



Wageindicator

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www.wageindicator.org

## Wages in the energy sector

Kea Tijdens & Maarten van Klaveren,  
University of Amsterdam/AIAS  
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## 1 Introduction

The *WageIndicator* is an international, continuous web-based project. A national *WageIndicator* website has content about wages, working conditions, labor standards or other work-related topics. It has a crowd-pulling *Salary Check* providing free information on occupation-specific wages, controlled for individual factors. In all countries, an apparent need for wage information can be seen. After having explored the pages with wage information, web-visitors are encouraged to complete the continuous, international comparable questionnaire on work and wages with a prize incentive. See for more information [www.wageindicator.org](http://www.wageindicator.org). The number of *WageIndicator* countries is constantly increasing. Currently, there are websites in 45 countries. In 2008, *WageIndicator* website were in existence in 11 EU member states: Belgium, Denmark, Finland, Germany, Hungary, Italy, the Netherlands, Poland, Spain, Sweden and the United Kingdom. Moreover, recently websites have been started up in France, the Czech Republic and Slovakia.

*WageIndicator's* *Salary Check* webpages are consulted by workers for their job mobility decisions, annual performance talks or wage negotiations, by school pupils and students facing occupational choices, and by employers particularly in small and medium sized companies, whenever they recruit staff or start wage negotiations with their employees.

Note that the data are derived from a volunteer survey, and therefore not representative for the labour force in a country, though the higher Internet access rates, the more likely the Internet population reflects the national population. In the web-survey, wages are asked in a similar way across countries. Data is cleaned for extreme and odd values.

## 2 Defining the energy sector

For the analyses in this paper the energy sector is defined from the following the NACE industry coding.

The energy sector (NACE 1.2 - 4 digit code Business activity)
4000 Electricity, gas, steam and hot water supply
4011 Production of electricity
4012 Transmission of electricity
4013 Distribution and trade of electricity
4021 Manufacture of gas
4022 Distribution and trade of gaseous fuels through mains
4030 Steam and hot water supply
4100 Collection, purification and distribution of water

## 3 Number of observations in the energy sector

For 2008 the WageIndicator had sufficient observations to be analysed in eight EU member states, among which Belgium, Germany and the Netherlands. Unfortunately, in this sector the number of observations in this respect was too low in Denmark, Hungary and Italy.

**Table 1 Respondents in the energy sector in 8 EU countries, 2008, breakdown by country**

Country	Observations	Distribution
Belgium	61	4%
Finland	27	2%
Germany	791	47%
Netherlands	544	32%
Poland	56	3%
Spain	80	5%
Sweden	47	3%
UK	94	5%
Total	1700	100%

Source: Unweighted WageIndicator data, Jan-Dec 2008. Selection: employees in the energy sector, N=1700

## 4 Distribution over age groups

Before presenting the wages, we prepared a table with the distribution of the respondents in the energy sector over age groups. The main reason to do so is that wages mostly increase with age: on average older people tend to have higher earnings than younger people. The table shows that in Belgium, workers in the energy sector are relatively young (83%) under the age of 40), whereas they are relatively old in Finland and Poland. Germany (48% under age 40) and the Netherlands (56%) take a middle position.

**Table 2** *Distribution of employees in the energy sector over age groups, breakdown by country*

	Belgium	Finland	Germ.	Netherl.	Poland	Spain	Sweden	UK
< 30 yr	48%	33%	21%	26%	9%	28%	17%	37%
30-39 yr	34%	15%	27%	30%	34%	54%	53%	30%
40-49 yr	11%	15%	31%	27%	29%	15%	23%	21%
>=50 yr	7%	37%	20%	17%	29%	4%	6%	12%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Unweighted WageIndicator data, Jan-Dec 2008. Selection: employees in the energy sector, N=1700

## 5 Wages in the energy sector

We pursue with wage comparisons for the energy sector. On this behalf we had to leave out over 300 observations, for which the data on wages was either absent or outside the minimum and maximum boundaries set by *WageIndicator*. Table 3a shows the median gross hourly wages, excluding bonuses, in Euro's (with Polish Zlotys, Swedish Crowns and UK Pounds converted against current exchange rates, average 2008), and by age group.

Comparing Belgium, Germany and the Netherlands, the median wage level of the Netherlands is highest. In each age group it is higher than the medians for Germany, and for the two youngest groups also than the Belgian medians. (The total figure for Belgium remains low because of the heavy representation of young workers in that country). Overall, the Finnish figures are between the Belgian and German ones, the Swedish at about the German and the UK somewhat below the Belgian level. Like earlier *WageIndicator* comparisons also indicated, for 2008 the Spanish wages are at 60-70% of the average North-West European level and the Polish at 35-40% of the latter level.

**Table 3a** *Median gross hourly wages in Euro's, breakdown by country and by age group*

	Belgium	Finland	Germ.	Netherl.	Poland	Spain	Sweden	UK
< 30 yr	15.18	15.92	14.43	15.59	5.13	10.62	11.11	12.56
30-39 yr	19.22	14.70	17.50	20.71	7.90	17.02	17.79	21.08
40-49 yr	25.32	18.20	19.39	23.95	7.11	12.18	21.14	18.13
>=50 yr	31.76	17.25	20.90	25.29	7.74	n.a.	18.94	24.63
Total	16.99	17.43	18.10	20.18	7.06	12.18	18.72	16.43
Observ.	48	24	700	431	50	49	39	51

Source: Unweighted WageIndicator data, Jan-Dec 2008. Selection: employees in the energy sector, N=1392

In order to get a clearer views on wage differences by age, we have converted the figures of Table 3a from Euro's in indices, with the national medians set on 100: see Table 3b. This table suggests a regular wage growth by age in Belgium, Germany and the Netherlands. The strongest wage growth with age takes place in Belgium, though this growth is also considerable in the Netherlands. The German wage profile by age is somewhat flatter than the Dutch. The picture that shows up for the other five countries is more irregular, but this may have to do with the rather limited number of observations.

**Table 3b** *Median gross hourly wages, breakdown by country and by age group, national median = 100*

	Belgium	Finland	Germ.	Netherl.	Poland	Spain	Sweden	UK
< 30 yr	89	91	80	77	73	87	59	76
30-39 yr	113	84	97	103	112	140	95	128
40-49 yr	149	104	107	119	101	100	113	110
>=50 yr	187	99	115	125	107	n.a.	101	150
Total	100	100	100	100	100	100	100	100

Source: Unweighted WageIndicator data, Jan-Dec 2008. Selection: employees in the energy sector, N=1392

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