Wages in Benin

WageIndicator survey 2012

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About University of Amsterdam/Amsterdam Institute for Labour 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 labour issues, particularly industrial relations, organization of work, working conditions, wage setting, labour- 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 labour market worldwide.

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

Executive summary Wages in Benin

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in Benin, conducted between the 15th and 19th of October 2012. The survey aimed to measure in detail the wages earned by Beninese workers, including the self-employed. In total 2,002 persons were interviewed in towns and cities of nine out of twelve departments of Benin.

The workers in the survey live in households with on average 3.6 members, including themselves. Over half of both male and female workers live with a partner and children. Just over four in ten workers had diplomas from secondary education, 16% of workers followed no formal education, one in four stopped at elementary education and 16% followed tertiary education. Women are more likely to have no education and less likely to have enjoyed tertiary education. On a scale from 1=dissatisfied to 10=satisfied, respondents rate their satisfaction with life as a whole a 5.6 on average.

In the sample, one in four workers are self-employed. Two in ten workers are employees with a permanent contract, three in ten workers have fixed-term contracts, whereas one in four have no contract at all. On average, respondents have worked for 11 years. Over six in ten people in the sample work in an organization with 10 or fewer employees (65%); the self-employed and workers without education do so almost exclusively. Ten per cent of workers are covered by a collective agreement, whereas 49% wish to be. Participation in schemes and bonuses is generally low, while health care schemes (11%) and pension schemes (10%) are most common. The average usual working week of respondents is 57 hours in 5.8 days. Four in ten workers regularly work shifts, two in three workers report working Saturdays, while three in ten work Sundays.

Just 21% state that they are entitled to social security, whereas 31% contribute to it. Three in ten employees state that they have no agreed working hours, 36% has agreed working hours in writing 36%, and 34% verbally agreed. Three in four workers are paid cash in hand and seven in ten workers report receiving their wage on time. On a 5-points informality-index, ranging from 1=very informal to 5=very formal, 43% of workers are in the lowest category in the index, whereas 10% are in the highest category.

In the sample, 57% report being employed as managers, which includes many small business owners, 14% are services and sales workers and 9% as clerical support workers. Over four in ten respondents work in trade transport and hospitality, 32% in the public sector, 11% work in agriculture, manufacturing and construction and 12% in commercial services.

The median net hourly wage of the total sample is 214 Franc (CFA). Two in ten workers earn less than 100 Franc per hour, 28% earn between 100 and 200 Franc, 26% earn between and 200 and 400 Franc and 27% earn more than 400 Franc per hour. Employees with permanent contracts have by far the highest earnings (427 CFA), whereas workers without a contract (132 CFA) have the lowest earnings. At 166 CFA, workers in firms with less than ten employees earn the lowest wages, whereas employees in firms of over a 100 employees earn the highest wages (463 CFA). Those on the lowest end of the informality scale earn only 144 CFA per hour, whereas those in the highest category earn wages far above that (median is 577 CFA). Men have higher wages compared to women, and young workers have substantial lower wages than workers in the oldest age group. Both workers with second cycle secondary education (289 CFA) and those with tertiary education (586 CFA) earn above average wages; workers without education earn the lowest wages (148 CFA). Managers have the highest median wages (260 CFA), service and sales workers the lowest (137 CFA). By industry, the highest wages are earned in agriculture, manufacturing and construction (262 CFA) and the public sector, health care, and education (258 CFA). Workers in commercial services (189 CFA) and in trade, transport, and hospitality (185 CFA) earn considerably less.

The analysis shows that 70% of the sample is paid on or above the minimum wage rate of CFA 31,652 per month gross. Just four in ten workers without contracts earn the minimum wage rate, whereas 95% of employees with permanent contracts do. Workers in firms employing between 51 and 100 people are most often paid above the minimum wage (94%), compared to only 56% of workers in firms employing 10 or less people. Only 47% of the most informal workers are paid the minimum wage, compared to 99% of the most formal workers. Women are less likely to paid the minimum wage than men (68% versus 71%). The older and more highly educated workers are, the more likely they are to be paid above the minimum wage rate. Eight in ten managers and crafts workers are paid the minimum wage rate, whereas only 42% of those in elementary occupations do. Workers in commercial services are most at risk of being not paid above the minimum wage (only 53% are), while public sectors are most likely (81%).

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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 Benin, conducted between the 15th and 19th of October 2012. The survey aimed to measure in detail the wages earned by Beninese workers, including the self-employed. In total 2,002 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 Beninese setting. Most of the questions were retained without changing the intended purpose. The Benin questionnaire for the face-to-face interviews is available in one language, namely French, as is shown in Table 1.

Table 1 Number of respondents and language of the survey

	Number of respondents	Per cent
French	2,002	100%

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

Sampling and fieldwork

The sampling and interviewing of the respondents was done by the University of Abomey – Calavi (Benin), 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.

Respondents were interviewed in their work places, homes, the street, bars and cafes. 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 2.4. A small group was not cooperative (10%).

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 also performed 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. As such, 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. Most respondents reported their gender, of 30 people their sex could be deduced from information given elsewhere in the survey and of six persons the gender remained missing. Hence, in the remaining of this report, we use 1996 of the 2002 interviews.

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

	Weight	N
Male 14-29 years	.7044	610
Male 30-39 years	.5164	511
Male 40-80 years	1.6267	215
Female 14-29 years	1.1077	378
Female 30-39 years	1.0769	206
Female 40-80 years	4.1076	76
Total	1.00	1996

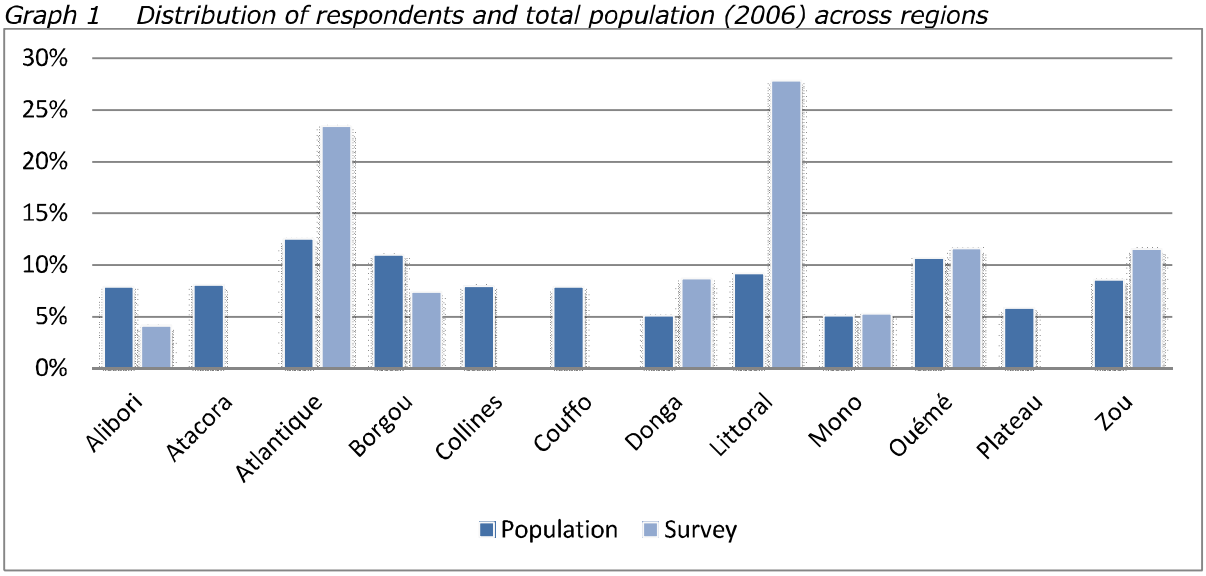
Source: The weights are based on the labour force estimates for 2012, derived from the Estimates And Projections Of The Economically Active Population (EAPEP 6th edition) database of the International Labour Organization (ILO). Three cases had no information about gender.

2 Socio-demographic characteristics

Regions

The interviews were done in nine out of twelve departments of Benin. In general, the coastal southern departments are slightly overrepresented in the survey. The largest number of interviews was done in Cotonou (28%), followed by Abomey-Calavi (18%) and Porto Novo (12%). Just less than half of the respondents lived in towns with 100,000 - 1 million inhabitants (47%) and 53% lived in smaller cities of between 10,000 and 100,000 inhabitants.

Graph 1 Distribution of respondents and total population (2006) across regions

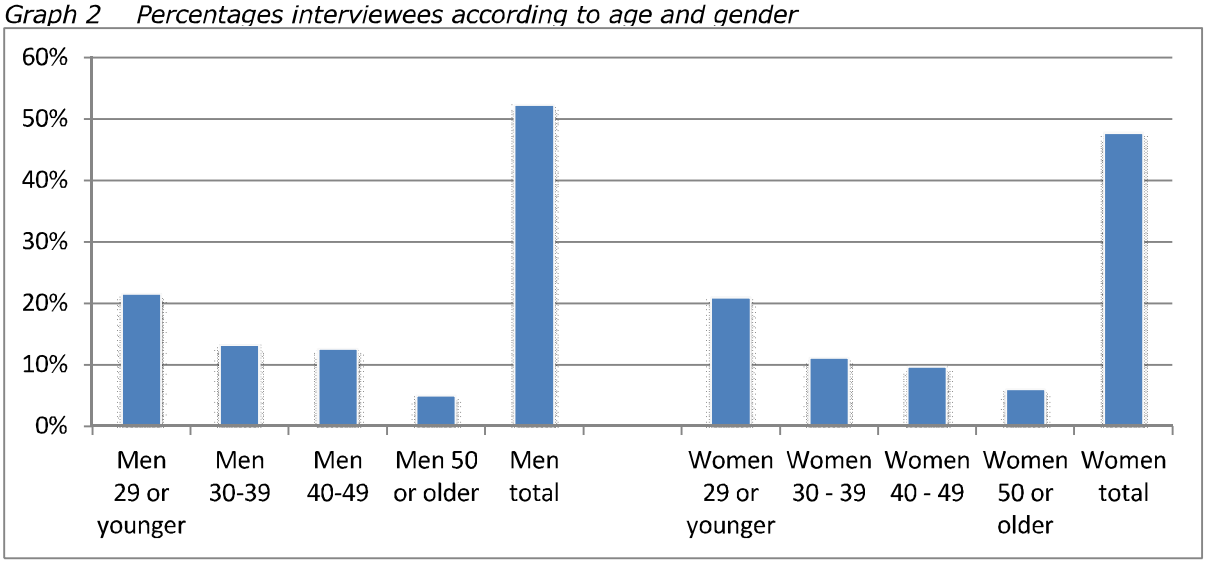


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996)

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over four age groups. More male than female workers were interviewed (52% versus 48%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (43%). This resembles the general workforce in Benin, which declines sharply with age.

Graph 2 Percentages interviewees according to age and gender

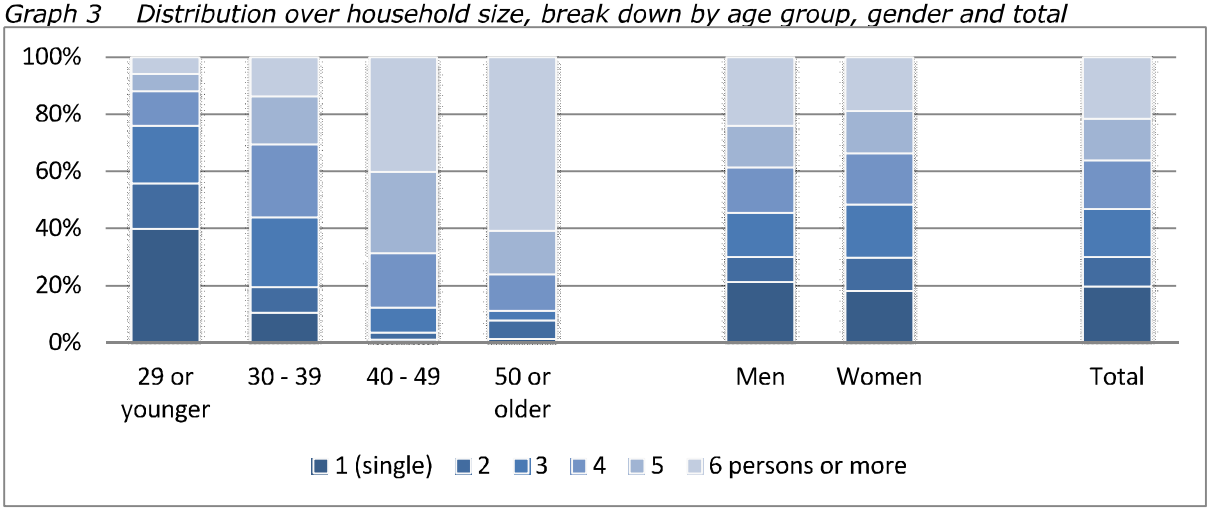


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996)

Household composition

The workers in the survey live in households with on average 3.6 members, including themselves. Graph 3 shows that one in five interviewees live in a household with six or more members and roughly the same percentage live in a single-person household (see bar total). Not surprisingly, younger workers are more likely to live in single- person households, while 61% of 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

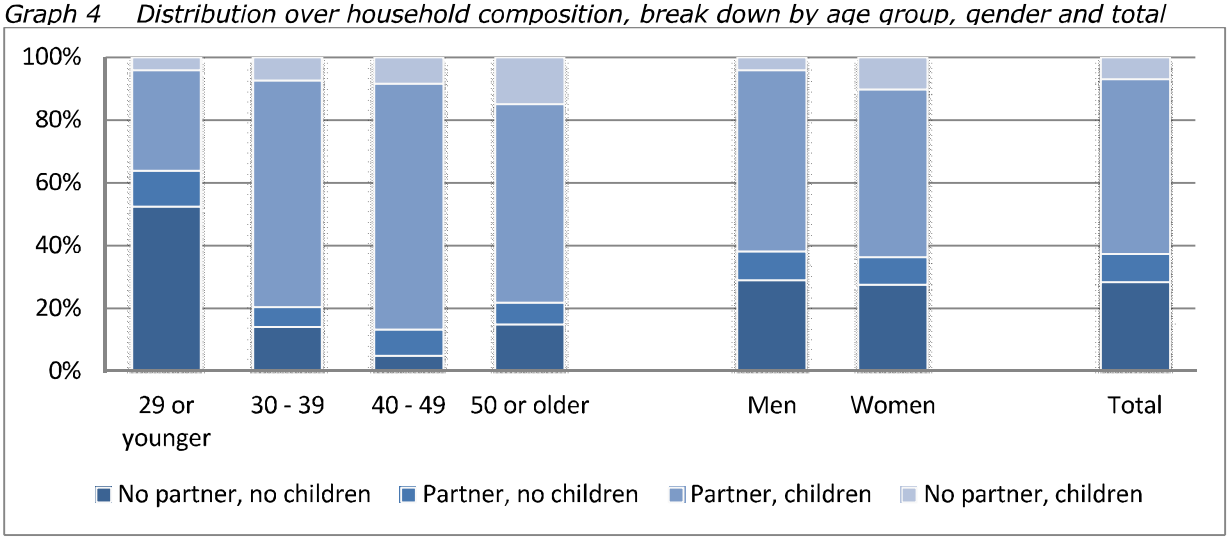


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 22-26)

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. Over half of both male and female workers live with a partner and children (58% of men and 53% of women); seven in ten workers between 30 and 39 years and eight in ten of those between 40 and 49 years of age do as well, whereas only three in ten people under 30 do. One in ten women and one in twenty men, live with children but without partner. Almost three in ten men (29%) as well as women (27%) live without either a partner or children. Note that these workers do 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 Benin, 2012, weighted data (N=1996, missing 58-59)

3 Employment characteristics

Labour force

According to the ILO economically active population estimates and projects of 2012, Benin has an economically active population of just over 3.8 million people. The labour force participation rate is 78% for men and 68% for women. Participation rates are particularly high in the age group from 30 to 54 years, when over 90% of men and about 75% of women are in the labour market.

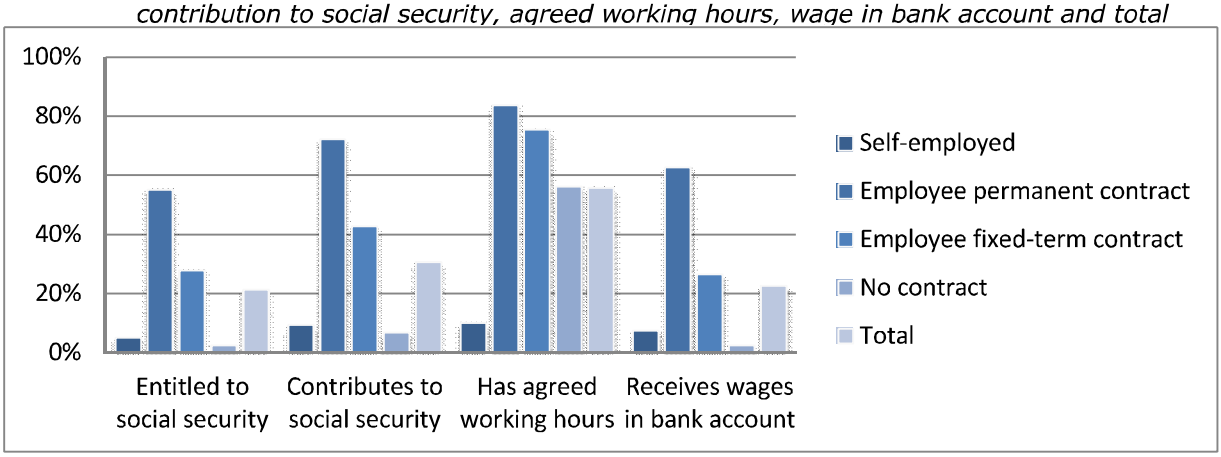
Status in employment and labour contract

The survey distinguishes registered self-employed, employees with a permanent contract or a fixed-term contract and workers without a contract. In the sample, one in four workers are self-employed. Two in ten workers are employees with a permanent contract, three in ten workers have fixed-term contracts, whereas one in four have no contract at all. Women are less likely to be self-employed and more likely to work without a labour contract. Older workers are more likely to have a permanent contract, whereas young people are more likely to work on fixed term contract or to have no contract at all.

The survey included questions about entitlement and about contributions to social security. Just two in ten workers (21%) state that they are entitled to social security. Graph 5 shows that over half of the workers on permanent contracts are entitled to social security (55%), compared to 28% of workers on fixed term contracts, 5% of the self-employed and just 2% of workers without contracts. Three in ten workers contribute to social security (31%). Up to 13% of workers who are not entitled to social security state that they do contribute to it.

Informal work might relate to unlimited working hours. Three in ten employees state that they have no agreed working hours (29%), the remaining group has agreed working hours (in writing 36%, verbally agreed 34%). Graph 5 shows that 85% permanent workers have agreed working hours, as well as three in four fixed term workers, 56% of fixed term workers and 10% of self-employed. One survey question asked if wages were received in a bank account or cash in hand (by bank 23%, in cash 75%, in kind or combination 2%). Workers on permanent contracts are most likely to receive their wages in a bank account (63%), compared to 27% of fixed term workers, 8% of self-employed and 3% of those without contracts.

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

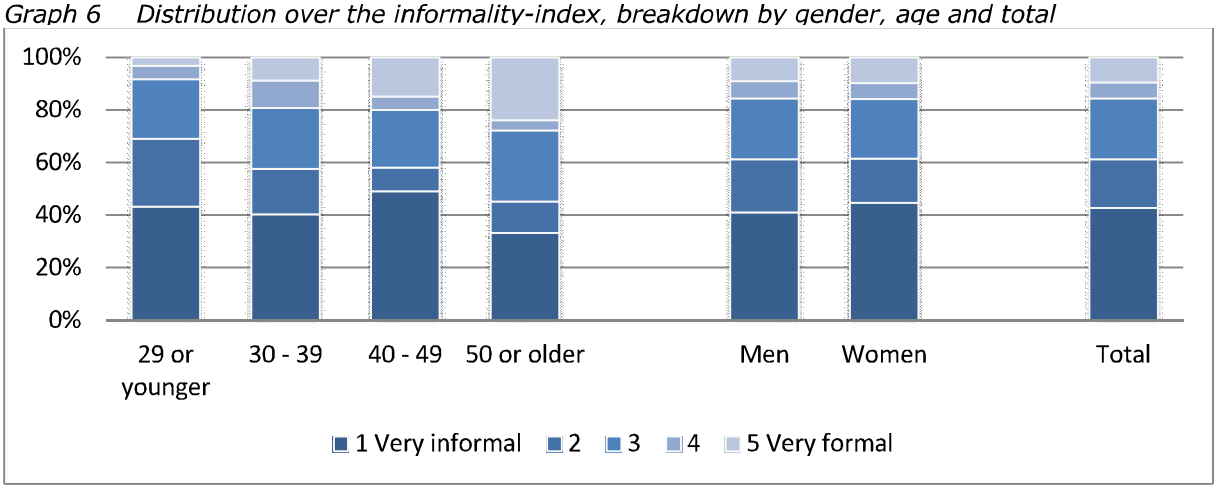


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 57-182)

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 43% of workers are in the lowest category in the index, whereas

10% are in the highest category. The graph shows that workers 29 years or younger are often found in informal jobs and older workers are more likely to work in formal jobs. Women work slightly more often in informal jobs than men.

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

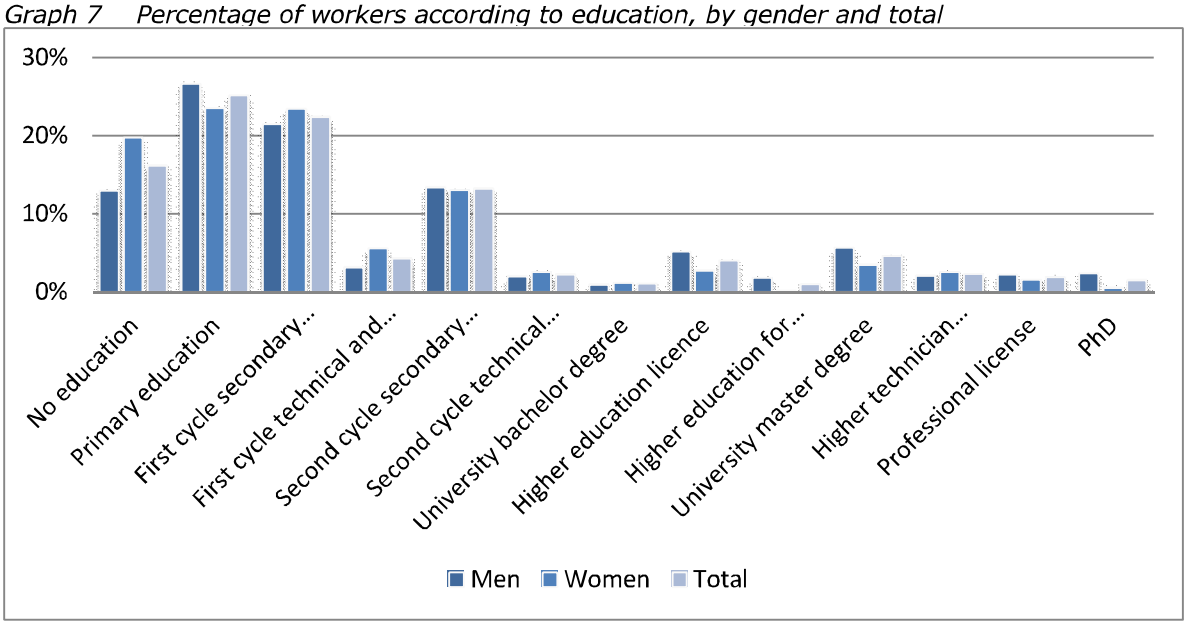


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 47)

Employment by educational category

As is shown in Graph 7, just over four in ten workers had diplomas from secondary education (43%). Some 16% of workers followed no formal education, one in four stopped at elementary education and 16% followed tertiary education. Women are more likely to have no education (20% of women, compared to 13% of men) and less likely to have enjoyed tertiary education. Some 9% of workers report being overqualified for their job and another 7% consider themselves under-qualified (not in the graph).

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



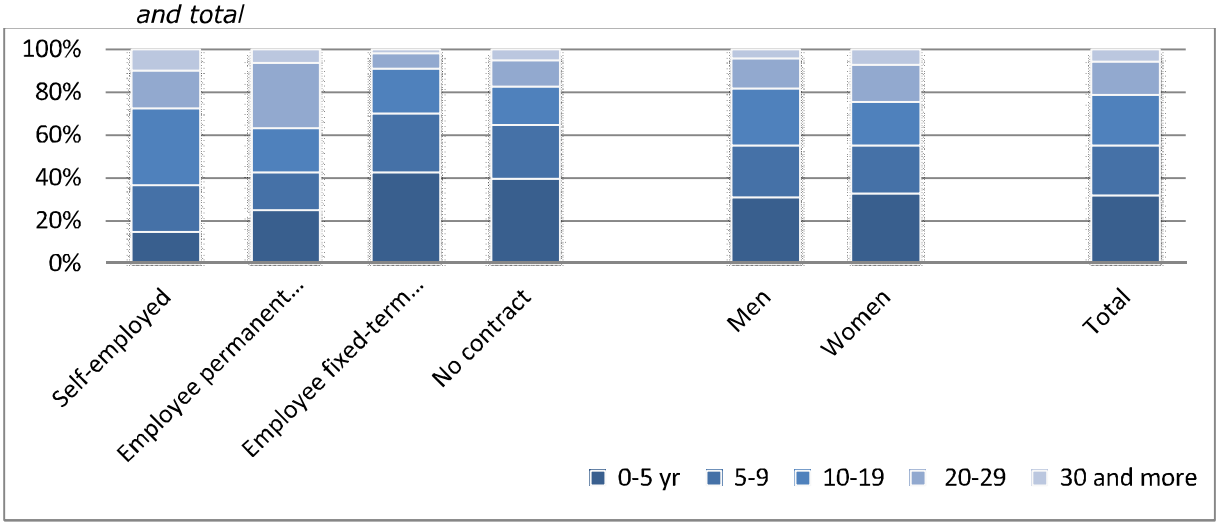
Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 2)

Years of work experience

On average, the workers have worked for 11 years. More than three in ten (32%) workers have less than five years of experience (Graph 8), 23% have worked between 5-9 years and another 24% between 10 and 19 years. Two in ten 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 (14 years for the former, versus 8 and 9 years for the latter). Women have more experience than men, except among the workers with fixed term contracts.

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

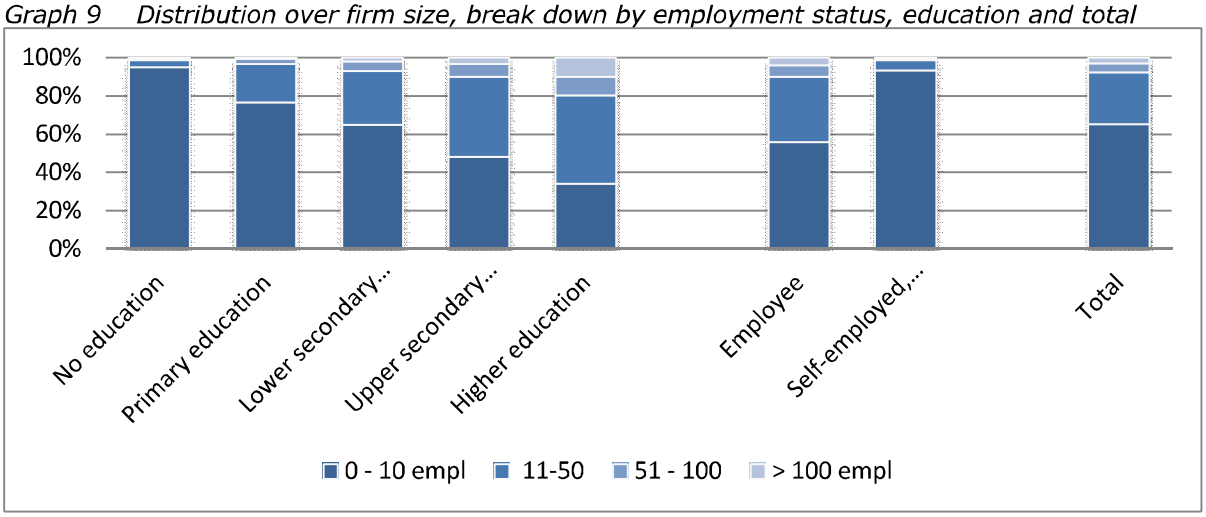


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 0-42)

The survey has a few questions about spells out of labour participation. Two in ten respondents (22%) have experienced such a spell, but only 4.5% have experienced a spell for one year or more. The spell reasons were not asked, but most likely these are due to unemployment.

Firm size

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



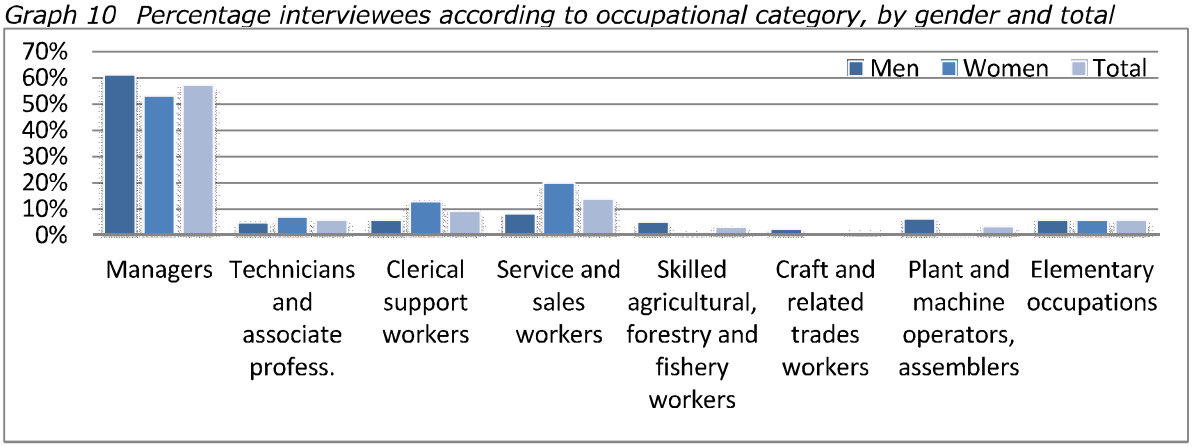
Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 66-78)

Over six in ten people in the sample work in an organization with 10 or fewer employees (65%), 27% work in an organization with 11-50 employees, 5% work in businesses of 51 to 100 employees and 3% work for businesses employing over a 100 people. Graph 9 shows that the self-employed work almost exclusively in small firms (93%), as do those without education (95%). Furthermore, the less educated workers are, the more likely they are to work for small firms. Big firms seem to provide employment for workers with tertiary education, whereas the smaller businesses employ those with primary and secondary education.

Employment by occupational category

Graph 10 shows that nearly six in ten workers in the sample report being employed as managers (57%). 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 (14%) and as clerical support workers (9%). There are no professionals and hardly any crafts and agricultural workers in the sample. Women more often work as clerical or services and sales workers (13% and 20% of women, 6% and 8% of men), men are overrepresented among plant and machine operators (6% men, only 0.2% women) and in crafts (2% of men, no women).

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

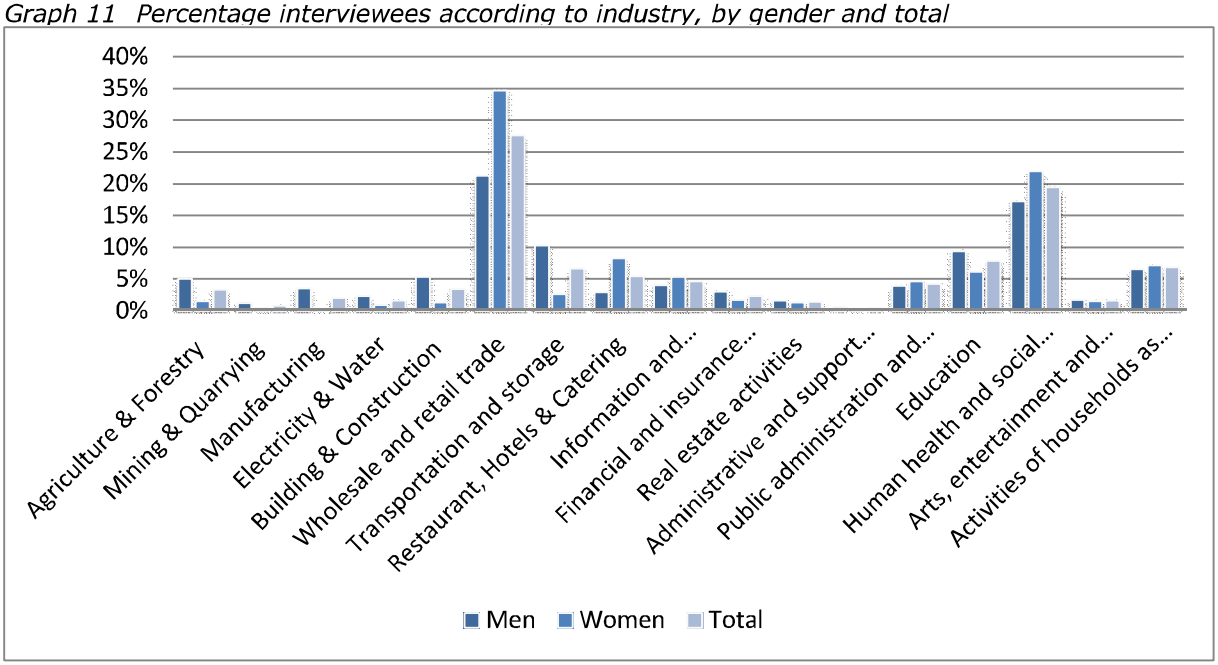


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 1)

Employment by industry

Over four in ten respondents work in trade transport and hospitality (44%) and three in ten in the public sector (32%); 11% work in agriculture, manufacturing and construction and 12% in commercial services. The biggest group of interviewees worked in the wholesale and retail trade (28%) and health and social work (19%), as is shown in graph 11. Women are overrepresented in social work, in retail and hotels and restaurants. Men are overrepresented in agriculture, mining and quarrying, construction, transport and finance.

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



Source: WageIndicator paper survey Benin, 2012, weighted data (N=1996, missing 9)

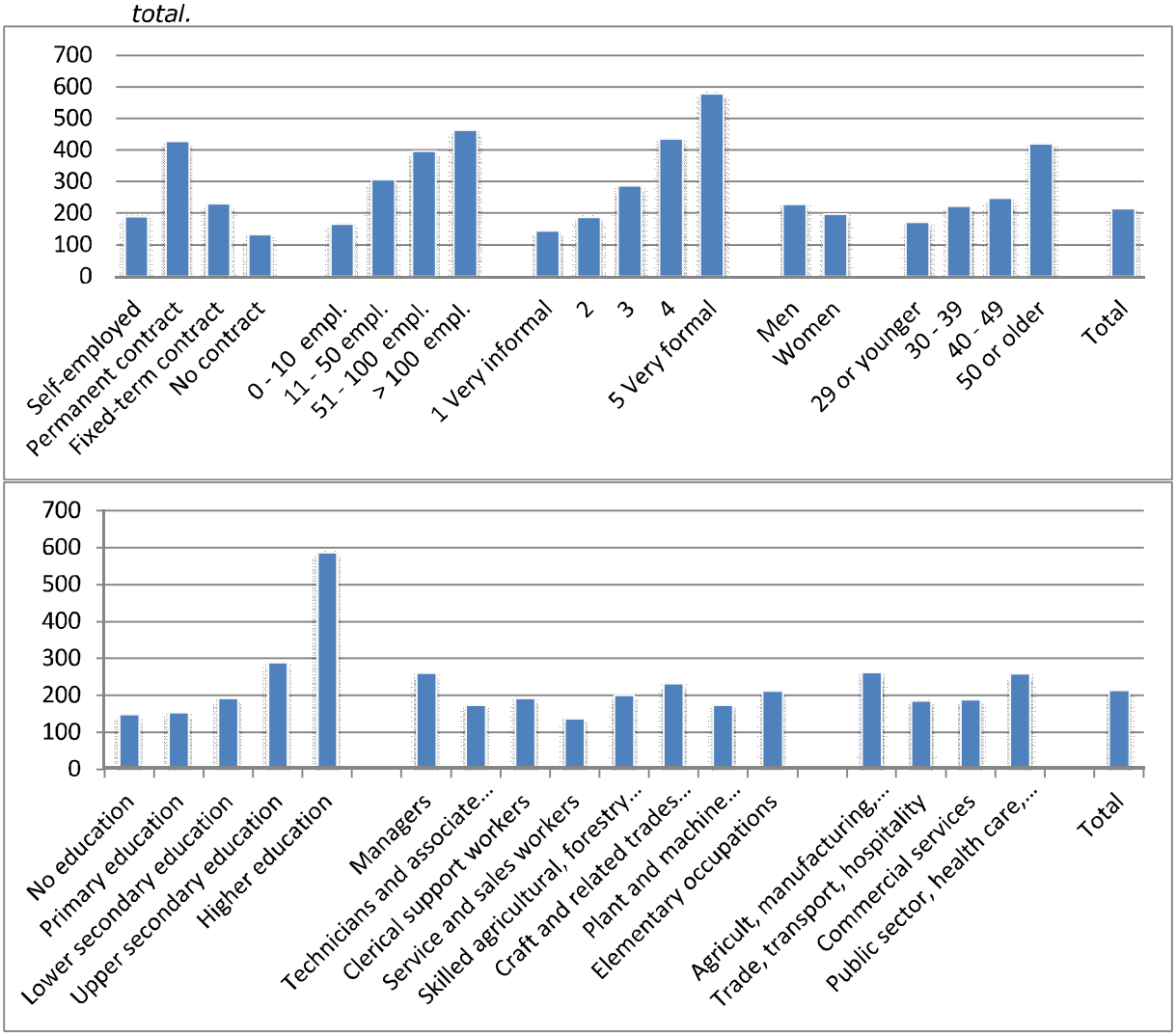
4 Remuneration

Wage levels

The median net hourly wage of the total sample is 214 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 (427 CFA), whereas workers without a contract (132 CFA) have the lowest earnings. At 231 Francs, employees on fixed term contracts earn just above average, whereas self-employed workers fall below it (189 CFA). With 166 CFA workers in firms with less than ten employees earn the lowest wages, whereas employees in firms of over a 100 employees earn the highest wages (463 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 144 CFA per hour, whereas those in the highest category earn wages far above that (median is 577 CFA). Men have higher wages compared to women, and with 171 CFA young workers have substantial lower wages than workers in the oldest age group (420 CFA).

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



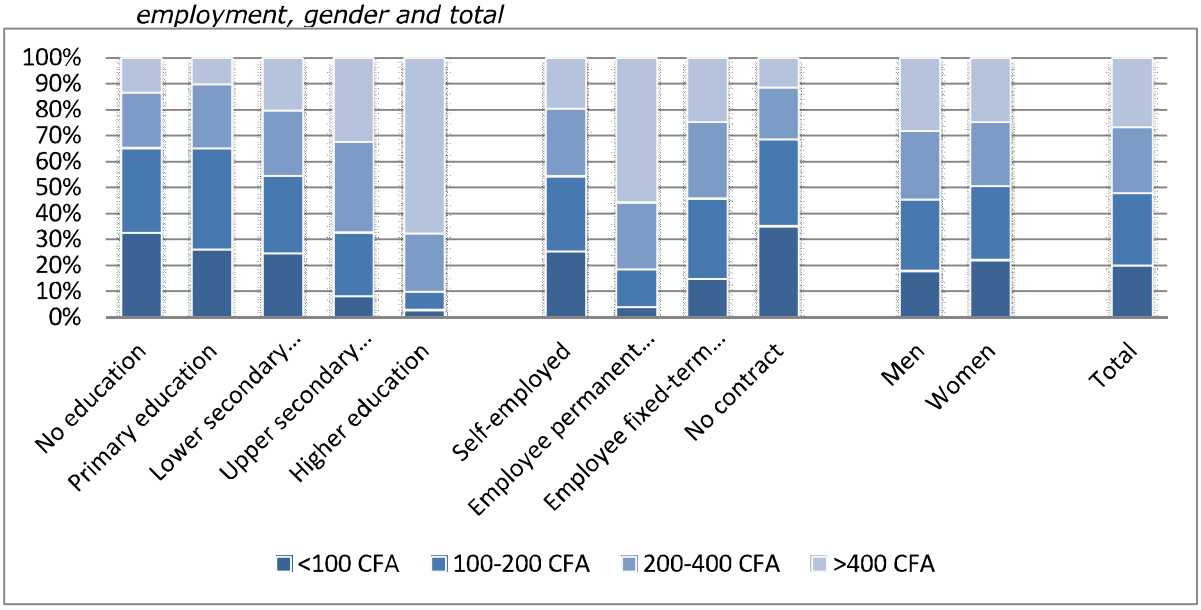
Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, 131-189 missing)

The more education a worker enjoyed, the higher their wages. Both workers with second cycle secondary education (289 CFA) and those with tertiary education (586 CFA) earn above average wages; workers without education earn the lowest wages (148 CFA). By occupational category, the graph shows that not surprisingly, the managers have the highest median wages (260 CFA), followed by crafts workers (232 CFA). The lowest paid workers are service and sales workers (137 CFA). By industry, the graph shows that the highest wages are earned in agriculture, manufacturing and construction (262 CFA), followed by the public sector, health care, and education (258 CFA). Workers in commercial services (189 CFA) and in trade, transport, and hospitality (185 CFA) earn considerably less.

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 working for small companies has a negative effect on wages. Workers with a higher occupational status earn more, as do people with more years of work experience and higher education.

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 two in ten workers earn less than 100 Franc per hour, another 28% earn between 100 and 200 Franc, 26% earn between and 200 and 400 Franc and the remaining 27% earn more than 400 Franc per hour. One in four self-employed workers earn less than CFA 100 per hour, as do 35% of the employees without contracts; in comparison, only 15% of fixed term employees and just 4% of workers with permanent contracts do. Two in three workers with tertiary education earn more than CFA 400 per hour, whereas 13% workers with primary education and 10% of those without education do so, indicating that education pays off.

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



Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, missing 132-173)

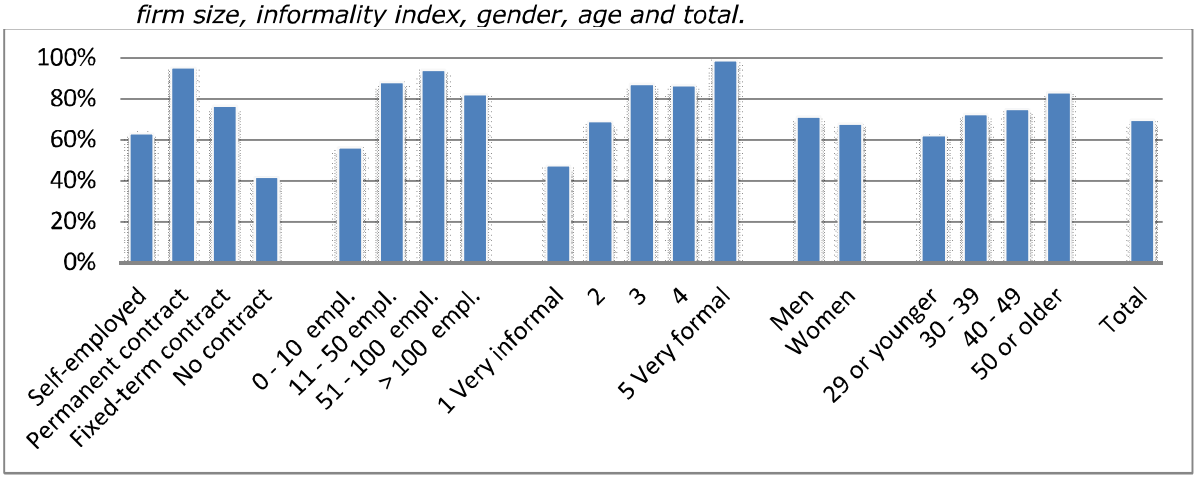
Wages below the minimum wage rate

Benin has a country-wide inter-professional minimum wage, which is set at 31,652 CFA per month gross[2]. The level of the minimum wage is set by a committee with representatives from trade unions and employers organisations, who relay their proposal to the ministry of employment and public works to be approved by the council of ministers. The current minimum wage is roughly 314% of the poverty line, indicating that a family of three can be sustained from one full time salary. By law, no salary is supposed to fall below the minimum wage.

[2] See http://www.votresalaire.org/benin/home/salaire/salaire-minimum/salaire-minimum-faq

We tested to what extent the respondents are paid according to the minimum wage rate of CFA 31,652 per month gross. Given that no hourly rate has been defined for the future minimum wage, we tested this analysis on reported monthly wages instead. In the tests on the minimum wage, 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, which means the analyses could only be done on about half of the sample.

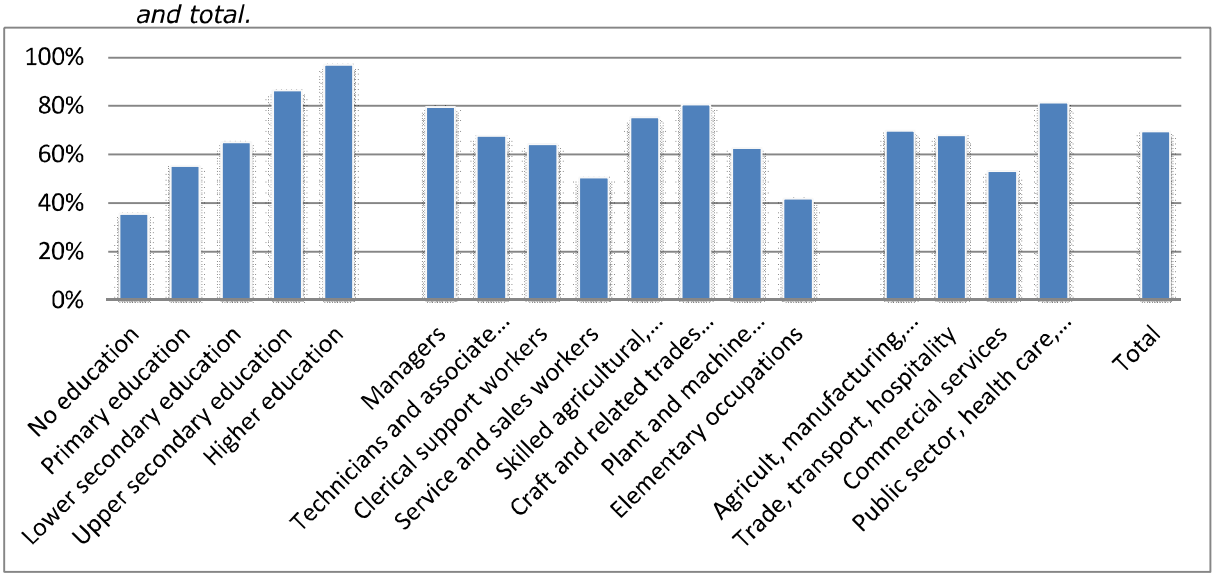
Graph 14 Percentages of workers paid on or above the minimum wage by employment status, firm size, informality index, gender, age and total.



Source: WageIndicator face-to-face survey Benin, 2012, weighted data (Full-time workers only, N= 953-961)

The result of the analysis shows that 70% of the sample is paid on or above the minimum wage. Graph 14 shows in detail in which groups this occurs most frequently. Workers without contracts are the single most vulnerable group; just over four in ten earn the minimum wage rate. In contrast, over 95% of employees with permanent contracts earn at least the minimum wage. Workers in firms employing between 51 and 100 people are most often paid above the minimum wage (94%). In contrast, 56% 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 47% of informal workers are paid the minimum wage, compared to 99% of the most formal workers. Women are less likely to paid the minimum wage than men (68% versus 71%). The older workers are, the more likely they are to be paid above the minimum wage rate.

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



Source: WageIndicator face-to-face survey Benin, 2012, weighted data (Full-time workers only, N= 953-961)

As graph 15 shows, education, occupations and industries vary widely with respect to the extent to which the workers are paid on or above the minimum wage rate. Workers with tertiary education are paid on or above the minimum wage rate in 97% of the cases, compared to just 36% of workers without formal education. Eight in ten managers and crafts workers are paid the minimum wage rate, whereas only 42% of those in elementary occupations do. Workers in commercial services are most at risk of being not paid above the minimum wage (only 53% are), while public sectors are most likely (81%).

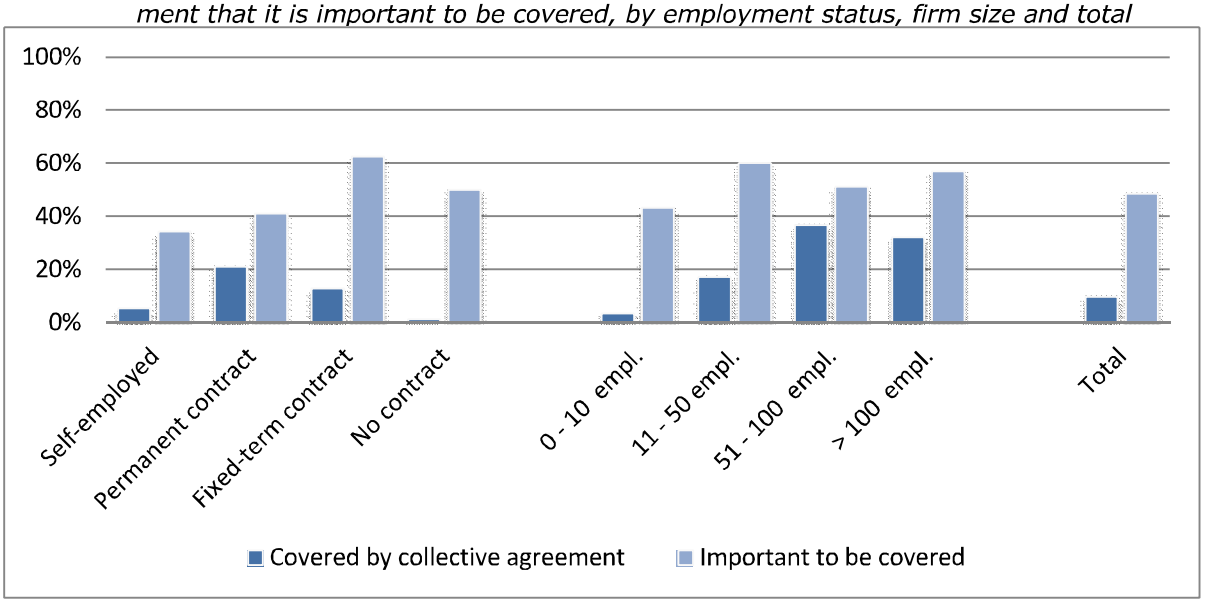
The impact of each category on an individual's outcome can be investigated, while controlling for the impact of the other categories (see Appendix 2). This shows that particularly the informality index, education, age and occupational status positively affect the likelihood of being paid on or above minimum wage.

Bargaining coverage

Collective agreements are an important instrument for wage setting. This raises the question to what extent the workers in the survey are covered by an agreement. Only one in ten respondents are covered (10%). This ranges from 17% of workers in companies of less than 10 people and 9% of workers without contracts, to 3% of workers in companies employing 10 workers or less and 1% of workers without contracts, to 36% of workers in companies employing between 51 and 100 people and one in five employees with permanent contracts (21%). The Appendix holds an analysis which workers are covered by an agreement if controlled for other characteristics. It shows that workers who are more highly educated 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 10% of workers are covered, 49% wish to be covered. This latter percentage is almost equal for all firm sizes. The wish to be covered is considerable larger among employees with fixed term contracts (63%) than among the self-employed (34%).

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

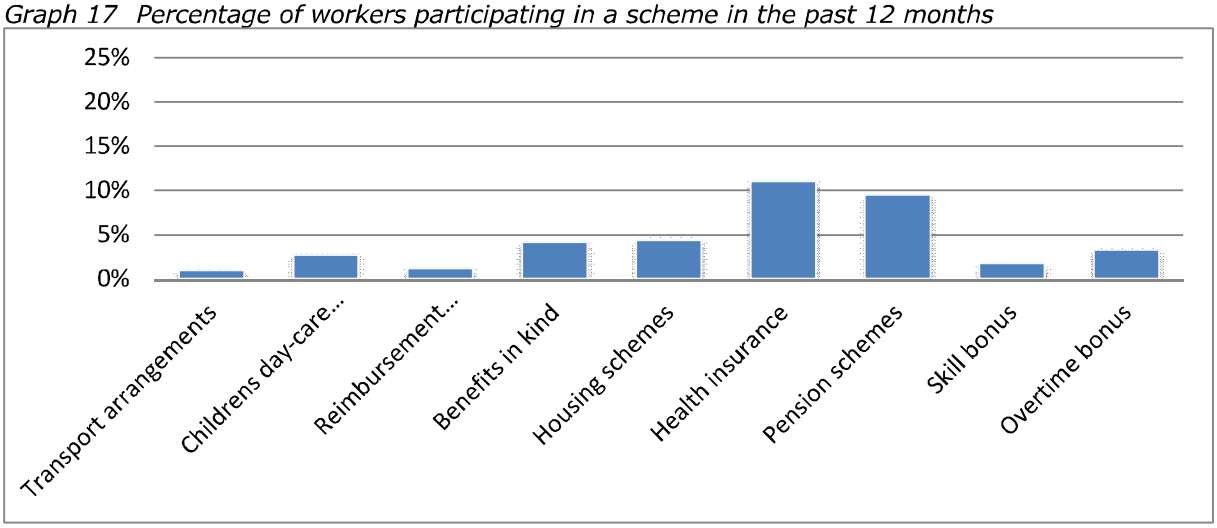


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1207, don't know/not applicable are coded as not covered, N=1996, 97 missing for importance of being covered)

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 health care schemes (11%) and pension schemes (10%) are most common.

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

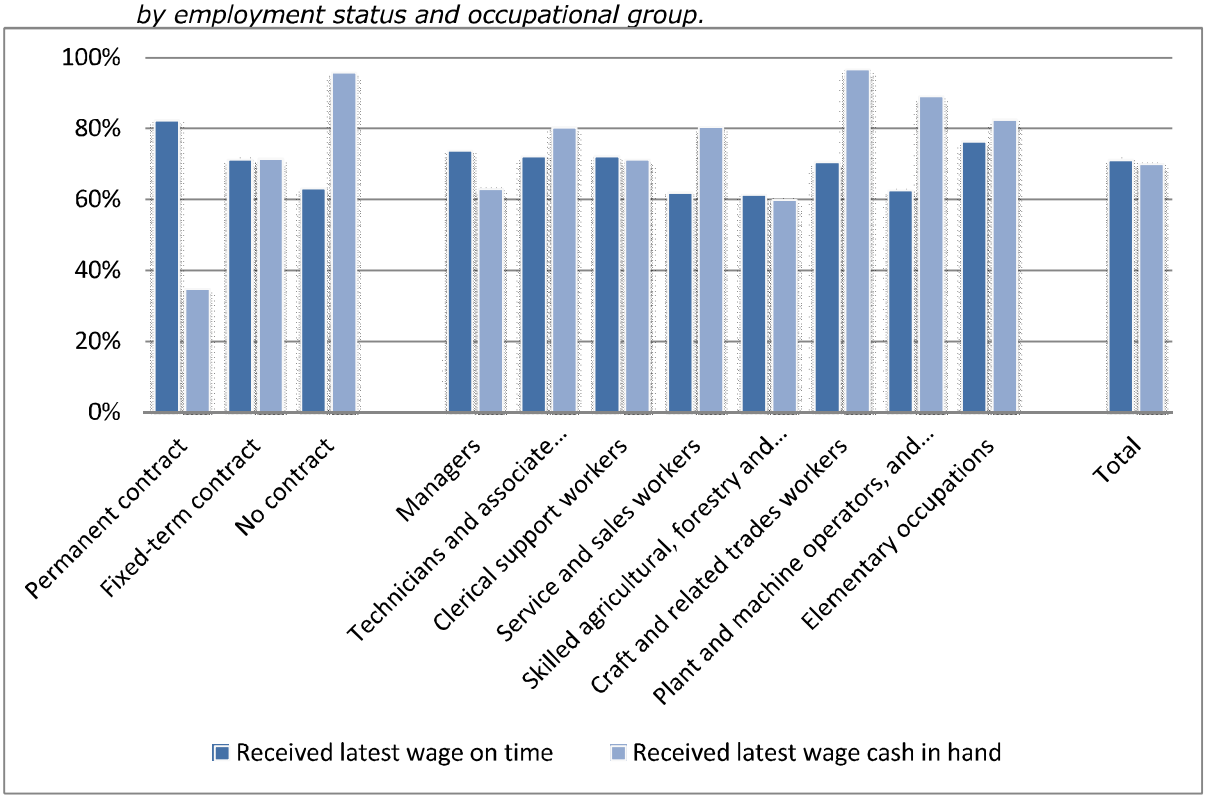


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, 6-491 missing)

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 seven in ten workers report receiving their wage on time. This ranges from 82% of employees on permanent contracts and 76% of workers in elementary occupation, to 63% of workers without contracts and 61% of the skilled agricultural, forestry and fishery workers. Seven in ten workers receive their wage cash in hand. In this case, there are large differences. While 96% of workers without contracts get their wages in cash, as opposed to only 35% of employees on permanent contracts. Almost all crafts workers (97%) get paid in cash, whereas much fewer managers do (63%).

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



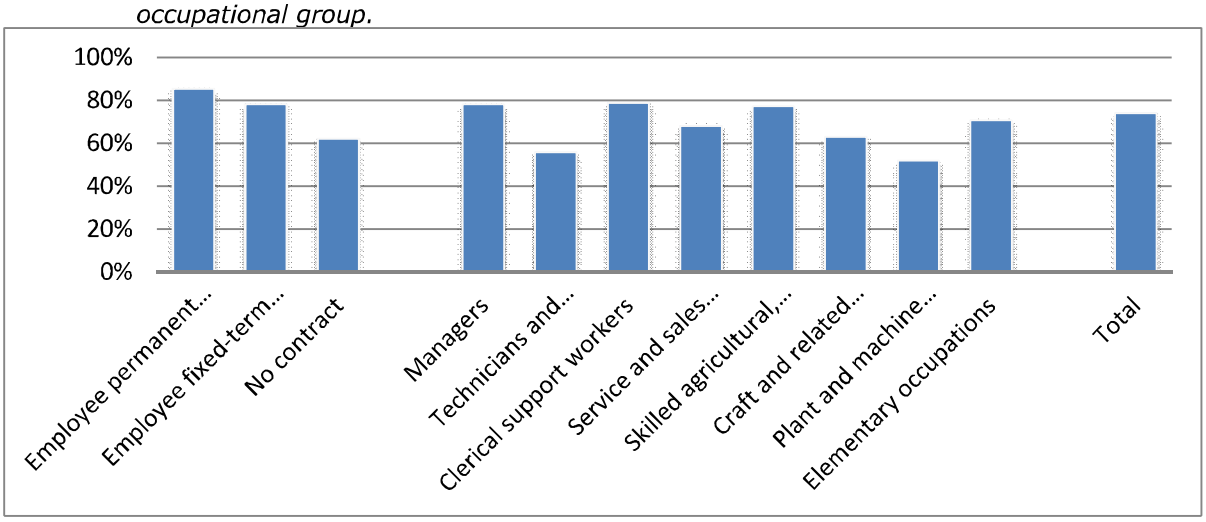
Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1386 (on time), N=1464 (cash), employees only)

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, 74%, have agreed working hours (Graph 19). This is highest for the employees with a permanent contract (85%) and lowest for the workers without a contract (62%). Clerical support workers (79%), managers (78%) and skilled agricultural workers (77%) most often have agreed working hours. Plant and machine operators (52%) and technicians (56%) have least often agreed working hours.

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

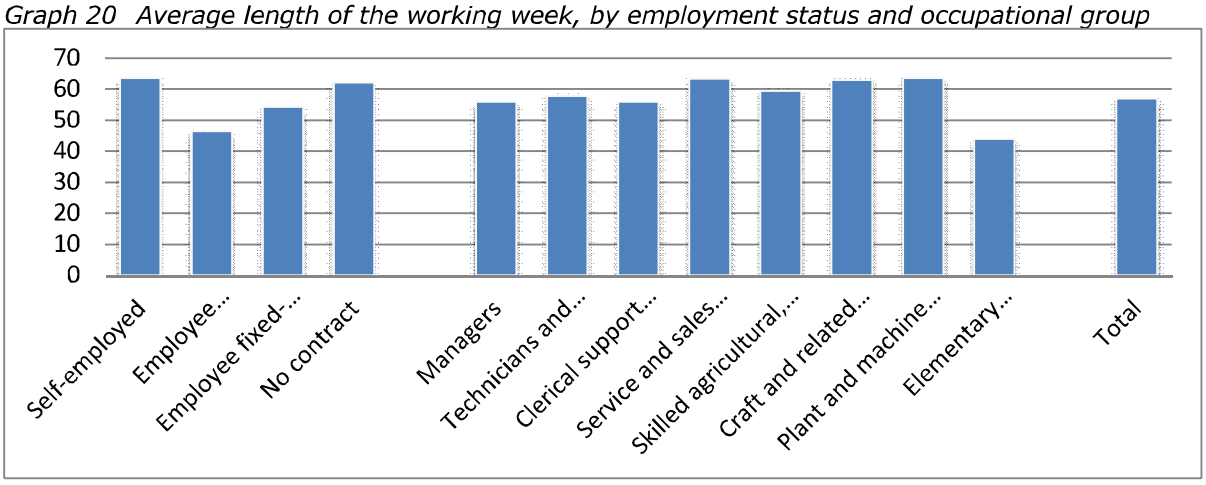


Source: WageIndicator face-to-face survey Benin, 2012, weighted data, (N=1996, 10-647 missing, employees only)

Usual working hours

Graph 20 shows that the average usual working week of respondents is 57 hours, which is much longer than the standard 40 hours working week. Self-employed workers make most hours (64) and those on permanent contracts work the fewest (46 hours). Plant and machine operators as well as crafts, service and sales workers work an average of 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

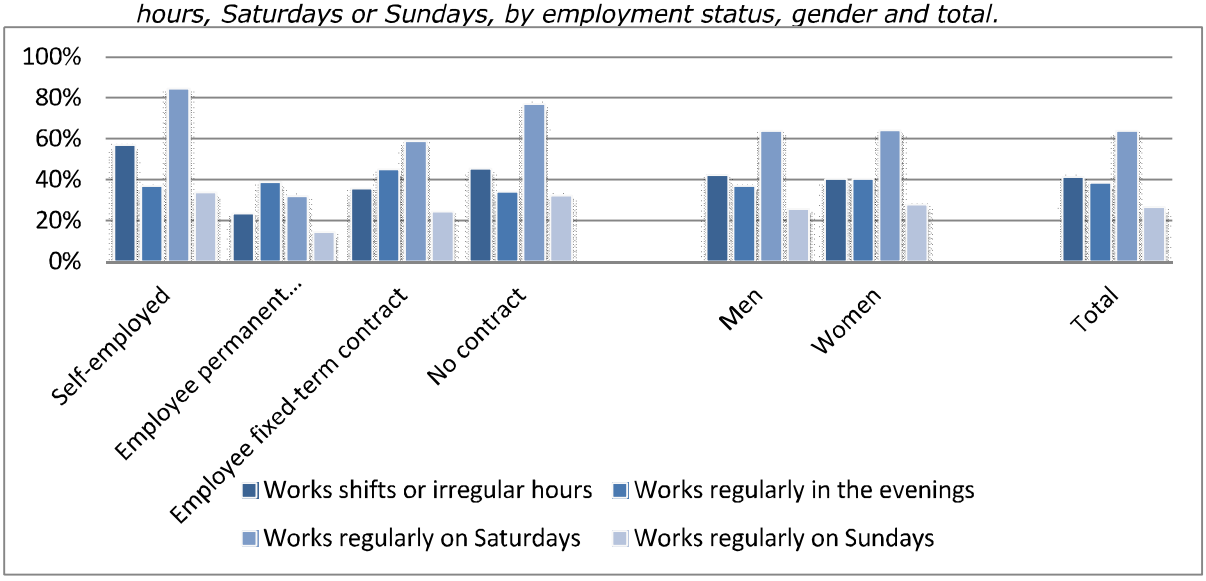


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, 0-46 missing)

Shifts or irregular hours

The survey includes a question asking if the respondent works shifts or irregular hours. Graph 21 shows that 41% of workers report doing so. The incidence of shift work or irregular hours is highest for the self-employed. Working in the evenings is reported by 39% of workers in the sample, most frequently by workers with fixed term contracts and more so by women than by men. Two in three workers report working Saturdays, while three in ten work Sundays. Working regularly on weekends occurs most often among the self-employed.

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.

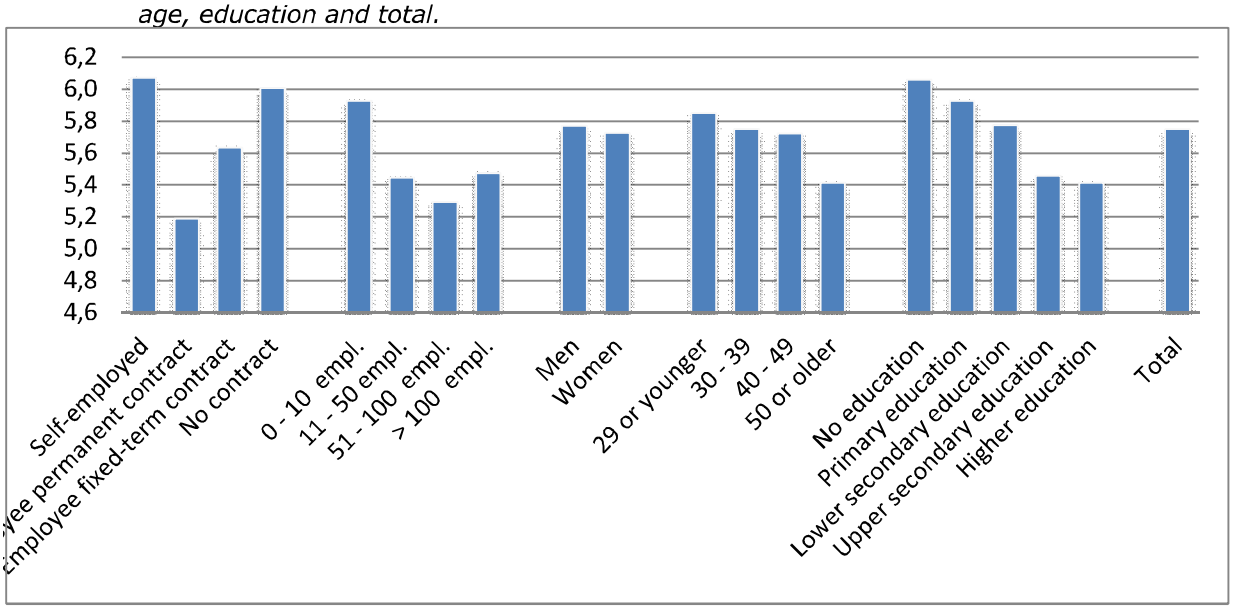


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, 65-123 missing)

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 particularly the self-employed work more days than the average, as so do the workers in small firms, young workers and the workers with less education.

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

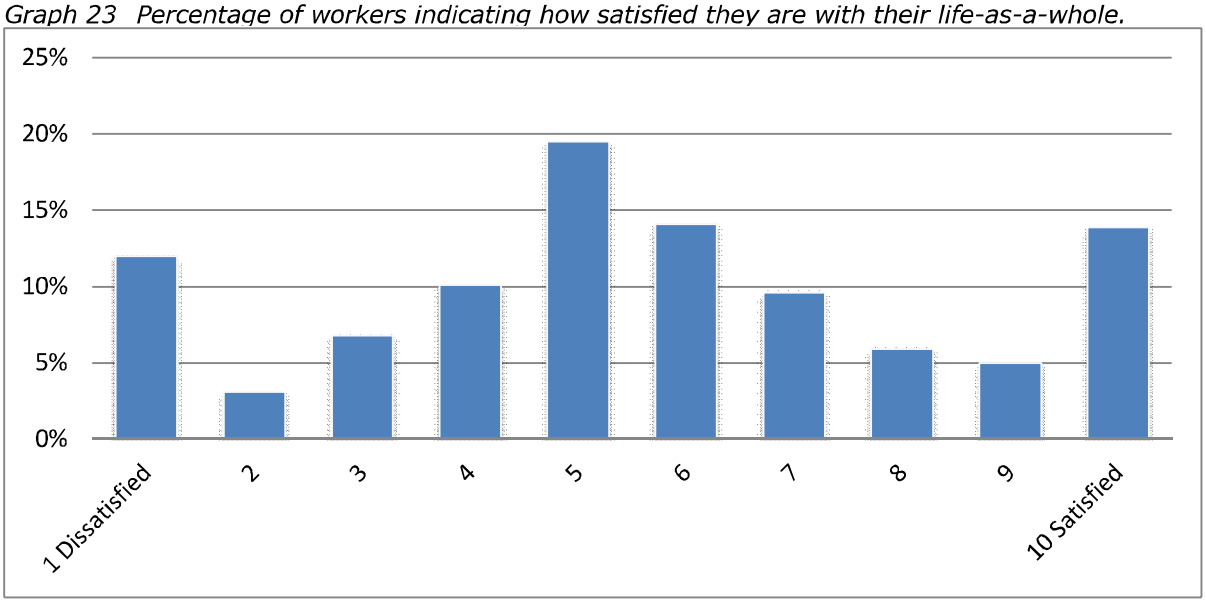


Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, 0-65 missing)

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 six or higher and 20% score an 8 or higher. On average, the interviewees score a 5.6.

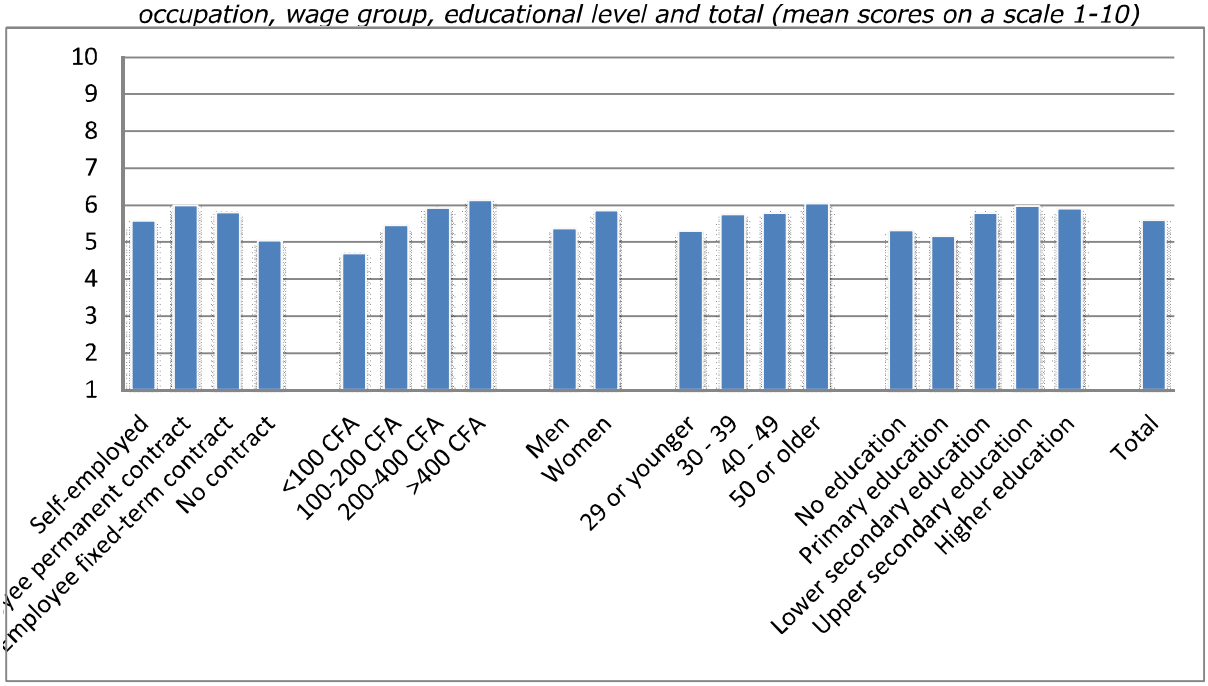
Graph 23 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey Benin, 2012, weighted data (N=1996, 15 missing)

Groups do differ with respect to their life satisfaction as a whole. Graph 24 shows a breakdown for several groups. Workers without a contract, earning less than 100 Francs per hour, men, workers under 29 and people with no or little education are least happy. When explaining the variance in life satisfaction, wage and gender are the only factor that matters.

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 Benin, 2012, weighted data (N=1996, 15-144 missing)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Frequency
1120050000000	Technical department manager	137
1120060000000	Engineering department manager	37
1120070000000	Installation or repairs department manager	8
1120080000000	Manufacturing department manager	38
1211020000000	Financial department manager	51
1212020000000	Personnel department manager	48
1219030000000	Laboratory department manager	31
1219040000000	Housekeeping department manager	3
1219050000000	Administrative services department manager	51
1219070000000	Purchasing department manager	9
1219980000000	Department manager, all other	286
1221030000000	Marketing department manager	5
1221040000000	Sales department manager	258
1222030000000	Communications department manager	36
1222040000000	Public relations department manager	4
1223030000000	R&D department manager	69
1311060000000	Livestock farm manager	1
1324060000000	Road, rail, water or air transport company manager	2
1330020000000	IT department manager	51
1412010000000	Restaurant manager	17
3322000000000	Sales representative	112
3322260000000	Livestock dealer	2
3332030000000	Travel organiser	1
4120060000000	Secretary	86
4221020000000	Travel agency clerk	15
4221040000000	Travel consultant	1
4226030000000	Receptionist, telephonist	52
4322050000000	Transport scheduling clerk	11
4412020000000	Courier	10
5113010000000	Travel guide	8
5120040000000	Food preparation worker	25
5131010000000	Waiter or waitress	69
5212010000000	Street vendor (food products)	41
5414010000000	Security guard	117
6111030000000	Field crop or vegetable farm worker	23
6121030000000	Livestock farm worker	2
6121040000000	Cattle farmer	3
6121050000000	Cow herder or shepherd	1
6129990000000	Livestock breeder, all other	4
6210010000000	Forestry worker	2
6210020000000	Logging worker	11
6210210000000	Tree feller	5
6310010000000	Subsistence crop farmer	12
6330010000000	Subsistence mixed crop or livestock farmer	14
7115010000000	Carpenter	28
8322020000000	Taxi driver	48
8332010000000	Truck driver	40
8341020000000	Motorised forestry equipment operator	2
9112010000000	Cleaner in offices, schools or other establishments	100
9211020000000	Fruit, nut or tea picker	1
9212010000000	Cattle station helper	1
9212030000000	Livestock farm helper	2
9215010000000	Forestry helper	2
9313070000000	Carpenter helper	9
	Total	2002

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	4,592	,092		49,785	0,000
Female	-,048	,043	-,022	-1,124	,261
Educational level (0=lowest, .., 6=highest)	,199	,016	,301	12,539	,000
Employee permanent contract	,344	,060	,127	5,726	,000
Firmsize 1-5 empl	-,552	,066	-,248	-8,408	,000
Firmsize 6-10 empl	-,294	,070	-,105	-4,198	,000
Firmsize 11-20 empl	-,195	,070	-,068	-2,805	,005
Tenure (0-61 yrs)	,023	,002	,195	9,534	,000
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	,008	,001	,134	6,515	,000
N	1820				
R-square	.322				

Dependent variable: Paid up or above the future minimum wage rate yes/no						
	B	S.E.	Wald	df	Sig.	Exp(B)
Informality index (1=very informal, .., 5=very formal)	,532	,109	23,636	1	,000	1,703
Firmsize 1-5 empl	-,379	,298	1,619	1	,203	,684
Firmsize 6-10 empl	,323	,325	,991	1	,320	1,382
Firmsize 11-20 empl	,692	,360	3,701	1	,054	1,997
Employee on permanent contract	,565	,388	2,124	1	,145	1,760
Educational level (0=lowest, .., 6=highest)	,050	,008	42,220	1	,000	1,051
Female	,041	,178	,052	1	,819	1,042
Lives with partner	,250	,270	,855	1	,355	1,284
Lives with child	,196	,287	,466	1	,495	1,216
Age (13-66 yrs)	,030	,011	7,676	1	,006	1,030
Socio-Econ. Index of occ. status (ISEI 10=lowest, ..,79=highest)	,014	,005	8,478	1	,004	1,014
Constant	-3,201	,586	29,828	1	,000	,041
N	930					
-2 Log Likelihood	801.311					

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	,333	,193	2,979	1	,084	1,395
Educational level (0=lowest, .., 6=highest)	,030	,006	24,199	1	,000	1,030
Female	-,364	,172	4,468	1	,035	,695
Firmsize 1-5 empl	-2,351	,307	58,736	1	,000	,095
Firmsize 6-10 empl	-1,207	,241	25,017	1	,000	,299
Firmsize 11-20 empl	-,709	,208	11,622	1	,001	,492
Tenure (0-61 yrs)	,011	,010	1,313	1	,252	1,011
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	-,003	,005	,428	1	,513	,997
Constant	-1,983	,337	34,618	1	,000	,138
N	1910					
-2 Log Likelihood	982.609					

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	5,606	,251		22,354	,000
Employee on permanent contract	,152	,152	,030	1,002	,317
Education level (0=lowest, .., 6=highest)	,006	,003	,052	1,635	,102
Female	,349	,097	,098	3,611	,000
Less than 100 CFA	-1,055	,169	-,248	-6,239	,000
100 - 200 CFA	-,481	,155	-,126	-3,113	,002
200 - 400 CFA	-,129	,152	-,031	-,848	,397
Living with a partner	,152	,139	,040	1,093	,274
Living with a child	-,051	,141	-,014	-,364	,716
<29 years	-,033	,122	-,009	-,273	,785
30-39 years	-,073	,074	-,053	-,990	,322
40-49 years	-,084	,073	-,062	-1,160	,246
Socio-Econ. Index of occ. status (ISEI 11=lowest, ..,76=highest)	,002	,003	,020	,715	,475
N	1307				
R-squared	.078				

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