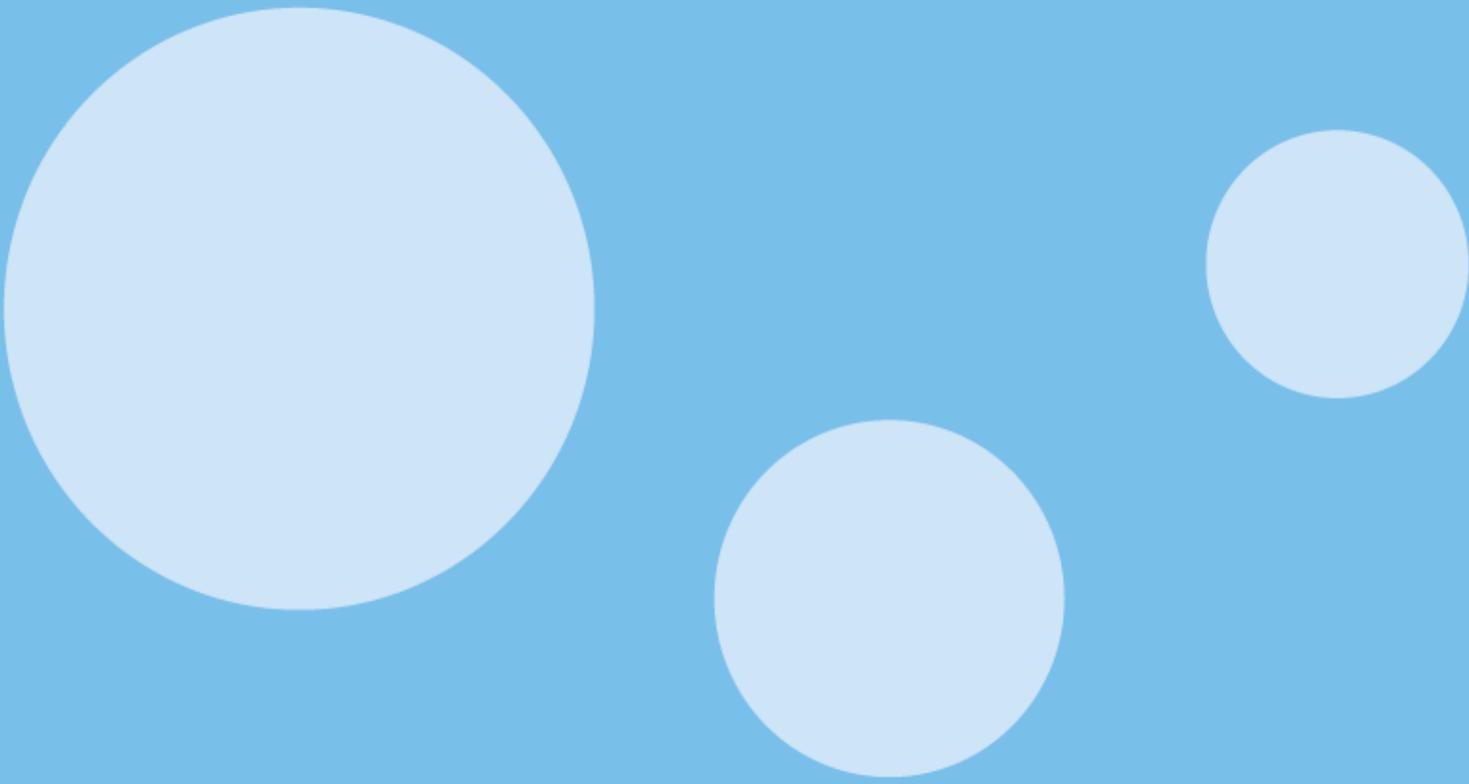# Wages in the food chain in Burundi

WageIndicator survey 2013

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WageIndicator.org

About WageIndicator Foundation - www.wageindicator.org
The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labour Studies, the Dutch Confederation of Trade Unions (FNV) and Monster career site. The Foundation aims for transparency of the labour market by sharing and comparing wage data and labour conditions information. The Foundation operates national websites in some 75 countries. The websites have a so called 3 pillar structure: for wages, for labour law and minimum wages, and for vacancies and education related information. In more than 20 countries the national WageIndicator websites are supported with offline actions like face-to-face surveys, fact finding debates and media campaigns. The Foundation operates globally through a network of associated, yet independent regional and national partner organizations like universities, media houses, trade unions and employers organizations, and self-employed specialists for legal, internet, media issues, with whom the Foundation engages in long lasting relationships. WageIndicator Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Maputo and Minsk.
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About University of Dar es Salaam/Economics Department - www.udsm.ac.tz
The University of Dar es Salaam is the oldest and biggest public university in Tanzania. It is situated on the western side of the city of Dar es Salaam. It was established on 1st July 1970, through parliament act and all the enabling legal instruments of the constituent colleges. Prior to 1970, the university college, Dar es Salaam had started on 1st July 1961 as an affiliate college of the University of London. It had only one faculty- the faculty of Law, with 14 students. In 1963 it became a constituent college of the university of East Africa together with Makerere University College in Uganda and Nairobi University College in Kenya. Since 1961, the University of Dar es Salaam has grown in terms of student intake, academic units and academic programmes. Dr. Godius Kahyarara (economist) is a senior lecturer of economics in the Department of Economics. In 2008, he cooperated with the ILO in Geneva for a survey about working conditions in Tanzania. He is also involved in the World Bank evaluation projects for the Ministry of Natural Resources and Tourism in Tanzania. Currently he is involved in the WageIndicator face-to-face surveys in Tanzania and Uganda, part of the so called Enabling Social Dialogue project in Ghana, Kenya, Tanzania, Uganda in which employers- and trade union organisations cooperate. Ernest Ngeh Tingum (economist) is a PhD candidate and is responsible for the WageIndicator face-to-face surveys in Sub Saharan Africa. Check sites like Mywage.org/Tanzania, or Africapay.org/Tanzania.

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 Labour 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 labour 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 analysed 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.

About University of Burundi/Faculty of Economics and Management - http://www.ub.edu.bi/
The University of Burundi was established in 1964 and is the largest university in the country. It educates nearly 11,000 students at 13 faculties and institutes. It is part of the University Network of the Great Lakes and the Inter-University Council of East Africa which is an organ of the East African Community. Its faculty of Economics and Management offers three areas of specialization at the level of a Licence Degree: Management and Administration, Political Economics and Rural Economics. Mr. Richard Ndereyahaga is a lecturer and researcher in international and development economics at the Faculty of Economics and Management. Former deputy-dean of the Faculty, former director of the Research Centre of the Faculty (CURDES), Ndereyahaga is a Quantitative Economist. He holds a master degree in international and development Economics obtained (with Distinction) from the University of Namur FUNDP in Belgium. He published several articles on the regional trade and the international trade and has more than 10 years of experience in the analysis of the economic policies in general, the trade and regional integration issues and macroeconomic framing. His research interests are regional integration, trade policy analyses, industrial policy, employment and labour markets.

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

Executive summary Wages in Burundi

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey of the labour force conducted between the 7th of April and the 29th of April 2013 in all provinces of Burundi. In total 1,679 persons were interviewed; 52% were men, 48% women and 43% were under 30 years of age. The workers in the survey live in households with on average nearly 4 members, including themselves. Less than half of the workers live with a partner and children (38% of men and 42% of women. Up to 14% of workers followed no formal education, 24% stopped at elementary education and 17% followed vocational education. Rating their satisfaction with life-as-a-whole on a scale from 1=dissatisfied to 10=satisfied, the interviewees score a 4.1 on average.

The biggest group (24%) work in education and research, followed by 14% in the healthcare, caring services, social work. This report explicitly addresses the work in food chain. By definition, 100% of the workers in agriculture, forestry and fishing are in the food chain. Three out of four workers in manufacturing industry work in food manufacturing. Almost one in four in the wholesale and retail industry is employed in the food chain, whereas this is the case for one in three for transportation and storage. Finally, in accommodation and food service activities, this is two in three.

Four in ten workers are employees with a permanent contract, nearly two in ten workers have fixed-term contracts, 14% are self-employed and 28% have no contract at all. Older workers are more likely to have a permanent contract or be self-employed, whereas young people are more likely to work on fixed term contracts or to have no contract at all. More than five in ten people in work in an organization with 10 or fewer employees, 35% work in an organization with 11-50 employees, 6% work in businesses of 51 to 100 employees and 3% work for businesses employing over a 100 people. On average, the workers have worked for more than 10 years.

Almost one in four respondents are service and sales workers. Workers in the food chain are overrepresented in this occupational category. One in five workers are working in the professional category, predominantly as teachers. Workers in the food chain are hardly found in this category, but they are more often found among the skilled agricultural, forestry and fishery workers (23%). Sizeable groups of respondents work in elementary occupations, predominantly as street vendors and related sales workers. In this category the food chain workers are underrepresented. Women much more often work in the professional category (23% versus 20% for men), while men are overrepresented among plant and machine operators (11% respectively 2%).

Some 65% respondents state that they are entitled to social security, while 56% contribute to it. Half of the employees state that they have no agreed working hours. The average usual working week of respondents is 52 hours in 5.5 days. 82% of employees report receiving their wage on time and four in ten workers receive their wage cash in hand. Whereas 31% of workers are covered by a collective agreement, 52% wish to be covered. On a 5-points informality-index, ranging from 1=very informal to 5=very formal, 28% of workers are in the lowest category in the index, whereas 36% are in the highest category. Young workers are most often found in informal jobs, but workers above 30 years old are more likely to work in formal jobs.

The median net hourly wage of the total sample is 462 Burundian franc (BIF). 26% of workers earn less than 150 Franc per hour, another 27% earn between 150 and 500 Franc, 20% earn between 500 and 1000 Franc and the remaining 27% earn more than 1000 Franc per hour. Employees with permanent and fixed term contracts have relatively high earnings (693 and 619 BIF respectively), whereas workers without contracts (154 BIF) and the self-employed (206 BIF) have the lowest earnings. At 241 BIF, workers in firms with less than ten employees earn relatively low wages, whereas employees in firms of between 51 and 100 employees earn the highest wages (866 BIF). Those on the lowest end of the informality scale earn only 128 BIF per hour, whereas those in the two highest categories earn wages far above that. At 234 BIF young workers have substantial lower wages than workers in the 40-49 age group (770 BIF). Workers in the food chain have lower earnings than other workers (198 versus 536).

Workers with tertiary education (1155 BIF) earn above average wages; workers without education earn the lowest wages (286 BIF). Professionals, followed by the technicians and associate professionals have the highest median wages (883 BIF and 687 BIF respectively), while the managers rank third (490 BIF). The lowest paid workers are service and sales workers and the elementary workers (173 BIF and 192 BIF). The highest wages are earned in the public sector, health care, and education (675 BIF), followed by agriculture, manufacturing and construction (612 BIF). Workers in trade, transport, and hospitality earn considerably less (192 BIF).

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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 Burundi, conducted between the 7th of April and the 29th of April 2013. In total 1,679 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 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 setting in Burundi. Most of the questions were retained without changing the intended purpose. The questionnaire for the face-to-face interviews is available in three languages, namely English, French, and Swahili, although 97% of the respondents took the French version, see Table 1.

Table 1   Number of respondents and language of the survey

	Number of respondents	Per cent
French	1636	97.4%
Swahili	33	2.0%
English	9	0.5%
Total	1679	100.0%

Source: WageIndicator face-to-face survey Burundi, 2013, unweighted data (1 case missing)

Sampling and fieldwork

The sampling and the interviewing of the respondents was done under supervision of Richard Ndereyahaga, University of Burundi, in cooperation with the University of Dar-es-Salaam (Tanzania). The random sampling starts at the establishment level. 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, with a maximum of 10 employees per establishment.

The interviewing of the respondents was done under supervision of Richard Ndereyahaga, University of Burundi. More than ten interviewers were involved. They received training before conducting the interviews. Respondents were predominantly interviewed in their work places, but also in their homes and at the street. During the field work the cooperation of interviewees was good and no major problems were encountered. On a five-point scale from 1=very cooperative to 5=not at all cooperative, the interviewers ranked the interviewees on average 1.6. A small group was not cooperative (2%). No refusal was reported.

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.

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[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 in 2013. 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. Table 2 shows that men aged 30 – 39 years are overrepresented, while women aged 14-29 are underrepresented. In this paper, all graphs and tables are derived from weighted data.

According to the ILO, Burundi has an economically active population of just over 4.6 million people. The labour force participation rate is 82% for men and 84% for women. Participation rates are particularly high in the 25-64 age group, during which period over 95% of men and women are in the labour market.

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

	Weight	N
Male 14-29 years	0.96	370
Male 30-39 years	0.42	492
Male 40-80 years	0.96	254
Female 14-29 years	2.08	183
Female 30-39 years	0.87	241
Female 40-80 years	2.01	139
Total	1.00	1679

Source: The weights are based on the labour force estimates for 2013, derived from the Estimates And Projections of the Economically Active Population (EAPEP 6th edition) database of the International Labour Organization (ILO).

The labour force and the food chain

This report explicitly addresses the work in food chain. In April 2008 the United Nations (UN) established a High-level Task Force on the Global Food Security Crisis to promote and coordinate a comprehensive and unified response to the challenge of achieving food security. In November 2011 the International Labour Organisation (ILO) strengthened this response by endorsing the Decent Work in the Food supply chain programme (ILOs Governing Body, 312th Session, Geneva). The ILO with its tripartite constituency and expertise in the world of work is uniquely placed to contribute to and strengthen existing UN efforts towards improved food security through Decent Work.

The food chain system, from production to consumption, will form the backbone of this report. It distinguishes workers in the food chain from workers not in the food chain in five sectors, namely (1) agriculture, fisheries and aquaculture production, (2) food processing and packaging, (3) transport and storage, (4) marketing, trade and distribution for the domestic as well as for the export markets, and (5) commercial food services (catering, hotels). Table 3 shows the relevance of the food chain for the five industries. By definition, 100% of the workers in agriculture, forestry and fishing are in the food chain. Three out of four workers in manufacturing industry work in food manufacturing. Almost one in four in the wholesale and retail industry is employed in the food chain, whereas this is the case for one in three for transportation and storage. Finally, in accommodation and food service activities, this is two in three.

Table 3   Percentage of workers in the food chain in the five industries

|	Percentage in the food chain
Agriculture, forestry and fishing	100%
Manufacturing	74%
Wholesale and retail trade; repair of motor vehicles and motorcycles	23%
Transportation and storage	34%
Accommodation and food service activities	66%
Total	18%

Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1613)

2 Socio-demographic characteristics

Regions

The interviews were done in all provinces of Burundi. The largest number of interviews was done in Bujumbura (11%) and in Ngozi (11%), the lowest in Muramvya (3%). A large majority of the respondents lived in country villages (52%), followed by smaller cities of between 10,000 and 100,000 inhabitants (33%). Not surprisingly, the food chain workers more often live in rural areas.

Graph 1   Distribution of respondents across regions, break down by food chain and total
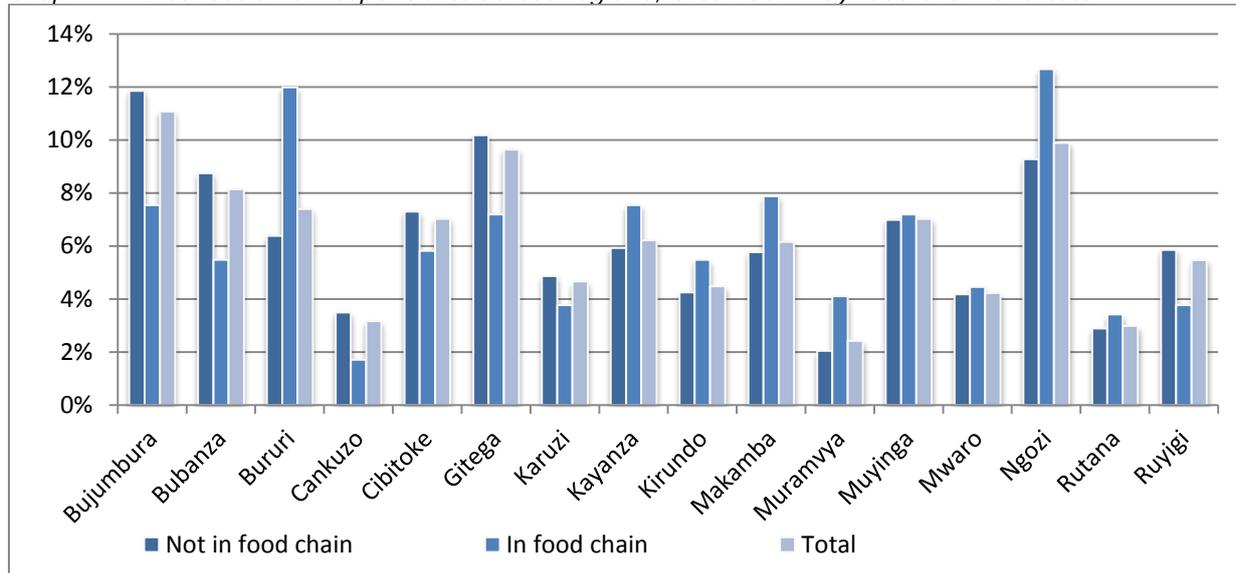
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1679)

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over four age groups. Slightly more female than male workers were interviewed (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 Burundi, which from age 25-29 upwards declines sharply with age. The food chain workers are on average younger than those not working in the chain.

Graph 2   Percentages interviewees in food chain and according age and gender
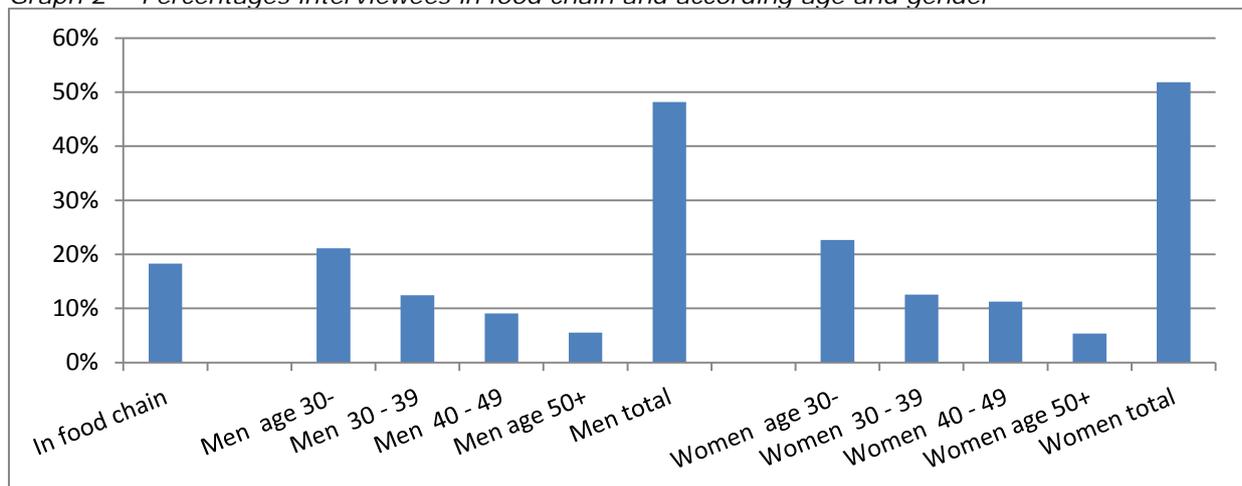
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1613)

Household composition

The workers in the survey live in households with on average nearly 4 members, including themselves. Graph 3 shows that more than one in three interviewees (38%) live in a household with six or more members, whereas 21% live in a single-person household (see bar total). Not surprisingly, younger workers are more likely to live in single-person households, while 63% of workers who are fifty years or older live in households with six people or more. Men are more likely than women to live in single-person households (27% compared to 15%).

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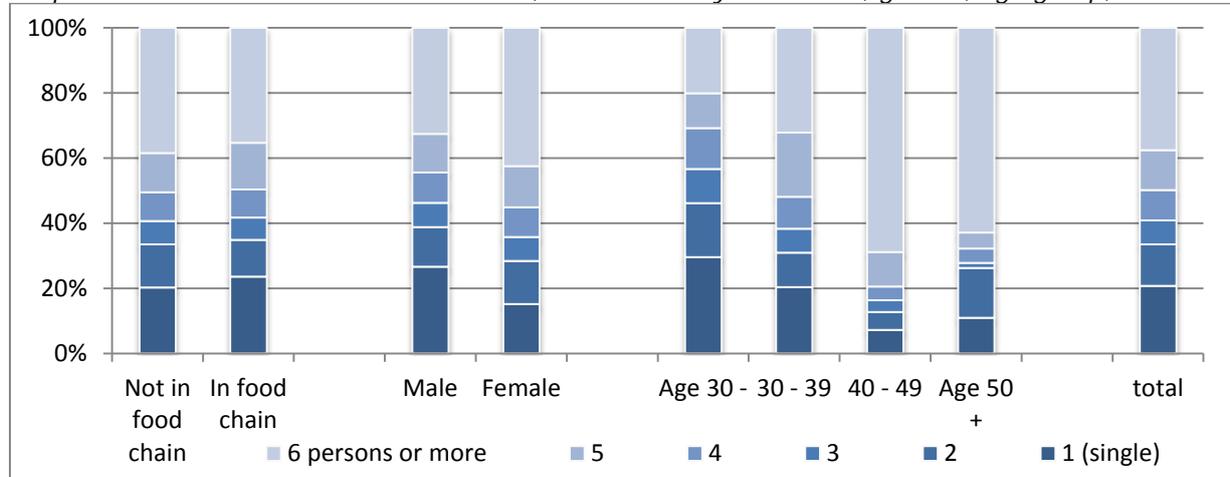

Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1646)

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. Less than half of both male and female workers live with a partner and children (38% of men and 42% of women); four in ten workers between 30 and 49 years do as well, whereas only two in ten people under 30 do. Some 23% of women and 11% of men live with children but without partner. Nearly five in ten men (47%) as well as three in ten women (31%) 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 food chain, gender, age, total
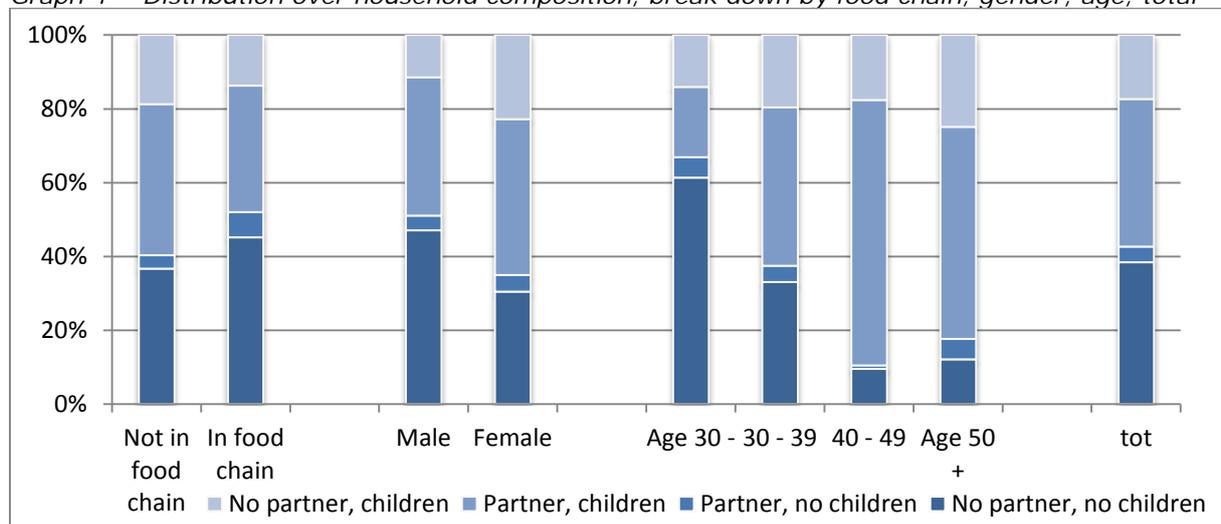
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1598)

3 Employment characteristics

Status in employment and labour contract

The survey distinguishes between registered self-employed, employees with a permanent contract or a fixed-term contract and workers without a contract. In the sample, 14% of the workers are self-employed. Four in ten workers are employees with a permanent contract, nearly two in ten workers have fixed-term contracts, whereas 28% have no contract at all. Men and women almost equally work without a contract. Older workers are more likely to have a permanent contract or be self-employed, 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. Some 65% state that they are entitled to social security. Graph 5 shows that more than nine in ten workers on permanent contracts are entitled to social security (95%), compared to 76% of workers on fixed term contracts, 40% of workers without contracts and 19% of the self-employed. Nearly six in ten workers contribute to social security (56%). 4% of workers who contribute to social security state that they are not entitled to benefits, whereas 16% are entitled who do not contribute.

Informal work might relate to unlimited working hours. More than half of the employees state that they have no agreed working hours (51%), the remaining group has agreed working hours, mostly in writing. Graph 5 shows that 75% of the permanent workers have agreed working hours, as well as six in ten fixed term workers, one on three workers without contracts and none of the self-employed do. One survey question asked if wages were received in a bank account or cash in hand, in kind or a combination. Workers on permanent contracts are most likely to receive their wages in a bank account (82%), compared to 61% of fixed term workers, 22% of self-employed and 9% 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
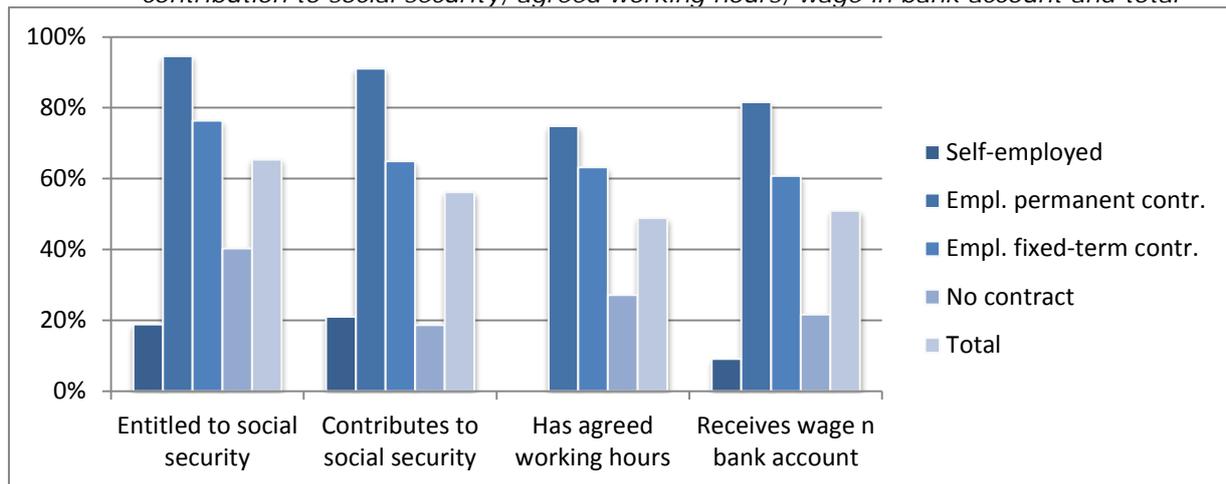
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1679 - 1281)

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 28% of workers are in the lowest category in the index, whereas 36% are in the highest category. The graph shows that young workers are most often found in informal jobs, but workers above 30 years old are more likely to work in formal jobs. No large gender differences are found.
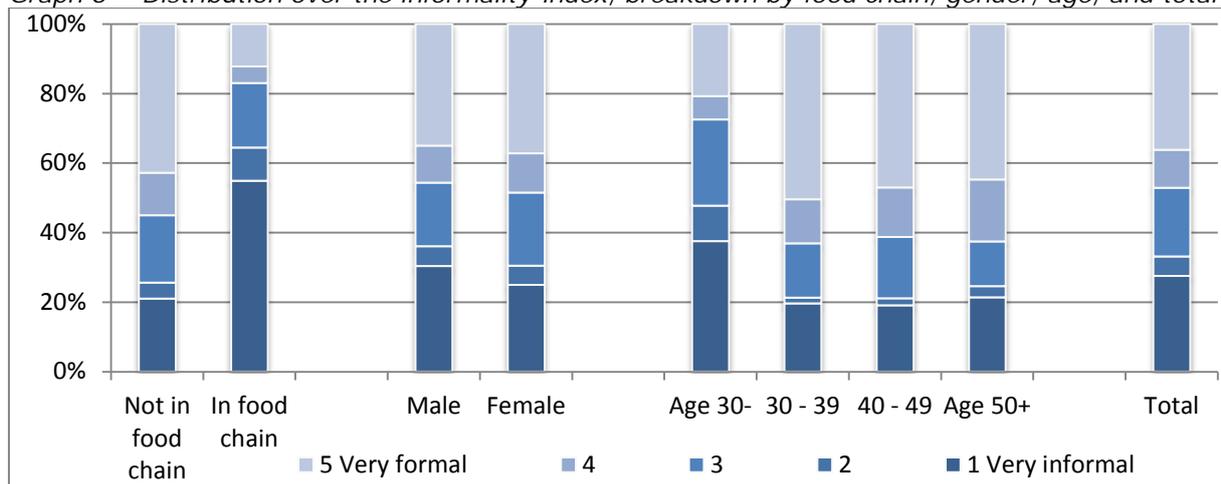
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1660)

Employment by educational category

As is shown in Graph 7, 14% of workers followed no formal education, 24% stopped at elementary education and 17% followed vocational education. Women are more likely to complete vocational and secondary education, whereas men are more likely to have either no education or higher, tertiary education. Some 24% 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
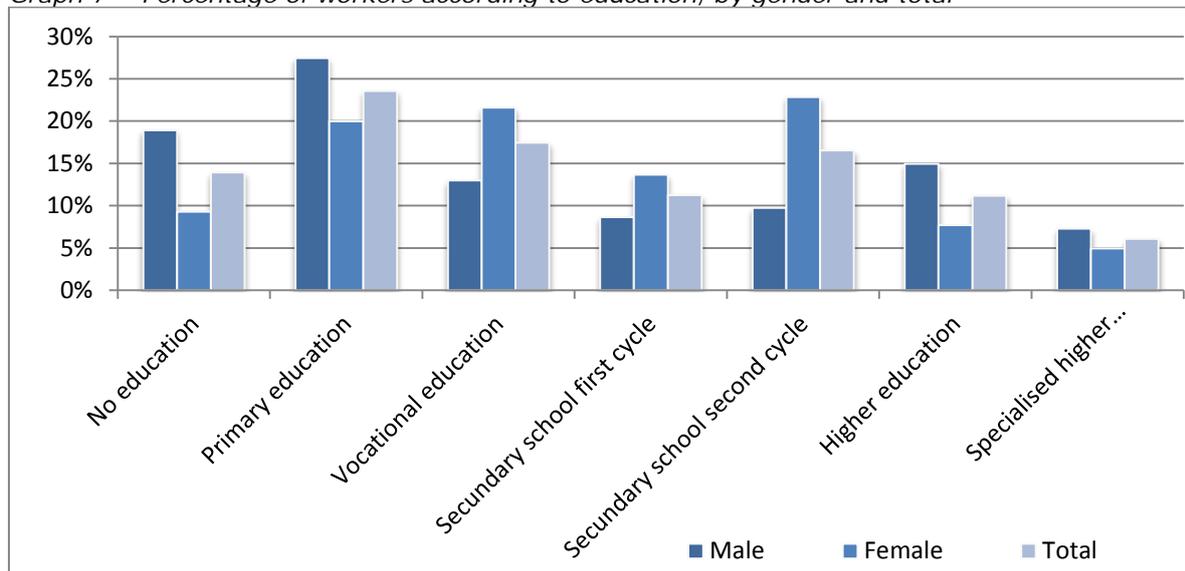
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1324)

Years of work experience

On average, the workers have worked for more than 10 years. Almost four in ten workers have less than five years of experience (Graph 8), 23% have worked between 5-9 years and another 22% between 10 and 19 years. One in five (19%) worked for more than 20 years in the labour market. Self-employed workers have most experience (14 years), workers without contracts and on fixed term contracts the least (7 and 11 years respectively). Men have slightly less years of experience than women (10.1 respectively 10.7 years). Workers in the food chain have slightly less years of experience compared to workers not in the food chain (9.9 respectively 10.5 years).

Graph 8   Distribution over years of work experience, breakdown by food chain, gender, employment status and total
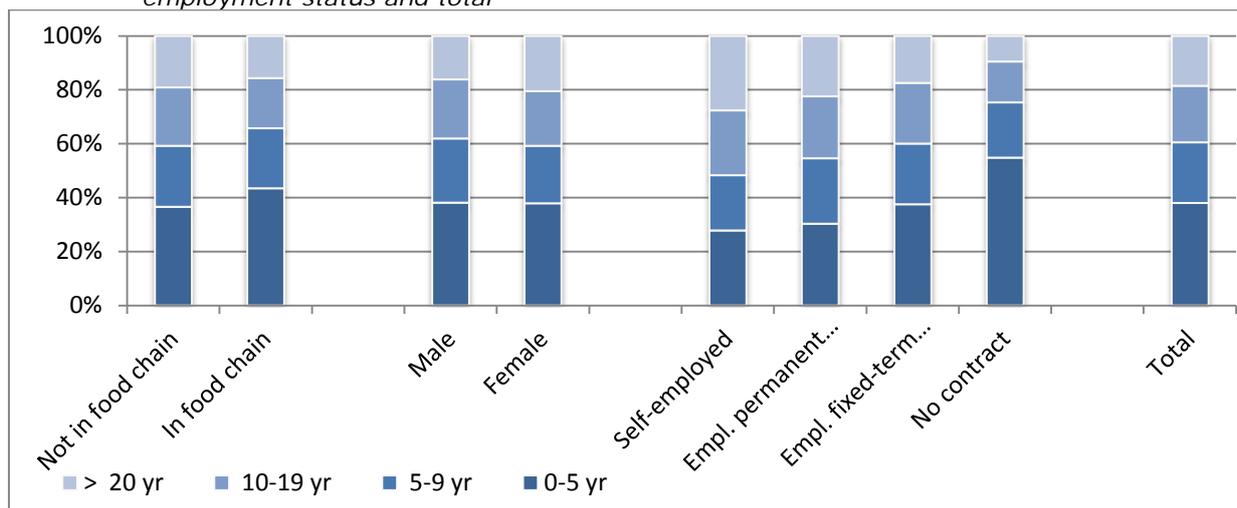
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1679)

The survey has a few questions about spells out of labour participation. One in five respondents has experienced such a spell, but only 7% have experienced a spell for one year or more. Workers in the food chain have had a break more often than workers not in the food chan. 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 food chain, gender, education and total
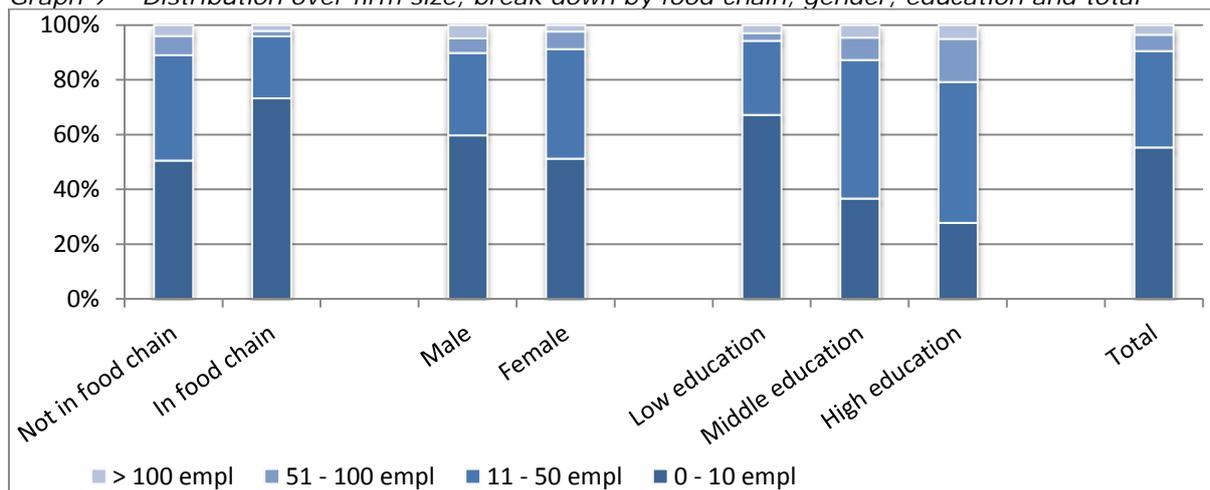
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1666)

More than five in ten people in the sample work in an organization with 10 or fewer employees, 35% work in an organization with 11-50 employees, 6% work in businesses of 51 to 100 employees and 3% work for businesses employing over a 100 people. Graph 9 shows that those working in the food chain work predominantly in small firms (73%), as do the low educated (67%). Furthermore, men work on average in slightly smaller firms than women do.

Employment by occupational category

The survey has a question about occupations, but coding the responses was not always possible. Hence, for 18% of the workers no information about their occupation is available. Graph 10 shows that almost one in four workers in the sample report to be working as service and sales workers.

Workers in the food chain are overrepresented in this occupational category. One in five workers are working in the professional category, predominantly as teachers. Workers in the food chain are hardly found in this category, but they are more often found among the skilled agricultural, forestry and fishery workers (23%). Sizeable groups of respondents work in elementary occupations, predominantly as street vendors and related sales workers. In this category the food chain workers are underrepresented. Women much more often work in the professional category (23% versus 20% for men), while men are overrepresented among plant and machine operators (11% respectively 2%).

Graph 10   Percentage interviewees according to occupational category, by gender and food chain
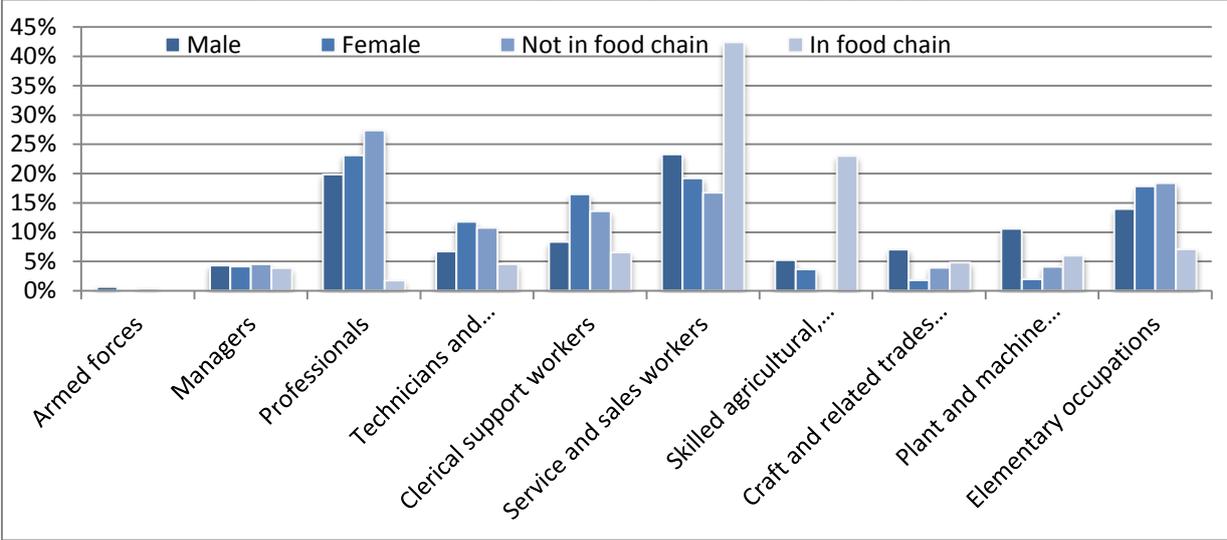
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1418)

Employment by industry

Almost one in four respondents (24%) work in education and research, followed by one in seven in the healthcare, caring services, social work (14%). The retail trade falls apart into food retail and non-food retail. The graph shows that more than one in ten respondents is working in the non-food retail, while less than one in twenty is working in the food retail. The reverse holds for manufacturing. Relatively more workers work in food manufacturing compared to other manufacturing (1.7% versus 0.6%).

Graph 11   Percentage interviewees according to industry
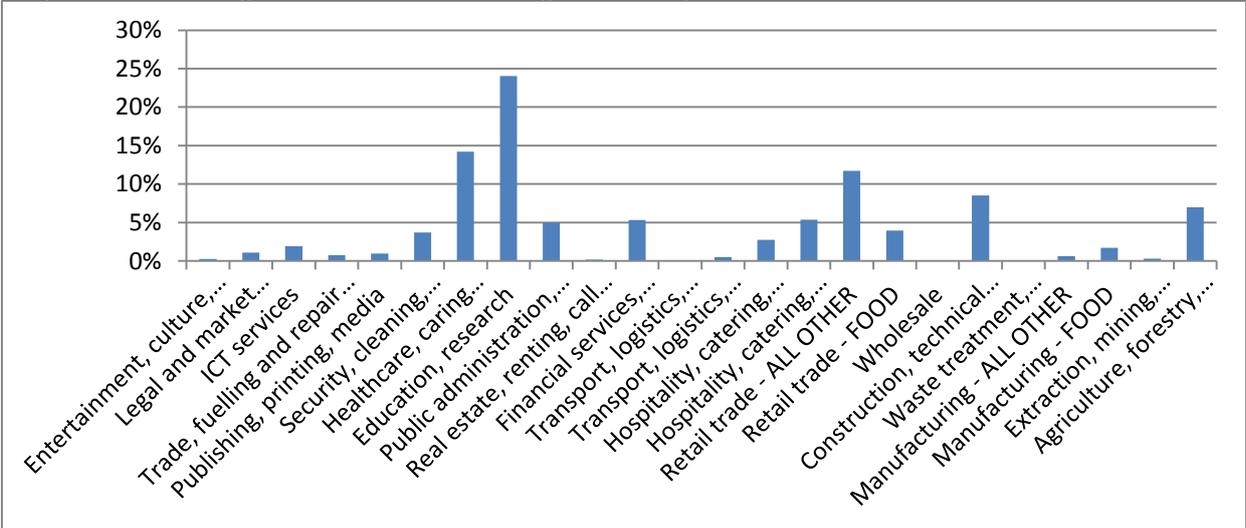
Source: WageIndicator paper survey Burundi, 2013, weighted data (N=1563)

4 Remuneration

Wage levels

The median net hourly wage of the total sample is 462 Burundian franc (BIF), 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. The sample has valid wage information for 80% of the respondents.

Graph 12 reveals that employees with permanent and fixed term contracts have relatively high earnings (693 and 619 BIF respectively), whereas workers without contracts (154 BIF) and the self-employed (206 BIF) have the lowest earnings. At 241 BIF, workers in firms with less than ten employees earn relatively low wages, whereas employees in firms of between 51 and 100 employees earn the highest wages (866 BIF). 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 128 BIF per hour, whereas those in the two highest categories earn wages far above that. Women have higher wages compared to men, and at 234 BIF young workers have substantial lower wages than workers in the 40-49 age group (770 BIF). Workers in the food chain have much lower earnings than other workers (198 versus 536).

Graph 12   Median net hourly wages in Burundi franc (BIF), break down by employment status, food chain, firm size, informality index, gender, age, education, occupation, industry and total.
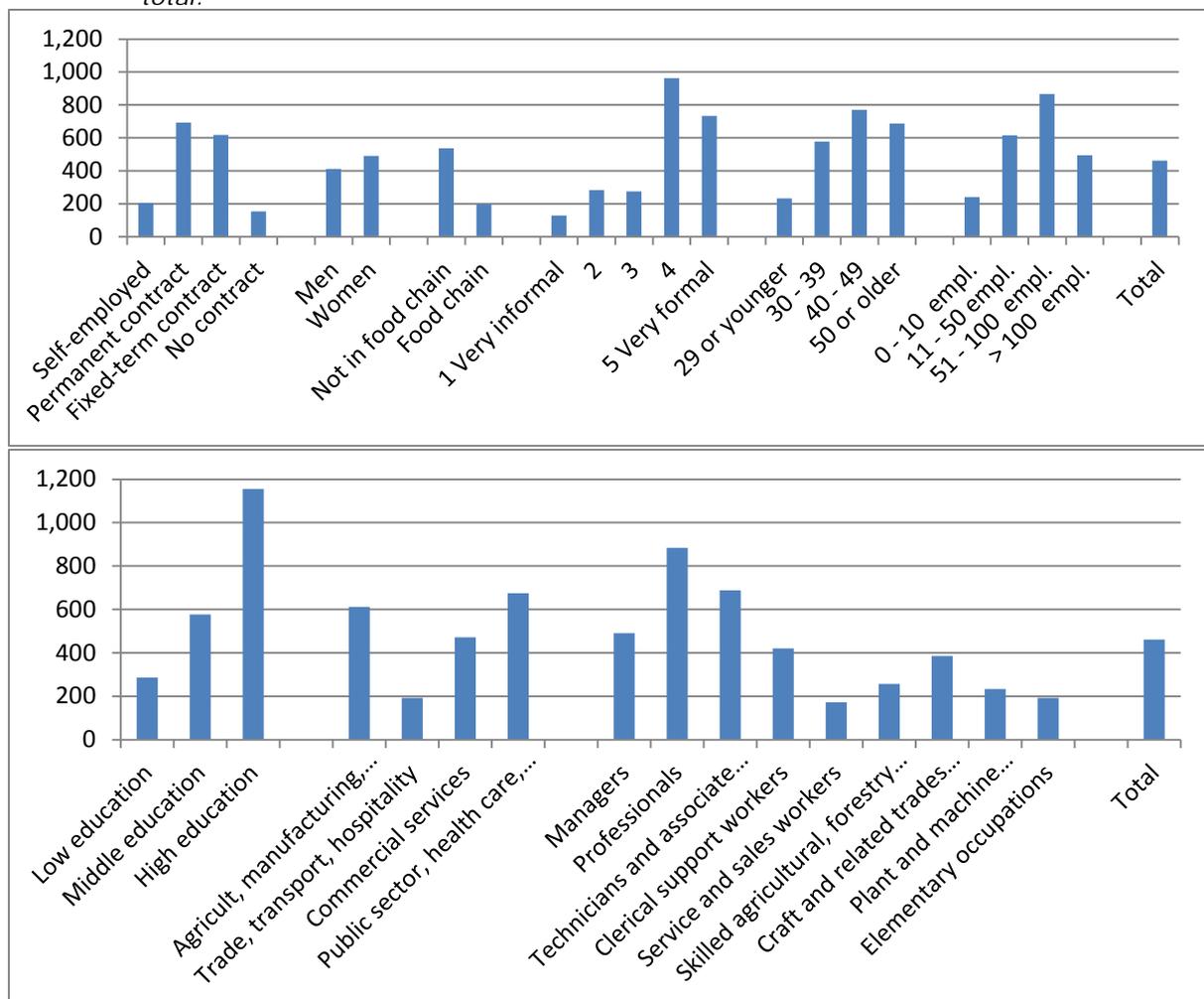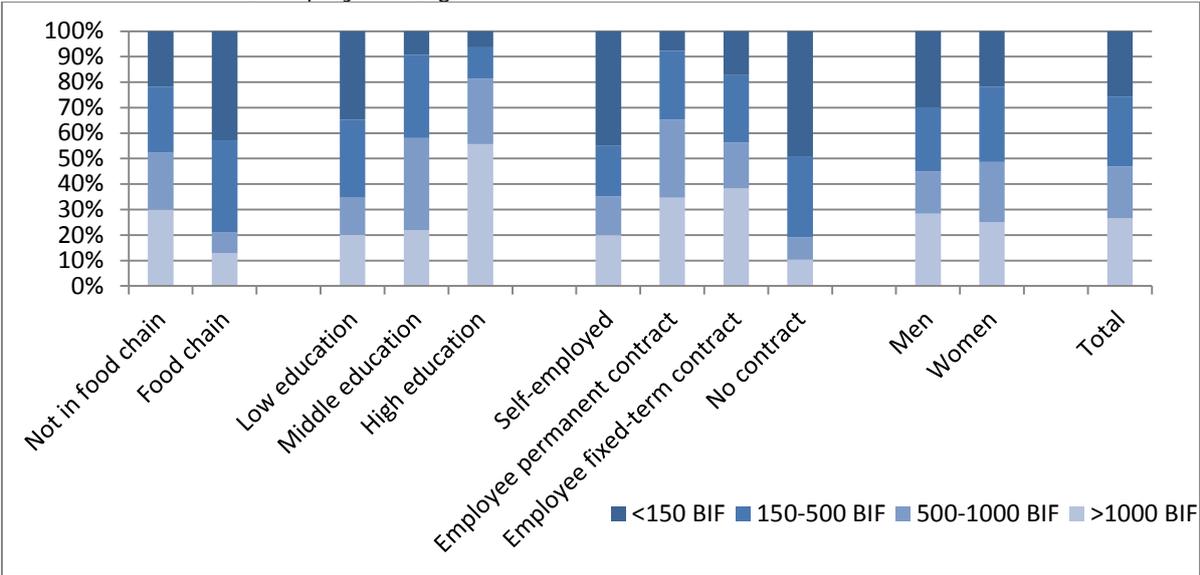

Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1357)

The more education a worker enjoyed, the higher their wages. Workers with tertiary education (1155 BIF) earn above average wages; workers without education earn the lowest wages (286 BIF). By occupational category, the graph shows that the professionals in the sample, followed by the technicians and associate professionals have the highest median wages (883 BIF and 687 BIF respectively), while the managers rank third (490 BIF). The lowest paid workers are service and sales workers and the elementary workers (173 BIF and 192 BIF). By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (675 BIF), followed by agriculture, manufacturing and construction (612 BIF). Workers in trade, transport, and hospitality (192 BIF) 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 workers on permanent contracts and those with higher educational levels earn more. There are small positive effects for occupational status and tenure. Workers in the food chain earn significantly less than their peers outside the food chain.

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 26% of workers earn less than 150 Franc per hour, another 27% earn between 150 and 500 Franc, 20% earn between 500 and 1000 Franc and the remaining 27% earn more than 1000 Franc per hour. Almost half of the self-employed workers (45%) and workers without contracts (49%) earn less than 150 BIF per hour; in comparison, only 17% of fixed term employees and just 8% of workers with permanent contracts do. Over half of the workers with tertiary education earn more than 1000 BIF per hour, whereas 20% workers with low education and 22% of those with middle education do, indicating that higher education pays off. Workers in the food sector are much more likely to earn less than 500 Franc per hour, whereas those outside the food sector are overrepresented in the two highest income groups.

Graph 13 *Distribution over hourly wages in Burundi franc (BIF), break down by food chain, education, employment, gender and total*

Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1281-1358)

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. Three in ten respondents are covered (31%). This ranges from five in ten workers on permanent contracts and 38% of those on fixed term contracts, to 10% of workers without contracts and 14% of the self-employed. While 24% of workers in firms of less than 10 employees are covered, 37% of those in firms of over 100 employees are. The Appendix holds an analysis which workers are covered by an agreement if controlled for other characteristics. It shows that workers on permanent contracts and in higher

status occupations are more likely to be covered, whereas those working for small firms are 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 31% of workers are covered, 52% wish to be covered. Only the self-employed are slightly less likely to find collective agreements important.

Graph 14   Percentages of workers covered by a collective agreement and agreeing with the state-ment that it is important to be covered, by employment status, firm size, food chain and total
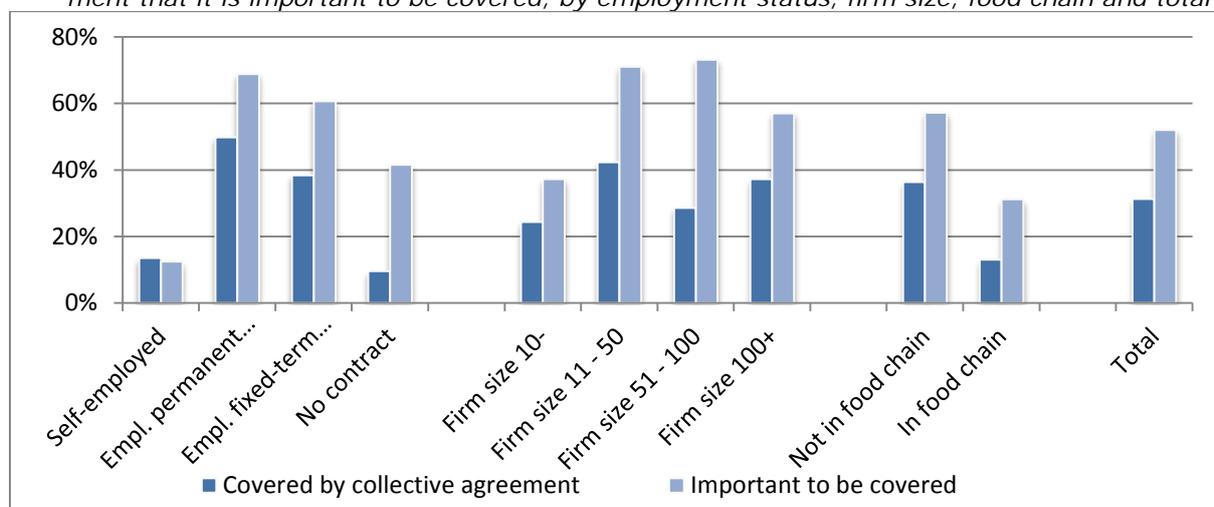
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1633, don't know/not applicable are coded as not covered)

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 15 shows that participation is generally low and that health care schemes (12%) and arrangements regarding expenses (16%) are most common.

Graph 15   Percentage of workers participating in a scheme and receiving bonuses
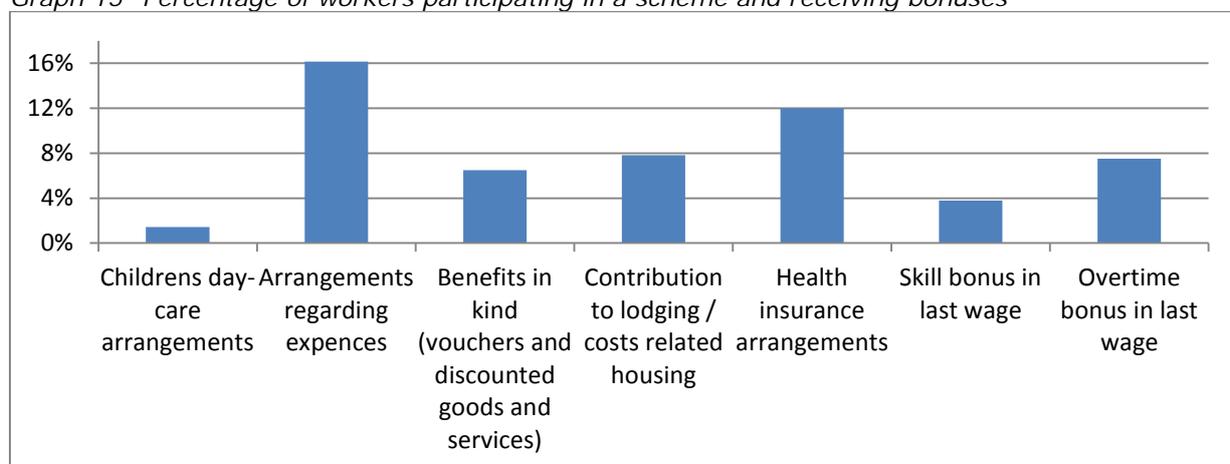
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1662; overtime bonus, N=1444)

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. These questions are not asked to those in self-employment. Graph 16 shows that 82% of employees report receiving their wage on time. This ranges from 79% of

employees on permanent contracts and 64% of the skilled agricultural, forestry and fishery workers, to 84% of workers without contracts and 86% of the elementary workers. Hardly any difference exists between the workers in and outside the food chain. Four in ten workers receive their wage cash in hand. In this case, there are large differences. While 73% of workers without contracts get their wages in cash, only 17% of employees on permanent contracts do. Three in four elementary workers (74%) get paid in cash, whereas much fewer professionals are (6%). Workers in the food chain are much more often paid in cash than those not in food (73% versus 34%).

Graph 16 Percentages of employees reporting that they received their wage on time and in cash, by employment status, occupational group and food chain.
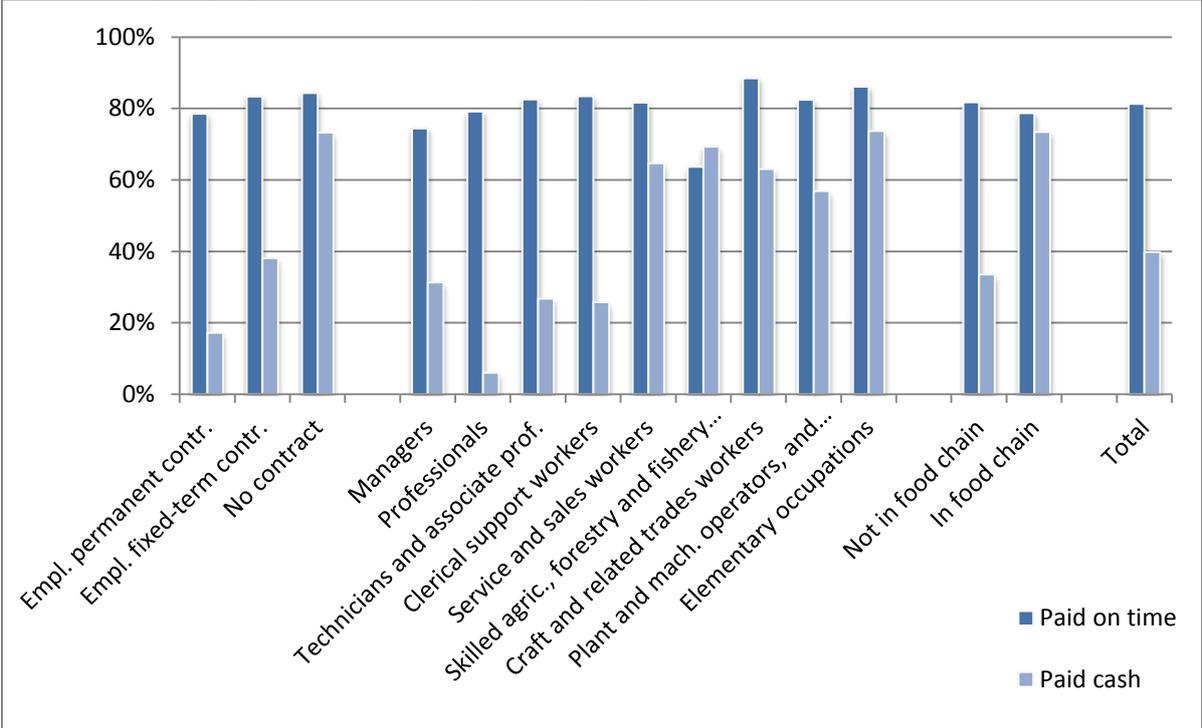
5 Working hours

Working hours agreed

One survey question asks if the respondents have agreed their working hours with their employer, either in writing or verbally. This question is not asked to those in self-employment. More than six in ten employees have agreed working hours (Graph 17). This is highest for the employees with a permanent contract (79%) and lowest for the workers without a contract (34%). Professional workers (81%) most often have agreed working hours. Skilled agricultural, forestry and fishery workers least often have agreed working hours (37%). Employees in the food chain less often have agreed hours than those outside the food chain (43% versus 68%).

Graph 17 Percentages of employees with agreed working hours, by employment status, occupational group and food chain
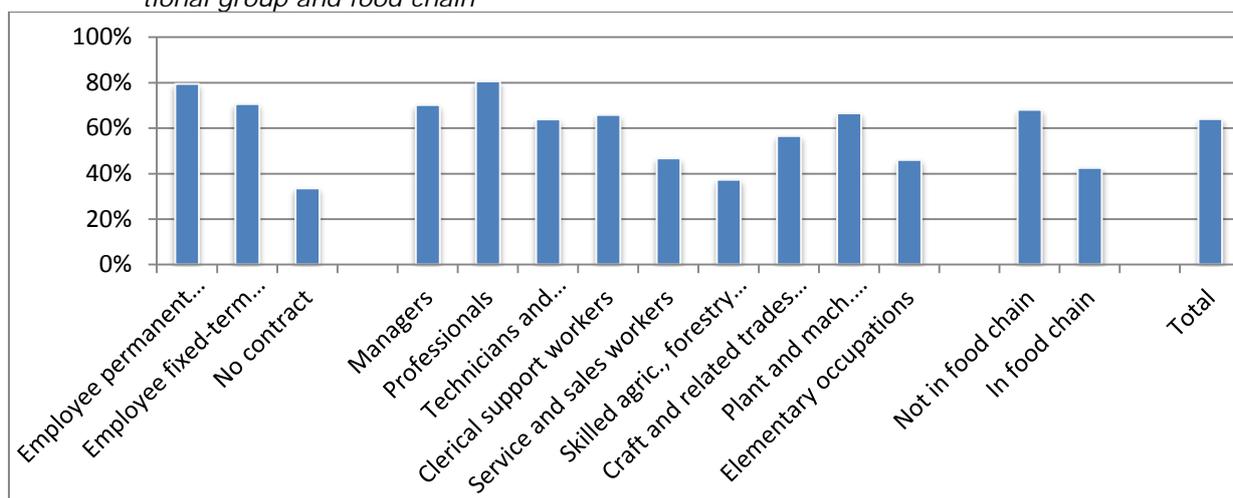
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data, (N=1281, employees only)

Usual working hours

Graph 18 shows that the average usual working week of respondents is 52 hours, which is much longer than the standard 40 hours working week. Workers without contracts make most hours (67) and those on permanent contracts work the fewest (42 hours). Service and sales workers make an average of 68 hours per week, whereas the professionals work only 34.

Graph 18 Average length of the working week, by employment status, occupation and food chain
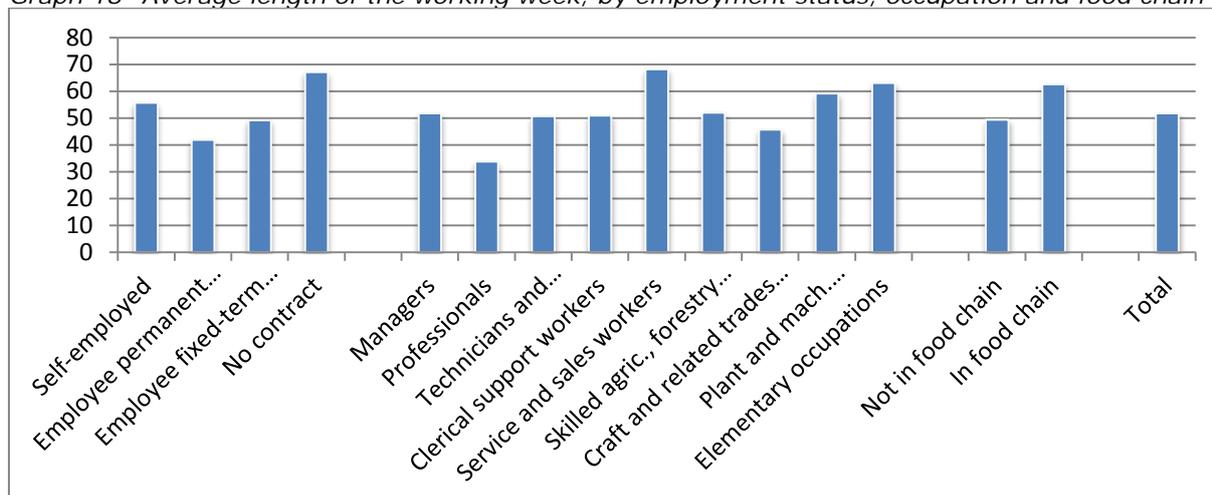
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1679)

Shifts or irregular hours

The survey includes a question asking if respondents work shifts or irregular hours. Graph 19 shows that 47% of workers report doing so. The incidence of shift work or irregular hours is highest for the self-employed and higher for men than for women. It is higher for workers in the food chain. Working in the evenings is reported by 32% of workers in the sample, most frequently by workers without a contract and more so by men than by women and in the food chain. Almost six in ten workers report working Saturdays, while four in ten work Sundays. Working regularly on weekends occurs most often among the workers without a contract. Again, men are more likely to work weekends than women and so are workers in the food chain.

Graph 19 Percentages of workers reporting to be working in the evenings, shift work or irregular hours, Saturdays or Sundays, by employment status, gender, food chain and total.
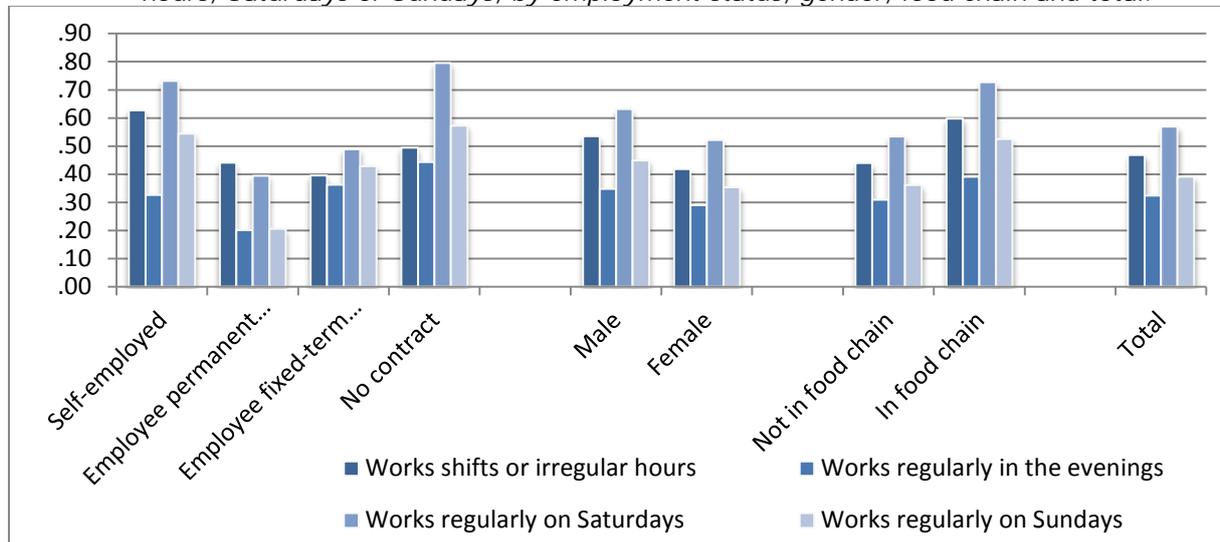
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N= 1635)

Average working days per week

On average, the workers in the sample report to be working 5.5 days a week. Graph 20 shows that particularly workers without contracts work more days than the average. So do the workers with no or just primary education, young workers and workers in the food chain.

Graph 20 Average number of working days per week, by employment status, gender, age, education, food chain and total.
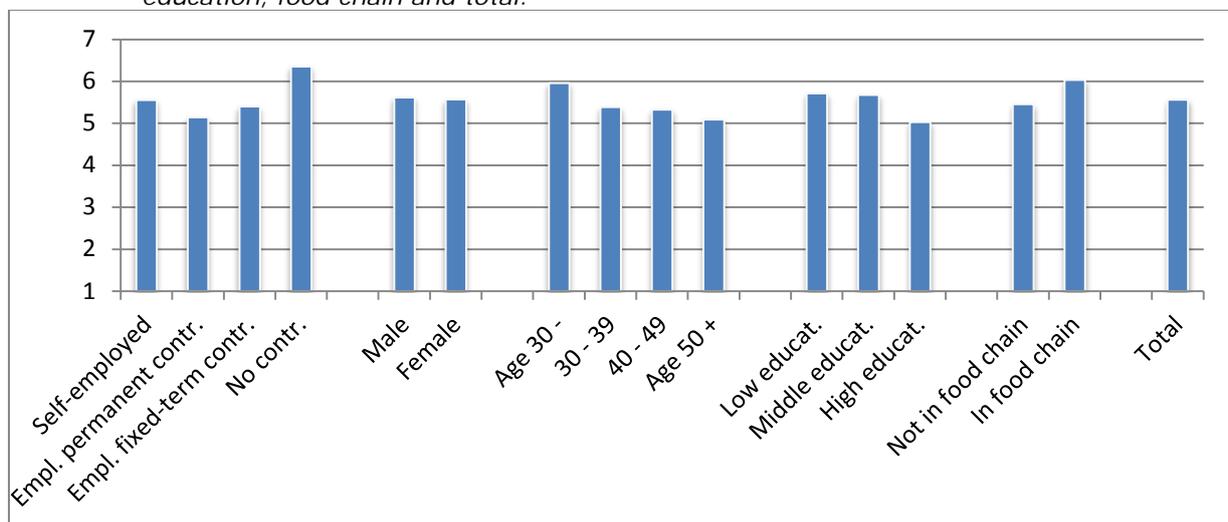
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N= 1613)

6 Satisfaction with life-as-a-whole

The survey includes a question about satisfaction with life-as-a-whole on a scale from 1=dissatis-fied to 10=satisfied. As graph 21 shows, thirty per cent of respondents rate their lives a six or higher and 13% score an 8 or higher. On average, the interviewees score a 4.1.

Graph 21   Percentage of workers indicating how satisfied they are with their life-as-a-whole.
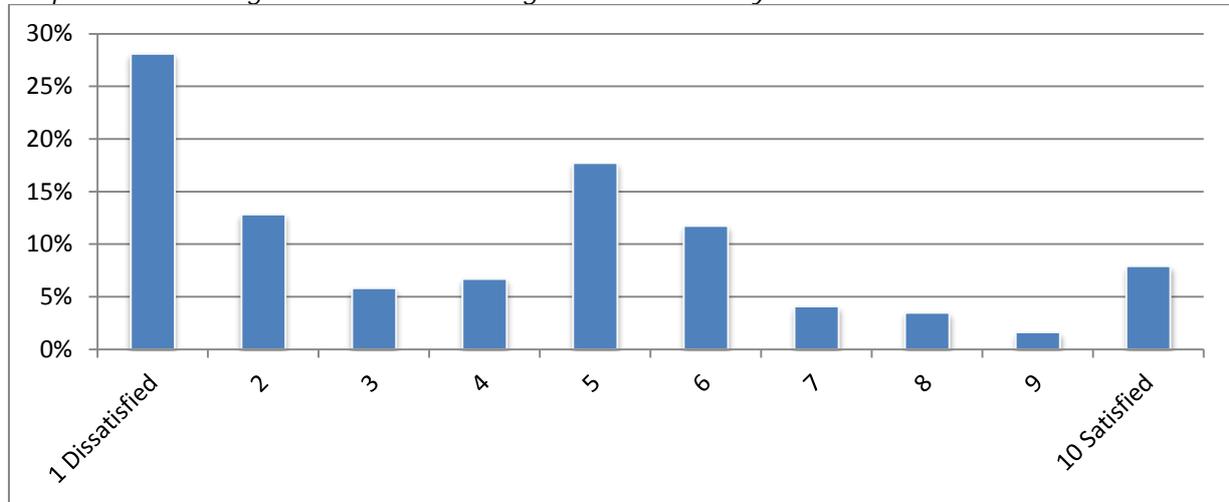
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1669)

Groups do differ with respect to their life satisfaction as a whole. Graph 22 shows a breakdown for several groups. The self-employed, the age groups 40 and over, and people with higher education are most happy. Hardly any differences exist with regard to working in the food chain and to gender. When explaining the variance in life satisfaction while controlling for all predictor variables (see appendix 2), having a high education, being female and being young improve the likelihood of happiness.

Graph 22   Average satisfaction with life-as-a-whole, breakdown by employment status, food chain, gender, age group, educational level and total (mean scores on a scale 1-10)
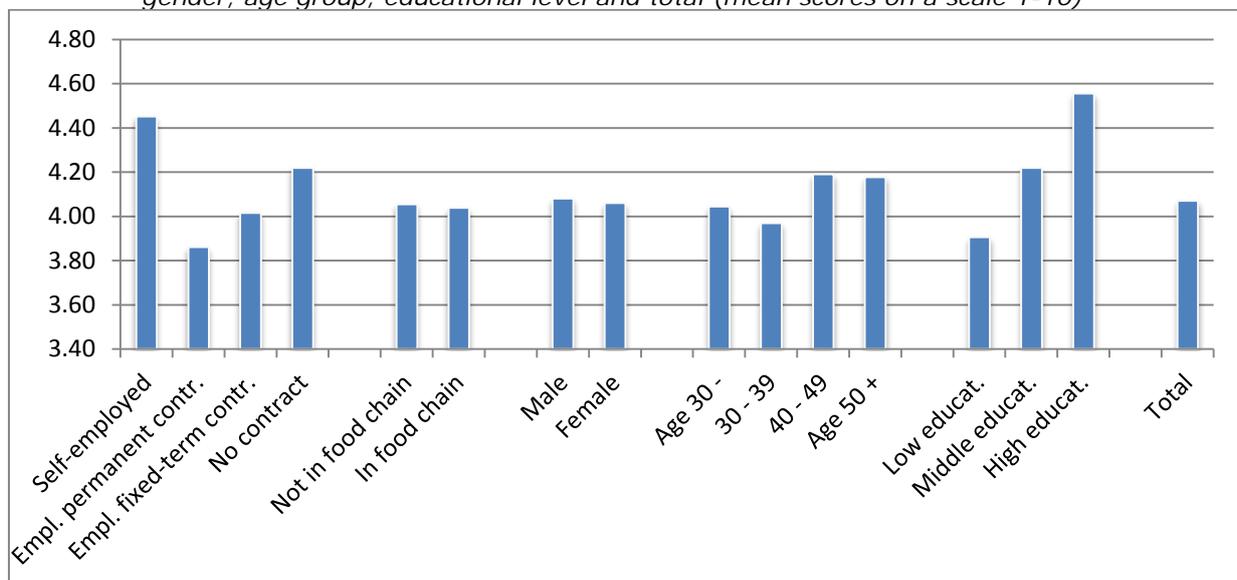
Source: WageIndicator face-to-face survey Burundi, 2013, weighted data (N=1668)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Unweighted Frequency
31	Armed forces occupations, other ranks	7
111	Legislators and senior officials	11
112	Managing directors and chief executives	1
121	Business services and administration managers	1
122	Sales, marketing and development managers	1
131	Production managers in agriculture, forestry and fisheries	2
132	Manufacturing, mining, construction, and distribution managers	2
134	Professional services managers	33
141	Hotel and restaurant managers	14
143	Other services managers	2
211	Physical and earth science professionals	1
213	Life science professionals	2
214	Engineering professionals (excluding electro technology)	1
216	Architects, planners, surveyors and designers	5
221	Medical doctors	6
222	Nursing and midwifery professionals	1
226	Other health professionals	6
233	Secondary education teachers	104
234	Primary school and early childhood teachers	175
235	Other teaching professionals	1
241	Finance professionals	1
242	Administration professionals	4
243	Sales, marketing and public relations professionals	2
252	Database and network professionals	1
261	Legal professionals	4
263	Social and religious professionals	2
264	Authors, journalists and linguists	3
265	Creative and performing artists	4
311	Physical and engineering science technicians	1
312	Mining, manufacturing and construction supervisors	3
314	Life science technicians and related associate professionals	5
321	Medical and pharmaceutical technicians	9
322	Nursing and midwifery associate professionals	43
325	Other health associate professionals	3
331	Financial and mathematical associate professionals	17
332	Sales and purchasing agents and brokers	12
334	Administrative and specialized secretaries	12
335	Regulatory government associate professionals	1
341	Legal, social and religious associate professionals	3
351	Information and communications technology operations and user support technicians	13
411	General office clerks	27
412	Secretaries (general)	49
413	Keyboard operators	4
421	Tellers, money collectors and related clerks	26
422	Client information workers	36
431	Numerical clerks	9
432	Material-recording and transport clerks	2
441	Other clerical support workers	8
511	Travel attendants, conductors and guides	1
512	Cooks	8
513	Waiters and bartenders	46
514	Hairdressers, beauticians and related workers	34
516	Other personal services workers	1
521	Street and market salespersons	50
522	Shop salespersons	58

523	Cashiers and ticket clerks	23
524	Other sales workers	11
532	Personal care workers in health services	9
541	Protective services workers	60
611	Market gardeners and crop growers	18
612	Animal producers	6
613	Mixed crop and animal producers	19
622	Fishery workers, hunters and trappers	10
633	Subsistence mixed crop and livestock farmers	6
711	Building frame and related trades workers	12
712	Building finishers and related trades workers	3
721	Sheet and structural metal workers, moulders and welders, and related workers	1
722	Blacksmiths, toolmakers and related trades workers	6
723	Machinery mechanics and repairers	9
732	Printing trades workers	4
741	Electrical equipment installers and repairers	7
751	Food processing and related trades workers	16
752	Wood treaters, cabinet-makers and related trades workers	15
753	Garment and related trades workers	1
754	Other craft and related workers	4
816	Food and related products machine operators	34
818	Other stationary plant and machine operators	2
832	Car, van and motorcycle drivers	44
833	Heavy truck and bus drivers	20
911	Domestic, hotel and office cleaners and helpers	27
912	Vehicle, window, laundry and other hand cleaning workers	8
921	Agricultural, forestry and fishery labourers	5
932	Manufacturing labourers	3
933	Transport and storage labourers	10
941	Food preparation assistants	2
951	Street and related service workers	2
952	Street vendors (excluding food)	90
961	Refuse workers	8
962	Other elementary workers	39
	Missing	267
	Total	1679

Appendix 2 Regressions

Dependent variable: log net hourly wages

	B	Std. Error	Beta	t	Sig.
Constant	4.376	.191		22.871	.000
Female	.050	.084	.015	.590	.555
Educational level (0= lowest,…,6=highest)	.268	.033	.269	8.189	.000
Employee with permanent contract	.542	.099	.167	5.467	.000
Firm size 1-5 employees	-.034	.124	-.010	-.273	.785
Firm size 6-10 employees	-.081	.146	-.017	-.553	.580
Firm size 11-20 employees	-.133	.123	-.034	-1.080	.281
Tenure (0-61 years)	.022	.005	.130	4.772	.000
Socio-Econ. Index of occ. status for(ISEI 11=lowest,…,76=highest)	.014	.003	.143	4.183	.000
Working in food chain	-.334	.117	-.080	-2.859	.004
N	1104				
R-square	.258				

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	1.195	.131	82.795	1	.000	3.303
Educational level (0=low, .., 6=high)	.079	.041	3.582	1	.058	1.082
Female	-.042	.119	.124	1	.725	.959
Firm size 1-5 employees	.088	.171	.263	1	.608	1.092
Firm size 6-10 employees	-.359	.201	3.191	1	.074	.699
Firm size 11-20 employees	-.101	.167	.365	1	.545	.904
Tenure (0-61 years)	-.007	.009	.709	1	.400	.993
Working in food chain	-.941	.195	23.339	1	.000	.390
Age 30- years	-.361	.154	5.520	1	.019	.697
30-39 years	-.044	.093	.230	1	.631	.957
40-49 years	.185	.103	3.244	1	.072	1.203
Constant	-1.197	.242	24.378	1	.000	.302
N	1551					
-2 Log Likelihood	1729.003					

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	3.768	0.191		19.739	0.000
Employee on permanent contract	-0.169	0.129	-0.044	-1.313	0.190
Educational level (0=low, .., 6=high)	0.177	0.038	0.156	4.68	0.000
Female	0.362	0.119	0.095	3.043	0.002
Living with a partner	0.879	0.154	0.233	5.694	0.000
Living with a child	-0.358	0.162	-0.094	-2.212	0.027
Age 30- years	0.372	0.146	0.097	2.551	0.011
30-39 years	0.053	0.09	0.044	0.586	0.558
40-49 years	-0.062	0.089	-0.052	-0.695	0.487
Working in food chain	-0.021	0.163	-0.004	-0.128	0.898
N	1000				
R-squared	0.069				

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