Wages in Senegal

WageIndicator survey 2012

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About University of Dar es Salaam/Economics Department - www.udsm.ac.tz
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About University of Amsterdam/Amsterdam Institute for Labor Studies - www.uva-aias.net
The University of Amsterdam is a 350-years old research university. Its Amsterdam Institute for Advanced Labor Studies (AIAS) is an interdisciplinary research institute focusing on labor issues, particularly industrial relations, organization of work, working conditions, wage setting, labor- market inequalities, employment and labor market governance. AIAS maintains a large portfolio of internationally funded research projects and international data bases and data collections. Since 2003, AIAS chairs the Supervisory Board of the Wage Indicator Foundation. Kea Tijdens (sociologist) is a Research Coordinator at AIAS and a professor of sociology at Erasmus University Rotterdam. She is the scientific coordinator of the WageIndicator web-survey on work and wages. She has analyzed the data concerning the wage ranking of health care occupations in 20 countries, the impact of short-time arrangements in Germany and the Netherlands, and the relationship of collective bargaining coverage and wage brackets. Janna Besamusca is a PhD candidate at the University of Amsterdam. She has conducted research into working conditions and unionism in low wage sectors and is now studying the effect of country contexts on the position of women in the labor market worldwide.

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More information: www.Votresalaire.org/Senegal , www.WageIndicator.org

Executive summary

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Senegal, conducted between the 13^{h} of September and 2nd of October 2012. In total 1,948 persons from almost all administrative regions were interviewed; 56% were men and 47% were under 30 years old. The workers in the survey live in households with on average five members, four of ten live with children and partners. On a scale from 1 (low) to 10 (high), less than half of the respondents (43%) rate their satisfaction with life a six or lower and a high 32% score an 8 or higher. On average, the interviewees score a 7.

Nearly half of the workers had certificates from secondary education (44%). Sixteen per cent of workers followed no formal education, 21% stopped at primary education, 14% had a bachelor or master university degree. On average, respondents worked for 10 years. More than half of the people in the sample work in an organization with 10 or fewer employees (54%). The average working week of respondents is more than 55 hours and they work six days per week. Six in ten workers regularly work shifts, three in ten work evenings, six in ten workers report working Saturdays, while four in ten work Sundays.

The biggest group of interviewees worked in wholesale and retail trade (17%). Just over a tenth (10%) worked in human health and social work activities and just a little fewer in financial and insurance activities (9.6%). Nearly half of the workers in the sample are employed as managers, which includes all business owners. Sizeable groups of respondents work in services and sales (15%) and as plant and machine operators (5%).

One in ten workers is self-employed (11%), two in ten workers are employees with a permanent contract (20%), almost three in ten have a fixed term contract (26%) and four in ten have no contract at all (41%). Three in ten workers (31%) state that they are entitled to social security. Almost half of all workers state that they have no agreed working hours (49%). One third get their wages transferred to a bank account, two thirds get them cash in hand. Up to 46% of workers are in what can be qualified as very informal jobs, without social security, agreed hours or contracts, whereas 13% are in the very formal jobs.

The median net hourly wage of the total sample is 358.49 Senegal Franc (XOF). Workers in firms with less than ten employees earn a lot less than employees of bigger firms. The analysis also shows that the more informal a jobs is, the lower the net hourly wages. Those on the lowest end of the informality scale earn only 186 XOF per hour, whereas those in the highest end earn wages far above that (median is 962 XOF). Employees with permanent contracts have by far the highest earnings (747 XOF), whereas workers without a labour contract (171 XOF) have the lowest earnings. Median wages increase with every level of education. Payoffs are small for the first levels of education and increase as the level gets higher. Workers without formal education earn on average 153 XOF, whereas those with university education earn 866 XOF.

Managers have the highest median wages (513 XOF), followed by clerical support workers (481 XOF) and technicians and associate professionals (268 XOF). The lowest paid workers are the plant and machine operators, and assemblers (141 XOF), followed by the elementary occupations (153 XOF) and the craft and related trades workers (164 XOF). Women have higher median earnings than men, but men have higher mean earnings (711 versus 643 XOF), pointing to the fact that men are more found in the upper tail of the wage distribution.

The result of the analysis shows that 91% of the sample is paid on or above the poverty line of 41 XOF per hour (or 1.25 US Dollars per day), whereas 9% is paid below the poverty line. Only 85% of informal workers are paid above the poverty line compared to 99% of the most formal workers. Men are less often paid above the poverty line than women (89% versus 94%). Workers under 30 years are most vulnerable: 88% is paid on or above the poverty line, compared to 94% of workers above 50 years old. Workers in large firms are least often paid above the poverty line (82%), compared to 93% of workers in firms employing between 11 and 50 people. Self-employed workers are the single most vulnerable group, only just over four in five (83%) are paid more than the poverty line. Less than four in five workers with no education and slightly more than four in five workers with elementary education are paid above the poverty line, compared to 97% and 99% of workers who finished general secondary or university education respectively. More than nine in ten managers are paid above the poverty line and almost as many clerical support workers (94%). In contrast, four in five (81%) of the plant and machine operators, and assemblers earn more than the poverty line and just a few more (83%) skilled agricultural, forestry and fishery workers do. Workers in trade, transport and hospitality are most at risk of poverty (90% paid below the poverty line). Public sector workers are best of, 98% of them earning a wage above the poverty line.

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1 Introducing the survey

Aim of the survey

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Senegal, conducted between the 13h of September and 2nd of October 2012. The survey aimed to measure in detail the wages earned by Senegalese workers, including the self-employed. In total 1,948 persons were interviewed. This survey is part of the global WageIndicator survey on work and wages. These surveys are also posted on WageIndicator websites. The continuous, volunteer WageIndicator web-survey is an international comparable survey in the national language(s). The survey contains questions about wages, education, occupation, industry, socio-demographics, and alike.[1] Once a WageIndicator survey is created for use on a national WageIndicator website, a paper-based questionnaire for face-to-face interviews can be drafted from the web-survey. These paper-based surveys supplement the web-based surveys in countries with low internet access rates.

The questionnaire

The WageIndicator survey was adapted from the global standard questionnaire to the Senegalese setting. Most of the questions were retained without changing the intended purpose. The questionnaire is available in one language, namely French, see Table 1.

Table 1 Number of respondents and language of the survey

	Number of respondents	Per cent
French	1, 948	100%

Source: WageIndicator face-to-face survey Senegal, 2012, unweighted data

Sampling and fieldwork

The sampling and interviewing of the respondents was done by a professional interview agency associated with the University of Dakar (Senegal). A multi stage sampling technique was employed. First using the total wage employment in the country a weighted sample was obtained and spread by regional location. Then based on the country-level sample frame of establishments, a random sample of the establishment was adopted. From the random sampled establishments, a list of workers from the broad range of occupations was interviewed. During the field work the cooperation of interviewees was good and no major problems were encountered. No interviewees refused the interview. People were interviewed in their work places. Data-entry was done under responsibility of CEDR, a professional interview agency based in Dar-Es-Salam (Tanzania). The data-entry took place in the *WageIndicator* web-based data-entry module using a range of validity checks. The interviewers and data-entry typists received a two-week training for the work. The survey and data entry were very closely monitored by a professional a specialist Dr. Godius Kahyarara who actually did the double checks in all stages.

[1] See for more information about the survey Tijdens, K.G., S. van Zijl, M. Hughie-Williams, M. van Klaveren, S. Steinmetz (2010) Codebook and explanatory note on the WageIndicator dataset, a worldwide, continuous, multilingual web-survey on work and wages with paper supplements. Amsterdam: AIAS Working Paper 10-102. www.wageindicator.org/documents/publicationslist/publications-2010/codebook-and-explanatory-note-on-the-wageindicator-dataset.pdf

Weighting

Sampling is critical in reaching a national representative survey. In order to perfect the representativeness, weighting had to be applied. ILO's Estimates And Projections of the Economically Active Population (EAPEP 6th edition) was used for weighting according to gender and age. Table 2 shows the weights, indicating to what extent the gender/age group in the face-to-face survey was over- or underrepresented in comparison to the labour force estimates. If a weight is smaller than 1, the group is overrepresented. If the weight is larger than 1, the group is underrepresented. In this paper, all graphs and tables are derived from weighted data.

Table 2 Weights for the Senegal survey according to age and gender distribution

	Weight	N
Male 14-29 years	1.46	368
Male 30-39 years	0.43	604
Male 40-80 years	0.59	495
Female 14-29 years	1.77	210
Female 30-39 years	1.26	168
Female 40-80 years	2.75	99
Total	1.00	1944

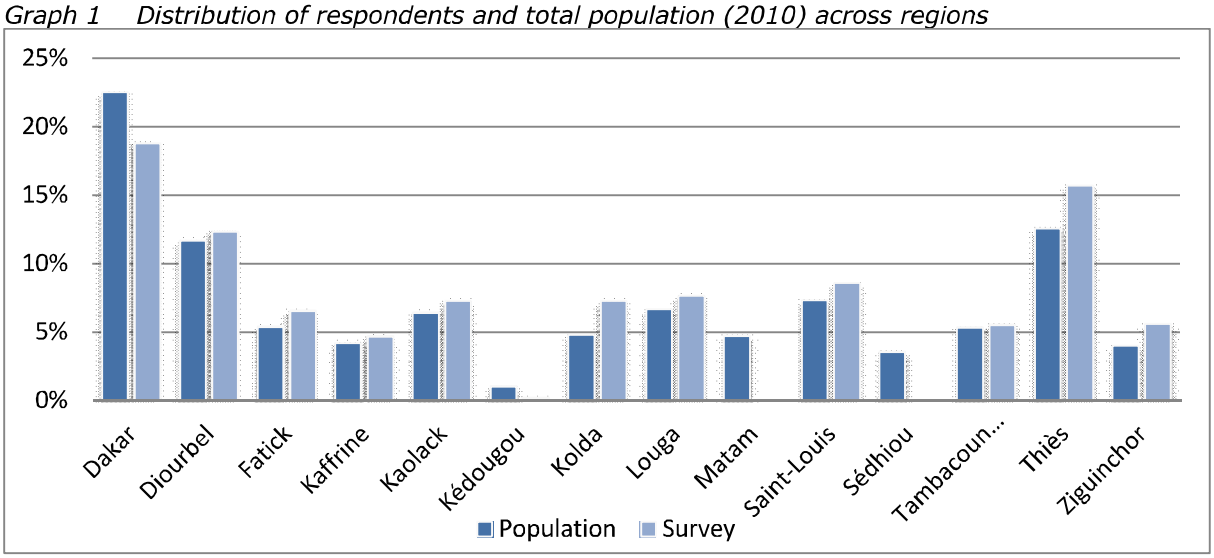
Source: The weights are based on the labour force estimates for 2012, derived from the Estimates And Projections Of The Economically Active Population (EAPEP 6th edition) database of the International Labour Organization (ILO). Three cases had no information about gender.

2 Socio-demographic characteristics

Regions

The interviews were done in all but two administrative regions of Senegal. The spread over the different regions in the sample resembles that of the actual population in Senegal, the Dakar region being slightly underrepresented in the survey and the Thiès region a little overrepresented. The smallest number of interviews was done in Kédougou (.2%), the largest number in Dakar (18%) The majority of the respondents lived in villages and cities with 10 – 100,000 inhabitants.

Graph 1 Distribution of respondents and total population (2010) across regions

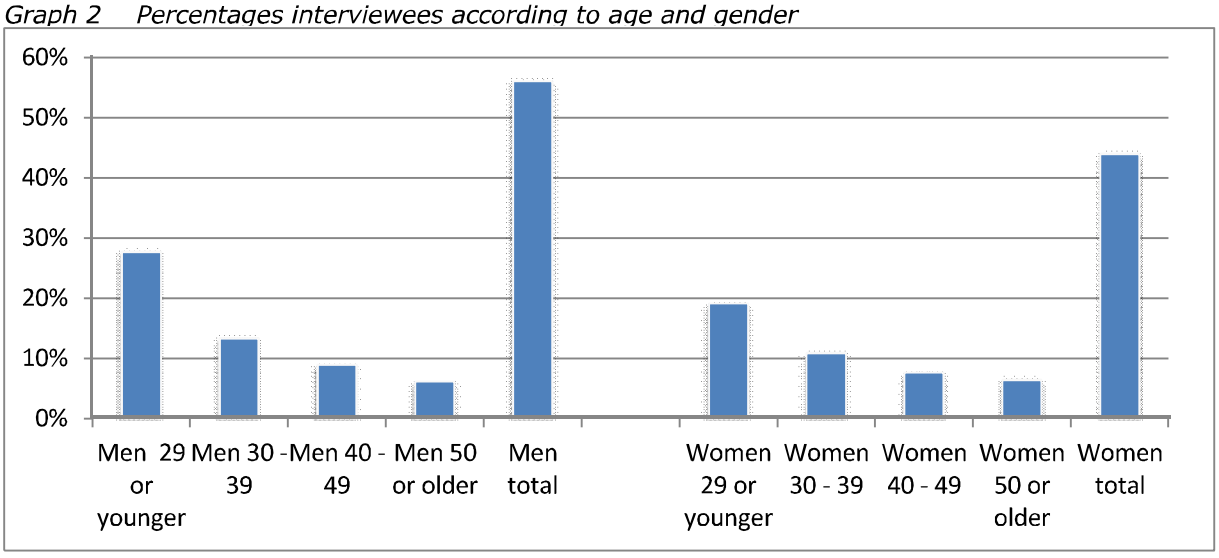


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1944)

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over four age groups. Slightly more male than female workers were interviewed (56% versus 44%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (47%). This resembles the development of the general workforce in Senegal, which declines sharply with age.

Graph 2 Percentages interviewees according to age and gender

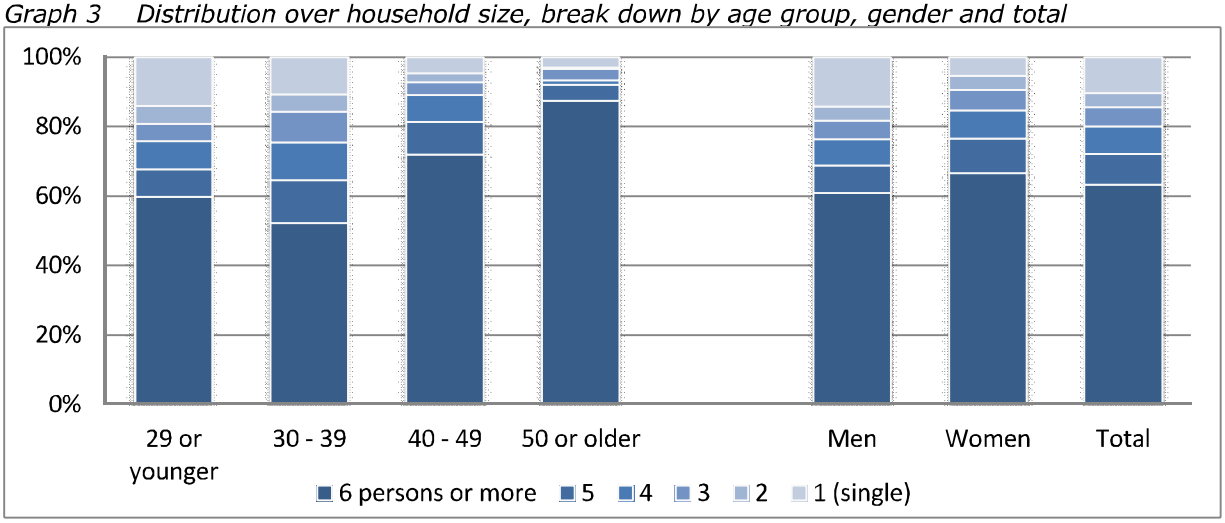


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1940, missing 4)

Household composition

The workers in the survey live in households with on average five members, including themselves. Graph 3 shows that more than six in ten interviewees live in a household with six or more members, whereas one in ten lives in single person households (see bar total). Not surprisingly, younger workers more often live in single-person person households, while almost nine in ten of workers who are fifty years or older live in households with six people or more. Some gender differences were found; men are twice more likely to live alone and women a little more likely to live with six or more persons.

Graph 3 Distribution over household size, break down by age group, gender and total

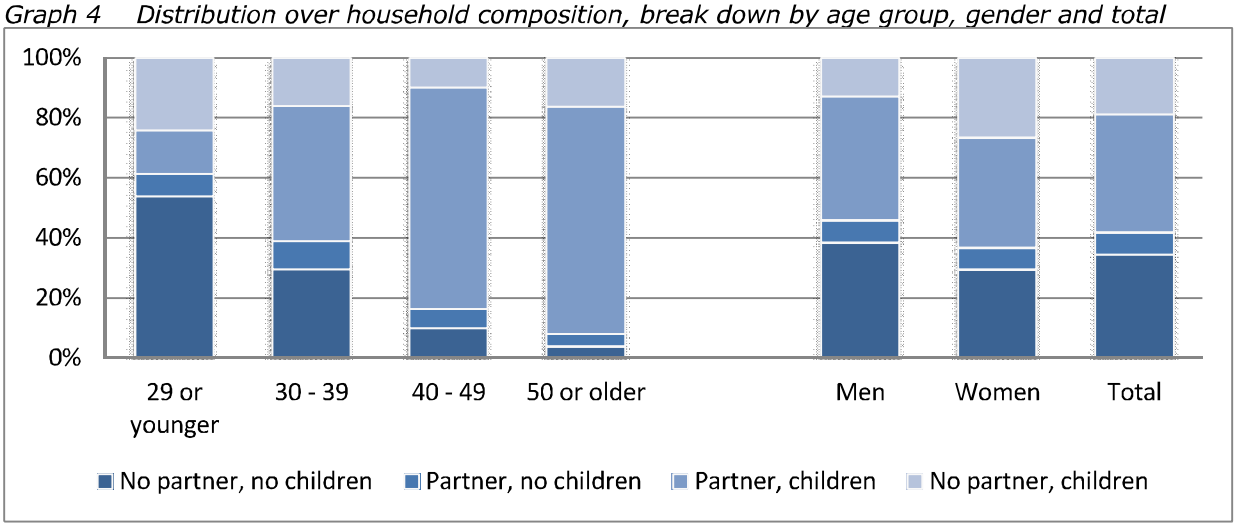


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1914, missing 30)

Living with partner and children

Graph 4 shows whether men and women from different age categories live with partners and children. The survey explicitly asks for children in the household rather than own children, assuming that the worker most likely will have to provide for them. Approximately four in ten women as well as men live with both a partner and children; between 73% and 76% of workers above 40 do as well, whereas only one in seven people under 30 years of age do. Almost forty per cent of men and 29% of women live without either a partner or children.

Graph 4 Distribution over household composition, break down by age group, gender and total



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1920, missing 24)

3 Employment characteristics

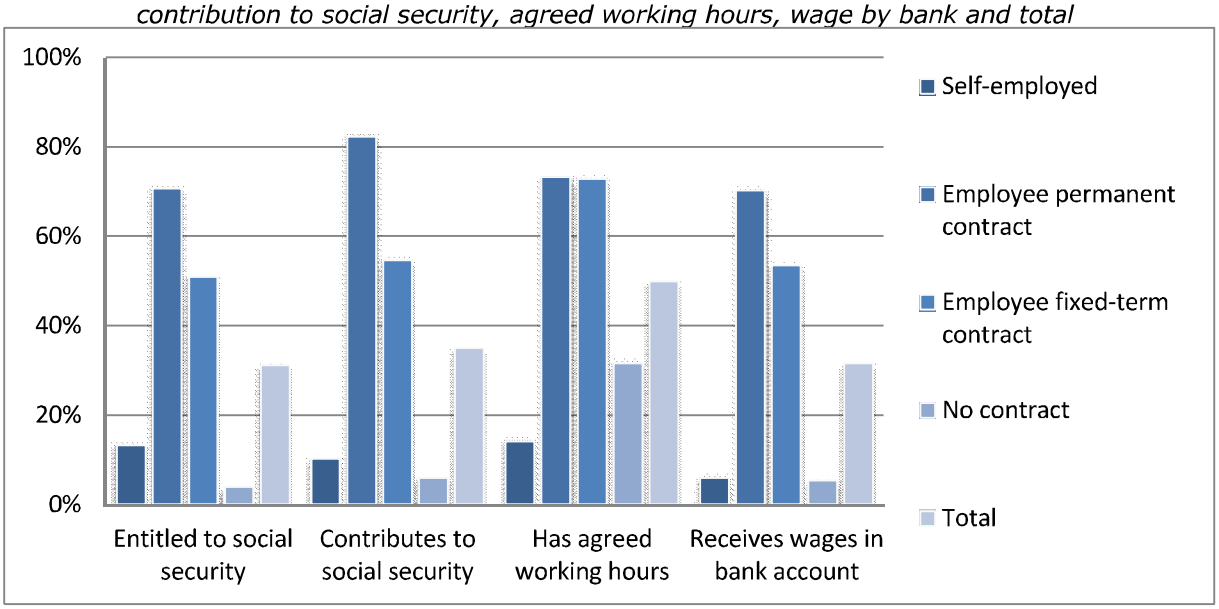
Labour force

According to the ILO economically active population estimates and projects, Senegal has an economically active population of just over 5.5 million people. The labour force participation rate is 90% for men and 67% for women. For men, the participation rates are particularly high in the age group 25-49. For women, they are highest in the age group 40-54.

Status in employment and labour contract

The survey distinguishes registered self-employed, employees with a permanent contract, with a fixed-term contract and workers without a contract. In the sample, over one in ten workers is self-employed (11%). Two in ten workers are employees with a permanent contract (20%), 26% have a fixed term contract and 41% have no contract at all. A further breakdown shows that older workers are more likely to be self-employed and young people more likely to work on fixed term contracts or no contract at all.

Graph 5 Distribution over status in employment, break down by entitlement to social security, contribution to social security, agreed working hours, wage by bank and total



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1936, missing 8)

The survey included questions about entitlement and about contributions to social security. Three in ten workers (31%) state that they are entitled to social security. Graph 5 shows that more than two in three workers on permanent contracts are entitled to social security, compared to 50% of workers on fixed term contracts, 4% of those without contracts and just 13% of the self-employed. More than three in ten workers contribute to social security (35%). Almost one in ten workers contributes to social security but states not being entitled to social security (9%), whereas one in twenty does not contribute to social security but states being entitled to social security (5%).

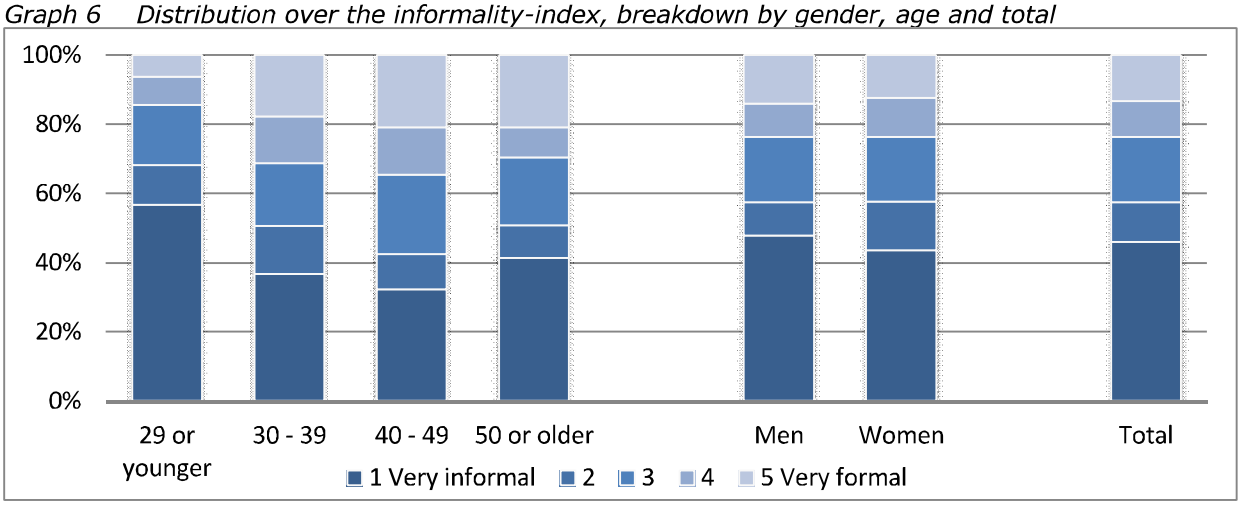
Informal work might relate to unlimited working hours. Almost half of all workers state that they have no agreed working hours, the remaining group has agreed working hours, either in writing or verbally (in writing 29%, verbally agreed 20%). Graph 5 shows that permanent workers in majority have working hours agreed (73%). Employees on fixed term contracts are also still most likely to have working hours agreed in written (73%), whereas workers without contracts and the self-employed are more likely to have no agreement about working hours.

One survey question asked if wages were received in a bank account or cash in hand (by bank 32%, in cash 64%, in kind 3%). Again, workers on permanent contracts are most likely to receive

their wages in a bank account (70%), compared to 53% of fixed term workers, 5% of those without contracts and 6% of self-employed.

The data allow us to investigate who the formal and the informal workers are and to compute an 5-points informality-index, ranging from 1=very informal to 5=very formal. We identified the workers who are not entitled to social benefits, do not contribute to social security, and have no employment contract; this group is placed at the informal end of the spectrum. The workers who are entitled, do contribute and have a permanent contract are placed at the other end of the spectrum. Graph 6 shows that 46% of workers are in the lowest category in the index, whereas 13% are in the highest category. The table shows that workers 29 years or younger are often found in very informal jobs and those between30 and 49 are more likely to work in very formal jobs. No big gender differences were found.

Graph 6 Distribution over the informality-index, breakdown by gender, age and total

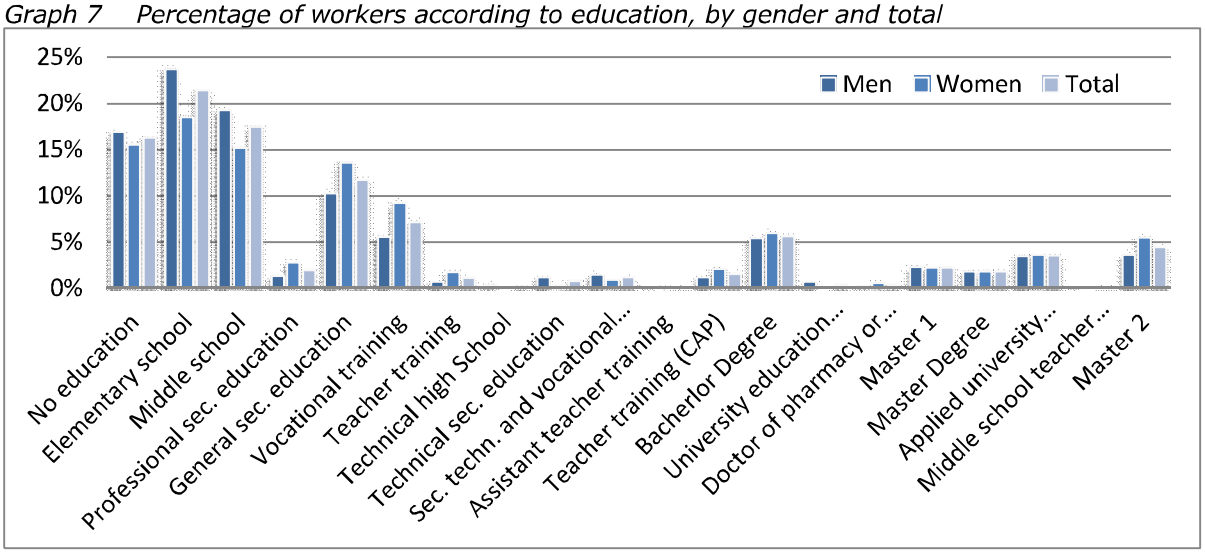


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1944)

Employment by educational category

As is shown in Graph 7, nearly half of the workers had diplomas from secondary education, including general secondary education, middle school, vocational training, and teacher training (44%). Sixteen per cent of workers followed no formal education, 21% stopped at elementary education, and 14% had a bachelor or master university degree. Some gender differences regarding education arise. Women are higher educated than men; the difference is small but significant and seems to stem mainly from men having elementary or middle education to a larger degree than women. One in ten workers report being overqualified for their job and another 10% consider themselves under qualified (not in the graph). Workers who report being under qualified tend to have no, or primary education. Reported over qualification occurs most often among master university graduates.

Graph 7 Percentage of workers according to education, by gender and total

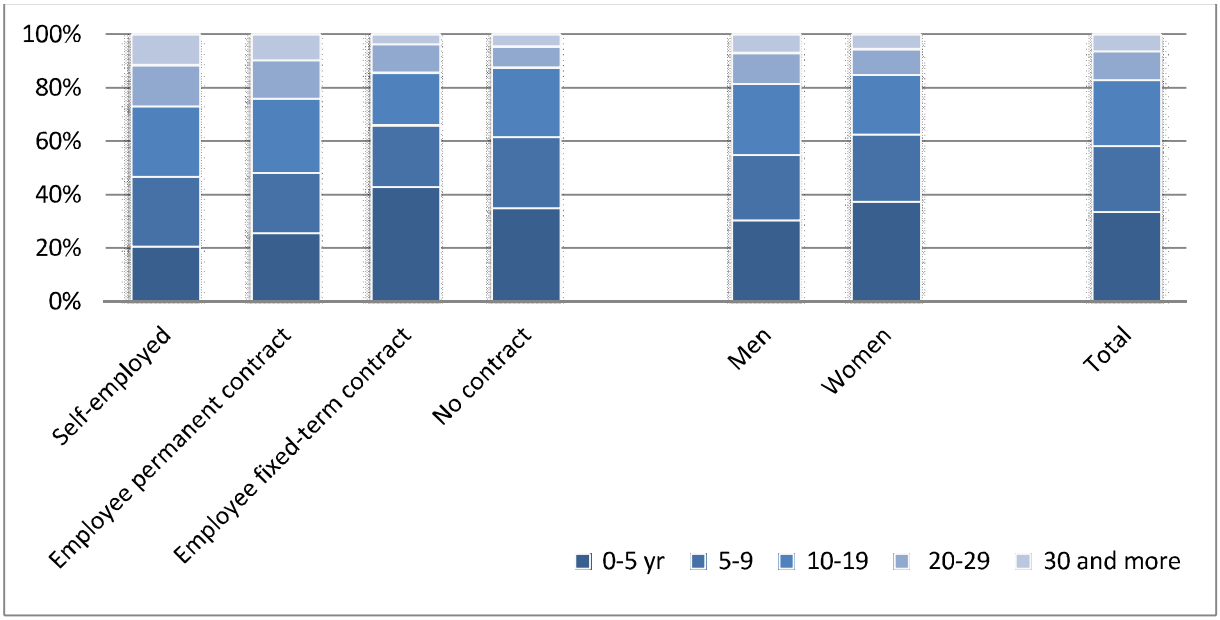


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1943, missing 1)

Years of work experience

On average, the workers have worked for 10 years. One third of the sample has less than five years of experience, as is shown in Graph 8. One in four has worked between 5-9 years and another quarter between 10 and 19 years. Nine per cent of respondents have between 20 and 29 and 6% have more than 30 years in the labour market. Few differences are found between the self-employed and workers on permanent contracts, but employees on fixed term contracts or without contracts have less experience (13.5 and 12.7 years for the former, versus 8.8 and 9.4 years for the latter). In all categories, men have more experience than their female counterparts.

Graph 8 Distribution over years of work experience, breakdown by employment status, gender and total



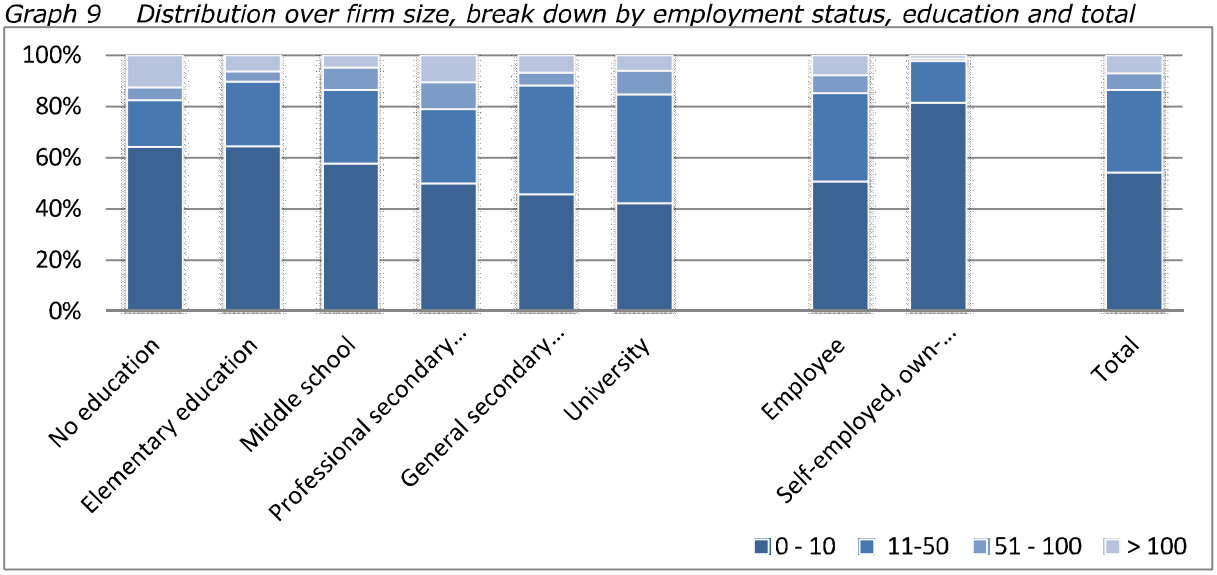
Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1933, missing 11)

The survey has a few questions about unemployment spells. A quarter of the respondents (25%) have experienced such a spell, but only 7% have experienced a spell for more than one year. Women and men experience the same number of breaks, but men's periods out of employment are of longer duration. No questions were asked about the reasons for the spell, but most likely these are due to unemployment.

Firm size

More than half the people in the sample work in an organization with 10 or fewer employees (54%), one in three work in an organization with 11-50 employees (32%), 6% work in businesses of 51 to 100 employees and 7% work for businesses employing over a 100 people. Graph 9 shows that the self-employed work almost exclusively in small firms (82%). Furthermore, the less educated workers are, the more likely they are to work for small firms. Workers with general secondary education or university education in majority work for medium size enterprises employing between 11 and 50 employees.

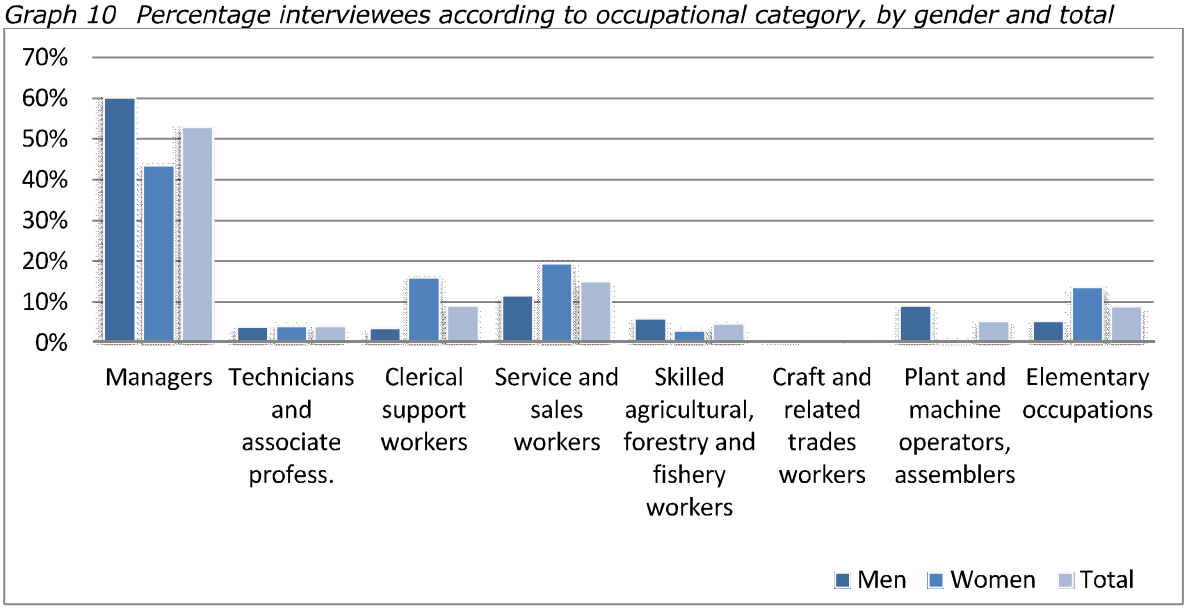
Graph 9 Distribution over firm size, break down by employment status, education and total



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1904, missing 40)

Employment by occupational category

Graph 10 Percentage interviewees according to occupational category, by gender and total



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1944, missing 2)

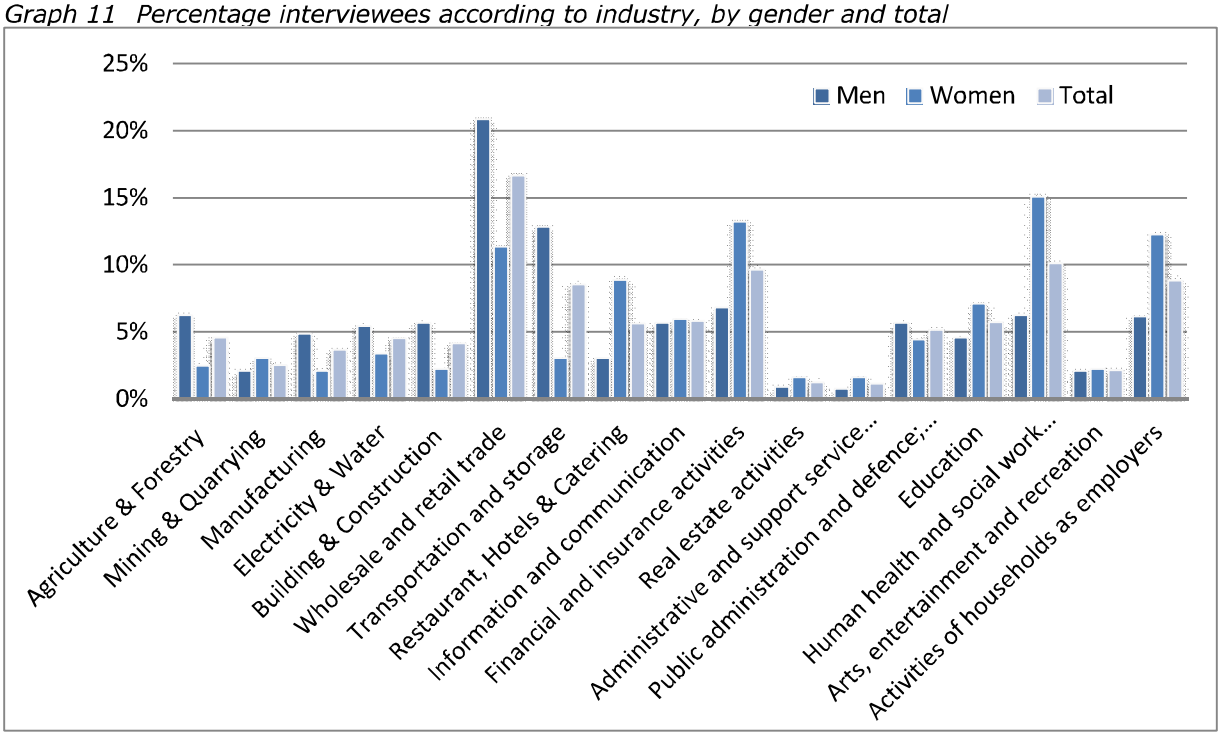
Graph 10 shows that nearly half of the workers in the sample are employed as managers. Note that this group includes all business owners. Sizeable groups of respondents work in services and sales (15%) and as plant and machine operators (5%). There are no professionals and hardly any

crafts workers in the sample. Women more often work as clerical support workers (16% of women, 4% of men), men are overrepresented among agricultural workers (6% men versus 3% women) as well as plant and machine operators (9% men, only 0.5% women).

Employment by industry

The biggest group of interviewees worked in wholesale and retail trade (17%), shown in graph 11. Just over a tenth (10%) worked in human health and social work activities and just a little fewer in financial and insurance activities (9.6%). Women are overrepresented in the health care and financial and insurance activities and men in agriculture, in manufacturing and in wholesale and retail trade.

Graph 11 Percentage interviewees according to industry, by gender and total



Source: WageIndicator paper survey Senegal, 2012, weighted data (N=1945)

4 Remuneration

Wage levels

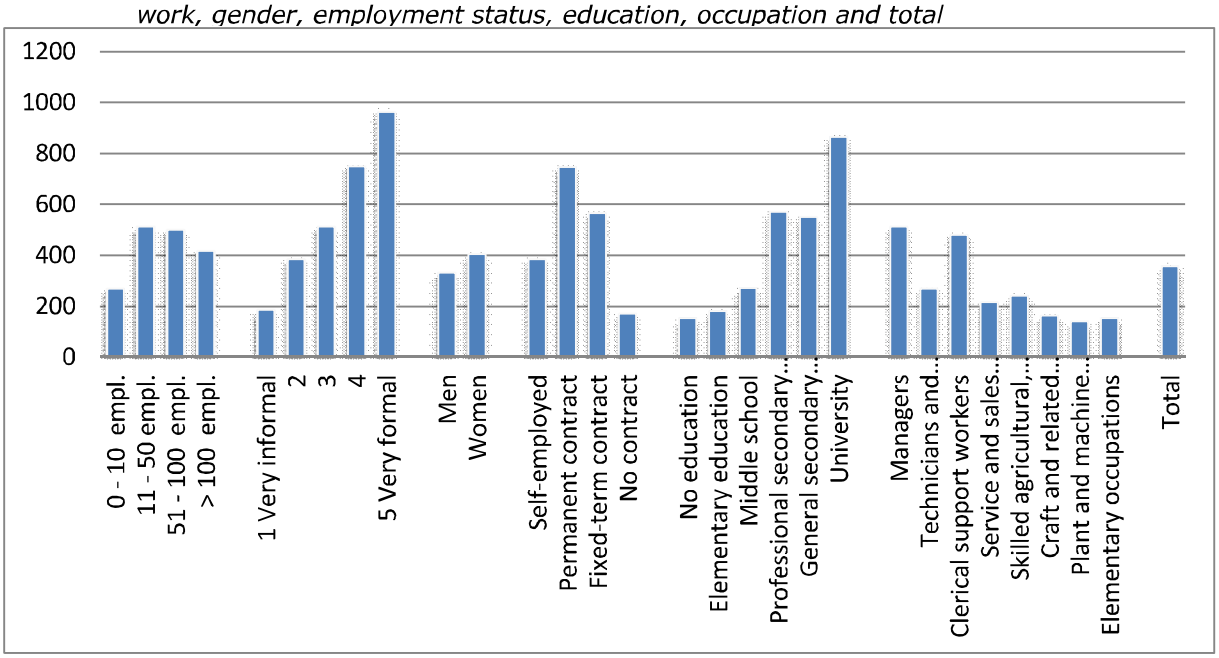
The median net hourly wage of the total sample is 358.49 Senegal Franc (XOF), as Graph 12 shows. The median wage is the middle of all observations within a defined category, e.g. all female workers. It should not be confused with the average or mean wage, which is the sum of all wages of the individuals divided by the number of observations. The median has the advantage that it is not overly influenced by small numbers of high earners.

Graph 12 reveals that workers in firms with less than ten employees earn a lot less than employees of bigger firms, whereas workers in firms between 11 and 100 employees earn the highest wages. In the smallest firms, the median wage is 269 XOF, whereas in companies with more than 100 employees the median is 416 XOF and in firms of between 11 and a 100 it is over 500 XOF per hour. The graph also shows that the lower on the informality-index, the lower the net hourly wages. Those on the lowest end of the scale earn only 186 XOF per hour, whereas those in the highest end earn wages far above that (median is 962 XOF). Employees with permanent contracts have by far the highest earnings (747 XOF), whereas workers without a labour contract (171 XOF) have the lowest earnings. Median wages increase with every level of education. Payoffs are small for the first levels of education and increase as the level gets higher. Workers without formal education earn on average 153 XOF, whereas those with university education earn 866 XOF.

The graph shows the median wages by occupational category. Not surprisingly, the managers have the highest median wages (513 XOF). They are followed by clerical support workers (481 XOF) and technicians and associate professionals (268 XOF). The lowest paid workers are the plant and machine operators, and assemblers (141 XOF), followed by the elementary occupations (153 XOF) and the craft and related trades workers (164 XOF). In contrast to most other countries, women have higher median earnings than men. Yet, when studying the mean instead of the median wages, men have higher earnings (711 versus 643 XOF), pointing to the fact that men are more found in the upper tail of the wage distribution.

The graph depicts the wage differentials for several categories of workers. The impact of each category on an individual's net hourly wage can be investigated, controlled for the impact of the other categories (see Appendix 2). The results show that more education pays off, whereas working for small companies has a negative effect on wages. Workers with a higher occupational status earn more, as do people with more years of work experience and male workers.

Graph 12 Median net hourly wages in Senegal Franc (XOF), break down by firm size, informal work, gender, employment status, education, occupation and total

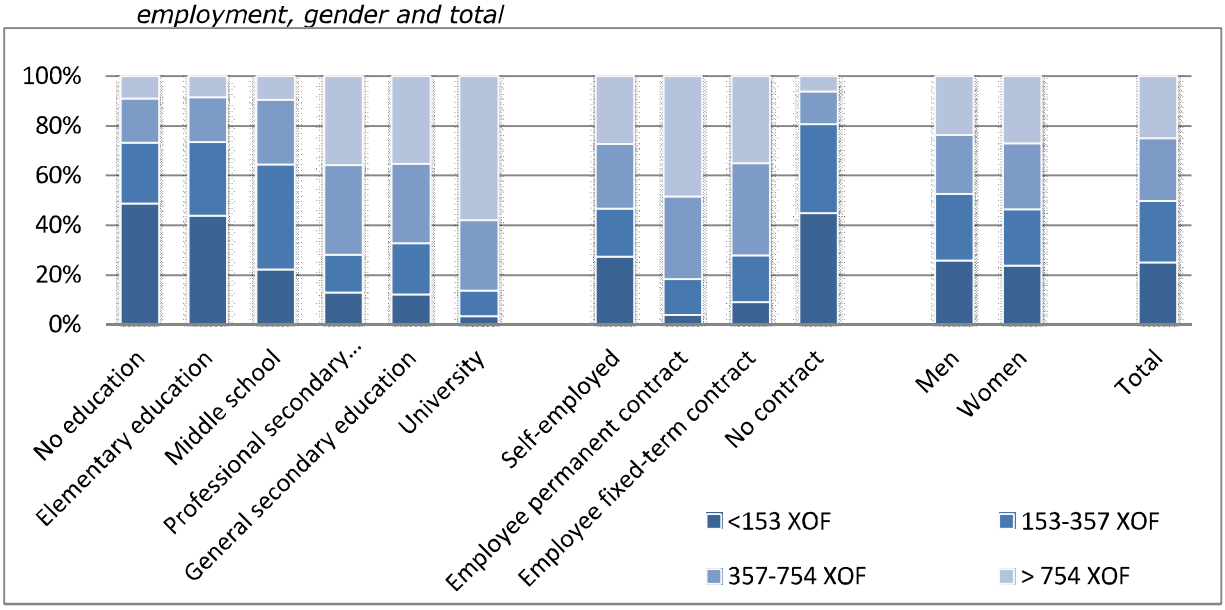


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1922, missing 22)

The graph with the median wages certainly provides a clear picture of the remuneration of the workers in the survey. However, the distribution over several wage groups is of equal importance to explore. To do so, we divide the workers in four groups of approximately equal size.

Graph 13 shows that 25% of workers earn less than 153 Franc, another 25% earn between 153 and 357 Franc, 25% earn between and 357 and 754 Franc and the remaining 25% earn more than 754 Franc per hour. Whereas almost half of the workers without any formal education (49%) earn less than 153 XOF, more than half of the workers with university education earn more than 754 Franc per hour (58%). Almost half of the workers without a contract work for less than 153 Franc per hour (45%), whereas almost half of the employees on permanent contracts earn at least a 754 Francs per hour (48%).

Graph 13 Distribution over hourly wages in Senegal Franc (XOF), break down by education, employment, gender and total



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1922, missing22)

Wages below the poverty line

Minimum wage is 290,10 francs CFA per hour. According to the World Bank some 50.8% of Senegalese fell below the poverty line in 2005[2]. There was no improvement in the rate of poverty between 2005 and 2009, and poverty projections by the National Statistics Agency show that the 2015 target in the United Nations Millennium Development Goals is not expected to be achieved.[3]

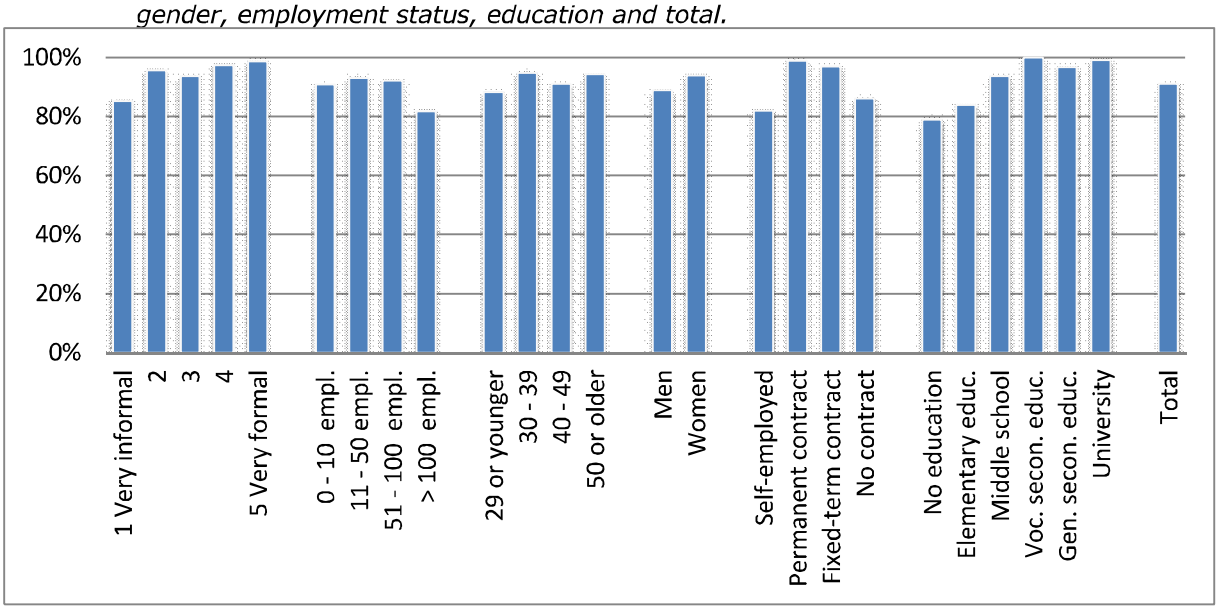
As a rule, the poverty line commonly used by the UN and World Bank is $1.25 per day. In Senegal Francs this means that someone earns less than 328 XOF per day, or (assuming an 8 hour working day) less than 41 XOF per hour. It is important to take into account that these are poverty lines for one person. A person who needs to support a family could be paid above the poverty line and still be poor. The estimates of the share of people working for wages below the poverty line, therefore, is conservative because we only take into account individuals. Moreover, our survey did not reach out to the rural areas, where poverty is usually higher.

In the survey, net hourly and daily wages have been computed, based on the reported number of working hours per week. The result of the analysis shows that 91% of the sample is paid on or above the poverty line of 41 XOF per hour, whereas 9% is paid below the poverty line. Graph 14 shows in detail in which groups this occurs most frequently. Some differences are found according to the informality-index. Only 85% of informal workers are paid above the poverty line compared to 99% of the most formal workers. Men are less often paid above the poverty line than women (89% versus 94%). Workers under 30 years are most vulnerable: 88% is paid on or above the poverty line compared to 94% of workers above 50 years old. Workers in large firms are least often paid above the poverty line (82%). In contrast, 93% of workers in firms employing between

[2] See http://data.worldbank.org/country/senegal
[3] See http://uk.oneworld.net/guides/senegal/poverty

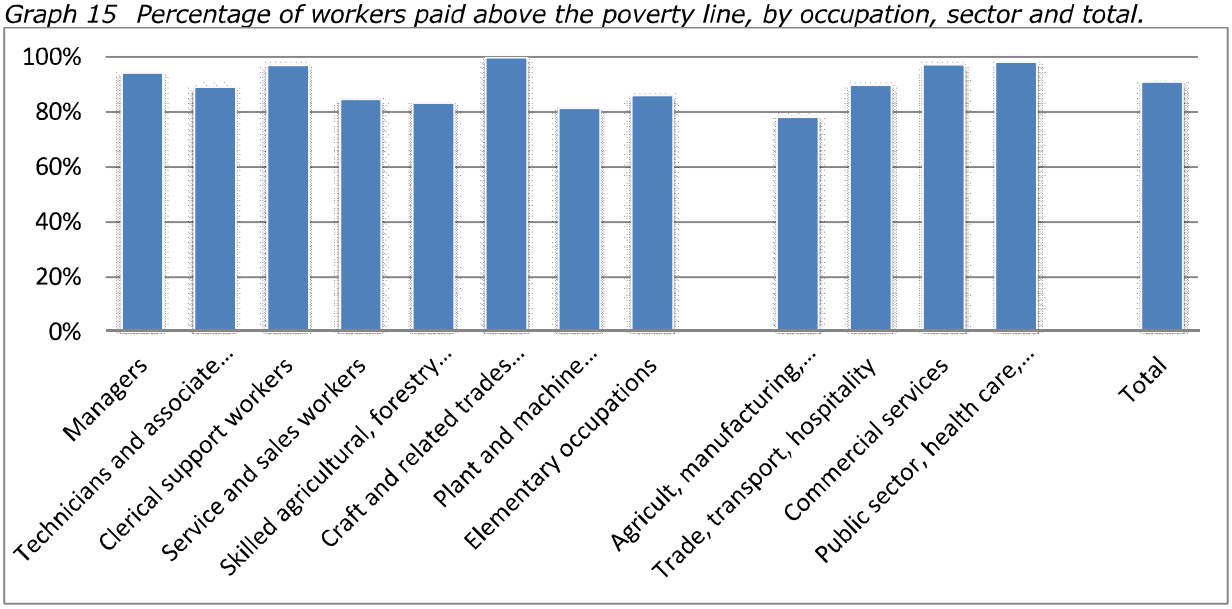
11 and 50 people are paid above the poverty line. Self-employed workers are the single most vulnerable group. Just over four in five (82%) earn more than the poverty line. Less than four in five workers with no education and slightly more than four in five workers with elementary education are paid above the poverty line, compared to 97% and 99% of workers who finished general secondary or university education respectively.

Graph 14 Percentages of workers paid above the poverty line, by informality index, firm size, age, gender, employment status, education and total.



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1944)

Graph 15 Percentage of workers paid above the poverty line, by occupation, sector and total.



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1922, missing 22)

As graph 15 shows, occupations vary widely with respect to which the workers are paid above the poverty line. More than nine in ten managers are paid above the poverty line (94%) and even more clerical support workers (97%). In contrast, four in five (81%) of the plant and machine operators, and assemblers earn more than the poverty line and just a few more (83%) skilled agricultural, forestry and fishery workers do. Workers in trade, transport and hospitality are most at risk of poverty (90% paid below the poverty line). Public sector workers are best of; 98% of them earn a wage above the poverty line. The impact of each category on an individual's outcome can be investigated, while controlled for the impact of the other categories (see Appendix 2). This

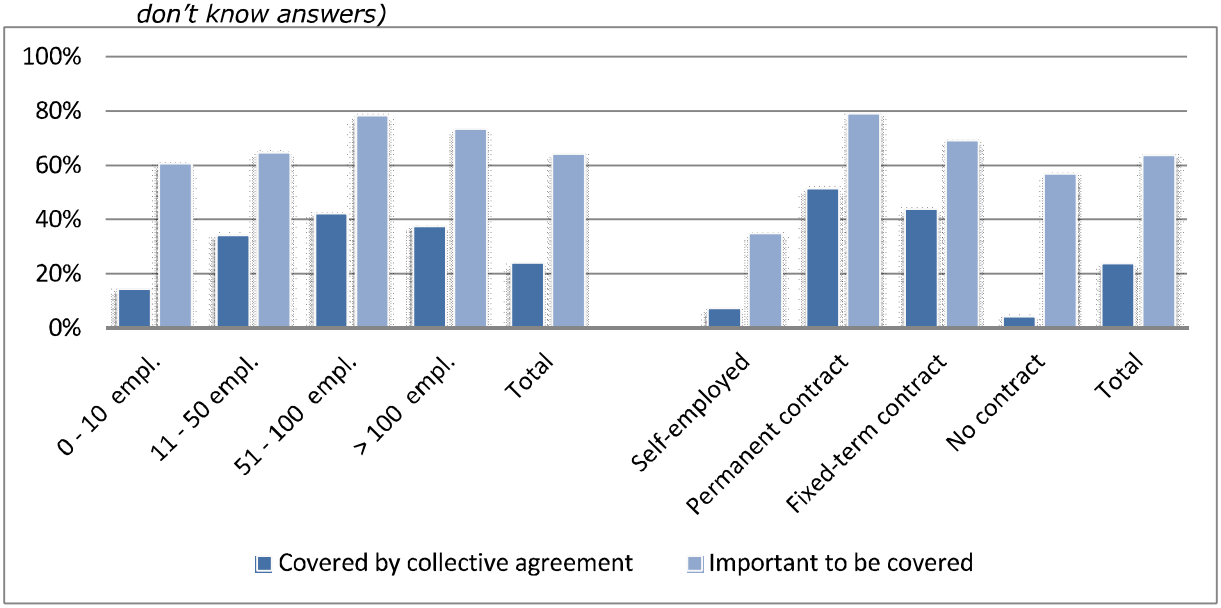
shows that particularly the educational level, being a woman, and occupational status affect the likelihood of being paid on or above poverty line.

Bargaining coverage

Collective agreements are a main instrument for wage setting. This raises the question to what extent the workers in the survey are covered by an agreement. Just less than one in four (24%) of respondents are covered (see graph 16). This ranges from14% of workers in companies of less than 10 people and 4% of workers without a contract, to four in ten workers in companies employing between 51 and 100 workers and five in ten of employees with permanent contracts. The Appendix holds an analysis which workers are covered by an agreement if controlled for other characteristics. It shows that employees on permanent contracts and workers with longer education or more years of service are more likely to be covered, whereas those working for small firms are less likely.

The survey has a question asking whether workers think that it is important to be covered by a collective agreement. Whereas 24% of workers are covered, 64% wish to be covered. This percentage is highest for employees on permanent contracts (79%), in firms with 51-100 employees (78%) and lowest for the self-employed (35%) and in small firms (61%).

Graph 16 Percentage of workers covered by a collective agreement and percentage agreeing with the statement that it is important to be covered, breakdown by firm size and total (excl. don't know answers)

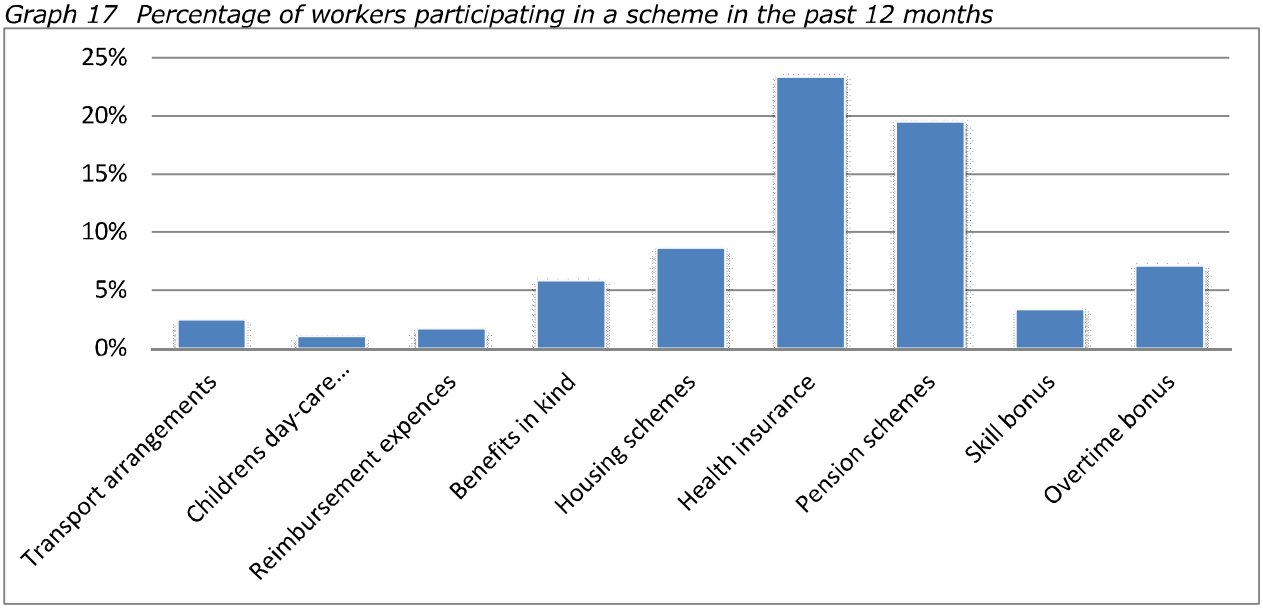


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1944, missing 336 and 682)

Participation in schemes and receiving allowances

The survey has several questions about participation in schemes and bonuses. These questions are asked to both the employees and the self-employed, except for the overtime bonus. Graph 17 shows that participation is generally low and that housing schemes (9%), health insurance or health care schemes (23%) and pension schemes (20%) are most common.

Graph 17 Percentage of workers participating in a scheme in the past 12 months



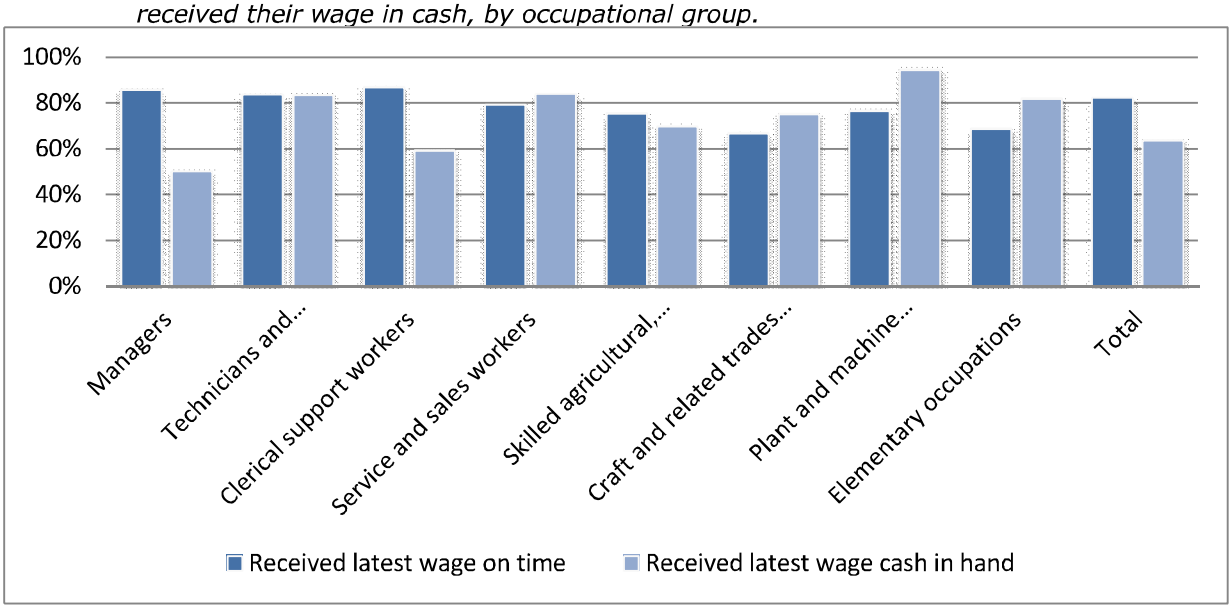
Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1942, overtime bonus missing 220 (employees only))

Wages on time and cash in hand

The survey asks employees whether they received their wage on time and whether they received it by a bank draft or cash in hand. Graph 18 shows that 82% of the workers report receiving their wage on time. This ranges from 67% of the raft and related trades workers to 87% of the clerical support workers.

Over three in five of the workers (64%) receive their wage cash in hand. In this case, there are large differences between the occupational categories. Plant and machine operators (94%) and those in elementary occupations (82%) very often receive wages in cash, whereas much fewer managers do (50%).

Graph 18 Percentages of employees reporting that they received their wage on time and that they received their wage in cash, by occupational group.



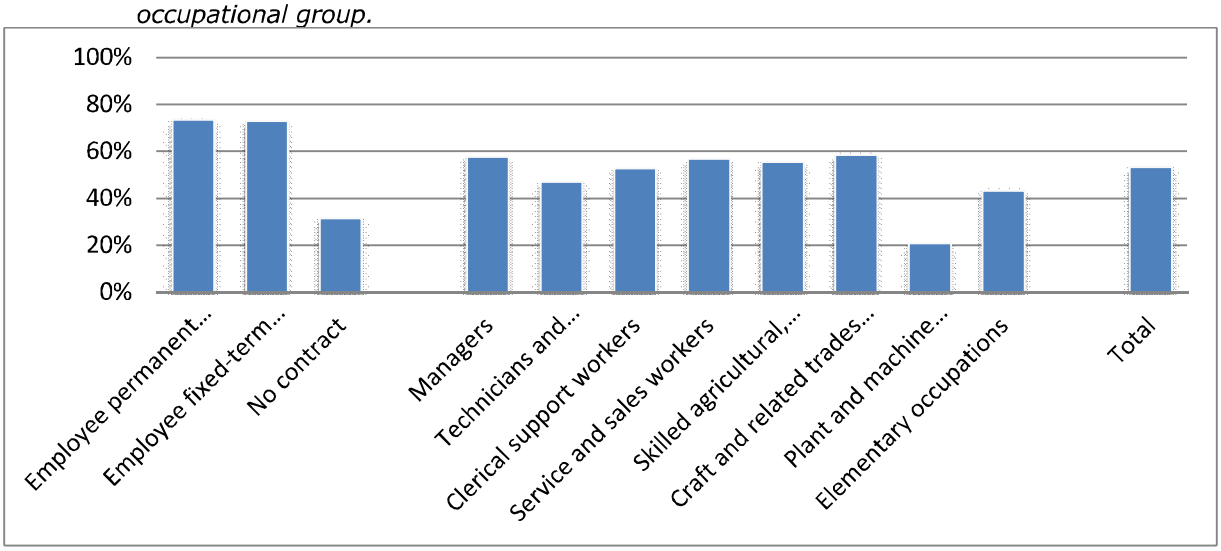
Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1653 (on time), N=1722 (cash), employees only)

5 Working hours

Working hours agreed

One survey question asks if the respondents have agreed their working hours with their employer, either in writing or verbally. The majority, 53%, have agreed working hours (Graph 19). This is highest for the employees with a permanent contract (73%) and lowest for the workers without a contract (31%). Managers (57%) and craft and related trades workers (58%) most often have agreed working hours. Plant and machine operators (21%) least often have agreed working hours.

Graph 19 Percentages of employees with agreed working hours, by employment status and occupational group.

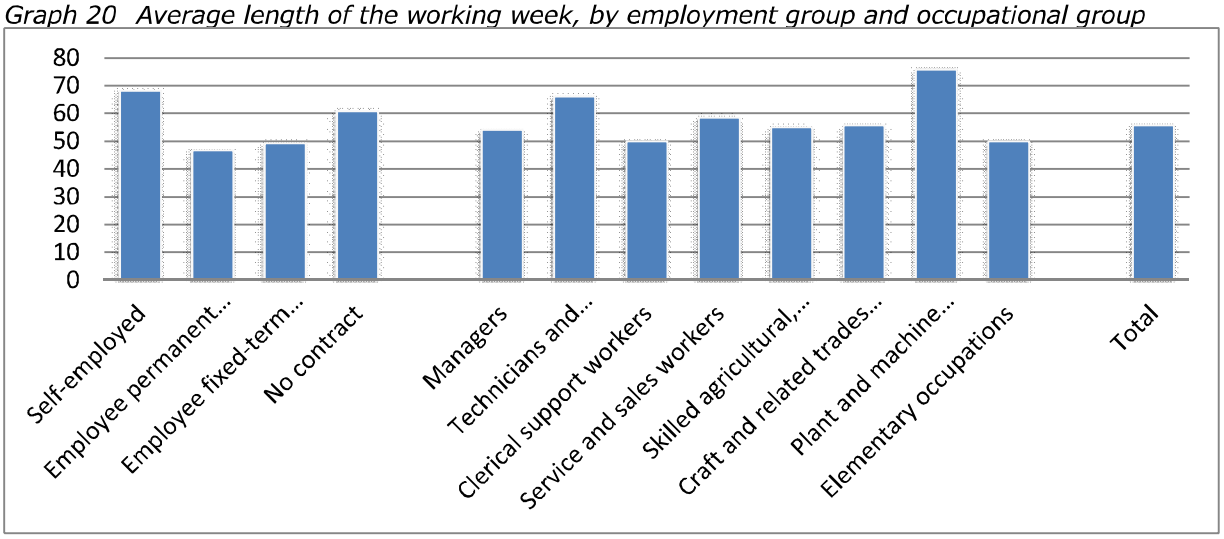


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data, (N=1601, employees only)

Usual working hours

Graph 20 shows that the average working week of respondents is more than 55 hours, which is much longer than the standard 40 hours working week. Employees without contracts and self-employed work the longest hours (61 and 68 hours respectively) and those on permanent contracts the shortest (47 hours). The plant and machine operators work on average 76 hours per week, whereas workers in elementary occupations work 49.

Graph 20 Average length of the working week, by employment group and occupational group

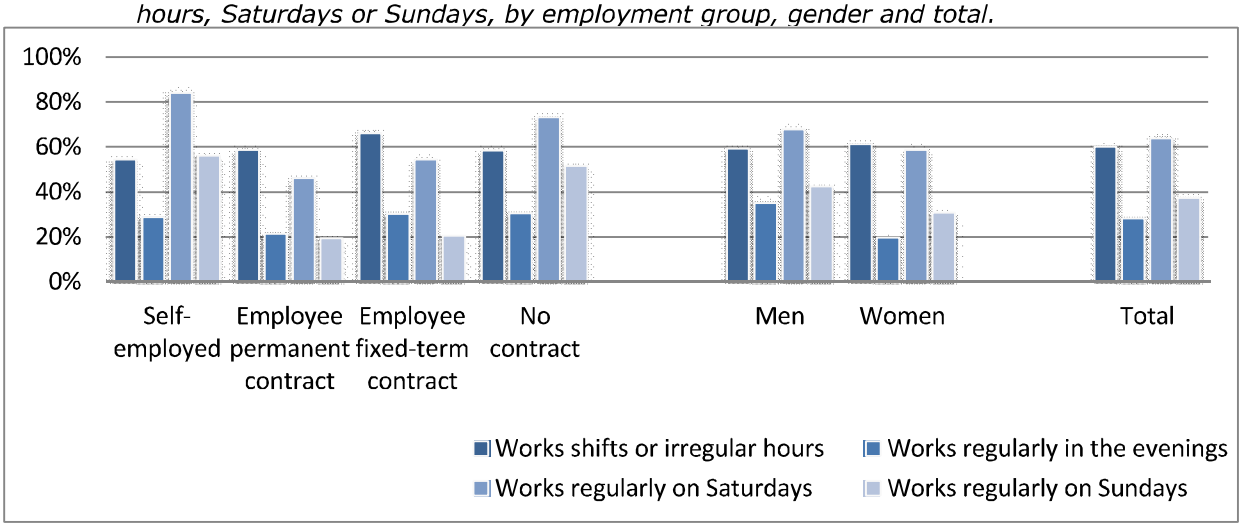


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1935, missing 9)

Shifts or irregular hours

The survey includes a question asking if the respondent works shifts or irregular hours. Graph 21 shows that six in ten workers report doing so. The incidence of shift work or irregular hours is highest for employees with fixed-term contract. Men and women hardly differ in this respect. Working in the evenings is reported by 28% of workers in the sample, most frequently by workers with fixed-term contracts or without contracts and more so by men than by women. Six in ten workers report working Saturdays, while four in ten work Sundays. Working regularly on Saturdays and Sundays occurs most often among the self-employed and among men.

Graph 21 Percentages of workers reporting to be working in the evenings, shift work or irregular hours, Saturdays or Sundays, by employment group, gender and total.

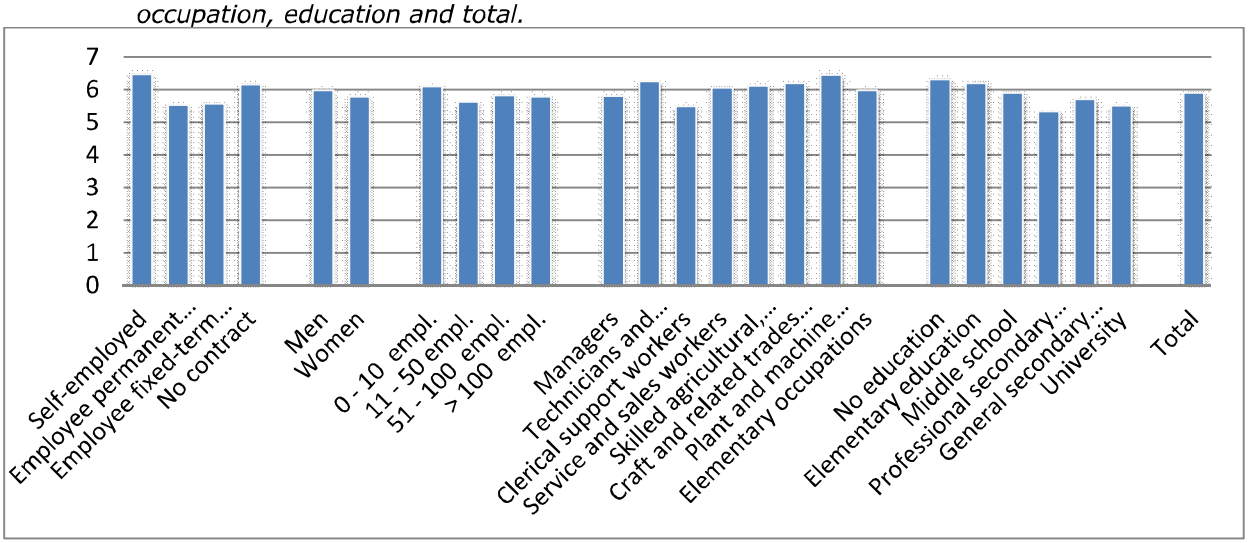


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1867 - 1890)

Average working days per week

On average, the workers in the sample report to be working six days a week. Graph 22 shows that the self-employed and those without contracts work more days than the average, as so do men, the workers in small firms and workers with at most middle school. All occupational groups except managers, and the clerical support workers work more than the average number of days; the longest working weeks are made by the plant and machine operators, and assemblers, followed by the technicians and associate professionals.

Graph 22 Average number of working days per week, by employment status, gender, firm size, occupation, education and total.

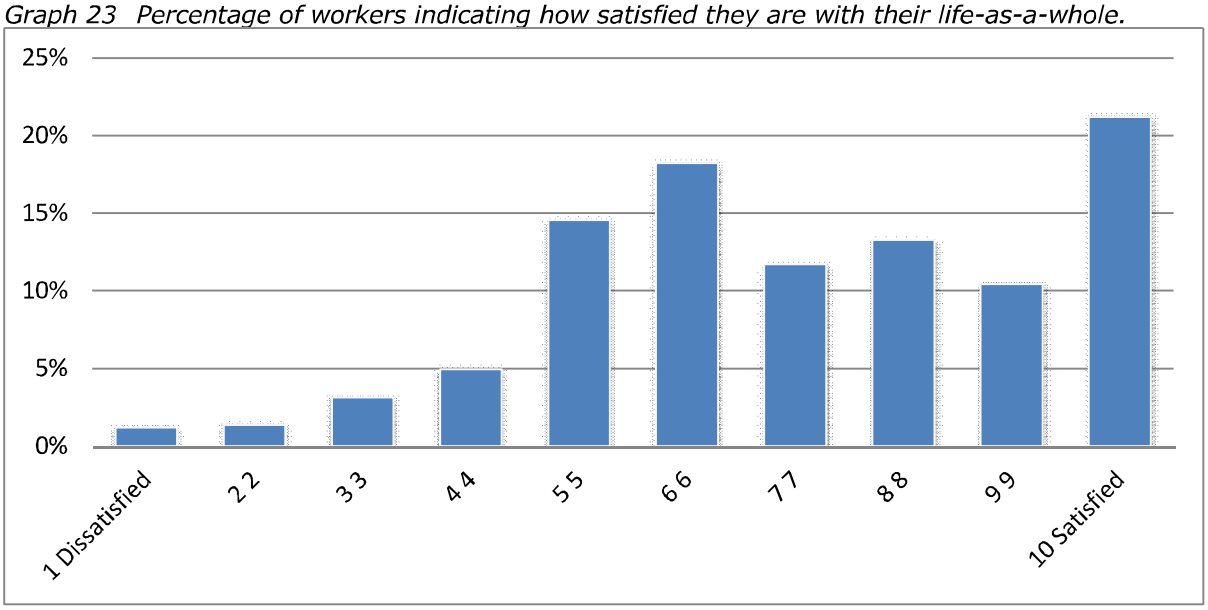


Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1935 - 1944)

6 Satisfaction with life-as-a-whole

The survey includes a question about satisfaction with life-as-a-whole, to be judged on a scale from 1 – dissatisfied - to 10 – satisfied. As the graph shows, less than half of the respondents (43%) rate their lives a six or lower and a high 32% score an 8 or higher. On average, the interviewees score a 7.1.

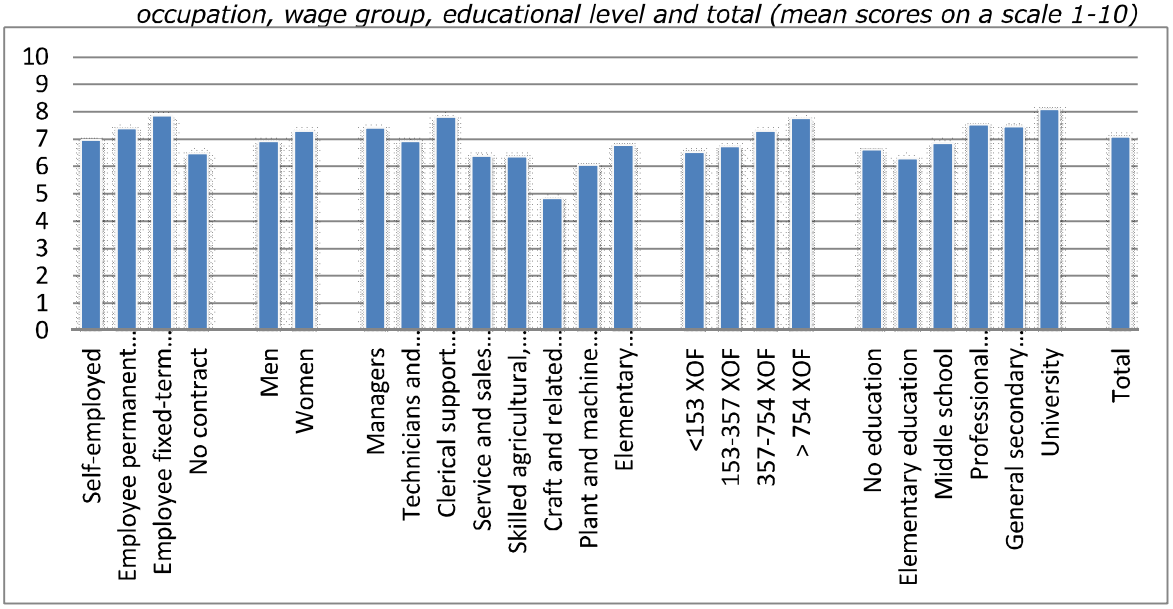
Graph 23 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1932, missing 12)

Groups do differ with respect to their life satisfaction as a whole. Graph 24 shows a breakdown for several groups. Craft and related trades workers are the only group that score less than a five on average. Workers earning less than 153 Franc per hour, employees without a contract and people with elementary education are least happy. When explaining the variance in life satisfaction, however, education, wage group, partner, and age significantly contribute to happiness (model included in the appendix). People on permanent contracts, with lower education and lower wages, and without a partner are less satisfied than their counterparts.

Graph 24 Average satisfaction with life-as-a-whole, breakdown by employment status, gender, occupation, wage group, educational level and total (mean scores on a scale 1-10)



Source: WageIndicator face-to-face survey Senegal, 2012, weighted data (N=1912 - 1923)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Frequency
1120050000000	Technical department manager	128
1120060000000	Engineering department manager	43
1120070000000	Installation or repairs department manager	10
1120080000000	Manufacturing department manager	34
1211020000000	Financial department manager	129
1212020000000	Personnel department manager	102
1219030000000	Laboratory department manager	50
1219040000000	Housekeeping department manager	10
1219050000000	Administrative services department manager	86
1219070000000	Purchasing department manager	50
1219980000000	Department manager, all other	55
1221030000000	Marketing department manager	31
1221040000000	Sales department manager	103
1222020000000	Advertising department manager	17
1222030000000	Communications department manager	48
1222040000000	Public relations department manager	20
1223030000000	R&D department manager	35
1311060000000	Livestock farm manager	1
1324060000000	Road, rail, water or air transport company manager	20
1330020000000	IT department manager	38
1412010000000	Restaurant manager	19
3322000000000	Sales representative	73
3322260000000	Livestock dealer	5
4120060000000	Secretary	133
4221020000000	Travel agency clerk	5
4226030000000	Receptionist, telephonist	37
4322050000000	Transport scheduling clerk	1
5120040000000	Food preparation worker	42
5131010000000	Waiter or waitress	60
5212010000000	Street vendor (food products)	62
5414010000000	Security guard	128
6111030000000	Field crop or vegetable farm worker	18
6121010000000	Dairy farmer	1
6121030000000	Livestock farm worker	1
6121040000000	Cattle farmer	5
6121050000000	Cow herder or shepherd	3
6129990000000	Livestock breeder, all other	1
6210010000000	Forestry worker	2
6210020000000	Logging worker	18
6210210000000	Tree feller	8
6310010000000	Subsistence crop farmer	17
6330010000000	Subsistence mixed crop or livestock farmer	15
7115010000000	Carpenter	5
8322020000000	Taxi driver	69
8332010000000	Truck driver	32
8341020000000	Motorised forestry equipment operator	2
9112010000000	Cleaner in offices, schools or other establishments	158
9211020000000	Fruit, nut or tea picker	7
9212010000000	Cattle station helper	1
9215010000000	Forestry helper	6
	Total	1944

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	4.190	.098		42.769	.000
Female	.200	.052	.073	3.830	.000
Educational level (0=lowest, .., 6=highest)	.310	.017	.407	18.669	.000
Employee permanent contract	.535	.067	.159	8.002	.000
Firmsize 1-5 empl	-.257	.068	-.091	-3.782	.000
Firmsize 6-10 empl	-.037	.079	-.010	-.470	.639
Firmsize 11-20 empl	-.059	.075	-.018	-.788	.431
Tenure (0-61 yrs)	.025	.003	.176	9.033	.000
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.009	.001	.136	6.528	.000
N	1905				
R-square	,347				

Dependent variable: Paid up or above the poverty line yes/no						
	B	S.E.	Wald	df	Sig.	Exp(B)
Informality index (1=very informal, .., 5=very formal)	.328	.109	9.161	1	.002	1.389
Firmsize 1-5 empl	.921	.246	13.997	1	.000	2.511
Firmsize 6-10 empl	.911	.319	8.177	1	.004	2.488
Firmsize 11-20 empl	.470	.289	2.642	1	.104	1.600
Employee on permanent contract	.169	.088	3.724	1	.054	1.184
Educational level	.498	.079	39.315	1	.000	1.645
Female	.813	.207	15.379	1	.000	2.255
Lives with partner	.531	.232	5.234	1	.022	1.700
Lives with child	-.274	.217	1.594	1	.207	.760
Age (14-78 yrs)	.026	.010	6.368	1	.012	1.026
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.013	.005	7.541	1	.006	1.013
Constant	-2.393	.572	17.496	1	.000	.091
N	1689					
-2 Log Likelihood	848.049					

Dependent variable: Covered by a collective agreement yes/no (excl. don't know answers)						
	B	S.E.	Wald	df	Sig.	Exp(B)
Employee on permanent contract	.993	.156	40.770	1	.000	2.700
Educational level (0=lowest, .., 6=highest)	.567	.048	141.289	1	.000	1.763
Female	.165	.141	1.374	1	.241	1.180
Firmsize 1-5 empl	-1.415	.191	54.627	1	.000	.243
Firmsize 6-10 empl	-.890	.195	20.745	1	.000	.411
Firmsize 11-20 empl	-.704	.184	14.637	1	.000	.494
Tenure (0-61 yrs)	.048	.007	44.726	1	.000	1.049
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.003	.004	.453	1	.501	1.003
Constant	-3.008	.277	118.022	1	.000	.049
N	1627					
-2 Log Likelihood	1320.097					

Dependent variable: Satisfaction with life as-a-whole (1 – dissatisfied to 10 – satisfied, excluding values 1 and 10 in the analyses)					
	B	S.E.	Beta	t	Sig.
Constant	5.885	.233		25.214	.000
Employee on permanent contract	-.257	.125	-.057	-2.053	.040
Education level (0=lowest, .., 6=highest)	.143	.033	.138	4.402	.000
Female	.182	.093	.052	1.950	.051
Less than 153 XOF	-.397	.158	-.102	-2.517	.012
153-357 XOF	-.131	.143	-.034	-.916	.360
357-754 XOF	-.181	.139	-.044	-1.304	.193
Living with a partner	.346	.112	.099	3.090	.002
Living with a child	-.109	.108	-.031	-1.018	.309
<29 years	.179	.115	.051	1.552	.121
30-39 years	-.163	.076	-.150	-2.145	.032
40-49 years	.268	.074	.248	3.591	.000
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.002	.002	.030	1.038	.300
N	1463				
R-squared	.059				

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