Wages in Niger

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 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.

Special thanks to
Funding partners: CNV Internationaal, The Netherlands. **Project partners**: Confédération Nigérienne du Travail – CNT; WageIndicator Foundation; University of Dar es Salaam; University of Abdou Moumouni Niamey; University of Amsterdam. **Team members**: Janna Besamusca, Brian Fabo, Godius Kahyarara, Malam Maman Nafiou and renumerators, Sako Mamadou, Tomas Mamrilla, Paulien Osse, Oudou Yaou, Kea Tijdens, Ngeh Ernest Tingum, Maarten van Klaveren, Sanne van Zijl

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

Executive summary Wages in Niger

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Niger, conducted between the 26th of September and 26th of October 2012. This report is based on 1,712 interviews from all regions; 69% were men and 45% were under 30 years old. The workers in the survey live in households with on average 3.3 members, and almost five in ten men and more than five in ten women live with both a partner and children. On a scale from 1 (low) to 10 (high), more than half of the respondents (54%) rate their lives a five or lower and a 21% score an 8 or higher. On average, the interviewees score a 5.7.

Almost two in ten had attained primary education first cycle and another two in ten had primary education second cycle (18% and 17%). Slightly more than two in ten workers had diplomas from secondary education (22%). On average, respondents worked for 10.8 years. More than six of ten people in the sample work in an organization with 10 or fewer employees (64%). The average working week of respondents is almost 50 hours and they work 5.8 days per week. More than five in ten workers regularly work shifts, almost seven in ten work evenings, almost six in ten report working regularly Saturdays, while five in ten work regularly Sundays.

The biggest group of interviewees works in the wholesale and retail trade (19%), almost two in ten work in education (17%), followed by transportation and storage (14%). More than a tenth (11%) works in human health and social work activities and slightly less in financial and insurance activities (10%). More than 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 (10%) and as clerical support workers (11%).

Three in ten workers is self-employed (29%), almost three in ten workers are employees with a permanent contract (28%), almost three in ten have a fixed term contract (29%) and the remaining one in ten have no contract at all (14%). Almost three in ten workers (29%) state that they are entitled to social security. Two in three workers state that they have no agreed working hours (65%). More than two in ten get their wages transferred to a bank account, almost seven in ten get them cash in hand. Up to 23% of workers are in what can be qualified as very informal jobs, without social security, agreed hours or contracts, whereas 10% are in the very formal jobs.

The median net hourly wage of the total sample is 288.68 Niger Franc (CFA). Workers in firms with less than ten employees earn a lot less than employees of larger firms. The analysis also shows that the more informal a job is, the lower the net hourly wages. Those on the lowest end of the informality scale earn only 105 CFA per hour, whereas those in the highest end earn wages far above that (699 CFA). Employees with permanent contracts have the highest and self-employed workers the lowest earnings (462 versus 117 CFA). Median wages increase with educational level. Workers without formal education earn 69 CFA, those with university education 780 CFA.

Managers have the highest median wages (375 CFA), followed by clerical support workers (305 CFA). The lowest paid workers are the skilled agricultural, forestry and fishery workers (82 CFA), followed by the plant and machine operators, and assemblers (96 CFA). The highest wages are earned in the public sector, health care, and education (462 CFA), and the lowest wages in trade, transport, and hospitality (192 CFA).

The result of the analysis shows that 66% of the sample is paid on or above the minimum wage rate of 30047 CFA per month, whereas 34% is paid below the minimum wage rate. Only 34% of informal workers are paid above the minimum wage rate compared to 92% of the most formal workers. Women are more often paid above the minimum wage rate than men (60% versus 81%). Workers under 30 years are most vulnerable: 55% is paid on or above the minimum wage rate, compared to 80% of workers above 50 years old. Workers in large firms are most often paid above the minimum wage rate (92%), compared to 48% of workers in firms employing 10 people or less. Self-employed workers are the single most vulnerable group. Just under one third (32%) earn more than the minimum wage rate. Less than four in ten workers with no education and slightly more with primary first cycle education are paid above the minimum wage rate (38% and 46%), compared to at least 95% of workers who finished general secondary, tertiary or university education. Almost seven in ten managers earn above the minimum wage rate (67%). In contrast, four in ten plant and machine operators, and assemblers earn more than the minimum wage rate (41%) and just a few more skilled agricultural, forestry and fishery workers do so (44%). 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; 85% of them earn a wage above the minimum wage rate.

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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 Niger, conducted between the 26th of September and 26th of October 2012. The survey aimed to measure in detail the wages earned by Niger workers, including the self-employed. This report is based on 1,712 interviews. 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 Niger setting. Most of the questions were retained without changing the intended purpose. The Niger question-naire 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	1,712	100%

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

Sampling and fieldwork

The sampling and interviewing of the respondents was done by the University of Aboud Moumoni in Niamey (Niger), 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 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.

Almost half of the respondents were interviewed in their work places (40%). Another group was interviewed at street (30%), at their homes (14%), at a meeting or conference (8%) and in other places (7%). 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 2.04. A small group was not cooperative (3%). Only waged employees and self-employed in the market economy were covered.

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 1710 of the 1712 interviews.

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

	Weight	N
Male 14-29 years	1.4531	362
Male 30-39 years	.3871	651
Male 40-80 years	1.2103	328
Female 14-29 years	1.5558	155
Female 30-39 years	.7597	153
Female 40-80 years	2.9120	61
Total	1.0000	1710

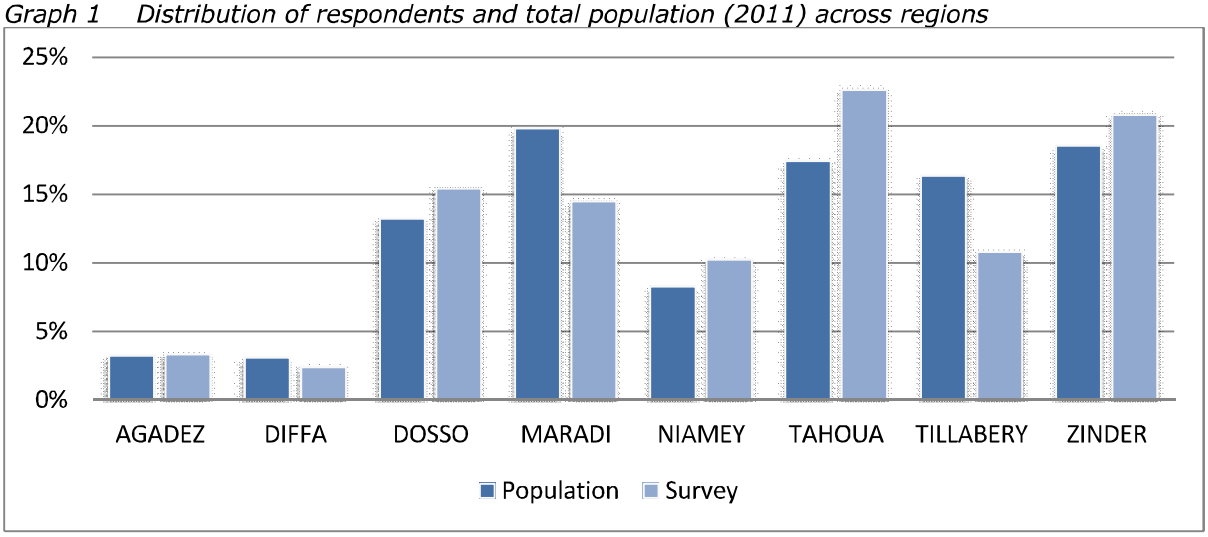
Source: The weights are based on the labour force estimates for 2012, derived from the Estimates And Projections Of The Economically Active Population (EAPEP 6th edition) database of the International Labour Organization (ILO). Two cases had no information about gender.

2 Socio-demographic characteristics

Regions

The interviews were done in all eight regions of Niger. The spread over the different regions in the sample resembles that of the actual population in Niger, the Tahoua region being overrepresented in the survey and the Maradi region underrepresented. The largest number of interviews was done in the city of Zinder (17%), the smallest number in Illela in the region Tahoua (0.1%).

Graph 1 Distribution of respondents and total population (2011) across regions

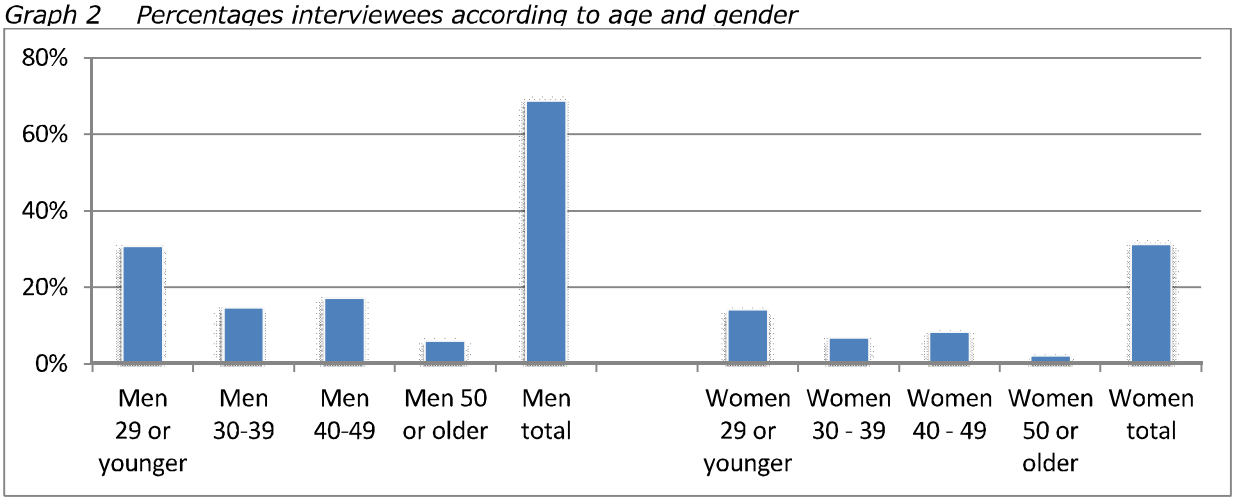


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1710)
Population data was based on The Annuaire Statistique Du Niger 2006 – 2010, 6. Population, Tableau 06.03 Répartition par sexe de la population des régions en 2011. Source: Institut National de la Statistique Niger

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over four age groups. Much more male than female workers were interviewed (69% versus 31%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (45%). This resembles the general workforce in Niger, which declines with age.

Graph 2 Percentages interviewees according to age and gender

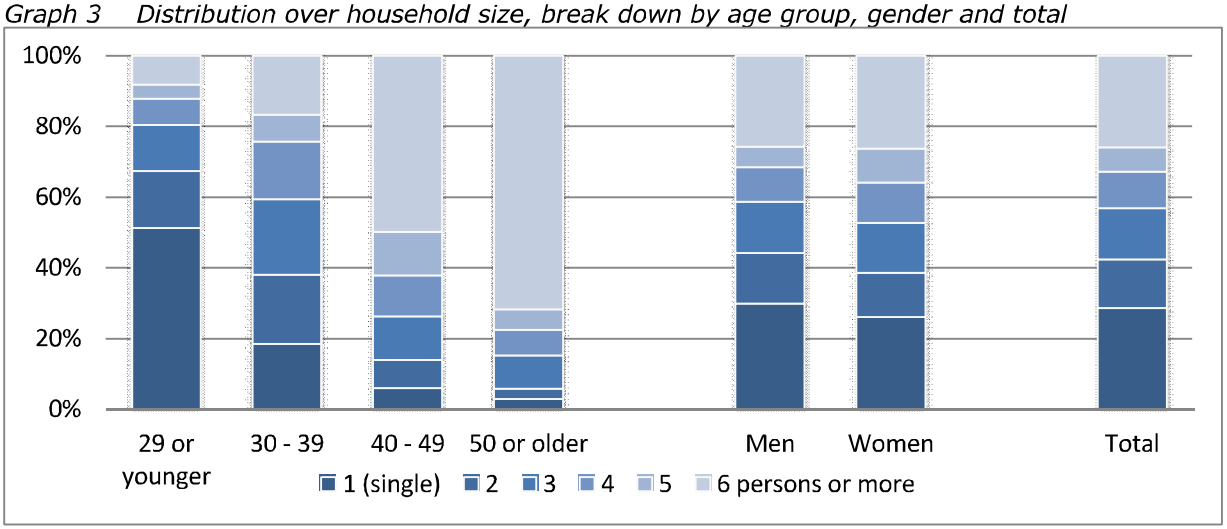


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1710)

Household composition

The workers in the survey live in households with on average 3.3 members, including themselves. Graph 3 shows that one in four interviewees live in a household with six or more members and another three in ten live in a single-person household, whereas more than one in ten lives in a two-person household (see bar total). Not surprisingly, younger workers more often live in single-person households, while more than seven in ten workers who are fifty years or older live in households with six people or more. Few gender differences were found; men are slightly more likely to live either alone or in a two-person household and women are a little more likely to live in a household with three to six persons.

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

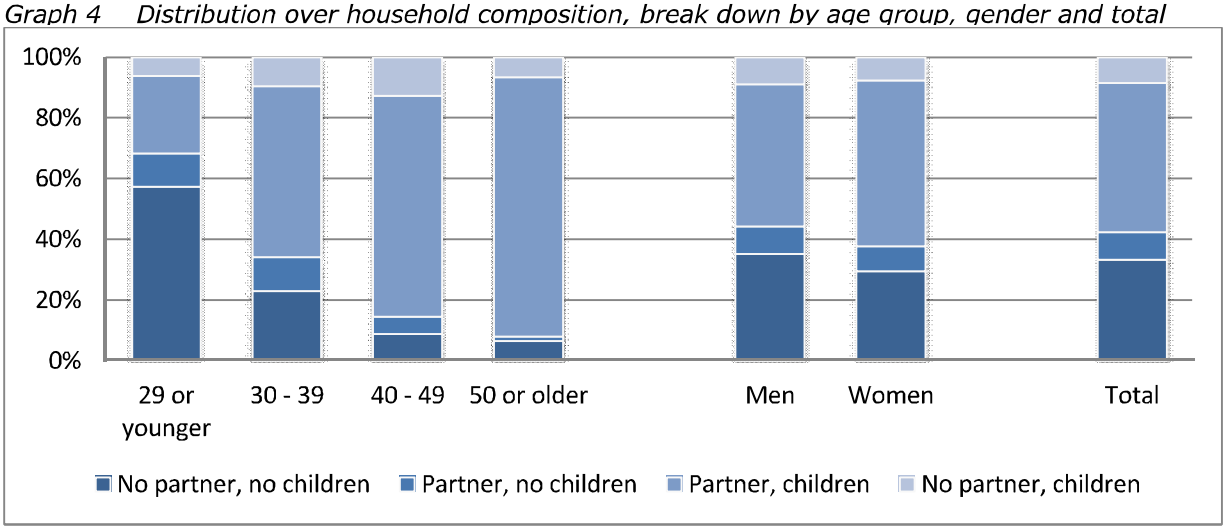


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1676, missing 34)

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. Almost five in ten men and more than five 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. More than three 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 Niger, 2012, weighted data (N=1699, missing 11)

3 Employment characteristics

Labour force

According to the ILO 2012 economically active population estimates and projects, Niger has an economically active population of almost 5.5 million people. The labour force participation rate is 90% for men and 40% for women. For men, the participation rates are particularly high in the age group 33-59, and for women this is 30-59.

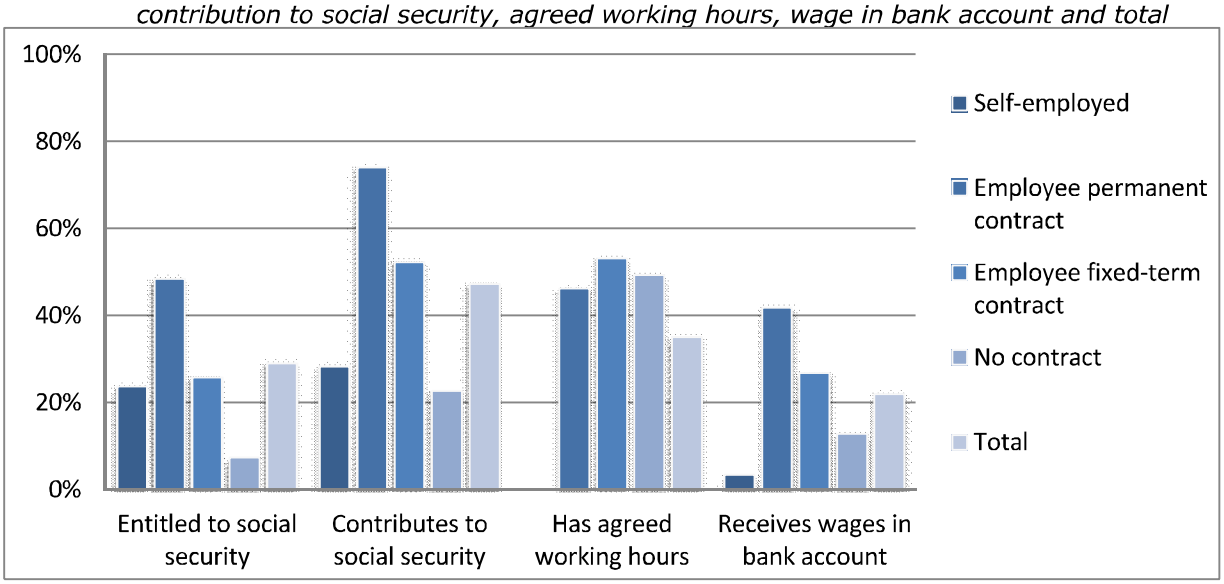
Status in employment and labour contract

The survey distinguishes registered self-employed, employees with a permanent contract or a fixed-term contract and workers without a contract. In the sample, almost three in ten workers is self-employed (29%). Another nearly three in ten workers is in waged employment with a permanent contract (28%). And a final three in ten workers are employees with a fixed-term contract (29%), whereas the remaining one in ten have no contract at all (14%). A further breakdown reveals large gender differences, because the men are more often self-employed, while the women more often are an employee on a fixed-term contract. Older workers are more likely to have a permanent contract and young people are more likely to work on a fixed-term contract.

The survey included questions about entitlement and about contributions to social security. Almost three in ten workers (29%) state that they are entitled to social security. Graph 5 shows that almost five in ten workers on permanent contracts are so, compared to 26% of workers on fixed term contracts, 7% of those without contracts and just 24% of the self-employed. Almost five in ten workers contribute to social security (47%). One in four workers contributes to social security but states not being entitled to social security (26%), whereas less than 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 two in three workers state that they have no agreed working hours (65%), the remaining group has agreed working hours (in writing 20%, verbally agreed 17%). Graph 5 shows that almost half of the employees on a permanent contract have their working hours agreed (46%), more than half of the employees on fixed term contracts have so (53%), and about half of the workers without contracts do so (49%). One survey question asked if wages are received in a bank account or cash in hand (by bank 22%, in cash 67%, in kind or combination 11%). Again, workers on permanent contracts are most likely to receive their wages in a bank account (42%), compared to 27% of fixed term workers, 13% of those without contracts and 3% of self-employed.

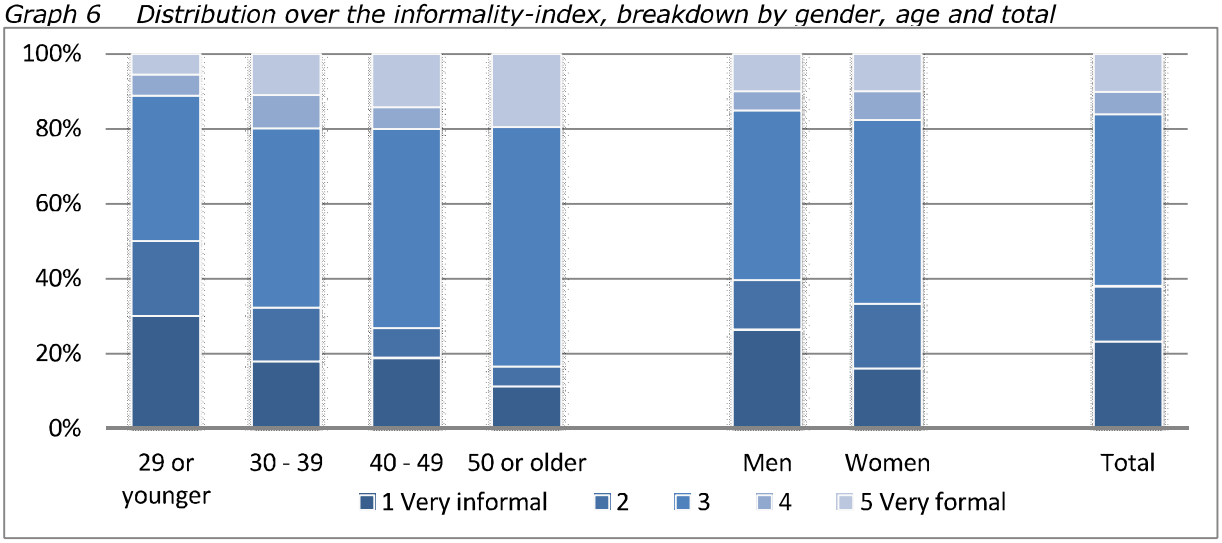
Graph 5 Distribution over status in employment, break down by entitlement to social security, contribution to social security, agreed working hours, wage in bank account and total



Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1460 - 1659)

The data allow us to investigate who the formal and the informal workers are and to compute a 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 23% of workers are in the lowest category in the index, whereas 10% 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

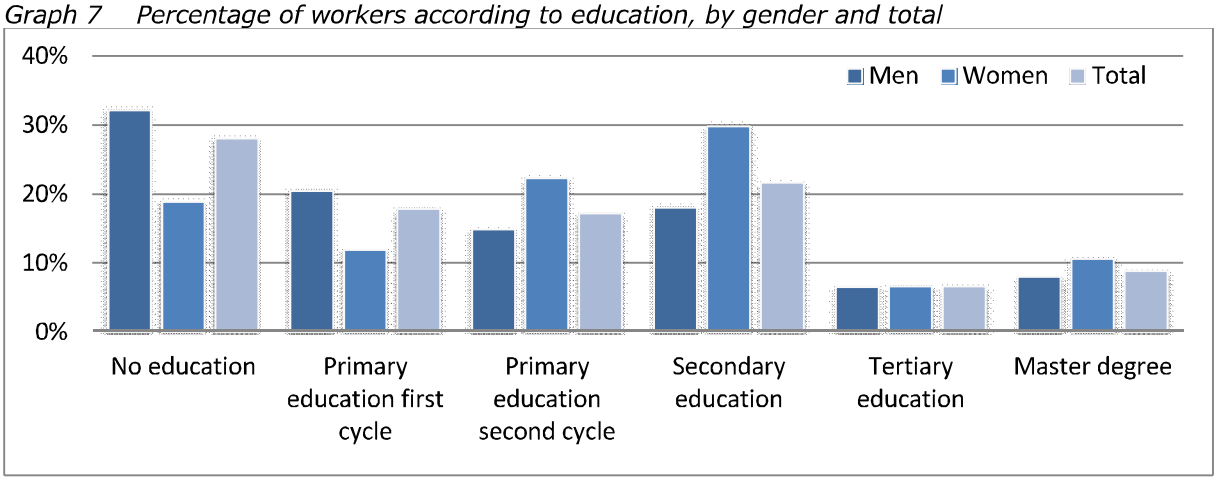


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1680, missing 30)

Employment by educational category

As is shown in Graph 7, almost three in ten workers had no formal education (28%). Almost two in ten had attained primary education first cycle and another two in ten had primary education second cycle (18% and 17%). Slightly more than two in ten workers had diplomas from secondary education (22%). The remaining group had tertiary education or a master university degree. Substantial and significant gender differences regarding education arise. Women are higher educated than men; men have more often no education or only primary education first cycle. Women have more often primary education second cycle or secondary education, whereas the women and men have equally competed tertiary education. Almost one in ten workers report being overqualified for their job and another 5% consider themselves under-qualified (not in the graph). Over or under qualification does not relate to the workers' education level.

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

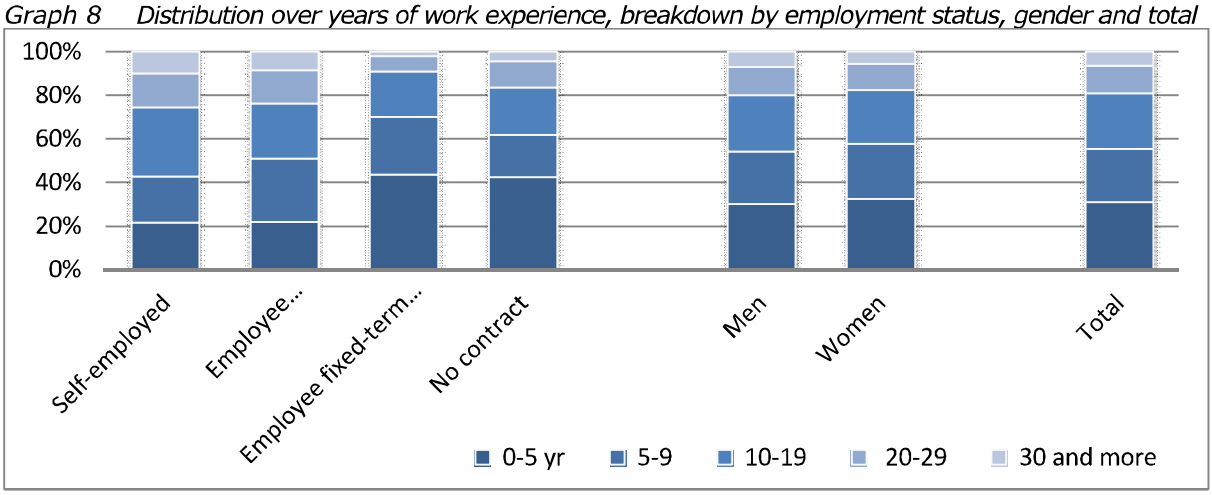


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1703, missing 7)

Years of work experience

On average, the workers have worked for 10.8 years. More than three 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. Two in ten has worked for more than 20 years in the labour market. On average, the self-employed have the longest work experience, followed by the workers on permanent contracts, but the employees on fixed term contracts and the workers without contracts have less experience (13.0 and 12.4 years for the former, versus 7.6 and 9.4 years for the latter). In the categories self-employed and no contract, men have more experience than women, but for the employees on a fixed-term contract women have more experience, while no gender differences exist for the employees on a permanent contract. The survey has a few questions about spells in labour participation. More than one in ten respondents (14%) have experienced such a spell, but only 5% have experienced a spell for more than one year. Men have had slightly 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.

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



Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1661, missing 49)

Firm size

More than six of ten people in the sample work in an organization with 10 or fewer employees (64%), one in four work in an organization with 11-50 employees (24%), 6% work in businesses of 51 to 100 employees and another 6% work for businesses employing over a 100 people. Graph 9 shows that the self-employed/employers work almost exclusively in small firms (91%). Furthermore, the less educated workers are, the more likely they are to work for small firms. Workers with tertiary or more education mostly work for larger enterprises.

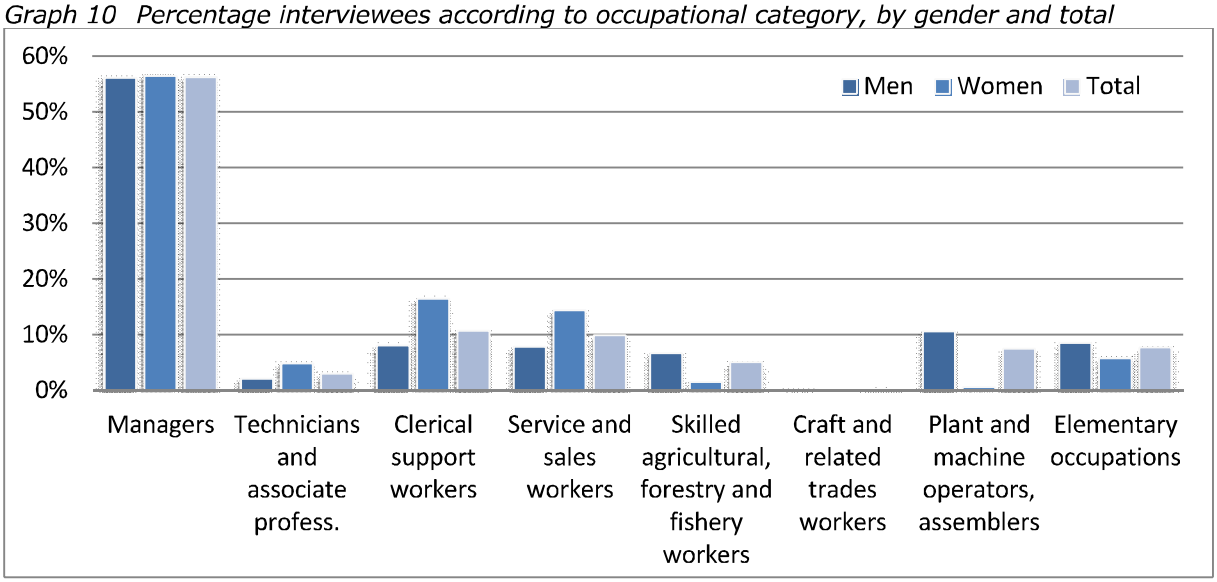
Graph 9 Distribution over firm size, break down by employment status, education and total



Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1553, missing 157)

Employment by occupational category

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



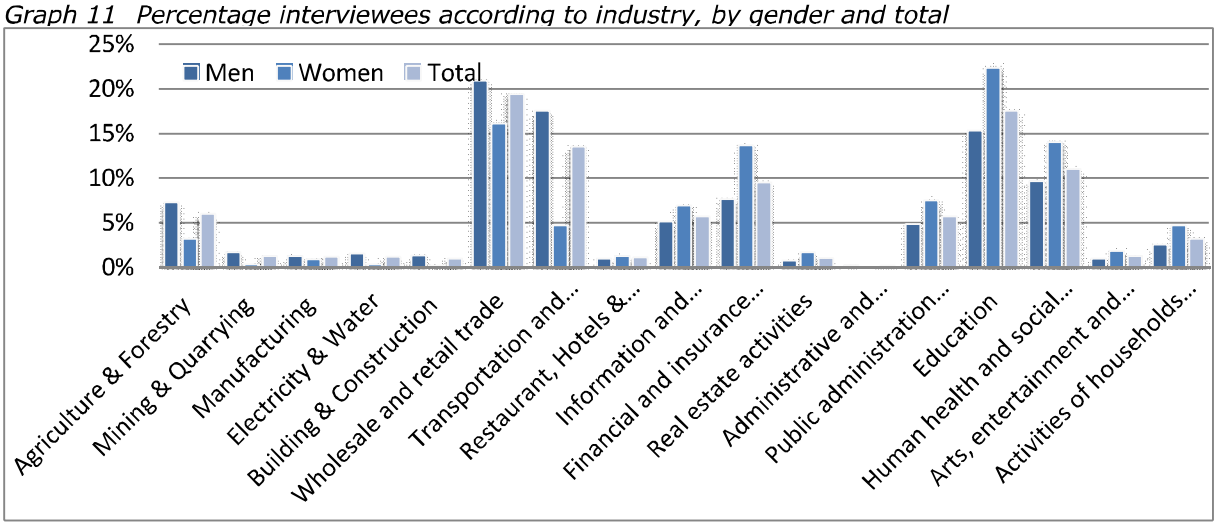
Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1710)

Graph 10 shows that more than half of the workers in the sample are employed as managers. Note that this group includes all business owners, including self-employed and 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 (10%) and as clerical support workers (11%). There are no professionals and hardly any crafts workers in the sample. Women more often work as services and sales workers (14% of women, 8% of men), men are overrepresented among the plant and machine operators (11% men, only 0.6% women).

Employment by industry

The biggest group of interviewees works in the wholesale and retail trade (19%), shown in graph 11. Almost two in ten work in education (17%), followed by transportation and storage (14%). More than a tenth (11%) works in human health and social work activities and slightly less in financial and insurance activities (10%). Women are overrepresented in education, in the financial and insurance activities and in the human health and social work activities. Men are overrepresented in the wholesale and retail trade and in transportation and storage.

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



Source: WageIndicator paper survey Niger, 2012, weighted data (N=1700, missing 10)

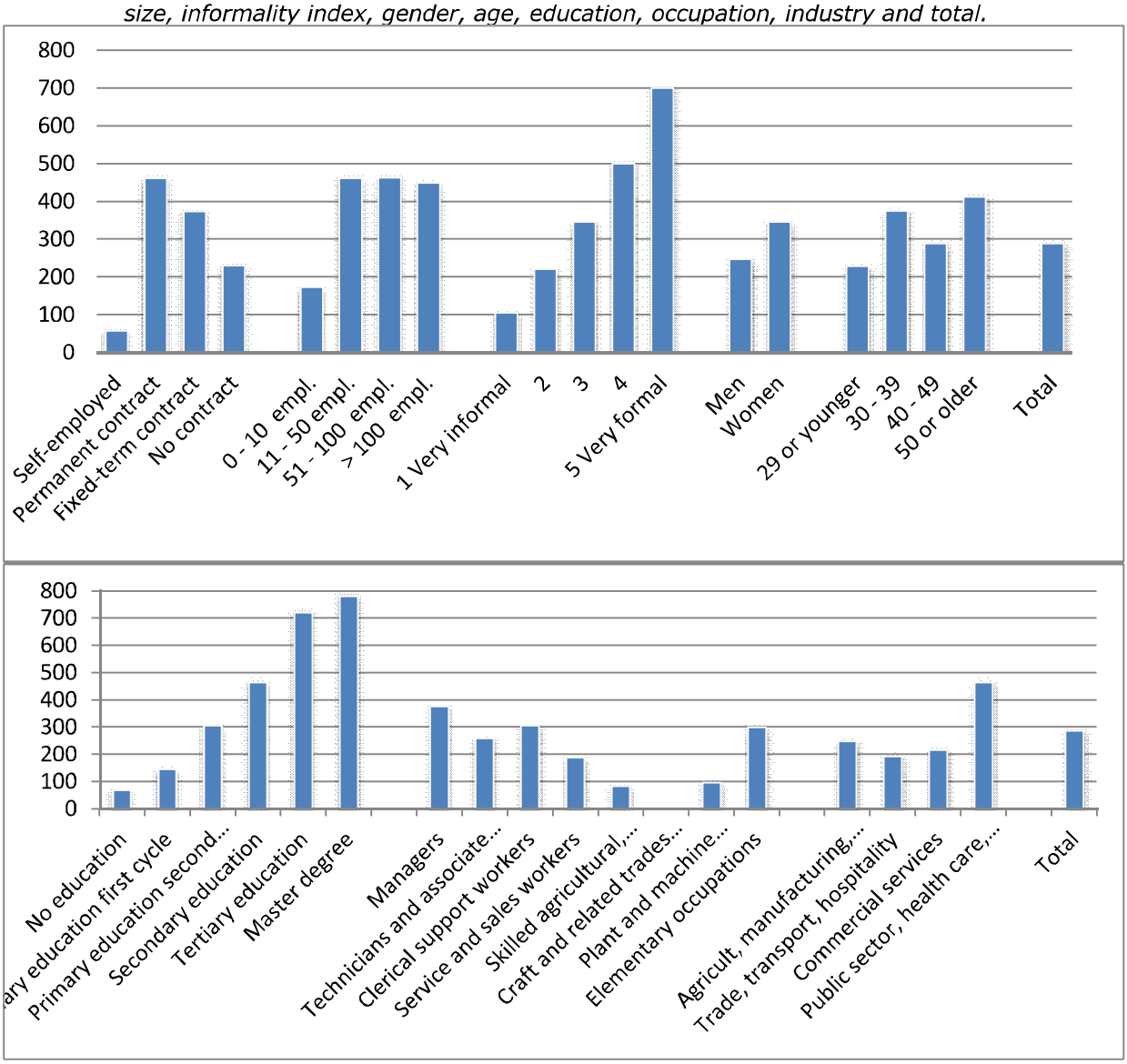
4 Remuneration

Wage levels

The median net hourly wage of the total sample is 288.68 Niger 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 the highest earnings, whereas self-employed workers have the lowest earnings (462 versus 117 CFA). With 173 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 (462 CFA). The graph also shows that the more informal the job, the lower the net hourly wages. Those on the lowest end of the scale earn only 105 CFA per hour, whereas those in the highest end earn wages far above that (median is 699 CFA). Men have lower wages compared to women, because women workers are on average higher educated than their male counterparts. No large age differentials are found.

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



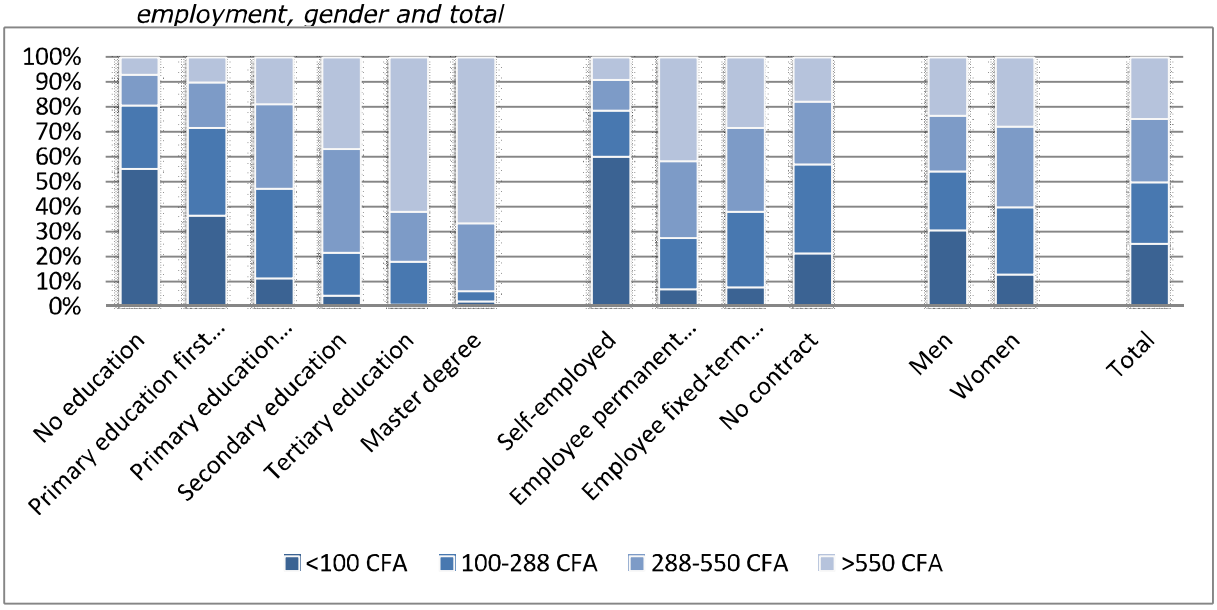
Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1505 – 1652)

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 69 CFA, whereas those with university education earn 780 CFA. By occupational category, the graph shows that not surprisingly, the managers have the highest median wages (375 CFA), followed by the clerical support workers (305 CFA). The lowest paid workers are the skilled agricultural, forestry and fishery workers (82 CFA), followed by the plant and machine operators, and assemblers (96 CFA). By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (462 CFA), and the lowest wages in trade, transport, and hospitality (192 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 permanent contract 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 100 francs CFA per hour, another 25% earn between 100 and 280 francs, 25% earn between and 280 and 550 francs and the remaining 25% earn more than 550 francs. Whereas more than five in ten workers with primary education (55%) earn less than 100 franc, almost seven in ten workers with university education earn more than 550 franc per hour (66%). Six in ten self-employed workers earn less than 100 Franc per hour (60%), whereas more than four in ten employees on permanent contracts earn at least a 550 francs per hour (42%). Niger shows a large wage dispersion according to education and employment status.

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



Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1952, missing 58)

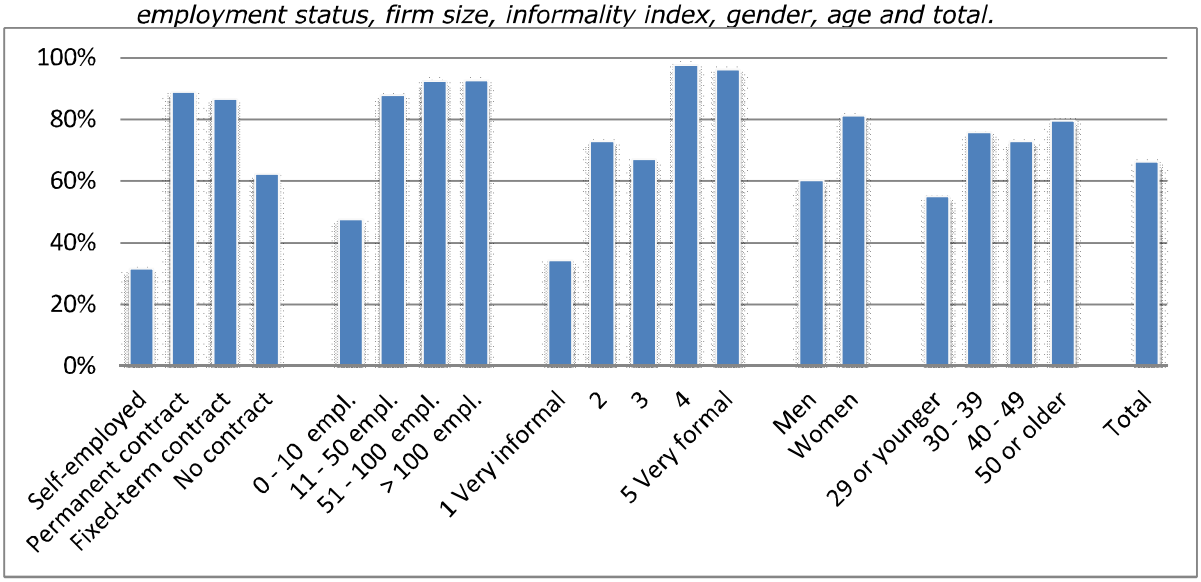
Wages below the minimum wage rate

Niger has one minimum wage, that is set to 30047 francs CFA per month (applicable from 17 August 2012).[2] We tested to what extent the respondents are paid according to this minimum wage rate. Given that the government in Niger has not defined an hourly wage 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.votresalaire.org/Niger/home/salaire/salaire-minimum/le-salaire-minimum

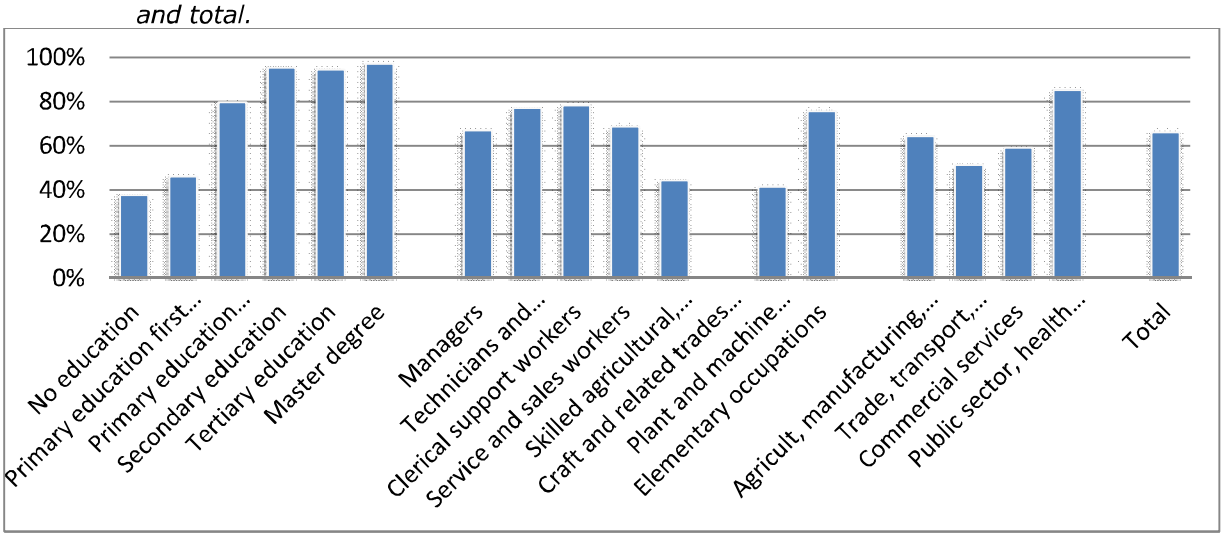
The result of the analysis shows that 66% of the sample is paid on or above the minimum wage of 30047 francs CFA per month, whereas 34% is paid below the minimum wage level. Graph 14 shows in detail in which groups this occurs most frequently. Self-employed workers are the single most vulnerable group. Just under one third (32%) earn more than the minimum wage rate. Workers in large firms are most often paid above the minimum wage rate (92%). In contrast, 48% 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 34% of informal workers are paid above the minimum wage rate compared to 96% of the most formal workers. Women are more often paid above the minimum wage rate than men (60% versus 81%). Workers under 30 years are most vulnerable: 55% is paid on or above the minimum wage rate compared to 80% 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 Niger, 2012, weighted data (N= 1150, 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 Niger, 2012, weighted data (N=1150, 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 primary first cycle education are paid above the minimum

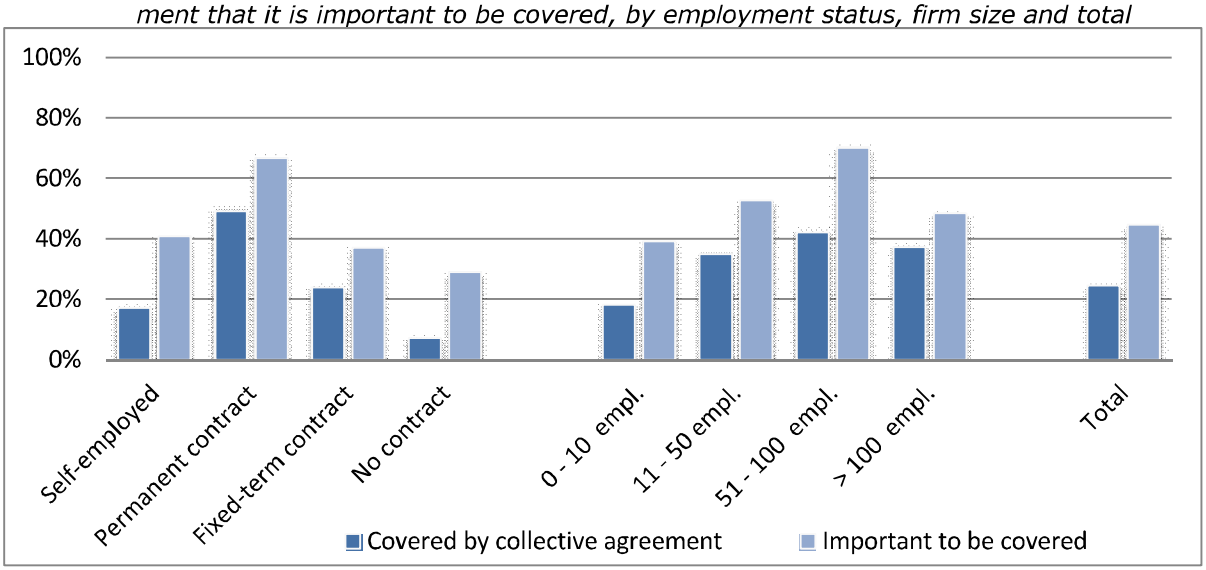
wage rate (38% and 46%), compared to at least 95% of workers who finished general secondary, tertiary or university education. Almost seven in ten managers earn above the minimum wage rate (67%). In contrast, four in ten plant and machine operators, and assemblers earn more than the minimum wage rate (41%) and just a few more skilled agricultural, forestry and fishery workers do so (44%). 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 off; 85% 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, firm size, the educational level, gender, 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 did not know the answer to this question, or said that it was not applicable (21%). In graph 16 we consider these as a 'not covered' answer. One in four of respondents were covered (25%). This ranged from 18% of workers in companies of less than 10 people and 17% of the self-employed workers, to four in ten workers in companies employing between 51 and 100 workers and almost five in ten of employees with permanent contracts (49%). The Appendix holds an analysis which workers are covered by an agreement if controlled for other characteristics. It shows that workers on permanent contracts were more likely to be covered, whereas those working for firms with 6-10 employees were less likely to be so.

The survey has a question asking whether workers think that it is important to be covered by a collective agreement. Whereas 25% of workers were covered, 45% wished to be covered. This latter percentage was particularly high for the employees on a permanent contract (67%), it was highest in firms with 51 to 100 employees (70%) and lowest for the self-employed (17%). Of those who were covered, almost four in five judged it important to be covered, of those not covered four in ten wished to be covered.

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



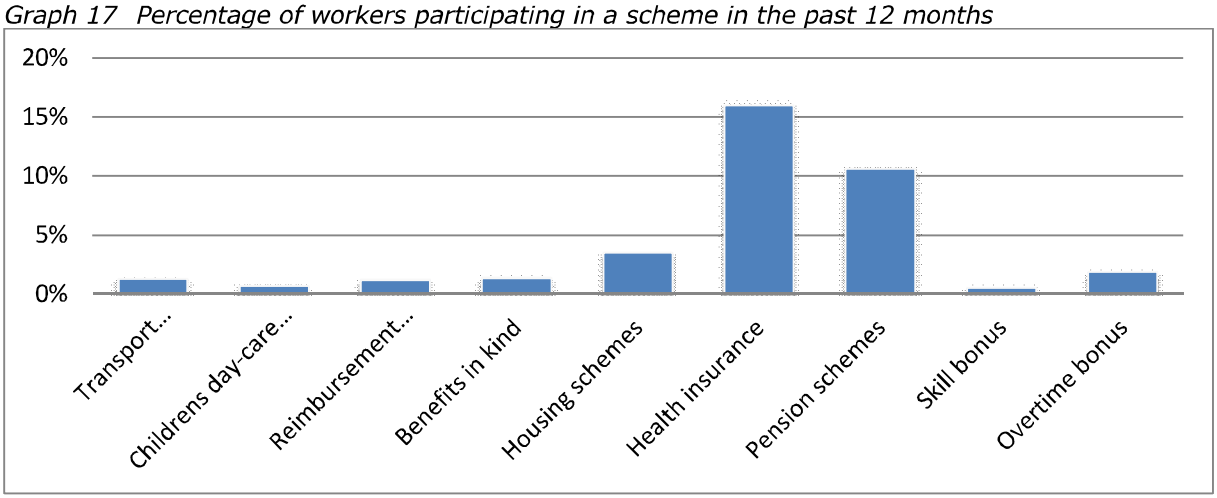
Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1607 - 1501 for coverage, don't know/not applicable are coded as not covered, N=1601 – 1490 for importance to be covered, don't know/not applicable are coded as not important)

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 health insurance or health care schemes (16%) and pension schemes (11%) were most common.

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

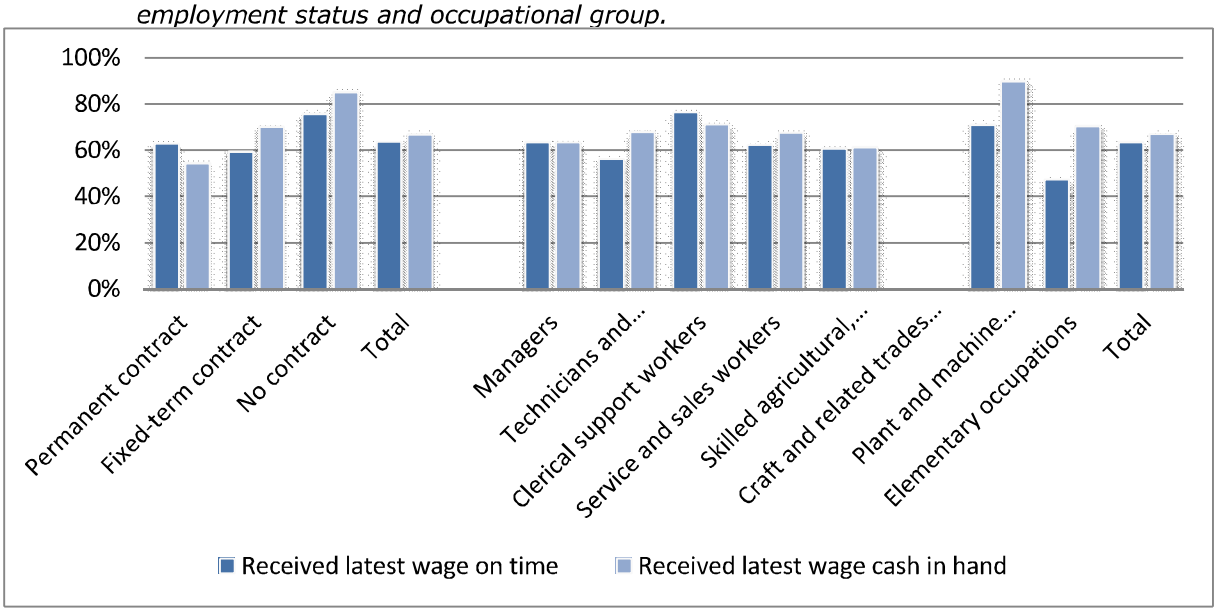


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1185 for overtime bonus (employees only), for all other variables N=1673 - 1680)

Wages on time and cash in hand

The survey asks employees whether they receive their wage on time and whether they receive it by a bank draft or cash in hand. Graph 18 shows that 64% of the workers reported receiving their wage on time. This ranged from 47% of the elementary occupations to 76% of the clerical support workers. The plant and machine operators, and assemblers (90%) very often receive wages in cash, whereas much fewer the skilled agricultural, forestry and fishery workers did so (40%).

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



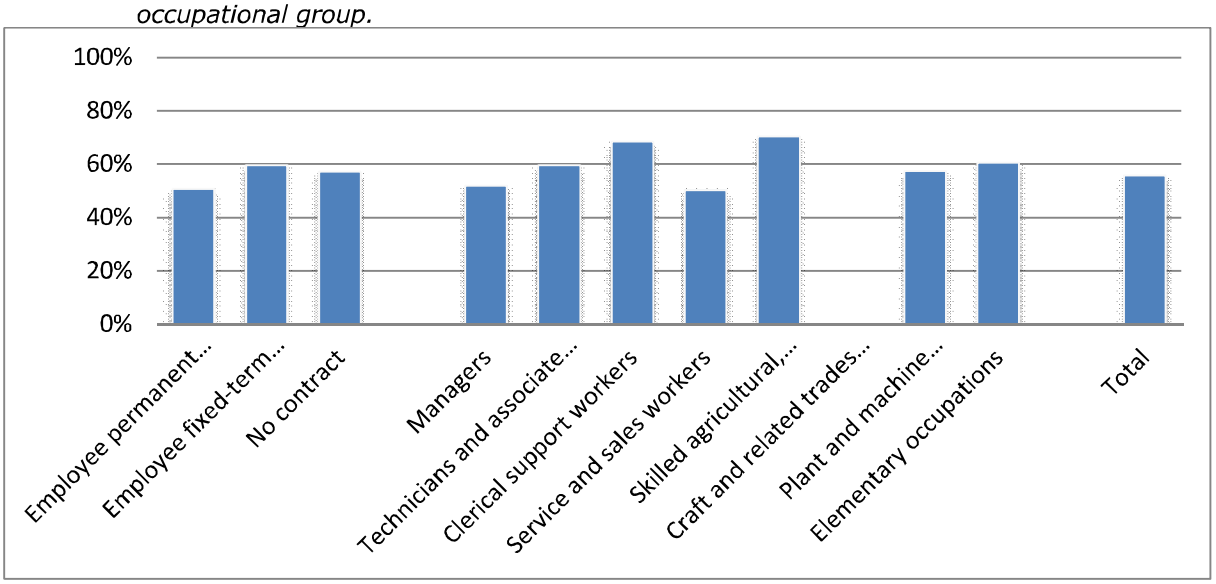
Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1091 (on time), N=1141 (cash), employees only)

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 of the employees, 56%, had agreed working hours (Graph 19). This was highest for the employees with a fixed-term contract (60%) and lowest for the employees with a permanent contract (51%). Skilled agricultural, forestry and fishery workers (70%) and clerical support workers (68%) most often, and managers (52%) least often so.

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

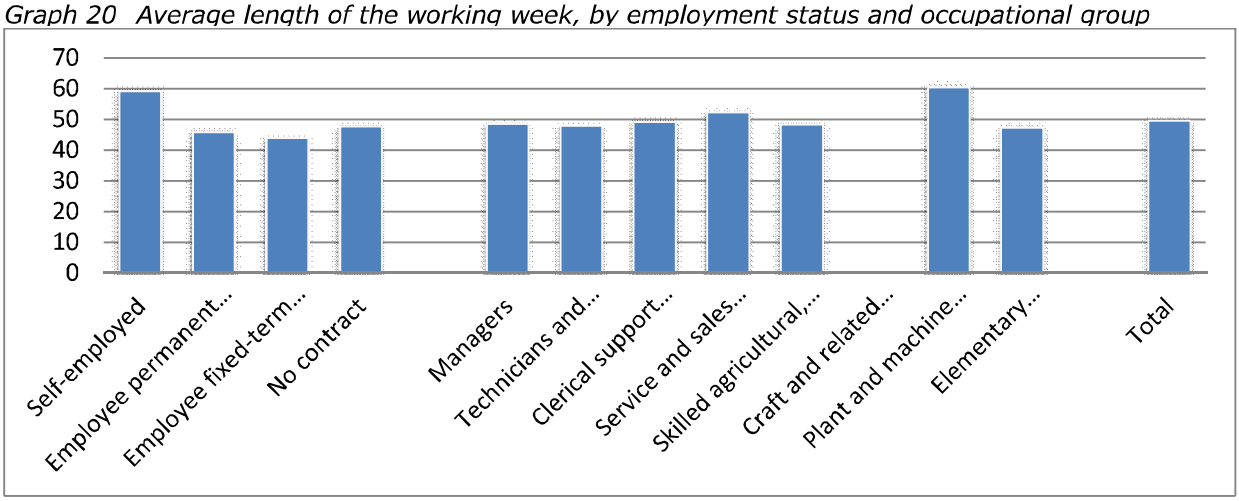


Source: WageIndicator face-to-face survey Niger, 2012, weighted data, (N=1047 and 1059, employees only)

Usual working hours

Graph 20 shows that the average usual working week of respondents is almost 50 hours, which is much longer than the standard 40 hours working week in the country. The self-employed work the longest hours (59 hours) and those on fixed term contracts work the shortest (44 hours). The plant and machine operators, and assemblers work on average 60 hours per week, whereas workers in elementary occupations work 47.

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

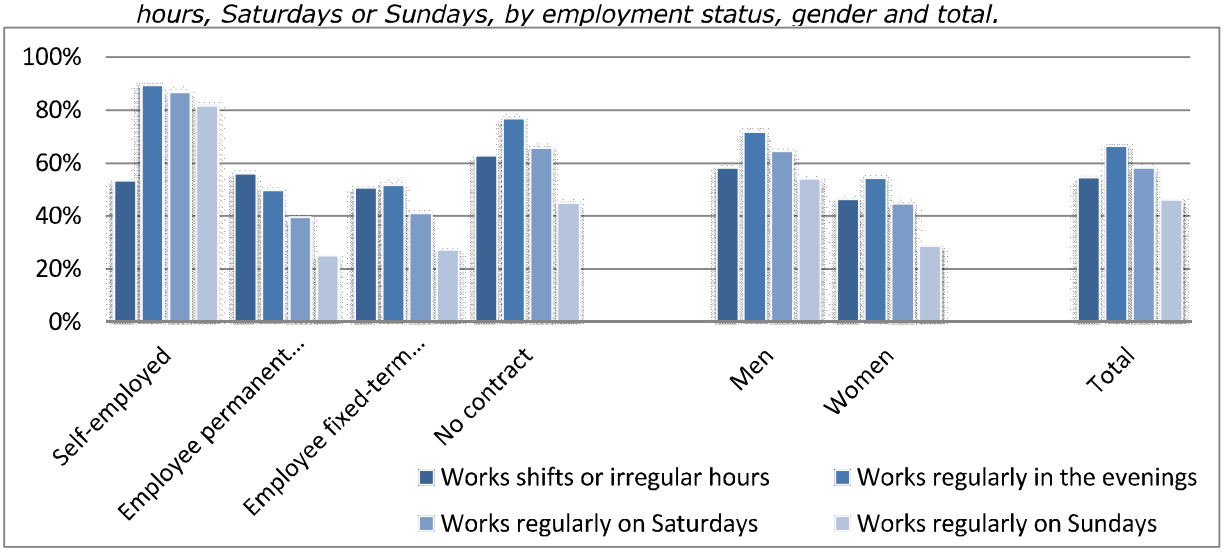


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1679 and 1710)

Shifts or irregular hours

The survey includes a question asking if the respondent works shifts or irregular hours. Graph 21 shows that more than five in ten workers report doing so. The incidence is highest for employees without a contract. Men more often than women work shifts or irregular hours. Working in the evenings is reported by 66% of workers in the sample, most frequently by workers without contracts and more so by men than by women. Almost six in ten workers report working regularly on Saturdays, while almost five in ten work regularly on Sundays. Working 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 status, gender and total.

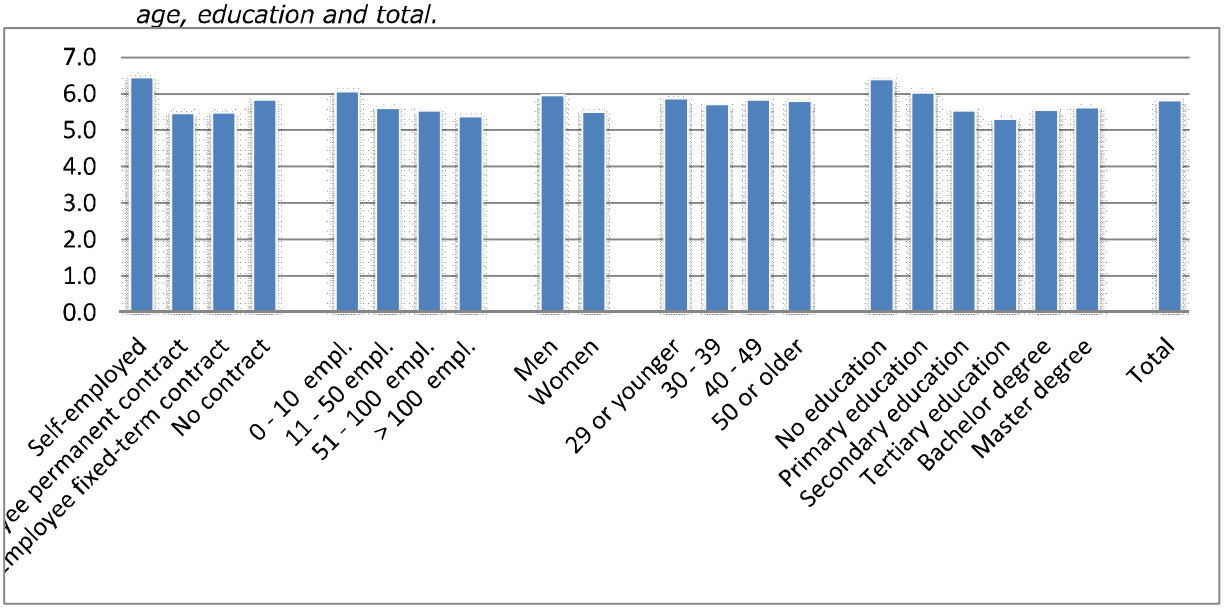


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1601 - 1642)

Average working days per week

On average, the workers in the sample report to be working 5.8 days a week. Graph 22 shows that the self-employed work more days than the average, as so do the workers in small firms, men, and the workers with no education.

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

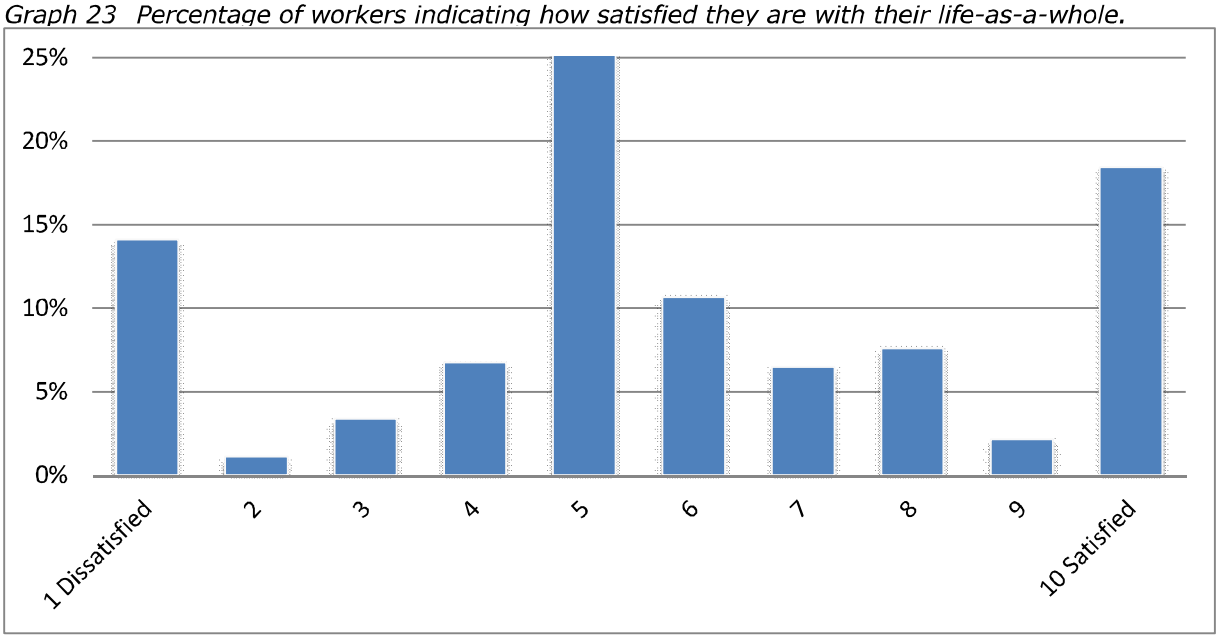


Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1553 - 1703)

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, more than half of the respondents (54%) rate their lives a five or lower and a 21% score an 8 or higher. On average, the interviewees score a 5.7.

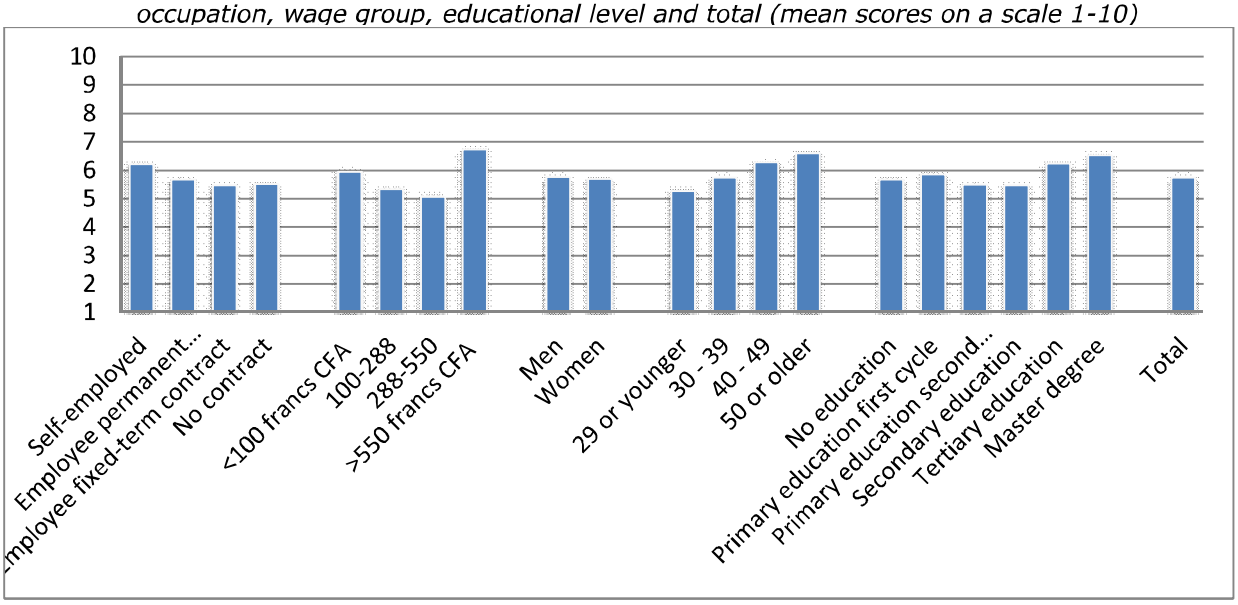
Graph 23 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey Niger, 2012, weighted data (N=1690, missing 20)

Groups do differ with respect to their life satisfaction as a whole. Graph 24 shows a breakdown for several groups. Workers earning between 288-550 franc CFA per hour, employees without a contract, workers aged 29 and younger and people with secondary education are on average least happy. When explaining the variance in life satisfaction, however, wage group, a partner and a child significantly contribute to happiness (model included in the appendix). People with lower wages, without a partner, and without a child 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 Niger, 2012, weighted data (N=1637 - 1690)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Unweighted Freq.
1120050000000	Technical department manager	90
1120060000000	Engineering department manager	12
1120070000000	Installation or repairs department manager	1
1120080000000	Manufacturing department manager	29
1211020000000	Financial department manager	77
1212020000000	Personnel department manager	45
1219030000000	Laboratory department manager	19
1219040000000	Housekeeping department manager	1
1219050000000	Administrative services department manager	80
1219070000000	Purchasing department manager	35
1219980000000	Department manager, all other	185
1221030000000	Marketing department manager	2
1221040000000	Sales department manager	206
1222020000000	Advertising department manager	2
1222030000000	Communications department manager	30
1222040000000	Public relations department manager	6
1223030000000	R&D department manager	105
1324060000000	Road, rail, water or air transport company manager	4
1330020000000	IT department manager	47
1412010000000	Restaurant manager	11
1420050000000	Travel agency manager	1
3322000000000	Sales representative	44
3322260000000	Livestock dealer	1
4120060000000	Secretary	72
4221020000000	Travel agency clerk	11
4226030000000	Receptionist, telephonist	20
4322050000000	Transport scheduling clerk	36
4412020000000	Courier	27
5113010000000	Travel guide	6
5120040000000	Food preparation worker	18
5131010000000	Waiter or waitress	28
5212010000000	Street vendor (food products)	14
5414010000000	Security guard	86
6111030000000	Field crop or vegetable farm worker	41
6121020000000	Livestock farmer	2
6121040000000	Cattle farmer	4
6129990000000	Livestock breeder, all other	1
6210010000000	Forestry worker	4
6310010000000	Subsistence crop farmer	16
6330010000000	Subsistence mixed crop or livestock farmer	18
7115010000000	Carpenter	3
8322020000000	Taxi driver	66
8332010000000	Truck driver	79
9112010000000	Cleaner in offices, schools or other establishments	112
9211020000000	Fruit, nut or tea picker	4
9212010000000	Cattle station helper	2
9215010000000	Forestry helper	2
9313070000000	Carpenter helper	2
9333010000000	Freight handler, all other	5
	Total	1712

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	4.468	.113		39.405	.000
Female	.206	.062	.063	3.343	.001
Educational level (0=lowest, .., 6=highest)	.401	.019	.478	21.211	.000
Employee permanent contract	.356	.069	.105	5.183	.000
Firmsize 1-5 empl	-.788	.079	-.260	-9.975	.000
Firmsize 6-10 empl	-.185	.095	-.043	-1.938	.053
Firmsize 11-20 empl	-.022	.093	-.005	-.236	.814
Tenure (0-54 yrs)	.023	.003	.146	7.459	.000
Socio-Econ. Index of occ. status (ISEI 10=lowest, ..,79=highest)	.000	.001	-.002	-.081	.935
N	1620				
R-square	.448				

Dependent variable: Paid up or above the minimum monthly wage yes/no						
	B	S.E.	Wald	df	Sig.	Exp(B)
Informality index (1=very informal, .., 5=very formal)	.295	.090	10.641	1	.001	1.343
Firmsize 1-5 empl	-1.694	.271	39.068	1	.000	.184
Firmsize 6-10 empl	-.562	.338	2.768	1	.096	.570
Firmsize 11-20 empl	-.410	.352	1.358	1	.244	.664
Employee on permanent contract	.527	.239	4.855	1	.028	1.694
Educational level (0=lowest, .., 6=highest)	.731	.079	86.708	1	.000	2.077
Female	.728	.208	12.232	1	.000	2.071
Lives with partner	.378	.226	2.811	1	.094	1.460
Lives with child	.087	.239	.132	1	.716	1.091
Age (13-71 yrs)	.028	.010	8.233	1	.004	1.029
Socio-Econ. Index of occ. status (ISEI 10=lowest, ..,79=highest)	-.012	.004	7.141	1	.008	.988
Constant	-1.689	.488	11.999	1	.001	.185
N (selection monthly wage and fulltime)	1144					
-2 Log Likelihood	890.514					

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	1.273	.134	90.036	1	.000	3.571
Educational level (0=lowest, .., 6=highest)	.007	.004	3.171	1	.075	1.007
Female	.024	.132	.033	1	.855	1.024
Firmsize 1-5 empl	-.351	.162	4.691	1	.030	.704
Firmsize 6-10 empl	-.954	.228	17.480	1	.000	.385
Firmsize 11-20 empl	.154	.181	.724	1	.395	1.166
Tenure (0-54 yrs)	.002	.007	.066	1	.798	1.002
Socio-Econ. Index of occ. status (ISEI 10=lowest, ..,76=highest)	.005	.003	2.123	1	.145	1.005
Constant	-1.632	.241	45.806	1	.000	.195
N	1606					
-2 Log Likelihood	1655.012					

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	5.218	.213		24.555	.000
Employee on permanent contract	-.215	.111	-.062	-1.940	.053
Education level (0=lowest, .., 6=highest)	.001	.003	.010	.251	.802
Female	-.055	.099	-.017	-.558	.577
Less than 100 CFA	.084	.159	.026	.524	.600
100-288 CFA	-.503	.147	-.149	-3.425	.001
288-550 CFA	-.497	.140	-.136	-3.540	.000
Living with a partner	-.344	.112	-.114	-3.059	.002
Living with a child	.370	.120	.123	3.080	.002
<29 years	.024	.107	.008	.226	.822
30-39 years	.041	.068	.037	.599	.549
40-49 years	.058	.071	.053	.828	.408
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	.011	.002	.149	4.770	.000
N	1107				
R-squared	.085				

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