Wages in Togo

WageIndicator survey 2012

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About University of Dar es Salaam/Economics Department - www.udsm.ac.tz
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The University of Lomé (abbreviated UL) is the largest university in Togo and exists since 1970. It is a member of REESAO (Network for excellence in higher education in West Africa). In 2012, the University has about 70,000 students in 15 faculties, schools and institutes, coming from more than 20 countries. The department of rural economics and sociology, which is his main institutional affiliation, is a subdivision of the College of Agriculture which has about 800 students. The faculty of Economics and Management (FASEG), its second institutional affiliation, has about 10,000 students. Dr Koffi YOVO is a senior Lecturer in rural economics. Since 2000, he holds a PhD in rural economics from faculty of Economics and Management (FASEG) of University of Cocody, Abidjan. He mainly teaches Microeconomics, Macroeconomics, Operations Research and Agricultural policy. His areas of interests include agricultural marketing, trade, public expenditure analysis and poverty analysis. He has published in international reviews, articles on trade liberalization and markets integration, sectoral strategy and poverty reduction. In 2011, he attended IMF Institute as visiting scholar where he worked on public expenditures and economic growth. As researcher he is member of several international organizations namely AERC (African Economic Research Consortium), PEP (Economic policy and Poverty Network) and AGRODEP (African Growth and Development Policy Modeling).

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 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/Togo , www.WageIndicator.org

Executive summary Wages in Togo

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Togo, conducted between the 15th of September and 5th of October 2012. In total 2,007 persons from all administrative regions were interviewed; 49% were men and 43% were under 30 years old. The workers in the survey live in households with on average 3.5 members, and more than five in ten men and three in ten women live with both a partner and children. On a scale from 1 (low) to 10 (high), exactly half of the respondents (50%) rate their satisfaction with life a five or lower and a 20% score an 8 or higher. On average, the interviewees score a 5.5.

Slightly more than half of the workers had diplomas from secondary education (51%). Six per cent of workers followed no formal education, 14% stopped at primary education, 19% had a bachelor or master university degree. On average, respondents worked for 8.4 years. More than half of the people in the sample work in an organization with 10 or fewer employees (53%). The average working week of respondents is just over 50 hours and they work 5.7 days per week. Three in ten workers regularly work shifts, six in ten work evenings, six in ten workers report working Saturdays, while two in ten work Sundays.

The biggest group of interviewees worked in wholesale and retail trade (19%). More than a tenth (14%) worked in education and half this percentage in human health and social work activities and in financial and insurance activities (both 7%). Half of the workers in the sample are employed as managers, which includes all business owners, including those of micro-enterprises. Sizeable groups of respondents work in services and sales (25%) and as clerical support workers (12%).

One in twenty workers is self-employed (5%), almost five in ten workers are employees with a permanent contract (46%), almost two in ten have a fixed term contract (22%) and almost three in ten have no contract at all (27%). Almost four in ten workers (38%) state that they are entitled to social security. One in five workers state that they have no agreed working hours (18%). Almost half get their wages transferred to a bank account, more than half get them cash in hand. Up to 28% of workers are in what can be qualified as very informal jobs, without social security, agreed hours or contracts, whereas 22% are in the very formal jobs.

The median net hourly wage of the total sample is 230.95 Togo Franc (CFA). 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 115 CFA per hour, whereas those in the highest end earn wages far above that (median is 578 CFA). Employees with permanent contracts have by far the highest earnings (366 CFA), whereas workers without a labour contract (117 CFA) 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 CFA, whereas those with university education earn 932 CFA.

Managers have the highest median wages (442 CFA), followed by clerical support workers (230 CFA). The lowest paid workers are the service and sales workers (110 CFA), followed by the elementary occupations (169 CFA). The highest wages are earned in the public sector, health care, and education (473 CFA), and the lowest wages in trade, transport, and hospitality (144 CFA).

The result of the analysis shows that 65% of the sample is paid on or above the minimum wage rate of 35000 CFA per month, whereas 353% is paid below the minimum wage rate. Only 32% of informal workers are paid above the minimum wage rate compared to 96% of the most formal workers. Men are more often paid above the minimum wage rate than women (68% versus 63%). Workers under 30 years are most vulnerable: 48% is paid on or above the minimum wage rate, compared to 88% of workers above 50 years old. Workers in large firms are most often paid above the minimum wage rate (87%), compared to 51% of workers in firms employing 10 people or less. Workers without a contract are the single most vulnerable group. Just over one third (34%) earn more than the minimum wage rate. Less than four in ten workers with no education and slightly more with elementary education are paid above the minimum wage rate (36% and 37%), compared to 93% and 98% of workers who finished general secondary or university education respectively. More than eight in ten managers are paid above the minimum wage rate (83%). More than eight in ten managers are paid above the minimum wage rate (83%). In contrast, less than four in ten sales and services workers and workers in elementary occupations earn more than the minimum wage rate (37%) and just a few more technicians and associate professionals do (40%). Workers in trade, transport and hospitality are most at risk of being not paid a minimum wage (only 51% paid above the minimum wage rate). Public sector workers are best of; 88% of them earn a wage above the minimum wage rate.

Table of contents

Executive summary Wages in Togo

1 Introducing the survey 1
Aim of the survey 1
The questionnaire 1
Sampling and fieldwork 1
Weighting 2

2 Socio-demographic characteristics 3
Regions 3
Age and gender 3
Household composition 4
Living with partner and children 4

3 Employment characteristics 5
Labour force 5
Status in employment and labour contract 5
Employment by educational category 6
Years of work experience 7
Firm size 7
Employment by occupational category 8
Employment by industry 8

4 Remuneration 9
Wage levels 9
Wages below the minimum wage rate 10
Bargaining coverage 12
Participation in schemes and receiving allowances 13
Wages on time and cash in hand 13

5 Working hours 14
Working hours agreed 14
Usual working hours 14
Shifts or irregular hours 15
Average working days per week 15

6 Satisfaction with life-as-a-whole 16

Appendix 1 List of occupational titles 17

Appendix 2 Regressions 18

Table of Graphs

Graph 1 Distribution of respondents and total population (2010) across regions 3
Graph 2 Percentages interviewees according to age and gender 3
Graph 3 Distribution over household size, break down by age group, gender and total 4
Graph 4 Distribution over household composition, break down by age group, gender and total 4
Graph 5 Distribution over status in employment, break down by entitlement to social security, contribution to social security, agreed working hours, wage in bank account and total 5
Graph 6 Distribution over the informality-index, breakdown by gender, age and total 6
Graph 7 Percentage of workers according to education, by gender and total 6
Graph 8 Distribution over years of work experience, breakdown by employment status, gender and total 7
Graph 9 Distribution over firm size, break down by employment status, education and total 7
Graph 10 Percentage interviewees according to occupational category, by gender and total 8
Graph 11 Percentage interviewees according to industry, by gender and total 8
Graph 12 Median net hourly wages in Togo Franc (CFA), break down by employment status, firm size, informality index, gender, age, education, occupation, industry and total. 9
Graph 13 Distribution over hourly wages in Togo Franc (CFA), break down by education, employment, gender and total 10
Graph 14 Percentages of workers paid on or above the standard minimum monthly wage by employment status, firm size, informality index, gender, age and total. 11
Graph 15 Percentage of workers paid above the minimum wage by education, occupation, industry and total. 11
Graph 16 Percentages of workers covered by a collective agreement and agreeing with the statement that it is important to be covered, by employment status, firm size and total 12
Graph 17 Percentage of workers participating in a scheme in the past 12 months 13
Graph 18 Percentages of employees reporting that they received their wage on time and in cash, by employment status and occupational group. 13
Graph 19 Percentages of employees with agreed working hours, by employment status and occupational group. 14
Graph 20 Average length of the working week, by employment status and occupational group 14
Graph 21 Percentages of workers reporting to be working in the evenings, shift work or irregular hours, Saturdays or Sundays, by employment status, gender and total. 15
Graph 22 Average number of working days per week, by employment status, firm size, gender, age, education and total. 15
Graph 23 Percentage of workers indicating how satisfied they are with their life-as-a-whole. 16
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) 16

1 Introducing the survey

Aim of the survey

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Togo, conducted between the 15th of September and 5th of October 2012. The survey aimed to measure in detail the wages earned by Togo workers, including the self-employed. In total 2,007 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, global 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 Togo setting. Most of the questions were retained without changing the intended purpose. The Togo questionnaire for the face-to-face interviews 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	2,007	100%

Source: WageIndicator face-to-face survey Togo, 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 Lomé (Togo), in cooperation with the University of Dar-es-Salaam (Tanzania). 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 a country-level sampling frame of establishments, a random sample of the establishments was adopted. From the random sampled establishments a list of workers from a broad range of occupations was interviewed. The interviewers received training before conducting the interviews.

The majority of respondents were interviewed in their work places (54%). Another group was interviewed at their homes (19%) and in other places (27%). During the field work the cooperation of interviewees was good and no major problems were encountered. On a five-point scale from 1=very cooperative to 5=not at all cooperative, the interviewers ranked the interviewees on average 1.97. A small group was not cooperative (6%). No interviewees refused the interview.

Data-entry was done under responsibility of CEDR, a professional interview agency based in Dar-es-Salaam. The data-entry took place in the *WageIndicator* data-entry module using a range of validity checks. The survey and the data entry were very closely monitored by Dr Godius Kahyarara, a senior economist from the University of Dar-es-Salaam, 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. The Table shows that particularly women aged 40 and older are underrepresented in the survey. This may possibly be caused by the fact that women in this group are more likely to work as a cooperating household member in agriculture. Then, they fall outside the sample of persons with a paid job, whereas in EAPEP they might have been considered as part of the labour force. In this paper, all graphs and tables are derived from weighted data. Hence, in the remaining of this report, we use 2004 of the 2007 interviews.

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

	Weight	N
Male 14-29 years	.9445	447
Male 30-39 years	.4783	530
Male 40-80 years	.9514	334
Female 14-29 years	1.3440	326
Female 30-39 years	1.0315	237
Female 40-80 years	2.5225	130
Total	1.00	2004

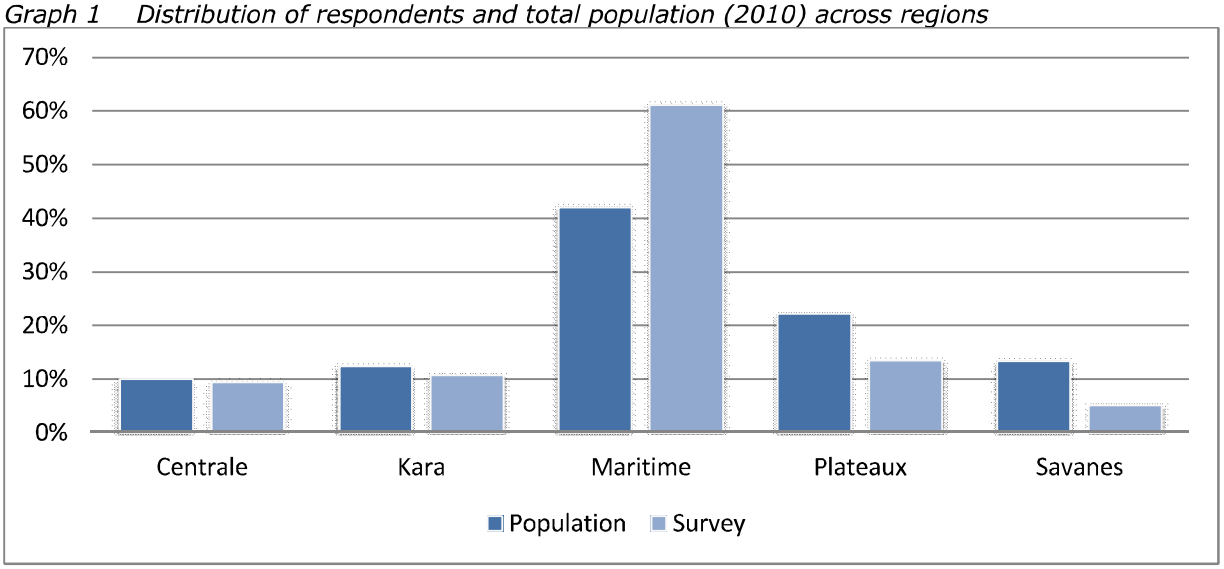
Source: The weights are based on the labour force estimates for 2012, derived from the Estimates And Projections Of The Economically Active Population (EAPEP 6th edition) database of the International Labour Organization (ILO). Three cases had no information about gender.

2 Socio-demographic characteristics

Regions

The interviews were done in all five administrative regions of Togo. The spread over the different regions in the sample resembles that of the actual population in Togo, the Maritime region being overrepresented in the survey and the Savannes region a little underrepresented. The largest number of interviews was done in Lomé (54%), the smallest number in Kpessi in the region Plateaux (0.1%) The majority of the respondents lived in towns with 100,000 - 1 million inhabitants.

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

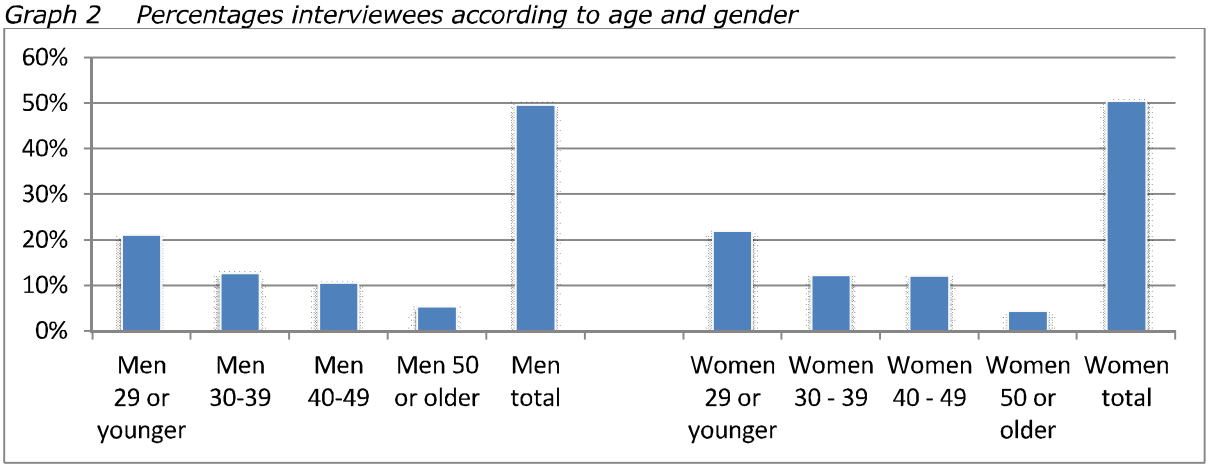


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=2004)

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over four age groups. Slightly more female than male workers were interviewed (51% versus 49%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (43%). This resembles the general workforce in Togo, which declines sharply with age.

Graph 2 Percentages interviewees according to age and gender

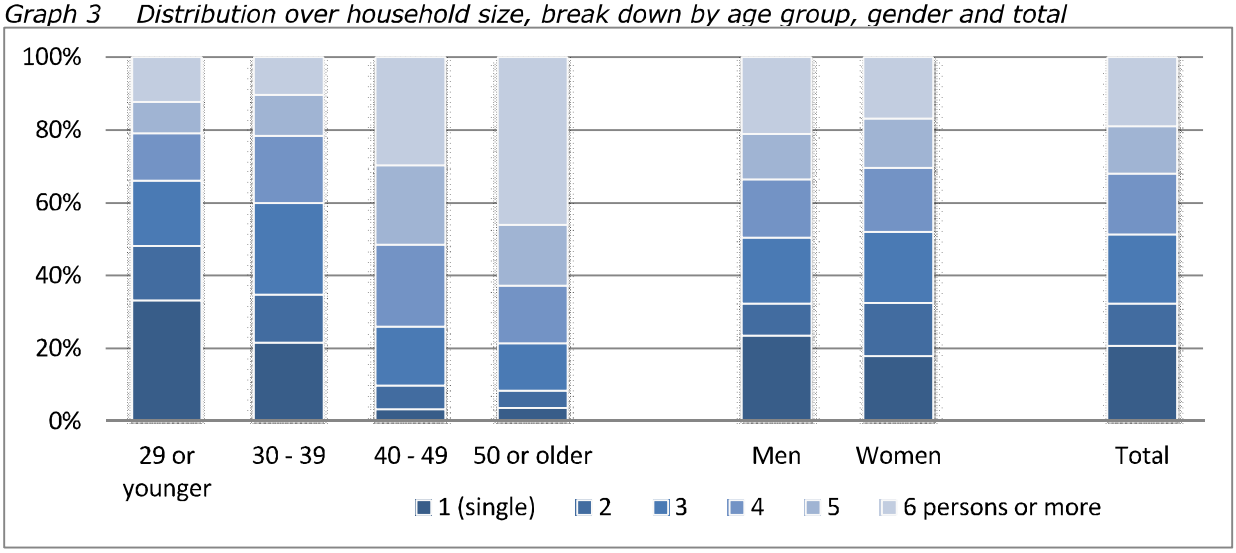


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=2004)

Household composition

The workers in the survey live in households with on average 3.5 members, including themselves. Graph 3 shows that two in ten interviewees live in a household with six or more members and another two in ten live in a single-person household, whereas one in ten lives in a two-person household (see bar total). Not surprisingly, younger workers more often live in single- person households, while almost five in ten workers who are fifty years or older live in households with six people or more. Some gender differences were found; men are more likely to live either alone or in a six-person household and women are a little more likely to live in a household with two to five persons.

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

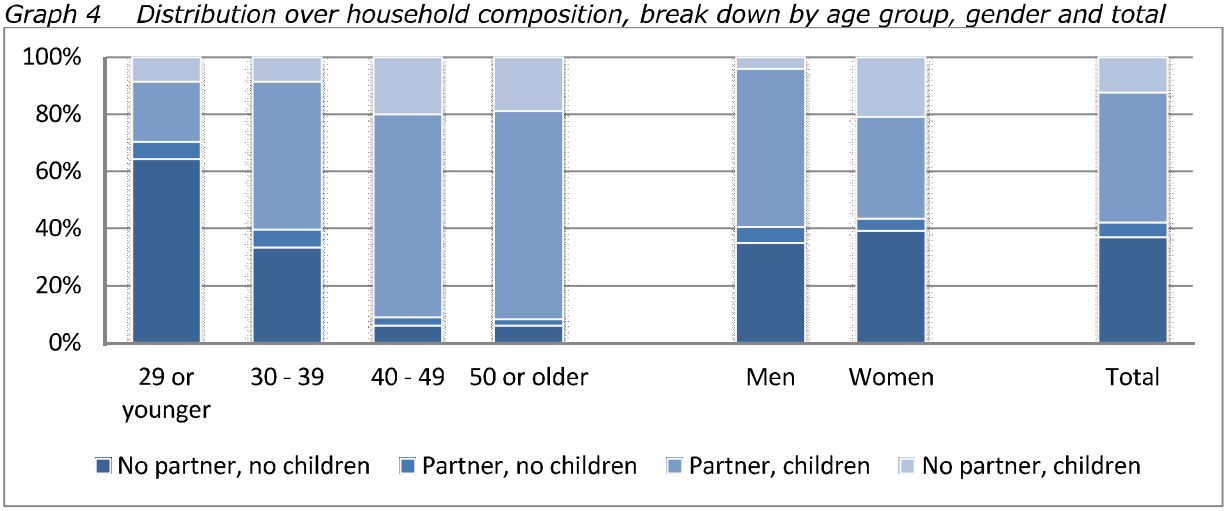


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1987, missing 17)

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. More than five in ten men and three in ten women live with both a partner and children; and seven in ten workers above 40 years of age do as well, whereas only two in ten people under 30 do. Almost four in ten men as well as women live without either a partner or children. Note that these workers not necessarily live in a single-person household. They may live with other relatives or non-relatives in their household.

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



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1809, missing 195)

3 Employment characteristics

Labour force

According to the ILO economically active population estimates and projects, Togo has an economically active population of just over 3.1 million people. The labour force participation rate is 81% for men and 80% for women. For both men and women, the participation rates are particularly high in the age group 30-49. Participation rates of men and women by age are very similar.

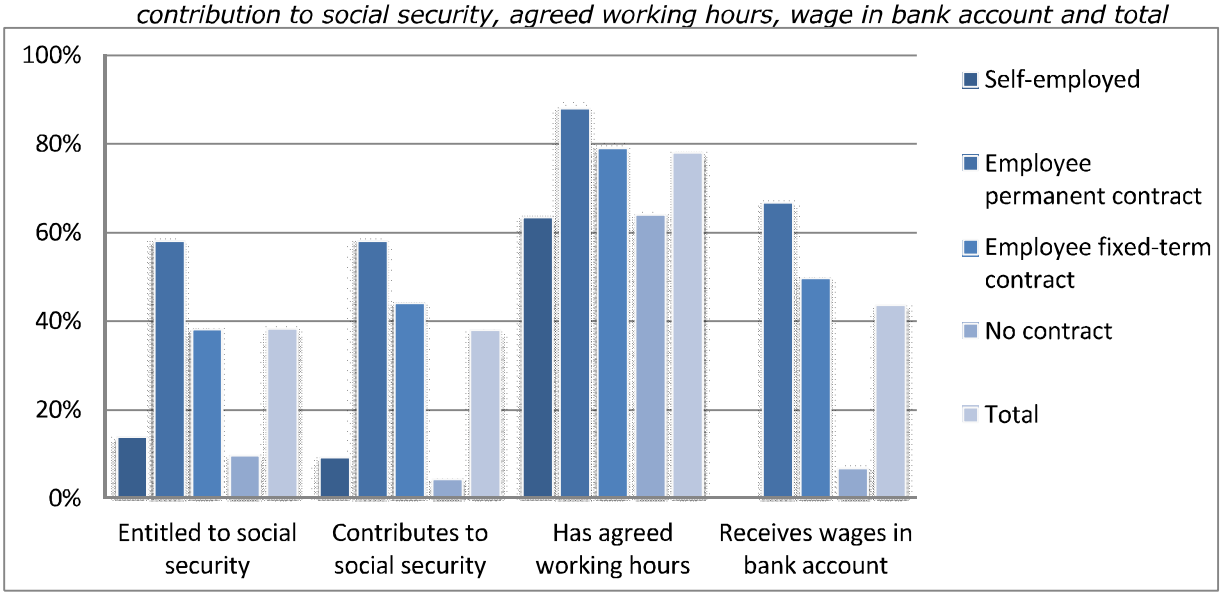
Status in employment and labour contract

The survey distinguishes registered self-employed, employees with a permanent contract or a fixed-term contract and workers without a contract. In the sample, over one in twenty workers is self-employed (5%). Almost half of them are in waged employment with a permanent contract (46%). Two in ten workers are employees with a fixed-term contract (22%), whereas almost three in ten have no contract at all (27%). A further breakdown reveals hardly gender differences, but shows substantial differences by age. Older workers are more likely to have a permanent contract and young people are more likely to work as self-employed worker or to have no contract at all.

The survey included questions about entitlement and about contributions to social security. Almost four in ten workers (38%) state that they are entitled to social security. Graph 5 shows that almost six in ten workers on permanent contracts are entitled to social security, compared to 38% of workers on fixed term contracts, 10% of those without contracts and just 14% of the self-employed. Almost four in ten workers contribute to social security (38%). Almost one in ten workers contributes to social security but states not being entitled to social security (9%), whereas one in ten does not contribute but states being entitled to social security (9%, not shown in graph).

Informal work might relate to unlimited working hours. Approximately one in five workers state that they have no agreed working hours (18%), the remaining group has agreed working hours (in writing 48%, verbally agreed 34%). Graph 5 shows that permanent workers in large majority have working hours agreed (88%). Employees on fixed term contracts are also still most likely to have working hours agreed in written (79%), 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 46%, in cash 52%, in kind or combination 2%). Again, workers on permanent contracts are most likely to receive their wages in a bank account (67%), compared to 50% of fixed term workers, 7% of those without contracts and 0% of self-employed.

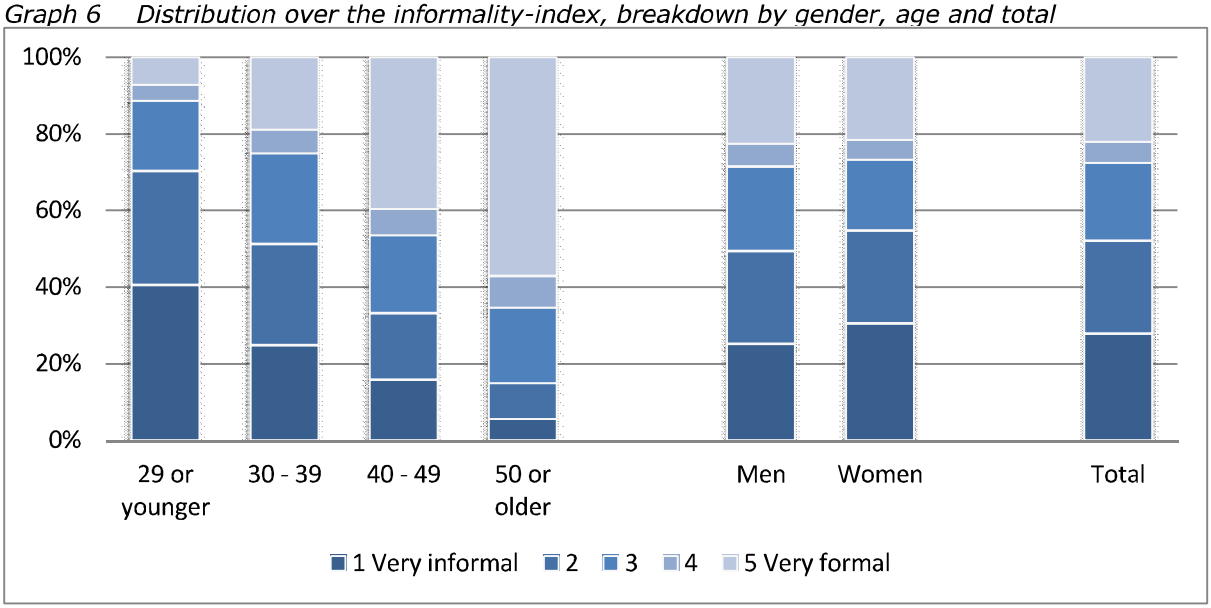
Graph 5 Distribution over status in employment, break down by entitlement to social security, contribution to social security, agreed working hours, wage in bank account and total



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1860 - 1979)

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 28% of workers are in the lowest category in the index, whereas 22% are in the highest category. The table shows that workers 29 years or younger are often found in informal jobs and those between30 and 49 are more likely to work in formal jobs, and so are those aged 50 and over. Women work slightly more often in informal jobs compared to men.

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

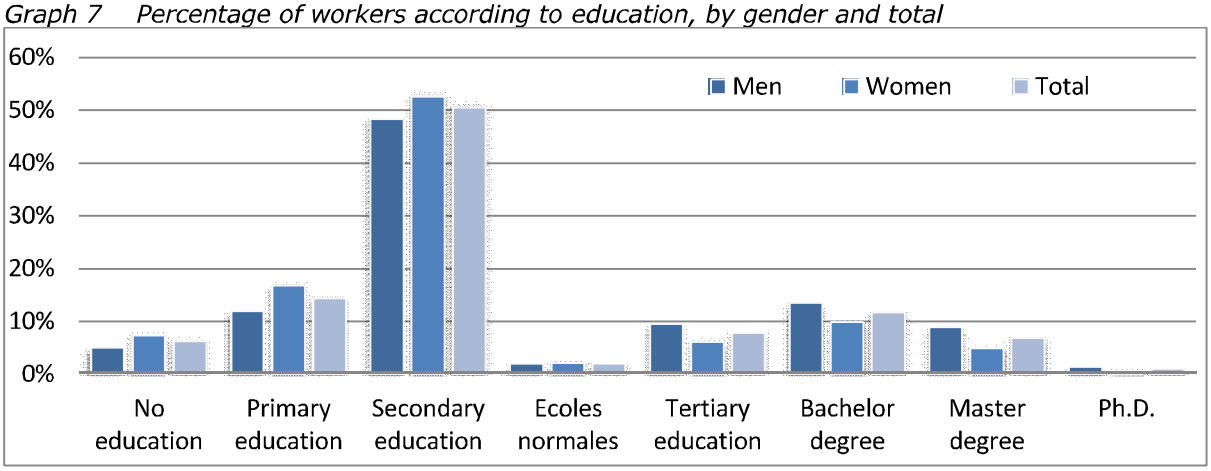


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1983, missing 21)

Employment by educational category

As is shown in Graph 7, slightly more than half of the workers had diplomas from secondary education (51%). Six per cent of workers followed no formal education, 14% stopped at elementary education, and 19% had a bachelor or master university degree. Substantial and significant gender differences regarding education arise. Women are lower educated than men; women have more often no education, only primary education or secondary education, whereas the men have more often competed tertiary education. One in ten workers report being overqualified for their job and another 4% consider themselves under-qualified (not in the graph). Workers who report being overqualified tend to have tertiary education or are university graduates.

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

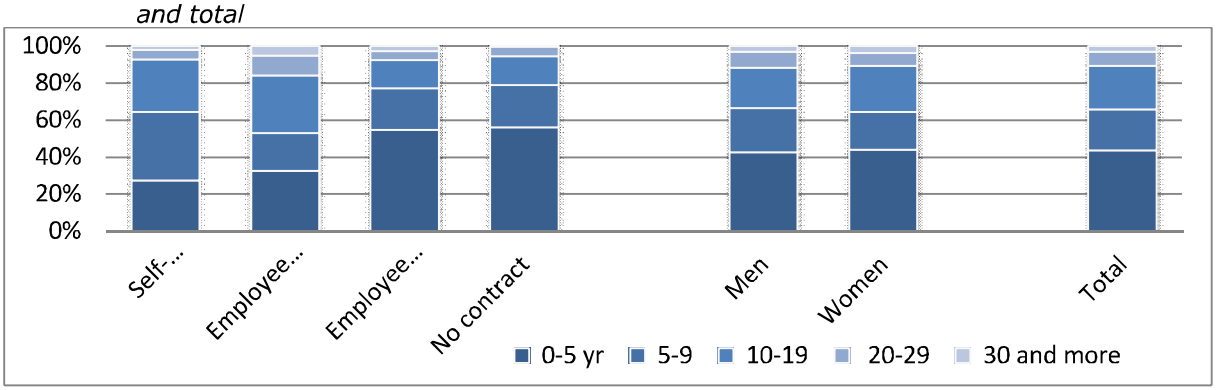


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1996, missing 8)

Years of work experience

On average, the workers have worked for 8.4 years. More than four in ten workers have less than five years of experience (Graph 8). Almost one in four has worked between 5-9 years and another quarter between 10 and 19 years. One in ten has worked for more than 20 years in the labour market. Few differences are found between the self-employed and the workers on permanent contracts, but the employees on fixed term contracts or the workers without contracts have less experience (8.7 and 10.7 years for the former, versus 6.6 and 5.8 years for the latter). In the categories self-employed and no contract, men have more experience than women, but for the employees on permanent or fixed-term contract women have more experience.

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



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1984, missing 20)

The survey has a few questions about spells in labour participation. Two in ten respondents (21%) have experienced such a spell, but only 7% have experienced a spell for more than one year. Men have had more often breaks compared to women, and men's periods out of employment are of longer duration. The spell reasons were not asked, 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 (53%), one in three work in an organization with 11-50 employees (35%), 4% work in businesses of 51 to 100 employees and 8% work for businesses employing over a 100 people. Graph 9 shows that the self-employed work almost exclusively in small firms (90%). Furthermore, the less educated workers are, the more likely they are to work for small firms. Workers with tertiary education or university education in majority work for enterprises employing 11 to 50 employees.

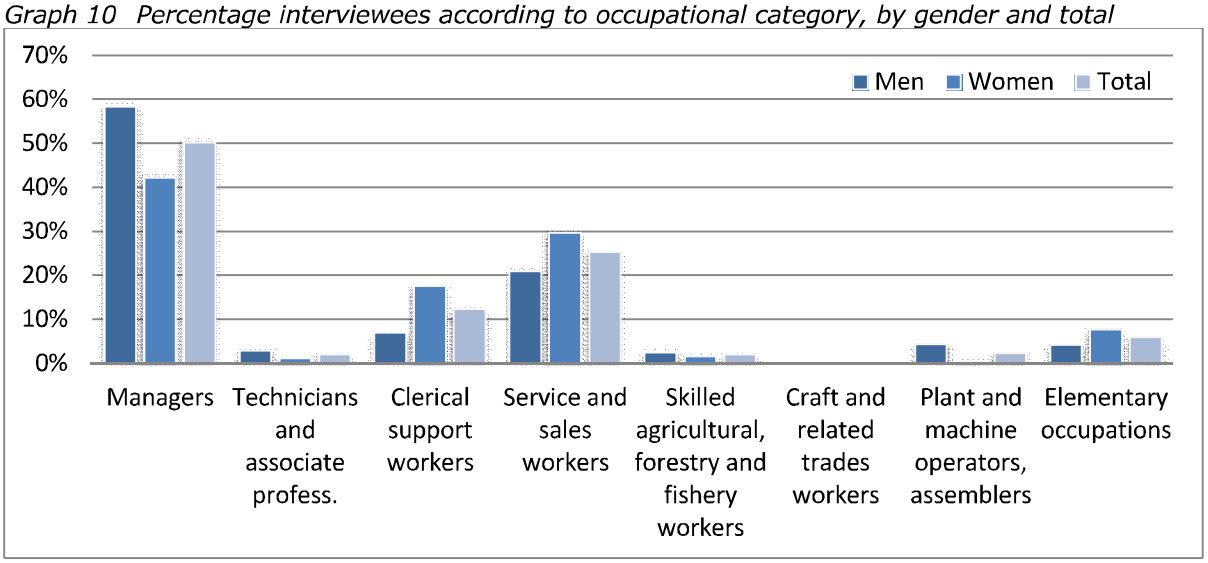
Graph 9 Distribution over firm size, break down by employment status, education and total



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1991, missing 13)

Employment by occupational category

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



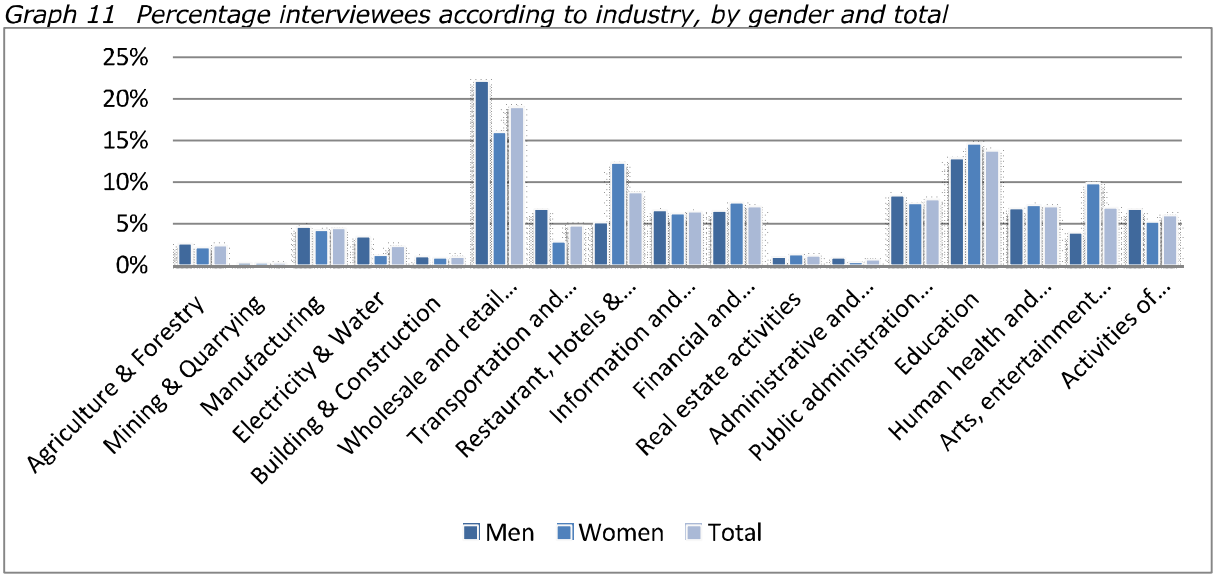
Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=2004)

Graph 10 shows that half of the workers in the sample are employed as managers. Note that this group includes all business owners, including micro-enterprises. Note that our sampling method is likely to elicit the business owners rather than the workers to take the survey. Sizeable groups of respondents work in services and sales (25%) and as clerical support workers (12%). There are no professionals and hardly any crafts workers in the sample. Women more often work as services and sales workers (30% of women, 21% of men), men are overrepresented among the managers (58% men versus 42% women) as well as plant and machine operators (4% men, only 0.4% women).

Employment by industry

The biggest group of interviewees worked in the wholesale and retail trade (19%), shown in graph 11. More than one in ten works in education (14%). Less than a tenth (7%) worked in human health and social work activities and a same percentage in financial and insurance activities (7%). Women are overrepresented in education, in the restaurants, hotels and catering and in the arts, entertainment and recreation. Men are overrepresented in the wholesale and retail trade.

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



Source: WageIndicator paper survey Togo, 2012, weighted data (N=2003, missing 1)

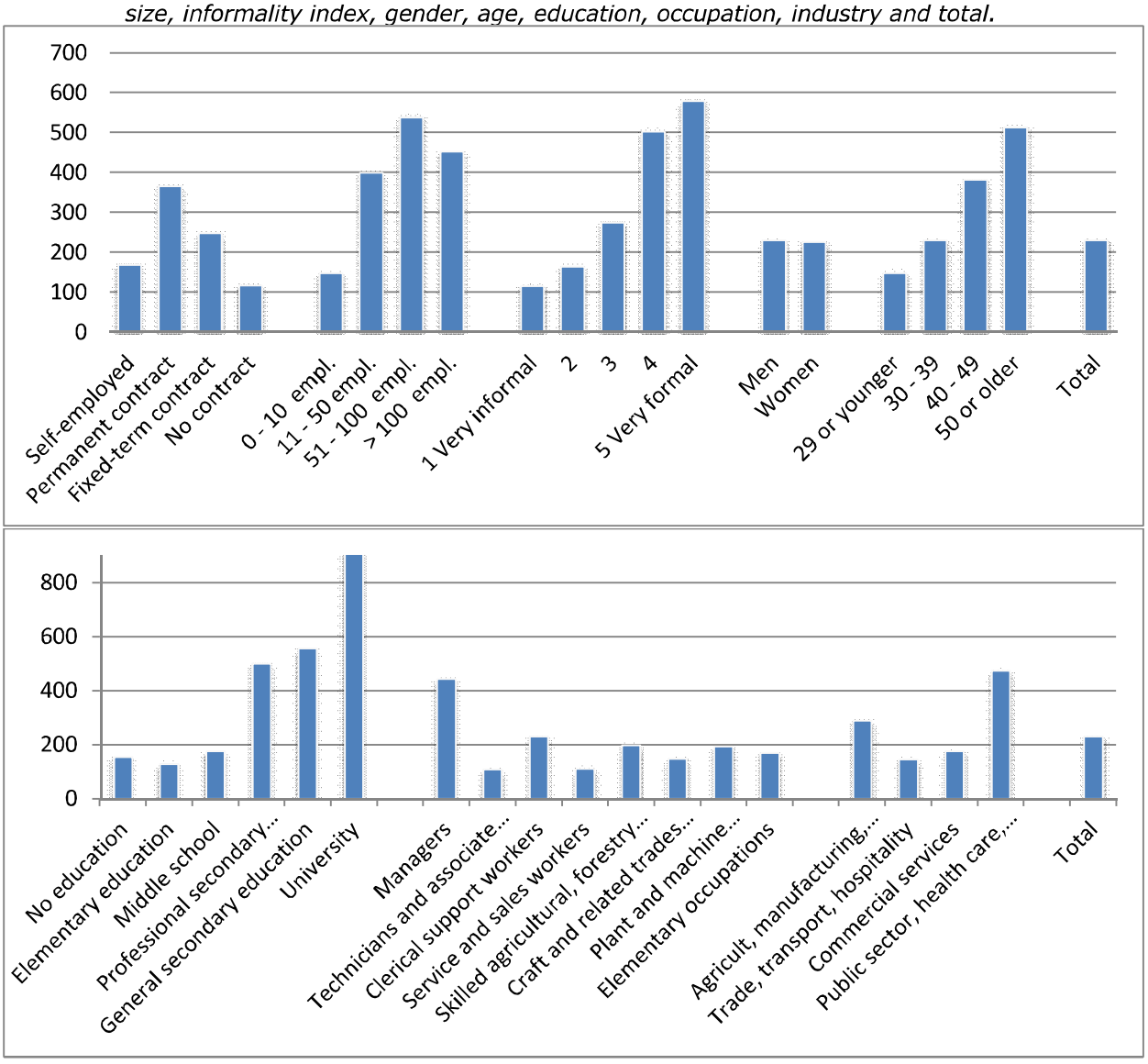
4 Remuneration

Wage levels

The median net hourly wage of the total sample is 230.95 Togo Franc (CFA), 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 employees with permanent contracts have by far the highest earnings (366 CFA), whereas workers without a labour contract (117 CFA) have the lowest earnings. With 147 CFA workers in firms with less than ten employees earn the lowest wages, whereas employees in firms between 51 and 100 employees earn the highest wages (538 CFA). 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 115 CFA per hour, whereas those in the highest end earn wages far above that (median is 578 CFA). Men have slightly higher wages compared to women, and with 148 CFA young workers have substantial lower wages than workers in the oldest age group (513 CFA).

Graph 12 Median net hourly wages in Togo Franc (CFA), break down by employment status, firm size, informality index, gender, age, education, occupation, industry and total.



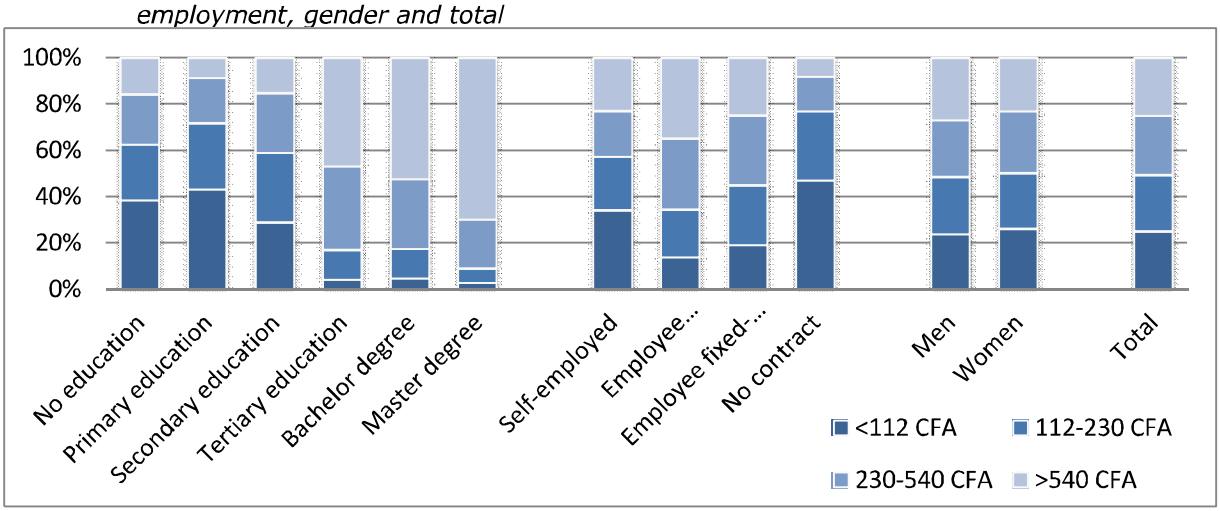
Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1938 – 1954)

Median wages increase with every level of education, as Graph 12 very clearly shows. Payoffs are small for the first levels of education and increase as the level gets higher. Workers without formal education earn on average 153 CFA, whereas those with university education earn 932 CFA. By occupational category, the graph shows that not surprisingly, the managers have the highest median wages (442 CFA), followed by clerical support workers (230 CFA). The lowest paid workers are the service and sales workers (110 CFA), followed by the elementary occupations (169 CFA). By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (473 CFA), and the lowest wages in trade, transport, and hospitality (144 CFA).

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.

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 the workers earn less than 112 franc CFA, another 25% earn between 112 and 230 franc, 25% earn between and 230 and 540 Franc and the remaining 25% earn more than 540 franc per hour. Whereas more than four in ten workers with primary education (43%) earn less than 112 franc, seven in ten workers with university education earn more than 540 franc per hour (70%). Almost half of the workers without a contract work for less than 112 Franc per hour (47%), whereas more than one third of the employees on permanent contracts earn at least a 540 francs per hour (35%).

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



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1955, missing52)

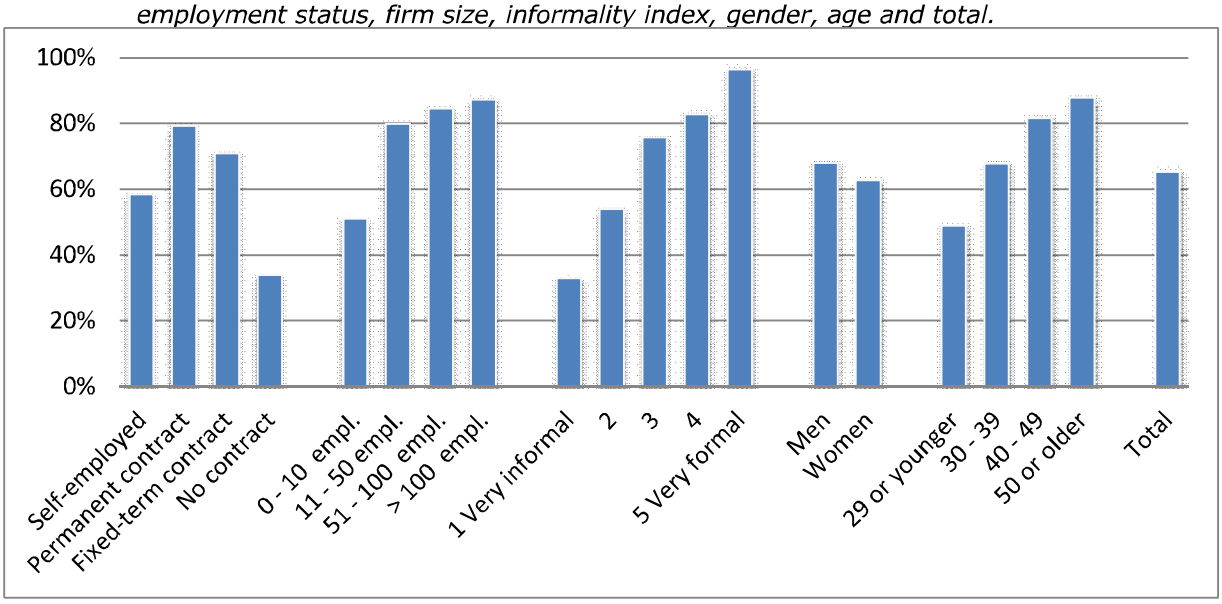
Wages below the minimum wage rate

Togo has an extensive minimum wage setting, with one minimum wage for all and higher recommended minimum wages for a range of occupations and educational certificates.[2] The minimum wage rate is set to 35000 francs CFA per month (data for 2012). We tested to what extent the respondents are paid according to this minimum wage rate. Given that the government in Togo has not defined an hourly age and given that most workers work longer hours than the legal working week of 40 hours, we decided not to use the hourly wages but the reported monthly wages instead. We therefore limited our analysis to the workers who had reported to be working full-time and to be receiving a monthly wage or income.

[2] See http://www.wageindicator.org/main/minimum-wages/togo or http://www.votresalaire.org/togo/home/salaire/salaire-minimum/le-salaire-minimum

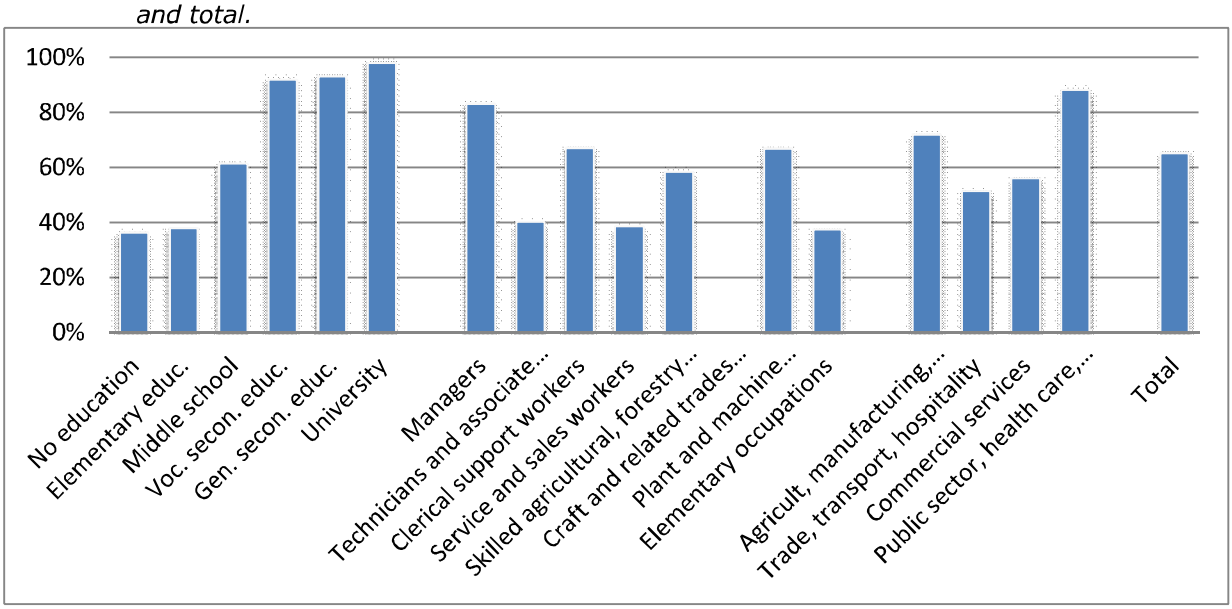
The result of the analysis shows that 65% of the sample is paid on or above the minimum wage of 35000 francs CFA per month, whereas 35% is paid below the minimum wage level. Graph 14 shows in detail in which groups this occurs most frequently. Workers without a contract are the single most vulnerable group. Just over one third (34%) earn more than the minimum wage rate. Workers in large firms are most often paid above the minimum wage rate (87%). In contrast, 51% of workers in firms employing 10 or less people are paid above the minimum wage rate. Differences are found according to the informality-index. Only 32% of informal workers are paid above the minimum wage rate compared to 96% of the most formal workers. Men are slightly more often paid above the minimum wage rate than women (68% versus 63%). Workers under 30 years are most vulnerable: 48% is paid on or above the minimum wage rate compared to 88% of workers above 50 years old.

Graph 14 Percentages of workers paid on or above the standard minimum monthly wage by employment status, firm size, informality index, gender, age and total.



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N= 1377, full-timers with monthly wage only)

Graph 15 Percentage of workers paid above the minimum wage by education, occupation, industry and total.



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1377, full-timers with monthly wage only)

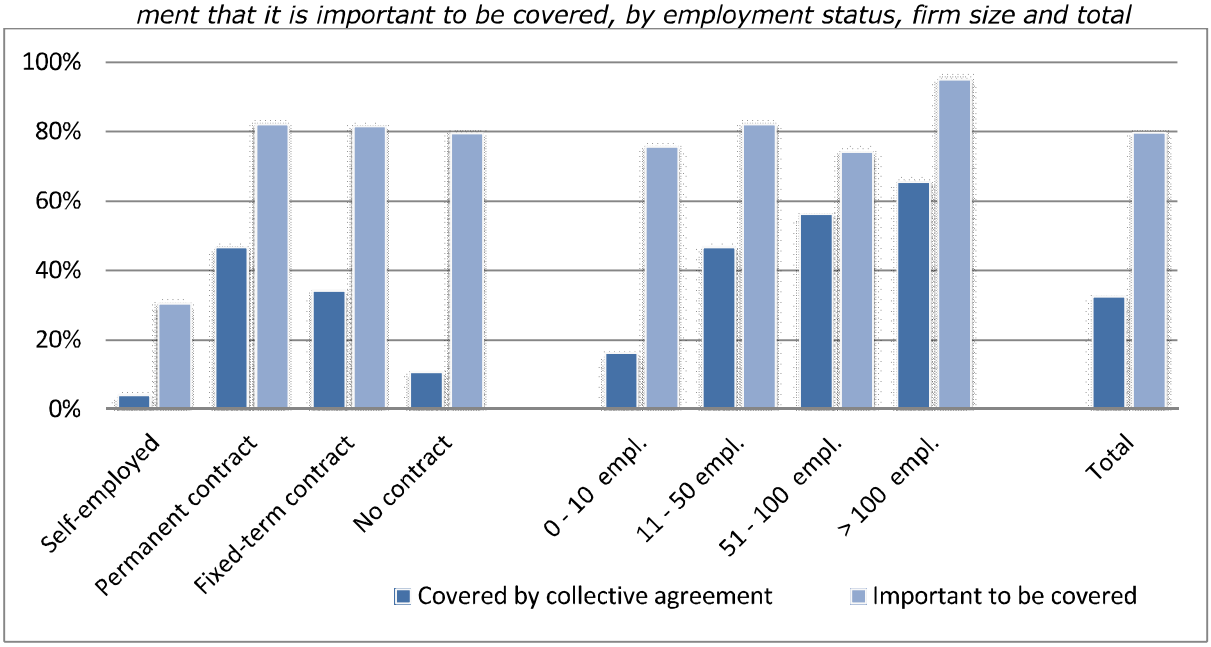
As graph 15 shows, educations, occupations and industries vary widely with respect to the extent to which the workers are paid on or above the minimum wage rate. Less than four in ten workers with no education and slightly more with elementary education are paid above the minimum wage rate (36% and 37%), compared to 93% and 98% of workers who finished general secondary or university education respectively. More than eight in ten managers are paid above the minimum wage rate (83%). In contrast, less than four in ten sales and services workers and workers in elementary occupations earn more than the minimum wage rate (37%) and just a few more technicians and associate professionals do (40%). Workers in trade, transport and hospitality are most at risk of being not paid a minimum wage (only 51% paid above the minimum wage rate). Public sector workers are best of; 88% of them earn a wage above the minimum wage rate. The impact of each category on an individual's outcome can be investigated, while controlling for the impact of the other categories (see Appendix 2). This shows that particularly the informality index, the educational level, age, and occupational status affect the likelihood of being paid on or above minimum wage rate.

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. Almost one in five workers does not know the answer to this question, or says that it is not applicable. In graph 16 we consider these as a 'not covered' answer. Three in ten of respondents are covered (32%). This ranges from 16% of workers in companies of less than 10 people and 4% of the self-employed workers, to six in ten workers in companies employing more than 100 workers and almost 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 workers on permanent contracts, 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 32% of workers are covered, 80% wish to be covered. This latter percentage is almost equal for the three groups of employees (79-82%), it is highest in firms with more than 100 employees (95%) and lowest for the self-employed (31%).

Graph 16 Percentages of workers covered by a collective agreement and agreeing with the statement that it is important to be covered, by employment status, firm size and total

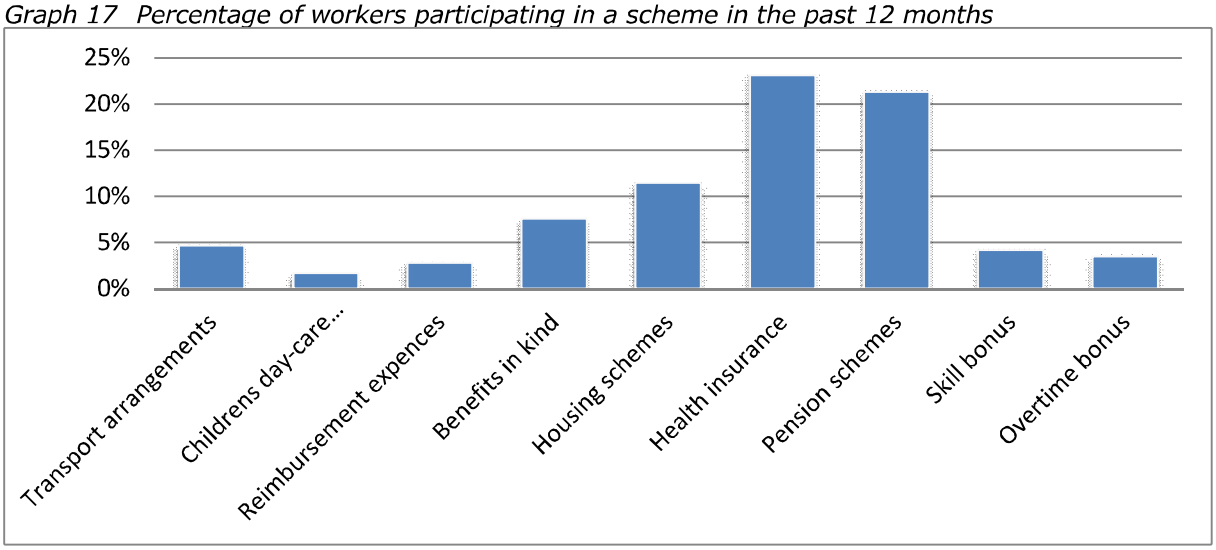


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1966 for coverage, don't know/not applicable are coded as not covered, N=1260 for importance to be covered)

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, which is only asked to the former group. Graph 17 shows that participation is generally low and that benefits in kind (8%), housing schemes (11%), health insurance or health care schemes (23%) and pension schemes (21%) are most common.

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

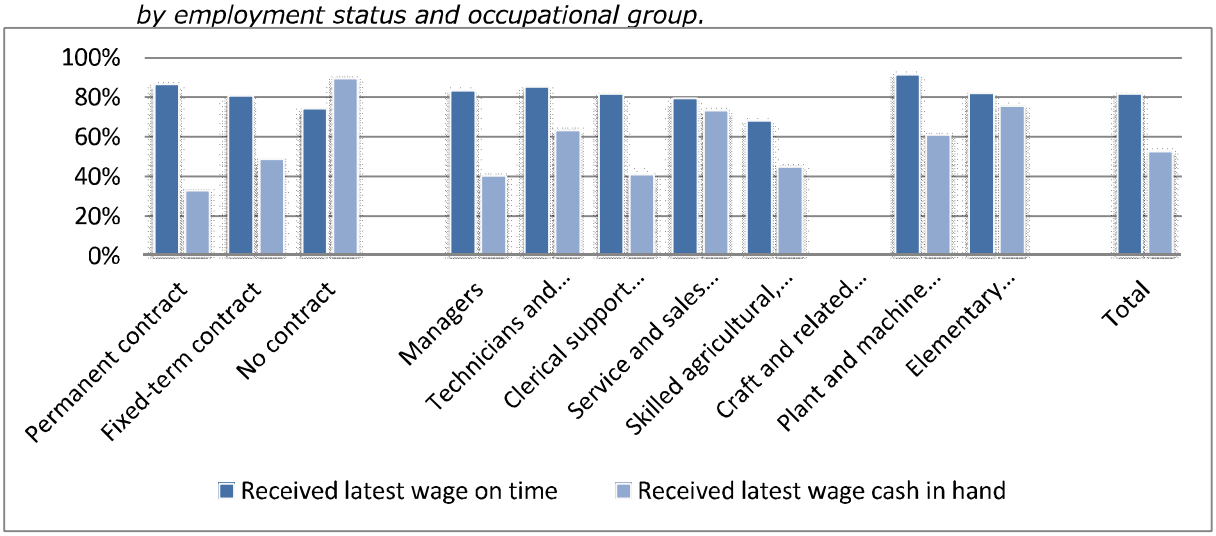


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1910 for overtime bonus (employees only), for all other variables N=1994-2004)

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 68% of the skilled agricultural, forestry and fishery workers to 85% of the technicians and associate professionals. Over five in ten workers (53%) receive their wage cash in hand. In this case, there are large differences between the occupational categories. Service and sales workers (73%) and those in elementary occupations (76%) very often receive wages in cash, whereas much fewer managers do (40%).

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



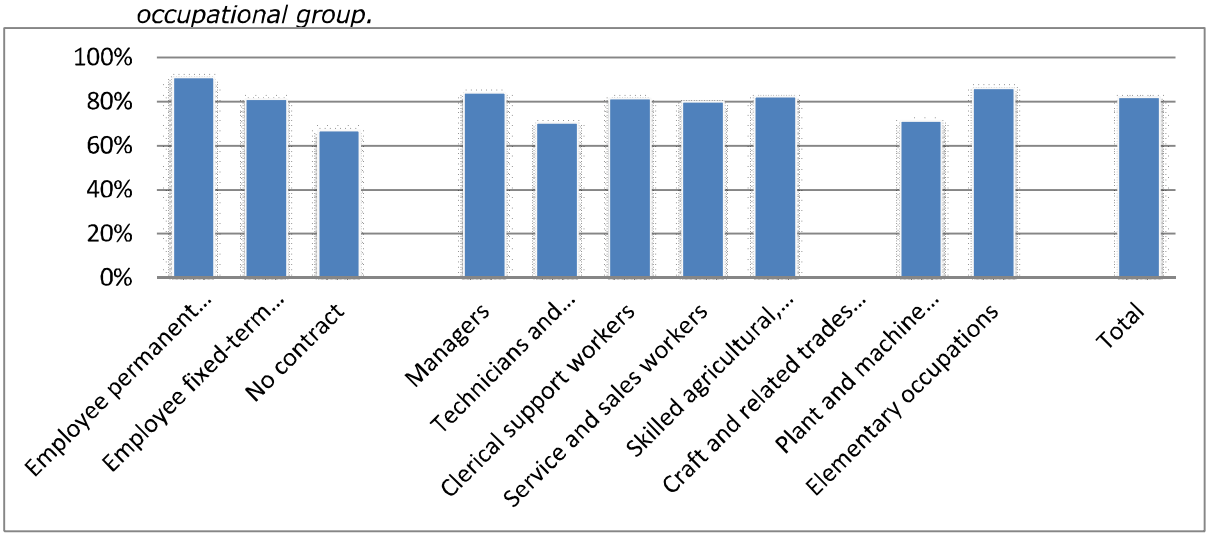
Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1797 (on time), N=1881 (cash), employees only)

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 vast majority of the employees, 82%, have agreed working hours (Graph 19). This is highest for the employees with a permanent contract (91%) and lowest for the workers without a contract (67%). Managers (84%) and employees in elementary occupations (86%) most often have agreed working hours. Technicians and associate professionals and plant and machine operators (71%) have least often agreed working hours.

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

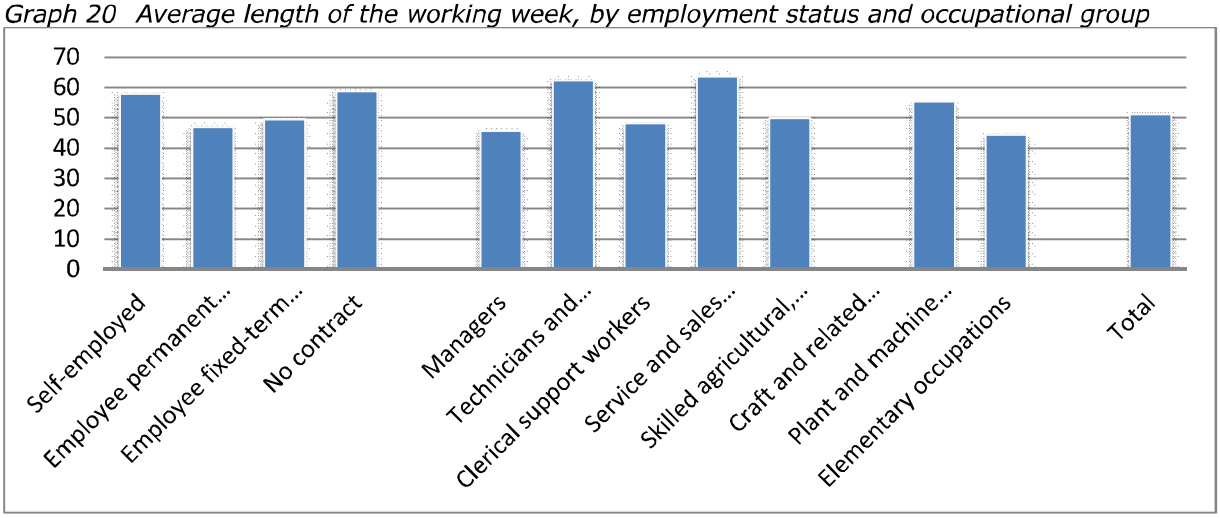


Source: WageIndicator face-to-face survey Togo, 2012, weighted data, (N=1773 and 1789, employees only)

Usual working hours

Graph 20 shows that the average usual working week of respondents is more than 50 hours, which is much longer than the standard 40 hours working week. The employees without contracts and the self-employed work the longest hours (59 and 58 hours respectively) and those on permanent contracts work the shortest (47 hours). The service and sales workers work on average 63 hours per week, whereas workers in elementary occupations work 44.

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

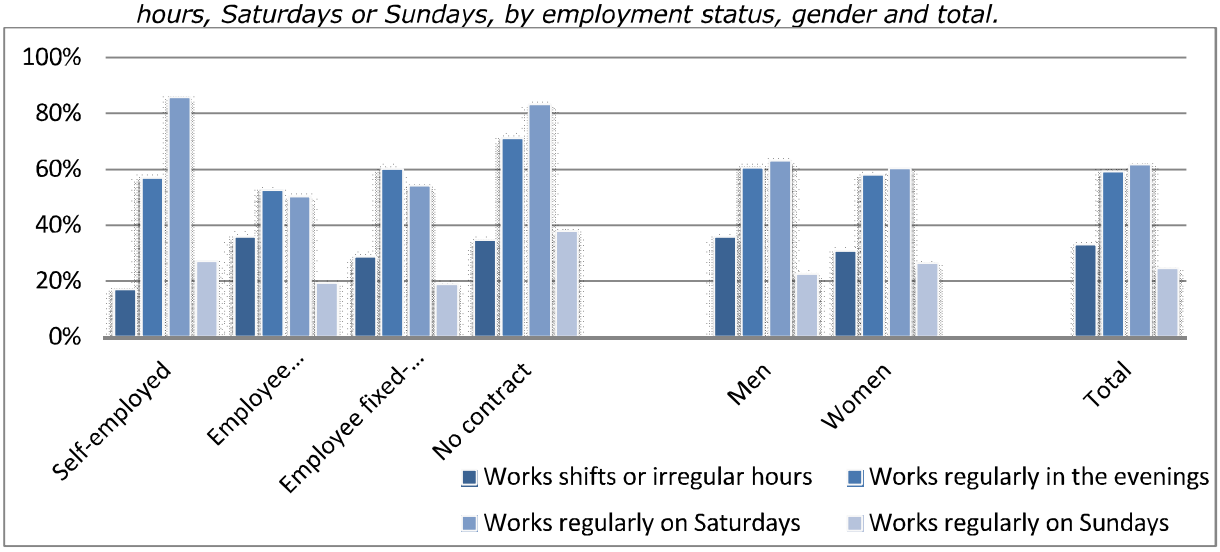


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1983, missing 21)

Shifts or irregular hours

The survey includes a question asking if the respondent works shifts or irregular hours. Graph 21 shows that three in ten workers report doing so. The incidence of shift work or irregular hours is highest for employees with a permanent contract or without one. Men more often than women work shifts or irregular hours. Working in the evenings is reported by 59% 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 two in ten work Sundays. Working regularly on Saturdays occurs most often among the self-employed and among men, whereas working on Sundays is reported most often by workers without a contract and by women.

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

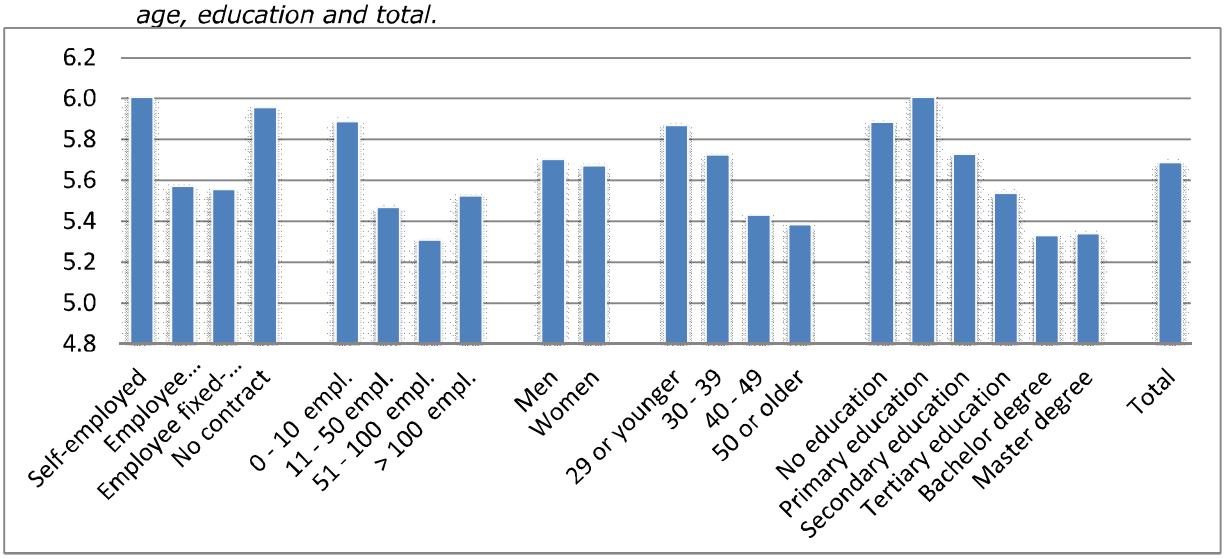


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1882- 1953)

Average working days per week

On average, the workers in the sample report to be working 5.7 days a week. Graph 22 shows that the self-employed and those without contracts work more days than the average, as so do the workers in small firms, men, the youngest age group, and the workers with primary school.

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

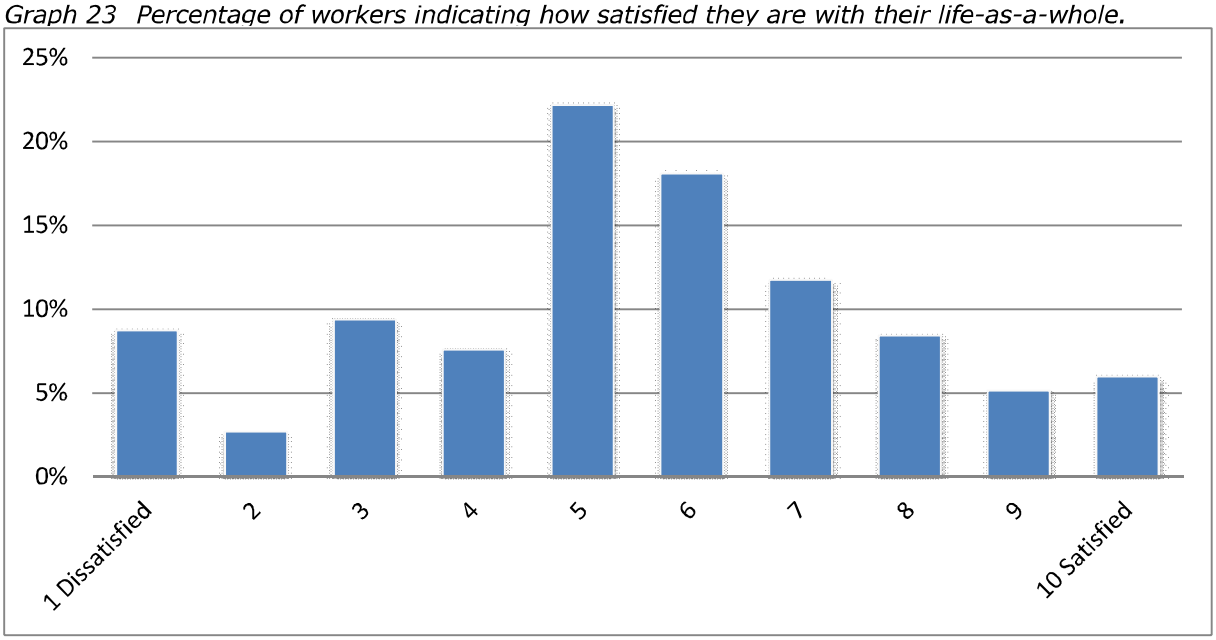


Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1996 - 2004)

6 Satisfaction with life-as-a-whole

The survey includes a question about satisfaction with life-as-a-whole on a scale from 1=dissatisfied to 10=satisfied. As graph 23 shows, exactly half of the respondents (50%) rate their lives a five or lower and a 20% score an 8 or higher. On average, the interviewees score a 5.5.

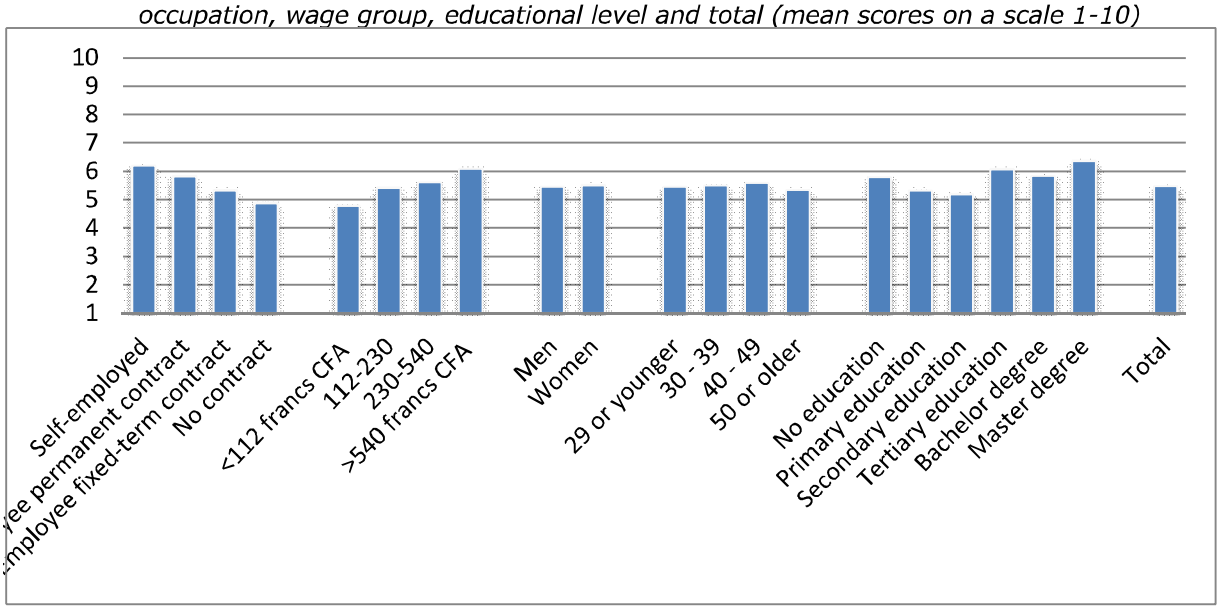
Graph 23 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey Togo, 2012, weighted data (N=1997, missing 7)

Groups do differ with respect to their life satisfaction as a whole. Graph 24 shows a breakdown for several groups. Workers earning less than 112 franc CFA per hour, employees without a contract, workers aged 50 and older and people with elementary education are least happy. When explaining the variance in life satisfaction, however, a permanent contract, wage group, and partner significantly contribute to happiness (model included in the appendix). People not on permanent contracts, with 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 Togo, 2012, weighted data (N=1977- 1997)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Unweighted Freq.
1120050000000	Technical department manager	72
1120060000000	Engineering department manager	18
1120070000000	Installation or repairs department manager	12
1120080000000	Manufacturing department manager	71
1211020000000	Financial department manager	139
1212020000000	Personnel department manager	54
1219030000000	Laboratory department manager	50
1219040000000	Housekeeping department manager	4
1219050000000	Administrative services department manager	93
1219070000000	Purchasing department manager	31
1219980000000	Department manager, all other	172
1221030000000	Marketing department manager	24
1221040000000	Sales department manager	124
1222020000000	Advertising department manager	2
1222030000000	Communications department manager	46
1222040000000	Public relations department manager	17
1223030000000	R&D department manager	69
1311060000000	Livestock farm manager	1
1330020000000	IT department manager	41
1412010000000	Restaurant manager	13
3322000000000	Sales representative	47
3332030000000	Travel organiser	1
4120060000000	Secretary	140
4221020000000	Travel agency clerk	9
4221040000000	Travel consultant	2
4226030000000	Receptionist, telephonist	44
4322050000000	Transport scheduling clerk	12
4412020000000	Courier	2
5113010000000	Travel guide	7
5120040000000	Food preparation worker	45
5131010000000	Waiter or waitress	190
5212010000000	Street vendor (food products)	128
5414010000000	Security guard	121
6111030000000	Field crop or vegetable farm worker	15
6121040000000	Cattle farmer	6
6129990000000	Livestock breeder, all other	2
6210020000000	Logging worker	1
6210210000000	Tree feller	1
6310010000000	Subsistence crop farmer	6
6330010000000	Subsistence mixed crop or livestock farmer	6
7115010000000	Carpenter	1
8322020000000	Taxi driver	38
8332010000000	Truck driver	24
9112010000000	Cleaner in offices, schools or other establishments	96
9211020000000	Fruit, nut or tea picker	6
9212030000000	Livestock farm helper	1
9333010000000	Freight handler, all other	3
	Total	2007

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	4.097	.090		45.742	0.000
Female	.080	.040	.036	2.012	.044
Educational level (0=lowest, .., 6=highest)	.206	.016	.271	13.206	.000
Employee permanent contract	.268	.043	.121	6.244	.000
Firmsize 1-5 empl	-.511	.058	-.216	-8.887	.000
Firmsize 6-10 empl	-.437	.060	-.163	-7.293	.000
Firmsize 11-20 empl	-.139	.058	-.053	-2.399	.017
Tenure (0-61 yrs)	.025	.003	.176	9.219	.000
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.015	.001	.268	13.380	.000
N	1930				
R-square	.392				

Dependent variable: Paid up or above the minimum monthly wage rate yes/no						
	B	S.E.	Wald	df	Sig.	Exp(B)
Informality index (1=very informal, .., 5=very formal)	.382	.059	42.735	1	.000	1.466
Firmsize 1-5 empl	-.802	.170	22.244	1	.000	.448
Firmsize 6-10 empl	-.694	.177	15.320	1	.000	.499
Firmsize 11-20 empl	-.343	.182	3.567	1	.059	.710
Employee on permanent contract	.238	.135	3.105	1	.078	1.268
Educational level (0=lowest, .., 6=highest)	.024	.005	28.350	1	.000	1.025
Female	.283	.121	5.519	1	.019	1.328
Lives with partner	.003	.150	.000	1	.987	1.003
Lives with child	-.047	.155	.091	1	.763	.954
Age (13-66 yrs)	.058	.008	58.821	1	.000	1.059
Socio-Econ. Index of occ. status (ISEI 10=lowest, ..,79=highest)	.030	.003	93.613	1	.000	1.030
Constant	-4.625	.346	178.394	1	.000	.010
N	1895					
-2 Log Likelihood	1839.91					

Dependent variable: Covered by a collective agreement yes/no (don't know answers coded as no)						
	B	S.E.	Wald	df	Sig.	Exp(B)
Employee on permanent contract	.730	.119	37.458	1	.000	2.074
Educational level (0=lowest, .., 6=highest)	.216	.046	22.376	1	.000	1.241
Female	.274	.114	5.788	1	.016	1.316
Firmsize 1-5 empl	-1.770	.166	113.293	1	.000	.170
Firmsize 6-10 empl	-1.386	.163	72.695	1	.000	.250
Firmsize 11-20 empl	-.813	.147	30.399	1	.000	.444
Tenure (0-61 yrs)	.060	.007	65.642	1	.000	1.062
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.015	.003	20.929	1	.000	1.015
Constant	-2.290	.255	80.473	1	.000	.101
N	1956					
-2 Log Likelihood	1930.64					

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	6.056	.288		21.040	.000
Employee on permanent contract	.512	.116	.108	4.426	.000
Education level (0=lowest, .., 6=highest)	.001	.004	.005	.210	.834
Female	-.021	.111	-.004	-.186	.853
Less than 153 CFA	-1.417	.184	-.259	-7.717	.000
153-357 CFA	-.723	.169	-.132	-4.266	.000
357-754 CFA	-.506	.154	-.094	-3.288	.001
Living with a partner	-.434	.139	-.092	-3.128	.002
Living with a child	.312	.144	.064	2.170	.030
<29 years	.196	.132	.041	1.479	.139
30-39 years	.021	.083	.013	.257	.797
40-49 years	-.157	.084	-.094	-1.875	.061
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	-.003	.003	-.027	-1.033	.302
N	1892				
R-squared	.060				

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