



Minimum Wages | Feb 2016

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Explanatory note about the global Minimum Wage Database of WageIndicator

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About WageIndicator Foundation - www.wageindicator.org

WageIndicator was established in 2001 with the aim of contributing to greater transparency on labour markets. WageIndicator Foundation collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as online libraries featuring wage information, labour law and career advice, both for employees and employers.

Currently WageIndicator Foundation has operations in more than 80 countries. It is supported by renowned universities, trade unions and employer's associations worldwide. Over 100 specialists from around the globe contribute to the work of WageIndicator Foundation. The websites managed by WageIndicator Foundation have a monthly outreach to millions of people.

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labor Studies, the Dutch Confederation of Trade Unions (FNV) and two independent members, office@wageindicator.org

About Indian Institute of Management – www.iimahd.ernet.in

The Indian Institute of Management, Ahmedabad (IIMA) is the leading school of management in India and one of the top rated management schools in Asia. IIMA hosts www.Paycheck.in, the Indian WageIndicator website, and supervises together with the University of Amsterdam/AIAS the scientific part of the WageIndicator Minimum Wage Database.

Special thanks for their contributions

Huub Bouma, Daniela Ceccon, Maarten van Klaveren, Paulien Osse, Biju Varkkey, teams of WageIndicator around the world

Special thanks for funding

Ministry of Foreign Affairs, the Netherlands
FNV Mondiaal, the Netherlands
CNV Internationaal, the Netherlands

Feb 2016

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Bibliographic Information:

Tijdens KG, Mehta K (2016) Explanatory note about the global Minimum Wage Database of WageIndicator. Amsterdam, WageIndicator Foundation

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1 Introduction

In a globalized world, comparative and up-to-date data on wages and wage setting institutions is needed to understand the worldwide economy in relation to national labour markets, wage setting processes and industrial relations systems. Minimum wage setting is considered an important feature of a country's wage-setting. Decision making bodies such as wage boards are designed for decision making, but their dissemination capacities are mostly not well developed. When information is lacking, it is hard for employers to comply with the minimum wage rates and for employees to check if they are paid accordingly. In the 2000s the Internet offered unmet possibilities for dissemination. WageIndicator stepped into this area, see <http://www.wageindicator.org/main/salary/minimum-wage>.

From the start of the WageIndicator website www.Paycheck.in in India in 2005, the Indian team received minimum wage related questions from its web visitors. Since every state in India has independence to review and revise Minimum Wage rates based on factors such as costs of living, regional industries' capacity to pay, etcetera, there is no single Minimum Wage rate across the country. Hence, the minimum wage rates are complex, not easily accessible and are some states publish in the Minimum Wage Notification in regional language only. In 2006, the Indian WageIndicator team started collecting Minimum Wage Rates (Varkkey and Mehta, 2015). The Labor Ministry in each state were contacted with a request to send minimum wage rates. Few states happily obliged, while others were unwilling to provide the data. In some cases, personal visits were made to the ministries. The results of this minimum wage inventory were published on the Indian WageIndicator website (see also Varkkey and Korde, 2012). It was only by 2008 that the team was able to build cordial relations with the Labor Ministries, such that they themselves sent the information as and when the new wage rates were announced. Soon the Minimum Wage pages became one of the most frequently visited sections on the Paycheck website, thereby increasing its web traffic. By 2015 www.Paycheck.in was the leading website in India featuring all legal minimum wages, broken down per state, per occupation and updated regularly.

It was also observed that not just India, but minimum wage data of many other WageIndicator countries was scarce and its accessibility close to nil, particularly in countries with multiple minimum wage rates. Complex structures, accessibility, vast diversity, inaccurate or outdated data led to expanding the Minimum Wage inventory from India to all WageIndicator countries (Varkkey and Mehta, 2015). Since 2010, minimum wage rates were posted on the South African WageIndicator website, making it among the most popular web pages in the national WageIndicator website. Similarly, the minimum wage pages in Indonesia made the website in Indonesia to an instant success. In January 2012 for example, the minimum wage pages in South Africa registered 13,000 visits, in Indonesia 17,000 visits, and in Belarus 39,000 visits. Increasingly, Facebook and other social media were used for communication with web visitors. National web managers uploaded the minimum wage web pages through Plone, the open source Content Management System (CMS) used in WageIndicator. To keep track of the minimum wage rates, the data was also archived in excel sheets. The data was among others used in a publication about Minimum Wage and women's work (Van Klaveren and Tijdens, 2011).

Over the years, as the number of participating countries increased, the need became urgent to harmonize the Minimum Wage web pages, to keep track of updating and to manage data of more than 80 countries. A database management system was required which could make the process of storing, modifying and extracting information easy. This system, called CoBrA, was built in 2013. CoBrA is a web-based system for the Global Minimum Wage Database of WageIndicator, facilitating three steps:

- A data-entry form that allows to enter the minimum wage rates for all countries; see for details Section 3 of this Explanatory Note
- A facility to publish web pages from the database; this includes multilingual texts related to the minimum wage rates
- A monthly dump of the database content in CSV format.

CoBrA allows to store the minimum wage rates for almost all countries, to keep track of outdated Minimum Wage rates and to generate web pages, both for the national websites (in regional language) as well as for the home page of WageIndicator (in English), see <http://www.wageindicator.org/main/salary/minimum-wage>.

Paulien Osse, director of WageIndicator Foundation started a process to realise such a CoBrA system. Professor Biju from the Indian Institute of Management, Ahmedabad, contributed with his knowledge about the Indian Minimum Wage System. Khushi Mehta, the WageIndicator manager Asia, took on the role of Minimum Wage Database coordinator. Kea Tijdens, research coordinator at the University of Amsterdam, designed a coding scheme and made a systems design for the WageIndicator programmers. Huub Bouma, the Plone programmer, programmed the CoBrA system for the Minimum Wage Database. Dani Ceccon, the WageIndicator database manager contributed from the usability perspective. Maarten van Klaveren, senior researcher at the University of Amsterdam, supported the project with his knowledge about minimum wage setting processes (Van Klaveren et al, 2015).

From January 2014, all minimum wage rates were no longer posted directly on the relevant national websites, but entered in the CoBrA data entry form and from CoBrA directly squeezed into the national websites and added to the minimum wage home page. A monthly dump of the CoBrA database allowed to analyse minimum wage rates over time and across countries. Minimum wage rates are collated, verified and maintained by WageIndicator teams around the world in close cooperation with the Indian team in Ahmedabad. This team updates the WageIndicator Minimum Wage Database on a regular basis, thereby providing up-to-date information to visitors all around the world. After the system got introduced the website traffic in all countries went up. This clearly shows that there was an information gap in the labor market, that WageIndicator websites were successfully bridging (Varkkey and Mehta, 2015).

The monthly dump of 20 January 2016, included minimum wage rates for 70 countries, of which 29 had one minimum wage only. The remaining 41 countries had multiple minimum wage rates, ranging from 2 to 102. The 70 countries jointly have 799 minimum wage rates. Note that at the time of writing, not all countries with a Minimum Wage web page were included in the WageIndicator Minimum Wage Database. This was due to very complex minimum wage rates and due to other reasons. Currently, minimum wage rates of China, Sri Lanka, Pakistan, India and Zimbabwe are not added in the database. This is mainly due to the complex minimum wage structure in these countries. It is expected that the minimum wage rates for most of these countries will be included soon.


This explanatory details the content of the web pages generated from the CoBrA Database (Section 2) and details how the Minimum Wage rates are coded (Section 3). Appendix 1 includes the list of countries with a WageIndicator Minimum Wage web page. Appendix 2 includes the data entry scheme of the Minimum Wage Database.

2 The Minimum Wage web pages

Home page of the WageIndicator Minimum Wage Database

By the end of 2015, WageIndicator Foundation exploited websites in 85 countries, of which 8 do not have a statutory minimum wage. The global Minimum Wage Database has minimum wage information for 77 countries (see Appendix 1 for the full list). The screenshot shows the Minimum Wage home page at www.wageindicator.org.

Figure 1 The home page of the Minimum Wage Database (screenshot of partial web page)



Minimum Wages around the world in English and national languages

Find below Minimum Wage rates as gazetted in the country plus information about which parties are responsible, what is the relation with the poverty lines, and when are updates expected. Always in English and the national language. Thanks to the WageIndicator teams these pages are up to date and international comparable. Donations are welcome.

Minimum Wages - Countries A - F	Minimum Wages - Countries G - P	Minimum Wages - Countries R - Z
Angola <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs More Meusalario.org/Angola 	Germany <ul style="list-style-type: none"> Minimum Wage Rates More on Lohnspiegel.de 	Romania <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs More Salarulmeu.ro
Argentina <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs More Elsalario.com.ar 	Ghana <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs Minimum Wage Complaint Form More Mywage.org/Ghana and Africapay.org/Ghana 	Rwanda <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs Minimum Wage Complaint Form More Mywage.org/Rwanda
Australia <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs More Mywage.org/Australia 	Greece <ul style="list-style-type: none"> Minimum Wage Rates Minimum wage FAQs More Mywage.gr 	Russia <ul style="list-style-type: none"> Minimum Wage Rates Minimum Wage FAQs More Mojazarplata.ru
Austria <ul style="list-style-type: none"> Minimum Wage Rates 	Guatemala	Senegal

Source <http://www.wageindicator.org/main/salary/minimum-wage>, accessed 21-12-'15

Minimum Wage pages in English and national language

The global Minimum Wage Database allows to generate web pages about the national minimum wage rates in English and in the national language. The screenshot above shows the links to the Minimum Wage Rates in English as well as the links to the Minimum Wage Rates in the national language(s). The screenshot hereafter shows the example of Myanmar. The upper part of the figure shows the English text at the Minimum Wage home page, the lower part of the figure shows the Burmese text in the WageIndicator website in Myanmar.

Figure 2 The Minimum Wage rate in Myanmar in English and in Burmese (screenshot of partial web pages)

Minimum Wages in Myanmar with effect from 01-09-2015	
Information last updated on this page: 28-01-2016 The minimum wage rates in the table are in MMK (Burmese kyat)	
Minimum Wage per Hour	Minimum Wage per Day
450.00	3,600.00

01-09-2015 မှစတင်၍အကျိုးသက်ရောက်မှုရှိမည့် Myanmar ရှိအနည်းဆုံးလုပ်ငါးလစာ	
ဤစာမျက်နှာတွင် နောက်ဆုံးပြောင်းလဲခဲ့သည့် အချက်အလက် - 28-01-2016 ဇယားကွက်ရှိ အနည်းဆုံးလုပ်ငါးလစာများသည် MMK (Burmese kyat) ဖြစ်သည်	
တစ်နာရီအတွက် အနည်းဆုံးလုပ်ငါးလစာ	တစ်ရက်အတွက် အနည်းဆုံးလုပ်ငါးလစာ
450.00	3,600.00

Source: <http://www.wageindicator.org/main/salary/minimum-wage/myanmar> respectively
<http://www.mywage.org/myanmar/home/salary/minimum-wages-myanmar>, both accessed 15-2-'16

Minimum Wage FAQs

In the past years, on all national Minimum Wage pages a section with frequently asked questions (FAQs) about the Statutory Minimum Wage in the national language was published. These FAQs were also published in English on the WageIndicator home page, as for example shown for Turkey in the screenshot below. These texts are not coded in CoBrA, but this may become so in the coming years.

Figure 3 The FAQ page for Turkey (screenshot of partial web pages)

Minimum Wage in Turkey– Frequently Asked Questions
<p>Is there a separate legislation relating to minimum wages in Turkey?</p> <p>Do one or more minimum wages exist that is/are determined by law?</p> <p>At what level are minimum wages determined?</p> <p>On what basis is minimum wage calculated?</p> <p>In case of weekly/monthly minimum wage, are they based on any fixed number of hours?</p> <p>Are governmental bodies, employer and/or trade union representatives involved in minimum wages setting?</p> <p>How are upratings (adjustments) of minimum wage/s decided upon?</p> <p>Which are the components of minimum wage in Turkey?</p> <p>How frequently is the fixed component of minimum wage updated?</p> <p>What is/are the yardstick/s on which minimum wage upratings are based?</p> <p>What is National Poverty line?</p> <p>How is minimum wages compliance regulated?</p> <p>Which legal sanctions can be applied in compliance is lacking?</p> <p>Are sanctions often being applied?</p> <p>Are employer and/or trade union representatives involved in compliance procedures?</p> <p>To whom/Where can individuals complain, if they think they are earning less than minimum wage?</p> <p>Which month of the year is minimum wage rate revised in Turkey?</p>
<p>Is there a separate legislation relating to minimum wages in Turkey?</p> <p>The Minimum Wage Regulation (last modified in 2014). The purpose of the regulation is to lay out the principles to be applied when determining the minimum wage, and the workings and the meetings of the Minimum Wage Determination Commission. Provisions of this regulation covers all sectors employing all kind of workers with a job contract; including the workers outside the scope of the Labour act 4857. It is based on the 39 principle of the Labour Act 4857.</p>

Source <http://www.wageindicator.org/main/salary/minimum-wage/turkey/minimum-wage-in-turkey-frequently-asked-questions>, accessed 15-2-'16

Minimum Wage Complaint Forms

When it comes to enforcement of minimum wage rates many countries do not have a system to record the number of inspections conducted, violations detected and action taken against non-compliance (Varkkey and Mehta, 2015). Hence, a wage compliance form has been built. The compliance form is linked to the Minimum Wage Database as well as to the WageIndicator Labor Law Database to enable automated calculation. In case an employee/worker is not getting the statutory Minimum Wage, they can file a complaint using the compliance form built by WageIndicator. One has the option of filling the form online and submit it or take a print and send it to their respective trade union office or labour inspector. The form has proven to be helpful in countries where wage compliance has been and continues to be a big concern.

Figure 4 The Complaint Form for Kenya (screenshot of partial web pages)

Kenya - Minimum Wage - Check and Complaint Form

Check whether you get paid according to the Minimum Wage Law.

If you are underpaid or work too many hours, you can send this Complaint Form to the Data Base of Mywage.org/Kenya - part of WageIndicator Foundation.

COTU, FKE, Wage Boards throughout Kenya encourage you to send the Complaint. The Industrial Court also supports this system. Your and many other workers' Complaints will be used to make sure that payment in a whole Sector improves.

Please note that your Complaint will never be sent to your Employer.

Legal specialist from COTU and FKE will meet regularly with Sectoral Wage Boards and the Labour Inspectors about findings. If needed cases will go to Court.

Note that all currencies in this form are in KES (KE Shilling)

Your Wage, Payperiod, Working Hours

Which Minimum Wage applies to you?

Please select from the list below

--

Source <http://www.mywage.org/kenya/home/salary/minimum-wage/compliance>, accessed 15-2-'16

3 The WageIndicator Minimum Wage Database

Introduction

As introduced in section 1, a coding scheme with a list of questions and answers has been developed for the CoBrA Minimum Wage data entry form. This section details the features related to the coding scheme. For the full coding scheme see Appendix 2.

Languages and currencies

The Minimum Wage rates are posted under the Salaries button at the home page of WageIndicator.org as well as on the national WageIndicator websites. In case a country has websites in more than one language, COBRA copes with this (see row 1 – 3 in Appendix 2). On all web pages the Minimum Wage rates are posted in the national currencies.

Figure 5 Minimum wage specification in wageindicator.org and in national website of Slovakia (screenshot of partial web page)

Minimum Wages in Slovakia with effect from 01-01-2016	
Information last updated on this page: 19-01-2016 The minimum wage rates in the table are in € (Euro)	
National Minimum Wage January 1, 2016	
Minimum Wage per Hour	Minimum Wage per Month
2.33	405.00

Minimálna mzda na Slovensku s účinnosťou od 01-01-2016	
Informácie na tejto stránke boli naposledy aktualizované: 19-01-2016 Hodnoty minimálnej mzdy v tabuľke sú uvedené v € (Euro)	
Minimálna mzda	
Minimálna mzda za hodinu	Minimálna mzda za mesiac
2.33	405.00

Source: <http://www.wageindicator.org/main/salary/minimum-wage/slovakia> and <http://www.mojplat.sk/hlavna-stranka/platy-na-slovensku/minimalna-mzda/narodna-minimalna-mzda>

Time frames and updating of minimum wage rates

The WageIndicator team regularly updates the Minimum Wage web pages, and the updating dates are posted on the web pages. For better understanding of viewers, start and end date of minimum wage rate is provided, as shown in the above screenshot. However, in some cases only start date is known and end date is not published by the Labour Department. For countries where an end date has passed, and new minimum wage rates are not announced by the country, then the outdated rates continue to be published. Once the revised rates are announced, they get updated on the website and old rates are moved to Archive Section, as shown in the hereafter screenshot of Belarus.

Figure 6 Minimum wage specification in Belarus (screenshot of partial web page)

<p>Minimum Wages in Belarus with effect from 01-01-2016 to 31-12-2016</p> <p>Expected date of revision: 01-01-2017. However, Gazetted copy is awaited. Information last updated on this page: 28-01-2016</p> <p>Archived Minimum Wages</p> <ul style="list-style-type: none"> 01-01-2014 - 31-12-2014 01-01-2015 - 31-12-2015

Source: <http://www.wageindicator.org/main/salary/minimum-wage/belarus>, accessed 15-2-'16

Definitions of Minimum Wages

Pay periods and working hours

Countries vary largely with respect to the hours-base of their minimum wage rates. The questions for the pay period specify whether the rates are defined per hour, day, week, fortnight, month or year (see row 76 – 131 in Appendix 2). Questions follow how many hours are specified in case of minimum wage rates per day, and how hours and days are specified in case of minimum wage rates per week, fortnight, month or year. The screenshot shows an example for Tanzania.

Figure 7 Minimum wage specification in Tanzania (screenshot of partial web page)

Sector	Area	Minimum Wage per Hour	Minimum Wage per Day	Minimum Wage per Week	Minimum Wage per Fortnight	Minimum Wage per Month
Health Services		677.00	5,077.33	30,463.90	60,927.76	
Agricultural Services		512.85	3,846.50	23,078.70	46,157.40	100,000.00
Trade, Industries and Commercial Services	Trade, Industry and Commerce	589.80	4,423.40	26,540.50	53,081.00	115,000.00
	Financial Institutions	2,051.45	15,385.50	92,314.80	184,629.60	400,000.00
Communication Services	Telecommunication Services	2,051.45	15,385.80	92,314.80	184,629.60	400,000.00
Communication services	Broadcasting and Mass Media, Postal and Courier Services	769.30	5,769.70	34,618.05	69,236.10	150,000.00

Notes / Footnote

1. Date of next revision in minimum wage rates is not announced by the Government. However, the current wages are expected to last for next three years (till 2016).
2. Calculation of Payperiod - As per section 19 of The Employment and Labour Relations Act, 2004
 - o Wage per day - Daily rate is calculated on the basis of 9 works hours in a day
 - o Wage per week - Weekly rate is calculated on the basis of 45 hours in a week or 6 work days in a wee
 - o Wage per fortnight - Fortnightly rate is calculated on the basis of 90 hours or 12 work days
 - o Wage per month - Monthly rate is calculated on the basis of 26 work days in a month or 234 hours in a month.

Source: <http://www.wageindicator.org/main/salary/minimum-wage/tanzania>, accessed 15-2-'16

Inclusion of allowances

Countries vary with respect to their definition of a minimum wage: are allowances explicitly mentioned as part of the minimum wage rates (see row 4 – 21 in Appendix 2).

Piece rate minimum wages

Minimum wage rates not necessarily are specified by working time, but can also be specified for piece rates (see row 22 – 29 in Appendix 2). Piece rate minimum wages are noticed in India and Pakistan. In calculations of the Minimum Wage rates per hour the piece rate minimum wages cannot be included.

Single versus multiple Minimum Wage rates

In some countries, a single minimum wage rate is agreed. In other countries however minimum wage rates are specified for one or more characteristics. The next section explains how the Database and its data entry form deal with these specifications.

Multiple Minimum Wage rates

In case of multiple Minimum Wage rates the Database allows minimum wage specifications by industry, firm size, occupational group, skill or educational level, region, and a few other categories. The coding scheme has an extensive set of questions aiming to identify these characteristics.

Industries

The specifications by industry vary largely. As much as possible the industry specifications have been classified according to the NACE 2.0 industry classification on either 1-, 2- or 3-digits (see row 31 – 46 in Appendix 2). Within these industries sub-industries can be specified. If no NACE classifications apply, a custom classification is allowed. A common specification concerns the agricultural sector versus the non-agricultural sector, as shown in the screenshot for Senegal. In Pakistan minimum wages are specified by tens of sectors, implying that the minimum wage setting in fact acts as collective bargaining.

Figure 8 Minimum wage specification for the agricultural and non-agricultural sector in Senegal (screenshot of partial web page)

Minimum Wages in Senegal with effect from 01-02-1996 to 31-01-2014	
The date of revision is not announced by the government. Information last updated on this page: 28-01-2016 The minimum wage rates in the table are in XOF (West African CFA franc)	
Industry	Minimum Wage per Hour
Agricultural sector and similar	182.95
Non-agricultural sector	209.10

Source <http://www.wageindicator.org/main/salary/minimum-wage/senegal>, accessed 21-12-'15

Firm size

The minimum wage specifications by firm size can be classified according to a standard ranges of firm size categories or to a custom table (see row 47 – 49 in Appendix 2). The database reveals that a few countries specify minimum wages according to firm size, as for example in Honduras (see screenshot). In this country minimum wages are specified by industry and within the industry by firm size.

Figure 9 Minimum wage specification by firm size in Honduras (screenshot of partial web page)

Minimum Wages in Honduras with effect from 01-01-2016 to 31-12-2016				
Information last updated on this page: 28-01-2016 The minimum wage rates in the table are in HNL (HN lempiras)				
Industry	Firm size	Minimum Wage per Hour	Minimum Wage per Day	Minimum Wage per Month
Agriculture, Forestry, Fishing and Hunting	Firm size 1-10 employees	22.44	179.52	5,681.73
	Firm size 11-50 employees	23.61	188.89	5,666.64
	Firm size 51-150 employees	24.40	195.20	5,856.15
	Firm size 151 or more employees	25.57	204.59	6,137.72
Mining and quarrying	Firm size 1-10 employees	30.66	245.25	7,357.63
	Firm size 11-50 employees	31.58	252.61	7,578.37
	Firm size 51-150 employees	33.91	271.24	8,137.33

Source <http://www.wageindicator.org/main/salary/minimum-wage/honduras>, accessed 13-2-'16

Job type

The minimum wage specifications by occupational groups – or job type as it is called here – are classified according to a custom table (see row 50 – 51 in Appendix 2). The database reveals that many countries specify minimum wage rates for a wide range of job type, as for example in Mexico shown in the screenshot. In this country minimum wage rates are specified by almost 60 job types.

Figure 10 Minimum wage specification by job type in Mexico (screenshot of partial web page)

Professional Workers Minimum Wages January 2016	
Job Type	Minimum Wage per Day
Masonry officer	106.49
Salesclerk in pharmacy and drugstores	92.63
Bulldozer and/or digger operator	112.17
Cashier of cash register	94.46
Bartenders	96.65
Carpenter	106.49
Carpenter - manufacture and repair of furniture, official	104.51
Chef, major in restaurants, taverns and other establishments preparing and selling food	103.65
Officer in making and repairing mattresses	93.80

Source <http://www.wageindicator.org/main/salary/minimum-wage/mexico>, accessed 13-2-'16

Skill level and education level

For the minimum wage specifications by skill level a custom table is used. For the specifications by education the UNESCO 1997 standard national classification is used and if this is not suitable a custom table is available (see row 52 – 56 in Appendix 2). Only a few countries specify minimum wages by skill or education level, for example Costa Rica shown in the screenshot. In this country minimum wages are specified by skill level and in addition some job types are specified by education level.

Figure 11 Minimum wage specification by skill and education level in Costa Rica (screenshot of partial web page)

Skill Level	Education Level	Minimum Wage per Day	Minimum Wage per Month
Unskilled worker		9,598.73	
Semi-skilled worker		10,437.94	
Skilled worker		10,630.08	
Specialized worker		12,537.91	
Generic unskilled worker			286,467.36
Generic semi-skilled worker			308,194.03
Generic skilled worker			323,978.14
Technical worker	Diversified Education		339,506.00
Generic highly skilled			363,823.80
Technical worker	Superior Education		418,403.78
	Diploma of Higher Education		451,891.72
	Bachelors University		512,552.17
	University Graduates		615,083.69

Source <http://www.wageindicator.org/main/salary/minimum-wage/costa-rica>, accessed 13-2-'16

Geographical characteristics

The minimum wage specifications by geographical characteristics are classified according to a rural-urban division, a standard list of regions, and if needed a custom table (see row 57 – 64 in Appendix 2). The data entry form allows to add notes concerning the regions. Quite some countries specify minimum wage rates by geographical characteristics, for example Portugal shown in the screenshot. In this country different minimum wage rates are specified for the islands Azores and Madeira.

Figure 12 Minimum wage specification by geo-characteristics in Portugal (screenshot of partial web page)

Region	Minimum Wage per Month	Minimum Wage per Year
National (Continent)	530.00	7,420.00
PRT Azores Autonomous Region of Azores	556.50	7,791.00
Autonomous Region of Madeira	540.60	7,568.40

Source <http://www.wageindicator.org/main/salary/minimum-wage/portugal>, accessed 13-2-'16

Age

The minimum wage specifications by age characteristics are classified according to an age or years range (see row 66 – 68 in Appendix 2). A few countries specify minimum wages by age, for example the Netherlands, where youth minimum wages are applied.

Figure 13 Minimum wage specification by age in the Netherlands (screenshot of partial web page)

Age	Payperiod	Minimum Wage Rate	Holiday Allowance
15	Daily	21.11	1.69
	Weekly	105.55	8.44
	Monthly	457.40	36.59
	Yearly	5,488.80	439.10
16	Daily	24.28	1.94
	Weekly	121.40	9.71
	Monthly	526.00	42.08
	Yearly	6,312.00	504.96
17	Daily	27.80	2.22
	Weekly	139.00	11.12

Source <http://www.wageindicator.org/main/salary/minimum-wage/netherlands>, accessed 13-2-'16

Years of service

The minimum wage specifications by years of service characteristics are classified according to a year range (see row 69 – 72 in Appendix 2). A few countries specify minimum wages by years of service, for example Madagascar as in the screenshot. In this country minimum wage rates are specified differently for those with less than 3 years of service and those with 3 years or more.

Figure 14 Minimum wage specification by age in Madagascar (screenshot of partial web page)

Grades	Tenure	Minimum Wage per Hour	Minimum Wage per Month
M1-1A	0 < 3	767.40	133,013.40
	3 or more	787.40	136,480.00
M2-1B	0 < 3	770.20	133,498.80
	3 or more	810.40	140,466.60
OS1-2A	0 < 3	776.00	134,504.00
	3 or more	813.20	140,952.00
OS2-2B	0 < 3	799.00	146,914.60
	3 or more	850.40	147,399.80

Source <http://www.wageindicator.org/main/salary/minimum-wage/madagascar>, accessed 13-2-'16

Grades

The minimum wage specifications by grades are classified according to a custom table, as the names of grades vary largely across countries (see row 73 – 74 in Appendix 2). The custom table allows to select from already entered grade names or to add new grades if needed. The screenshot in the previous section shows an example for Madagascar. In this country minimum wages are specified by many grades.

4 References

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5 Appendix 1 Countries with a Minimum Wage page in their WageIndicator website

Angola	Finland	Nigeria
Argentina	France	Pakistan
Australia	Germany	Paraguay
Austria	Ghana	Peru
Azerbaijan	Greece	Poland
Bangladesh	Guatemala	Portugal
Belarus	Guinea	Romania
Belgium	Honduras	Russia
Benin	Hungary	Rwanda
Botswana	India	Senegal
Brazil	Indonesia	Slovakia
Bulgaria	Ireland	Slovenia
Burundi	Italy	South Africa
Cambodia	Kazakhstan	Spain
Canada	Kenya	Sri Lanka
Chile	Latvia	Tanzania
China	Luxembourg	Togo
Colombia	Madagascar	Turkey
Cost Rica	Malawi	Uganda
Croatia	Malta	Ukraine
Cyprus	Mexico	United Kingdom
Czech Republic	Mozambique	Vietnam
Egypt	Myanmar	Zambia
El Salvador	Netherlands	Zanzibar
Estonia	Nicaragua	Zimbabwe
Ethiopia	Niger	

Derived from: <http://www.wageindicator.org/main/salary/minimum-wage>, accessed 21-12-'15

6 Appendix 2 Data entry scheme of the database

	Variable name	Variable label
1	name	The administrative name (ENGLISH) of the MinWage. Used in e.g. the compliance dropdown list
2	name-natlang1	The administrative name ({natlang1}) of the MinWage. Used in e.g. the compliance dropdown list
3	name-natlang2	The administrative name ({natlang2}) of the MinWage. Used in e.g. the compliance dropdown list
4	amount_ranges	Are any minimum wages in the country set in ranges
5	amount_ranges_label_en	What's the (ENGLISH) name (label) of the (lowest / highest) range?
6	amount_ranges_label_natlang1	What's the ({natlang1}) name (label) of the (lowest / highest) range?
7	amount_ranges_label_natlang2	What's the ({natlang2}) name (label) of the (lowest / highest) range?
8	allowance	Are allowances explicitly mentioned as part of any minimum wages?
9	allowance-1-name-en	What's the name of the #1 allowance (ENGLISH)
10	allowance-1-name-natlang1	What's the name of the #1 allowance ({natlang1})
11	allowance-1-name-natlang2	What's the name of the #1 allowance ({natlang2})
12	allowance-2-name-en	What's the name of the #2 allowance (ENGLISH)
13	allowance-2-name-natlang1	What's the name of the #2 allowance ({natlang1})
14	allowance-2-name-natlang2	What's the name of the #2 allowance ({natlang2})
15	allowance-3-name-en	What's the name of the #3 allowance (ENGLISH)
16	allowance-3-name-natlang1	What's the name of the #3 allowance ({natlang1})
17	allowance-3-name-natlang2	What's the name of the #3 allowance ({natlang2})
18	type_of_wage	Please specify the type of Wage according to the MW issuer (=government, wage board, etc)?
19	note-en	Note (ENGLISH) for this minimum wage
20	note-natlang1	Note ({natlang1}) for this minimum wage
21	note-natlang2	Note ({natlang2}) for this minimum wage
22	piece_rates_trigger	Are the minimum wages based on piece rates?
23	piece_rates_unit	What is the unit here? (for the piece rates)
24	piece_rates_amount	How many units are specified
25	piece_time_periods	What time periods are specified for these piece rate units?
26	piece_time_periods_specified_en	Please specify the time period for these piece rate units in more detail
27	piece_time_periods_notes_en	Please specify the time period for these piece rate units in more detail (ENGLISH)
28	piece_time_periods_notes_natlang1	Please specify the time period for these piece rate units in more detail ({natlang1})
29	piece_time_periods_notes_natlang2	Please specify the time period for these piece rate units in more detail ({natlang2})
30	characteristics_trigger	Has the MW issuer the MW specified according to any characteristic?
31	indu_enterpr_trigger	Is the MW specified according to INDUSTRIES or ENTERPRISES?
32	indu_enterpr_nace2000	Pick INDUSTRIES or ENTERPRISES (NACE2000)
33	indu_enterpr_nace2001	Pick INDUSTRIES or ENTERPRISES (NACE2001)
34	indu_enterpr_nace2002	Pick INDUSTRIES or ENTERPRISES (NACE2002)
35	indu_enterpr_custom	Please tick the INDUSTRIES or ENTERPRISES, add new items if needed
36	indu_enterpr_display-en	What is the display name (ENGLISH) of this industry/enterprise to be used in plone?
37	indu_enterpr_display-natlang1	What is the display name ({natlang1}) of this industry/enterprise to be used in plone?
38	indu_enterpr_display-natlang2	What is the display name ({natlang2}) of this industry/enterprise to be used in plone?
39	sub_indu_enterpr_trigger	Is there a SUB INDUSTRIES or ENTERPRISES LEVEL?
40	sub_indu_enterpr_nace2000	Pick SUB INDUSTRIES or ENTERPRISES (NACE2000)
41	sub_indu_enterpr_nace2001	Pick SUB INDUSTRIES or ENTERPRISES (NACE2001)
42	sub_indu_enterpr_nace2002	Pick SUB INDUSTRIES or ENTERPRISES (NACE2002)
43	sub_indu_enterpr_custom	Please tick the SUB INDUSTRIES or ENTERPRISES, add new items if needed
44	sub_indu_enterpr_display-en	What is the display name (ENGLISH) of this SUB industry/enterprise to be used in plone?
45	sub_indu_enterpr_display-natlang1	What is the display name ({natlang1}) of this SUB industry/enterprise to be used in plone?
46	sub_indu_enterpr_display-natlang2	What is the display name ({natlang2}) of this SUB industry/enterprise to be used in plone?
47	firmsize_trigger	Is the MW specified according to FIRM SIZE?
48	firmsize	Please tick the FIRM SIZES

	Variable name	Variable label
49	firmsize_custom	Please tick the FIRM SIZES, add new items if needed
50	occu_jobtype_trigger	Is the MW specified according to job type?
51	occu_jobtype	Please tick the job types, add new items if needed
52	skilllevel_trigger	Is the MW specified according to skill level?
53	skilllevel	Please tick the skill levels, add new items if needed
54	educationlevel_trigger	Is the MW specified according to education level?
55	educationlevel	Please select the education levels
56	educationlevel_custom	Please tick the non-standard (wisapi) educationlevels, add new items if needed
57	geo_trigger	Is the MW specified according to REGIONS or RURAL/URBAN?
58	geo_rural_urban	Select RURAL or URBAN
59	geo_regio_NAT	Please tick the REGIONS or RURAL/URBAN
60	geo_regio_NAT_toplevel	Please tick the REGIONS or RURAL/URBAN on TOP level only
61	geo_custom	Please tick the non-standard REGIONS or RURAL/URBAN, add new items if needed
62	geo_note_en	Optionally add a note (ENGLISH) for the region
63	geo_note_natlang1	Optionally add a note (\${natlang1}) for the region
64	geo_note_natlang2	Optionally add a note (\${natlang2}) for the region
65	age_trigger	Is the MW specified according to AGE or AGE GROUPS?
66	age	Please tick the AGE or AGE GROUPS, add new items if needed
67	age_range_lower	AGE or AGE GROUPS - START
68	age_range_upper	AGE or AGE GROUPS - END
69	tenure_trigger	Is the MW specified according to TENURE?
70	tenure	Please tick the TENURE, add new items if needed
71	tenure_range_lower	TENURE - START
72	tenure_range_upper	TENURE - END
73	grade_trigger	Is the MW specified according to GRADE?
74	grade	Please tick the GRADE, add new items if needed
75	payperiod_trigger	Has the MW issuer specified the pay period of the MW (e.g. Hour, day, week, month)?
76	hour	Is the specified pay period an hour?
77	amount_hour_lower	Min amount per hour
78	amount_hour_upper	Max amount per hour
79	allowance-hour-1-amount	Allowance #1 amount per hour
80	allowance-hour-2-amount	Allowance #2 amount per hour
81	allowance-hour-3-amount	Allowance #3 amount per hour
82	day	Is the specified pay period a day?
83	amount_day_lower	Min amount per day
84	amount_day_upper	Max amount per day
85	allowance-day-1-amount	Allowance #1 amount per day
86	allowance-day-2-amount	Allowance #2 amount per day
87	allowance-day-3-amount	Allowance #3 amount per day
88	hours_per_day_trigger	Are the hours per day specified?
89	hours_per_day	How many hours per day are specified?
90	minutes_per_day	How many minutes (on top of the hours per day) are specified?
91	week	Is the specified pay period a week?
92	amount_week_lower	Min amount per week
93	amount_week_upper	Max amount per week
94	allowance-week-1-amount	Allowance #1 amount per week
95	allowance-week-2-amount	Allowance #2 amount per week
96	allowance-week-3-amount	Allowance #3 amount per week
97	days_per_week_trigger	Are the days per week specified?
98	days_per_week	How many days per week are specified?
99	hours_per_week	How many hours per week are specified?
100	minutes_per_week	How many minutes per week (on top of the hours per week) are specified?
101	fortnight	Is the specified pay period a fortnight?
102	amount_fortnight_lower	Min amount per fortnight
103	amount_fortnight_upper	Max amount per fortnight
104	allowance-fortnight-1-amount	Allowance #1 amount per fortnight
105	allowance-fortnight-2-amount	Allowance #2 amount per fortnight
106	allowance-fortnight-3-amount	Allowance #3 amount per fortnight
107	days_per_fortnight_trigger	Are the days per fortnight specified?
108	days_per_fortnight	How many days per fortnight are specified?
109	hours_per_fortnight	How many hours per fortnight are specified?
110	minutes_per_fortnight	How many minutes per fortnight (on top of the hours per fortnight) are specified?

	Variable name	Variable label
111	month	Is the specified pay period an month?
112	amount_month_lower	Min amount per month
113	amount_month_upper	Max amount per month
114	allowance-month-1-amount	Allowance #1 amount per month
115	allowance-month-2-amount	Allowance #2 amount per month
116	allowance-month-3-amount	Allowance #3 amount per month
117	days_per_month_trigger	Are the days per month specified?
118	days_per_month	How many days per month are specified?
119	hours_per_month	How many hours per month are specified?
120	minutes_per_month	How many minutes per month (on top of the hours per month) are specified?
121	year	Is the specified pay period an year?
122	amount_year_lower	Min amount per year
123	amount_year_upper	Max amount per year
124	allowance-year-1-amount	Allowance #1 amount per year
125	allowance-year-2-amount	Allowance #2 amount per year
126	allowance-year-3-amount	Allowance #3 amount per year
127	hours_per_year_trigger	Are the hours per year specified?
128	hours_per_year	How many hours per year are specified?
129	payperiod_note_en	Please specify the payperiod (ENGLISH) if needed, to be used in Footnote on web page
130	payperiod_note_natlang1	Please specify the payperiod (\${natlang1}) if, to be used in Footnote on web page
131	payperiod_note_natlang2	Please specify the payperiod (\${natlang2}) if needed, to be used in Footnote on web page
132	end_date	If this minimum wage has ended. please fill in the end date

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