigned to integration, coordination and dissemination activities (WP7). The seven work packages covered 27 deliverables, among others websites, papers, reports, a book (to be published), and a dataset.

WORK PERFORMED IN YEAR 1

In reporting year 1, websites in nine countries have been established. A *WageIndicator* website includes content about work and employment issues. It has a so-called *Salary Checker*, which is its most important part, because it attracts many visitors to the website. This web-tool provides free, reliable information on average wages earned in an occupation in a country, taking into account individual factors such as age, education or region. All *WageIndicator* websites invite their visitors to complete the *WageIndicator* web-survey. The message is: we gave you a free wage benchmark, please share some data and time in return. Survey respondents can win a prize. Note that it is not required to complete the survey in order to be provided with wage information.

Departing from the Dutch *WageIndicator* questionnaire, that exists since 2000, the web-survey has been discussed with the partners in order to fit the major work-related issues in the nine countries. For this purpose, five draft state-of-the art reports with regard to measuring wages, working hours, collective bargaining coverage, job insecurity and occupations/industries have been produced. The questionnaire and the industry and occupation search trees have been translated.

The web-based questionnaire database was established, and the questionnaire and the search trees were uploaded.

After a test period, data intake started from October 2004 onwards, one country after another. In several countries, national publicity efforts have increased the number of web visitors. In January and February 2005, two workshops have been organised on the measurement of wages and working hours, and on the calculations for the *Salary Checker*. By April 10, 2005, the first official data release had 66,645 observations. The master questionnaire annex codebook has been published.

WORK PERFORMED IN YEAR 2

In reporting year 2, based on the data from release 1-5, several draft reports have been prepared, notably on wages and job security, for discussion at the mid-term meeting in June 2006. The final reports had to be delivered in year 3. Release 1-5 hold the data of 155,373 respondents, having completed the web-survey. At the end of year 2, data-release 6 was delivered. Initially, the data releases were not fully complying the quarters, but since release 6 the data-releases coincide with the quarters of the year.

In reporting year 2, the most important problems concerned the minor response at the Danish and Italian websites. Data-intake in Denmark and Italy was behind expectations. As for Denmark, the reason is that until now the trade unions were not inclined to cooperate, arguing that wages in Denmark are fully determined by collective bargaining and therefore no need is felt to present individually determined wages in a Salary Check on the Internet. From our side attempts have continued to persuade cooperation. As for Italy, the reason is that the new Italian partner did not join WOLIWEB until month 13. A meeting with the Italian partner and a new web-partner took place at June 14, 2006, in Milano, Italy.

In year 2, in most countries the web-survey was running properly. Based on the *Salary Checker* survey data, *Salary Checker* have been prepared for the national websites. *Salary Checkers* were made for Belgium, Spain, Finland, Germany, and Netherlands. *Salary Checkers* using national data from other sources have been made for the UK and for Denmark. Weights have been developed for the Spanish and the Dutch dataset.

WORK PERFORMED IN YEAR 3

In June 2006, the Woliweb mid-term conference was held in Amsterdam. The Woliweb researchers presented their draft papers. The web-managers discussed

web-related issues. The prospects for continuation of the national websites and the web-survey after the Woliweb project was discussed. This was particularly important because in 2005 and in 2006, thanks to two 3-year grants of the Netherlands Development Aid Fund for the GLOBAL I and GLOBAL II projects, websites could be launched in Brazil, India, South Africa, South Korea, Argentina, and Mexico. The grant aimed at e. g. surveying the informal labour markets as well as the impact of multinational enterprises on local labour markets. In 2006, thanks to a grant from the European Social Fund, a website was launched in Hungary, as part of a program to activate policies for closing the gender wage gap. In 2006, in the US a website was launched, thanks to funding from the Harvard Law School Labor & Worklife Program. At the time of the conference, the US team aimed to start a website and a web-survey in China, in cooperation with Renmin University in Beijing. The overall opinion of the Woliweb researchers was that their national websites and the web-surveys should be continued after the end of Woliweb.

Based on the data from release 1-9, reports have been prepared on working time, collective bargaining coverage, wages and job security, according to the deliverables scheduled for year 3. All scheduled reports were enclosed in the reporting for Year 3.

The most serious problem related to the survey response in Italy. In reporting year 2, we had expected that data-intake in Italy would be a problem, and this indeed did happen. Data-intake was insufficient to prepare a national report. The Italian partner instead prepared a national report for Spain. In year 2, we had expected to have similar problems in Denmark, but in year 3 this country had sufficient data-intake. Therefore the national report about Denmark was prepared.

MEETINGS AND MUTUAL VISITS

Several meetings and conferences have been held during the project period, as can be seen in the table hereafter. According to the work program, two conferences were scheduled, notably the kick-off meeting and the mid-term conference (D25 and D26). In addition, a few meetings have been held, funded from other sources. A final conference would take place provided funding. Most likely, this conference will take place in April 2008.

start date	end date	Title meeting	city	country
8-Jul-2004	10-Jul-2004	WOLIWEB launch	Amsterdam	NL
27-Jan-2005	28-Jan-2005	Workshop on Wage Measurement and Determination using Survey Data	Amsterdam	NL
21-Feb-2005	23-Feb-2005	Workshop on using the WageIndicator Data Calculating Salary Check rules, Time plan, Weights, Exploring data	Amsterdam	NL
17-Jun-2005	18-Jun-2005	Meeting WageIndicator web managers	Amsterdam	NL

23-Jan-2006	24-Jan-2006	Workshop on first drafts of papers	Amsterdam	NL
22-Jun-2006	24-Jun-2006	Mid term meeting of Woliweb	Amsterdam	NL

Several mutual visits have been undertaken to discuss progress in research and in the web-operation, as can be seen in the table hereafter.

start date	end date	Mutual visits
21-sep-05	22-sep-05	P3 visit to P1 in Amsterdam about progress in German research
4-okt-05	9-okt-05	P7 visit to P1 in Amsterdam about Spanish salary check and Spanish research
31-okt-05		P6 visit to P1 in Amsterdam about Finnish research
11-jan-06	12-feb-06	P7 visit to P1 in Amsterdam about Spanish salary check and Spanish research
1-feb-06	1-feb-06	P1 visit to P5 in London about progress in UK research
15-feb-06	16-feb-06	P7 visit to P1 in Amsterdam about Spanish research
27-feb-06	3-mrt-06	P3 visit to P1 in Amsterdam about German Salary Check
25-may-06	28-may-06	P9 visit to P1 in Amsterdam about Woliweb research on working time
20-jun-06	28-jun-06	P9 visit to P1 in Amsterdam about Woliweb research on working time
12-mei-06		P1 and P2 visit to P10 in Milano about progress in Italian web-site
18-sep-06	20-sep-06	P1 visit to P3 in Dusseldorf about research on collective bargaining coverage
6-mrt-07	7-mrt-07	P1 visit to P9 in Mannheim about progress in Polish research
30-mrt-07	31-mrt-07	P2 visit to P4 in Copenhagen about progress in Danish web-site

1.5. END RESULTS

All deliverables were produced according to schedule, as can be seen in the table hereafter.

Del. no.	WOLIWEB (FP6-2004-506590) Deliverable name	Del yr 1	Del yr 2	Del yr 3
WP1	Website development in participating countries	Del yr 1	Del yr 2	Del yr 3
D01	9 national Wage indicator websites			
D02	Technical support			
D03	Hosting during 3 yrs			
D04	Management websites			
D05	Project helpdesk			
D06	Handbook and training modules			
Reports	Osse, Paulien and Dirk Dragstra, D1-D6 annual report Yr1, Yr2, Yr3	✓	✓	✓
WP2	Research on perceptions of pay and working time preferences	Del yr 1	Del yr 2	Del yr 3
D07	1 State-of-the-art-review on wages			
Report	Tijdens, Kea, Cecile Wetzels, Magda Andrałojć and Piotr Michon, 2005, Measuring wages, and calculating hourly wages in the WageIndicator dataset. WOLIWEB paper D07	✓		
D08	2 Working papers on wages			
Report	Wetzels, Cecile, 2007, Double Selection Into Motherhood And Less Demanding Job: Evidence from a Birth Cohort Analysis in the Netherlands. WOLIWEB paper D08a	.		✓
Report	Wetzels, Cecile, 2007, Wage effects of Parenthood: a Comparison of Finland, the Netherlands and Poland. WOLIWEB paper D08b	.		✓
D09	1 State-of-the-art-review on working time			

Del. no.	WOLIWEB (FP6-2004-506590) Deliverable name	Del yr 1	Del yr 2	Del yr 3
Report	Tijdens, Kea, Cecile Wetzels, Magda Andrałojć and Piotr Michoń, 2005, Measuring working hours in the WageIndicator questionnaire. WOLIWEB paper D09	✓		
D10	2 Working papers on working time			
Report	Michoń, Piotr, 2007, Quality, preferences, reasons, satisfaction Part Time employment in seven European Union Countries. WOLIWEB paper D10a			✓
Report	Tijdens, Kea, 2007, Employees' working hours preferences in Belgium, Germany, Netherlands, Spain and United Kingdom. WOLIWEB paper D10b			✓
WP3	Research on perceptions of job insecurity and bargaining coverage	Del yr 1	Del yr 2	Del yr 3
D11	1 State-of-the-art-review on collective bargaining			
Report	Heiner Dribbusch, Reinhard Bispinck and Kea Tijdens, 2005, Measuring collective bargaining coverage in the WageIndicator questionnaire. WOLIWEB paper D11	✓		
D12	1 Working paper on collective bargaining coverage			
Report	Dribbusch, Heiner, Reinhard Bispinck, Maarten van Klaveren and Kea Tijdens, 2007, Exploring collective bargaining coverage in eight EU member states. WOLIWEB paper D12			✓
D13	1 State-of-the-art-review on job insecurity			
Report	Pedraza, Pablo de, Rafael Munoz de Bustillo and Kea Tijdens, 2005, Measuring job insecurity in the WageIndicator questionnaire. WOLIWEB paper D13	✓		
D14	2 Working papers on job insecurity			
Report	Muñoz de Bustillo Llorente, Rafael and Pablo de Pedraza, 2007, Subjective and Objective Job Insecurity in Europe: measurement and implications. WOLIWEB paper D14a			✓
Report	Pedraza, Pablo de and Rafael Muñoz de Bustillo Llorente, 2007, Determinants of Subjective Job Insecurity in 5 European Countries. WOLIWEB paper D14b			✓
WP4	National input and output	Del yr 1	Del yr 2	Del yr 3
D15	Country-specific information			
Report	Tijdens, Kea, 2007, Country-specific information for the WageIndicator questionnaire. WOLIWEB paper D15	✓ ¹		✓
D16	9 National research reports			
Report	Pauwels, Fernando, Tom Vandenbrande, 2007, WOLIWEB National report Belgium - The gender pay gap	-		✓
Report	Liebing Madsen, Martin, Martin Grønbaek Jensen and Finn Tidemand, 2007, WOLIWEB National report Denmark - The gender pay gap	-		✓
Report	Pedraza, Pablo de, 2007, WOLIWEB National report Spain - www.tusalario.es	-		✓
Report	Baldi, Davide, Simona Baldi, Serena Fumagalli and Ludovico Poggi, 2007, WOLIWEB National report Spain - Education and training	-		✓
Report	Kevätsalo, Kimmo, 2007, WOLIWEB National report Finland - Some results from Finland	-		✓
Report	Bispinck, Reinhard and Heiner Dribbusch, 2007, WOLIWEB national report Germany - Collective bargaining coverage and gender pay gap	-		✓
Report	Wetzels, Cecile, 2007, WOLIWEB National report Netherlands - Supplements to the Economics of First Birth Timing: A Comparison of Married Men and Women in the Netherlands and Spain using a New Country Comparative Data Source.	-		✓
Report	Melis, Simone, Raymond Storry and Catherine Chubb, 2007, WOLIWEB National report UK - Working hours and the opt-out clause	-		✓
Report	Andrałojć, Magda, 2007, WOLIWEB National report Poland - The Gender Pay Gap	-		✓
WP5	Synchronizing questionnaire and managing data collection	Del yr 1	Del yr 2	Del yr 3
D17	1 State-of-the-art-review regarding the measurement of branches and occupations, resulting in proposals for the survey and the BOC database			
Report	Tijdens, Kea and Cecile Wetzels, 2005, Classifications and the chooser-technique used in the WageIndicator questionnaire. WOLIWEB paper D17a	✓		

¹ Initially, D15 was delivered as appendix in D07, D09, D11, and D13. In year 3 it was produced as a separate report.

Del. no.	WOLIWEB (FP6-2004-506590) Deliverable name	Del yr 1	Del yr 2	Del yr 3
Report	Tijdens, Kea, 2005, Measuring industries and occupations in the <i>WageIndicator</i> questionnaire. WOLIWEB paper D17b	✓		
D18	BOC database in nine languages			
Report	Tijdens, Kea, 2006, The industry and collective agreements databases in the <i>WageIndicator</i> questionnaire. WOLIWEB paper D18a	-	✓	
Report	Tijdens, Kea, 2007, The occupations database in the <i>WageIndicator</i> questionnaire. WOLIWEB paper D18b	-		✓
D19	1 Working paper on BOC			
Report	Tijdens, Kea, 2007, Occupation and industry measures in the <i>WageIndicator</i> dataset. WOLIWEB paper D19	-		✓
D20	Questionnaire in nine languages, delivered in year 2			
Report	The <i>WageIndicator</i> questionnaire in nine countries. WOLIWEB paper D20		✓	
D21	Codebook and questionnaire during 3 yrs, delivered in year 2			
Report	<i>WageIndicator</i> master-questionnaire. WOLIWEB paper D21	✓		
D22	Datasets year 1, year 2, year 3, including the weights and the coefficients for the Salary Checks			
CD-Rom	Dataset release 1-6 plus codebooks		✓	
CD-Rom	Dataset release 1-10 plus coefficients salary checker			✓
Report	Tijdens, Kea, 2007, Explaining the <i>WageIndicator</i> dataset. WOLIWEB paper D22a			✓
Report	Pedraza, Pablo de, 2007, Weighting the dataset WOLIWEB paper. WOLIWEB paper D22b			✓
Report	Tijdens, Kea, 2007, Calculating the coefficients for the Salary Checker. WOLIWEB paper D22c			✓
WP6	Research on evaluation of Internet-surveying	Del yr 1	Del yr 2	Del yr 3
D23	Internet Evaluation report			
Report	Andrałojć, Magda, Paulien Osse, Dirk Dragstra, Kimmo Kevätsalo and Kea Tijdens, 2007, Evaluation report on Internet surveying and web visitors monitoring. WOLIWEB paper D23			✓
WP7	Integration, co-ordination and dissemination	Del yr 1	Del yr 2	Del yr 3
D 24	Integrating book			
Report	Tijdens, Kea and other Woliweb partners, 2007, Experiences with the <i>WageIndicator</i> web-survey. WOLIWEB paper D24			✓
D25	Kick-off conference for all participants, etc			
Reported in:	Tijdens, Kea, 2005, Periodic Activity Report 1	✓		
D26	Mid-term conference of the project			
Report	Osse, Paulien and Kea Tijdens, 2007, Report Mid-term conference June 22-23, 2006			✓
D27	Management			
Reported in:	Periodic Activity Report Yr1, Yr2, Yr3	✓	✓	✓
Reported in:	Periodic Management Report Yr1, Yr2, Yr3	✓	✓	✓

1.6. TO WHICH DEGREE WERE THE OBJECTIVES REACHED

According to Annex 1 of the project proposal, WOLIWEB had five scientific objectives, which are listed hereafter.

1. The overall objective is to contribute to the understanding of citizens' work life attitudes, preferences and perceptions by a quantitative, nine-country analysis of the impact of a citizen's socio-economic framework on his/her attitudes, preferences, and perceptions with regard to this framework.

Comment: This objective was met towards the end of the project. After the project period, the Spanish, Polish and Dutch partners have presented their papers at international scientific conferences. Some papers are published as AIAS working papers. The papers on job insecurity and overtime work have been submitted to scientific journals.

2. In order to restrict the large scientific field of socio-economic features, WOLIWEB aims to focus its analyses on four issues that are of major importance in a citizen's work life: a) perceptions of pay discrimination by gender or ethnicity in relation to any factual pay gap; b) preferences for more or fewer working hours in relation to working hours and household duties; c) attitudes towards collective bargaining coverage in relation to actual coverage by agreements; d) perceptions of job insecurity in relation to dismissals and reorganisations at the workplace;

Comment: This objective was fully met, as all scheduled reports on these four topics were prepared and delivered.

3. In order to collect the data needed for the proposed analyses, WOLIWEB aims to expand the Dutch web-based Wage Indicator Questionnaire to nine countries and to gather the responses of 350,000 citizens in these countries.

Comment: The WOLIWEB project almost fully achieved its third aim. By the end of WOLIWEB project the responses of 323,000 citizens were collected.

4. Because European data collection in work life research by means of an Internet survey is relatively new and the response may be skewed, WOLIWEB aims to evaluate its experiences with the methodology of volunteer Internet-surveying extensively and to adequately weigh the collected data at national levels.

Comment: This objective was met in several ways. First, the scheduled report was prepared. Second, the website www.wageindicator.org/main/researchlab holds an extensive overview of the methodology of web-surveys. Third, at several conferences the methodology was explained. On these four topics were prepared and delivered. Moreover, on invitation of the European Commission, DG RTD, Kea Tijdens (P1) provided a presentation of the *WageIndicator* web-survey to the 2007 AAAS Annual Meeting in San Francisco, USA, for the jointly with EC organised session called "Cyber-enabled Social Science Research: New Cross-National Opportunities Promoting Sustainable Well-Being".

5. In order to disseminate results, WOLIWEB will publish the research findings in papers, reports, a book, and on the project website, all addressing the international research community and beyond. It will publish national reports in the national languages of the countries involved. The dataset and related issues will be accessible to the research community.

Comment: This objective was met in several ways. The project website is used to disseminate the papers and reports, to provide information about the Woliweb project and about the WageIndicator web-operation. Report D23 about the evaluation of Internet surveying is scheduled to be published as a book. Nine national reports were published, some in the national languages, others in English. The dataset is accessible to the research community. For detailed information about the dataset and the datapolicy, see www.wageindicator.org/main/researchlab/datapolicy

According to Annex 1 of the project proposal, WOLIWEB had five technical objectives, which are listed hereafter.

1. In order to have a questionnaire response for nine countries, WOLIWEB aims to scale up the Dutch Wage Indicator Website and its two application tools (Salary Check, Questionnaire) to nine national Wage Indicator Websites, leaving room for *couleur locale*. In addition, the two tools will be implemented in other frequently visited national websites, safeguarding security on the Internet use for the purpose of this project.

Comment: This objective was fully met. The websites, with their web-surveys and their web tools have been upscaled to nine countries. In addition, due to funding from other sources, *WageIndicator* now covers 20 countries. In these 20 countries, data is collected by means of the web-survey. In total more than 40 websites are exploited, because some countries have bilingual websites, other countries have special websites for women, for youngsters or for workers in specific industries, such as transport or health care. Moreover, a plan has been developed to extend the web-operation to 75 countries. ILO supports this plan.

2. In order to attract large numbers of visitors to the national websites and to provide feedback from the data collection to the public, WOLIWEB aims to fill and

update the Salary Checks with occupation-specific national data about wages gathered through the Questionnaire.

Comment: This objective was fully met. For almost all national websites, *Salary Checkers* have been prepared. These Checkers are regularly – mostly annually – updated, using the most recent releases of the dataset, generated from the web-survey. In 2005, the *WageIndicator* websites in total registered 5 million unique visitors. In 2006, this was 8 million.

3. In order to open up the national Wage Indicator Websites for the public at large and to ensure confidence in the information presented as well as in the reliability of the information left behind in the questionnaire, WOLIWEB aims to form alliances with partners in the participating countries, mostly trade union or union confederations, or with website developing companies.

Comment: This objective was met in several ways. As can be seen from the table in section 2.2 in this report, a long list of media partners have been established over the years. In addition, cooperation exist with many trade unions, notably:

Belgium:	CSC and ACV, ABVV and FGVB
Finland:	STTK, AKAVA, and the Confederation of Unions for Academic Professionals in Finland, SAK
Germany:	Deutscher Gewerkschaftsbund (DGB), and the unions IG Bau, IGBCE, NGG, IGMetall, GEW, GDP, Transnet, Verdi
Netherlands:	Federatie Nederlandse Vakbonden (FNV)
Poland:	Solidarnosc
Spain:	Confederación Sindical de Comisiones Obreras and Union General de Trabajadores
United Kingdom:	Trades Union Congress (TUC)

4. In order to initiate sound national projects that are able to attract large numbers of web-visitors, WOLIWEB foresees to guide the national introduction of the websites by means of training, a handbook, a helpdesk, and support of the national partners' promotion efforts.

Comment: This objective was met in several ways. Handbooks, on-line training and support was made available to the partners, as can be read in detail in the annual reports for Deliverable D01-D06, most of which is available from the project website as well, see www.wageindicator.org/main/webworkerslab.

5. In order to create added value at European level, WOLIWEB aims to create a European Wage Indicator website with a Salary Check, where web-visitors can

compare occupation-specific wages across the nine countries, corrected for purchasing power differences.

Comment: This objective was partly met. All national *Salary Checkers* are all accessible from the project website www.wageindicator.org/main/Salarycheckers. However, it turned out that an international *Salary Checker* was technically more difficult to make than initially expected. Among others only a few occupations in the dataset contain sufficient response in all countries to create a *Salary Checker*. Moreover, PPP indexes are one or two year lagging behind, making no sense in comparing data collected in 2006 using PPP's for 2005 or even 2004.

Regarding the methodologies and approaches employed, as well as the achievements related to the state-of-the-art, Woliweb has been particularly path-breaking for its web-survey methodology. To the best of our knowledge, no 20-country web-survey is collecting detailed data on work and wages. Moreover, the *WageIndicator* web-survey is currently discussed as one of the instruments to establish a worldwide survey on working conditions. A worldwide survey, using other survey modes would be beyond any reasonable budget. In summary, the impact of the project on its industry or research sector is particularly large as for the methodology of web-surveys.

2. DISSEMINATION AND USE

This section falls apart into two. First, all published Woliweb reports will be listed. Second, all dissemination activities will be presented.

2.1 PUBLISHED WOLIWEB REPORTS

The following WOLIWEB reports are downloadable at the project website

<http://www.wageindicator.org/main/publications/publicationswoliweb>

Note that this website will continue for the years to come.

- Andralojc, M. (2007). *Woliweb national report Poland: The Gender Pay Gap*. Amsterdam: WageIndicator, Woliweb report D16. (EN). (192 KB).
- Andralojc, M., Osse, P.C., Dragstra, D.T., Kevätsalo, K., Oy, K. & Tijdens, K.G. (2007). *Evaluation report on Internet surveying and web visitors monitoring*. Amsterdam: WageIndicator, Woliweb report D23. (EN). (375 KB).
- Baldi, D., Baldi, S., Fumagalli, S. & Poggi, L. (2007). *Woliweb national report Spain: Education and training*. Amsterdam: WageIndicator, Woliweb report D16. (EN). (106 KB).
- Bispinck, R. & Dribbusch, H. with Oz, F. (2007). *Woliweb national report Germany: Collective bargaining coverage and gender pay gap*. Amsterdam: WageIndicator, Woliweb report D16. (EN). (132 KB).
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2.2 DISSEMINATION ACTIVITIES

Several dissemination activities have been undertaken. Please see the table.

Dates	Type	Title	Type of audience	Countries addressed	Partner responsible /involved
2004	Poster	Postcards and visit cards	general public	All	P2
2004	Poster	Poster	general public	ES	P7
2004-2005	Website	NL - www.loonwijzer.nl/	general public	NL	P2
2004-2005	Website	DE - www.lohnspiegel.de/	general public	DE	P3
2004-2005	Website	FI - www.palkkalaskuri.fi/	general public	FI	P6
2004-2005	Website	ES - www.tusalarario.es/	general public	ES	P7
2004-2005	Website	PL - www.twojezarobki.pl/	general public	PL	P9
2004-2005	Website	IT - www.iltuosalarario.it/	general public	IT	P10
2004-2005	Website	BE - www.loonwijzer.be/	general public	BE	P8
2004-2005	Website	BE - www.votresalaire.be/	general public	BE	P8
2004-2005	Website	UK - www.paywizard.co.uk/	general public	UK	P5
2004-2005	Website	DK - www.lontiek.dk/	general public	DK	P4
2004-2005	Website	DK - www.lontiek.com/	general public	DK	P4
08-Dec-04	Press release	Press release - VotreSalaire	general public	BE	P8
08-Dec-04	Press release	Press release Loonwijzer.be	general public	BE	P8
2004-2005	Website link	Denmarks Radio channel 1 on 7 October in the morning news.	general public	DK	P4
2004-2005	Website link	KTV.fi	general public	FI	P6
2004-2005	Website link	Chemical workers in Finland	general public	FI	P6
2004-2005	Website link	Hessischen Rundfunk	general public	DE	P3
2004-2005	Website link	Wikipedia	general public	DE	P3
2004-2005	Website link	Spiegelonline	general public	DE	P3
2004-2005	Website link	RP-Online	general public	DE	P3
2004-2005	Website link	Frankfurter Rundschau	general public	DE	P3
2004-2005	Website link	Westdeutscher Rundfunk (WDR)	general public	DE	P3
2004-2005	Website link	Lexonline	general public	DE	P3
2004-2005	Website link	Sozialismus	general public	DE	P3
2004-2005	Website link	Handakte	general public	DE	P3
2004-2005	Website link	Sueddeutsche.de	general public	DE	P3
2004-2005	Website link	Stiftung Wahrentest	general public	DE	P3
2004-2005	Website link	Der Spiegel	general public	DE	P3
2004-2005	Website link	T-Online	general public	DE	P3
2004-2005	Website link	Gazeta.pl	general public	PL	P9
2004-2005	Website link	Twojezarobki.pl - mourns about JPII	general public	PL	P9
2004-2005	Website link	Tusalarario.es- flyer	general public	ES	P7
2004-2005	Website link	Tusalarario - press release	general public	ES	P7
2004-2005	Website link	De Telegraaf	general public	NL	P2
2004-2005	Website link	Trouw	general public	NL	P2
2004-2005	Website link	Observer	general public	UK	P5
2004-2005	Website link	Netimperative	general public	UK	P5
2004-2005	Website link	The Telegraph	general public	UK	P5
2004-2005	Website link	Daily Mail	general public	UK	P5
2004-2005	Website link	Ic Birmingham	general public	UK	P5
2004-2005	Website link	Jobserve.com	general public	UK	P5
22-Apr-04	Presentation	Presentation of the WOLIWEB project	for program leaders FEE University of Amsterdam	NL	P1
07-Jul-04	In the press	Wage indicator goes international', in ACTRAV's regular newsletter, ILO, Geneva	general public	NL	P2
11-Nov-04	Presentation	Presentation of the WOLIWEB project	for project coordinators KP6 European Union, DG	BE	P1

			Research		
15-Dec-04	Presentation	Research using the Internet	for AIASfellows University of Amsterdam	NL	P1
1-apr-05	Newsletter	Newsletter in April 2005	general public	All	P2
1-jul-05	Newsletter	Newsletter in July 2005	general public	All	P2
1-sep-05	Newsletter	Newsletter in September 2005	general public	All	P2
1-dec-05	Newsletter	Newsletter in December 2005	general public	All	P2
1-mrt-06	Newsletter	Newsletter in March 2006	general public	All	P2
1-apr-06	Newsletter	Newsletter in June 2006	general public	All	P2
1-jul-06	Newsletter	Newsletter in October 2006	general public	All	P2
1-sep-06	Newsletter	Newsletter in February 2007	general public	All	P2
1-dec-06	Newsletter	Newsletter in April 2007	general public	All	P2
1-jun-05	At a glance	General information about the WageIndicator project	general public	All	-
7-jun-05	Project presentation	Presentation of the WageIndicator project	French policy officers	FR	-
6-sep-05	Project presentation	Presentation of the WageIndicator project	French researchers and policy officers	FR	P1, P2
29-sep-05	In the press	Lonen in alle landen ter wereld, verzamelt u!	general public	NL	P1, P2
12-dec-05	Project presentation	Project presentation at conference Social Sciences and Humanities in Europe: New Challenges, New Opportunities	general public	All	P1
9-feb-06	Project presentation	Project presentation and discussion to ETUI	Trade union officials	-	P1
20-feb-06	Project presentation	Project presentation and discussion to NITO	Norwegian engineering union official	NO	P1
20-mrt-06	Project presentation	Project presentation for Staff ILO Geneva	for staff ILO Geneva	All	P2
29-jun-06	Research presentation	Part-time working and overtime hours. Paid and unpaid overtime working in the Netherlands and Germany.	AIAS lunch seminar	-	P1
12-okt-06	Research presentation	www.loonwijzer.nl a volunteer panel	KNAW seminar	-	P1
23-sep-06	Research presentation	Part-time working and overtime hours. Paid and unpaid overtime working in the Netherlands and Germany.	EQUALSOC conference	-	P1
18-feb-07	Project presentation	The <i>WageIndicator</i> web survey for worldwide social science research on wages	Presentation at AAAS conference	-	P1
29-mrt-07	Project presentation	The <i>WageIndicator</i> web survey for worldwide social science research on wages	for staff ILO Geneva	-	P1, P2
