Wages in the food chain in Mozambique

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 Meticaisophone 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.

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Executive summary Wages in Mozambique

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey of the labour force, conducted between the 27th of May and the 1st of June 2013 in all provinces of Mozambique. In total 1,679 persons were interviewed; 53% were men, 47% women and 43% were under 30 years old. The workers live in households with on average 4 members. Half of the workers live with a partner and children. Only 5% of workers followed no formal education, 14% stopped at elementary education first or second cycle and 17% followed basic secondary school. On average, the workers have worked for 9.6 years. Rating their satisfaction with life-as-a-whole on a scale from 1=dissatisfied to 10=satisfied, the interviewees score a 5.3 on average.

Up to 17% work in education and research, followed by 14% in the healthcare, caring services and social work. Security, cleaning and homework rank third and fourth is construction and technical consultancy. This report explicitly addresses the work in food chain. By definition, all workers in agriculture, forestry and fishing are in the food chain, as are two out of three workers in manufacturing industry, four in ten in the wholesale and retail industry and four in ten in transportation and storage. In accommodation and food service activities, this is slightly over half.

Up to 19% of the workers are self-employed. Four in ten workers are employees with a permanent contract, nearly three in ten workers have fixed-term contracts, whereas 14% have no contract at all. Women are more likely to 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 contracts. Almost five in ten people work in an organization with 10 or fewer employees, 28% work in an organization with 11-50 employees, 13% work in businesses of 51 to 100 employees and 14% work for businesses employing over a 100 people. Those working in the food chain work predominantly in small firms (49%), as do the low educated (60%).

Almost one in four workers are employed as service and sales workers. Workers in the food chain are heavily overrepresented in this occupational category. One in five work in the professional category, predominantly as teachers. Workers in the food chain are more often found among the skilled agricultural, forestry and fishery workers. Women much more often work in the professional category (23% versus 17% for men), while men are overrepresented among plant and machine operators (8% versus 2%).

Some 58% state that they are entitled to social security, while 54% contribute to it. Up to 45% of the employees state that they have no agreed working hours. The average working week of respondents is 46 hours in 5.7 days. 53% of employees report receiving their wage on time and three in ten workers receive their wage cash in hand. Whereas 31% of workers are covered by a collective agreement, 51% wish to be covered. On a 5-points informality-index, ranging from 1=very informal to 5=very formal, 21% of workers are in the lowest category in the index, whereas 28% are in the highest category. Workers aged 40 and over are more often found in informal jobs compared to younger workers.

The median net hourly wage of the total sample is 36 Mozambican Metical (MZN). 21% of workers earn less than 15 Meticais per hour, another 28% earn between 15 and 35 Meticais, one in four earn between 35 and 80 Meticais and the remaining 25% earn more than 80 Meticais per hour. Employees with permanent contracts have relatively high earnings (42 MZN), whereas workers without contracts have the lowest earnings (13 MZN). At 38 Meticais, employees on fixed term contracts earn above average wages, whereas self-employed workers fall below it (22 MZN). At 20 Meticais, workers in firms with less than ten employees earn relatively low wages, whereas employees in firms of more than 100 employees earn the highest wages (51 MZN). Those on the lowest end of the informality scale earn only 16 MZN per hour, whereas those in the two highest categories earn wages far above that. Women have lower wages compared to men, and both the youngest (32 MZN) and oldest (26 MZN) age groups have substantial lower wages than workers in the 30-49 age group. Workers in the food chain have lower earnings than other workers (31 versus 37 Meticais).

Workers with high education (54 MZN) earn above average wages; workers with low education earn the lowest wages (23 MZN). Managers earn far more than any other group (189 MZN). They are followed by the technicians and associate professionals (49 MZN) and professionals (46 MZN). The lowest paid workers are service and sales workers (22 MZN) and those in the elementary occupations (22 MZN). By industry, the highest wages are earned in the public sector, health care, and education (42 MZN), followed by commercial services and agriculture (35 MZN). Workers in trade, transport, and hospitality (31 MZN) earn considerably less.

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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 Mozambique, conducted between the 27th of May and the 1st of June 2013. In total 1,283 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 Mozambique setting. Most of the questions were retained without changing the intended purpose. The Mozambique questionnaire for the face-to-face interviews is available in one language, namely Portuguese, as is shown in Table 1.

Table 1 Number of respondents and language of the survey

	Number of respondents	Per cent
Portuguese	1283	100.0%

Source: WageIndicator face-to-face survey Mozambique, 2013, unweighted data

Sampling and fieldwork

The sampling and interviewing of the respondents was done by Mondlane University and Movitel Mozambique, in cooperation with the University of Dar-es-Salaam (Tanzania). A multi stage sampling technique was employed. First using the total wage employment in the country a weighted sample was obtained and spread by regional location. Then based on a country-level sampling frame of establishments, a random sample of the establishments was adopted. From the random sampled establishments a list of workers from a broad range of occupations was interviewed. The interviewers received training before conducting the interviews.

The interviewing of the respondents was done under supervision of Mondlane University and Movitel Mozambique. Three interviewers were involved. They received training before conducting the interviews. Respondents were predominantly interviewed in the street, in their work places and homes and in other places. 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 2.1. A substantial group was not cooperative (9%). Hardly any 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.

[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 economically active population estimates and projects of 2013, Mozambique has an economically active population of just over 11.9 million people. The labour force participation rate is 83% for men and 85% for women. Participation rates are particularly high in the age group from 25 to 64 years, during which period over 95% of men and women are in the labour market.

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

	Weight	N
Male 14-29 years	0.65	404
Male 30-39 years	0.52	282
Male 40-80 years	1.01	193
Female 14-29 years	1.49	193
Female 30-39 years	1.11	137
Female 40-80 years	3.26	74
In total sample	1.00	1283

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. Two out of three workers in manufacturing industry work in food manufacturing. Almost four in ten in the wholesale and retail industry is employed in the food chain, whereas this is the case for almost four in ten do so for transportation and storage. Finally, in accommodation and food service activities, this is slightly over half.

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

	Percentage in the food chain
Agriculture, forestry and fishing	100%
Manufacturing	66%
Wholesale and retail trade; repair of motor vehicles and motorcycles	39%
Transportation and storage	73%
Accommodation and food service activities	52%
Total	19%

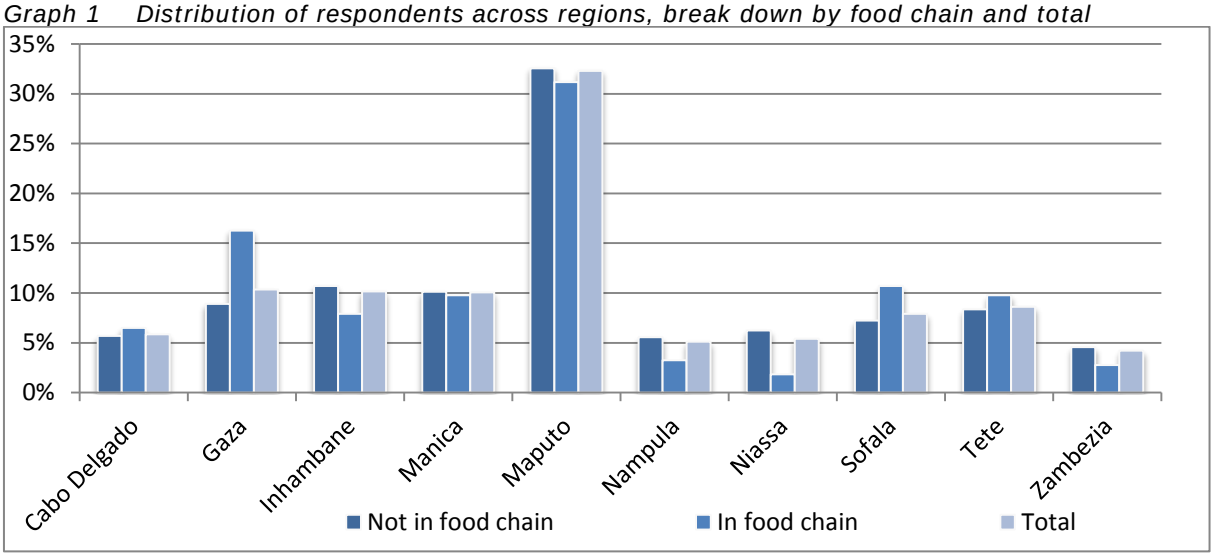
Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1114)

2 Socio-demographic characteristics

Regions

The interviews were done in all provinces of Mozambique. The largest number of interviews was done in Maputo (31%), the lowest in Nampula (5%). A large majority of the respondents lived in towns with 100,000 to 1 million inhabitants (52%), followed by a town with more than 1 million inhabitants (20%). Only few people in country villages and rural area were interviewd (0.1%). 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

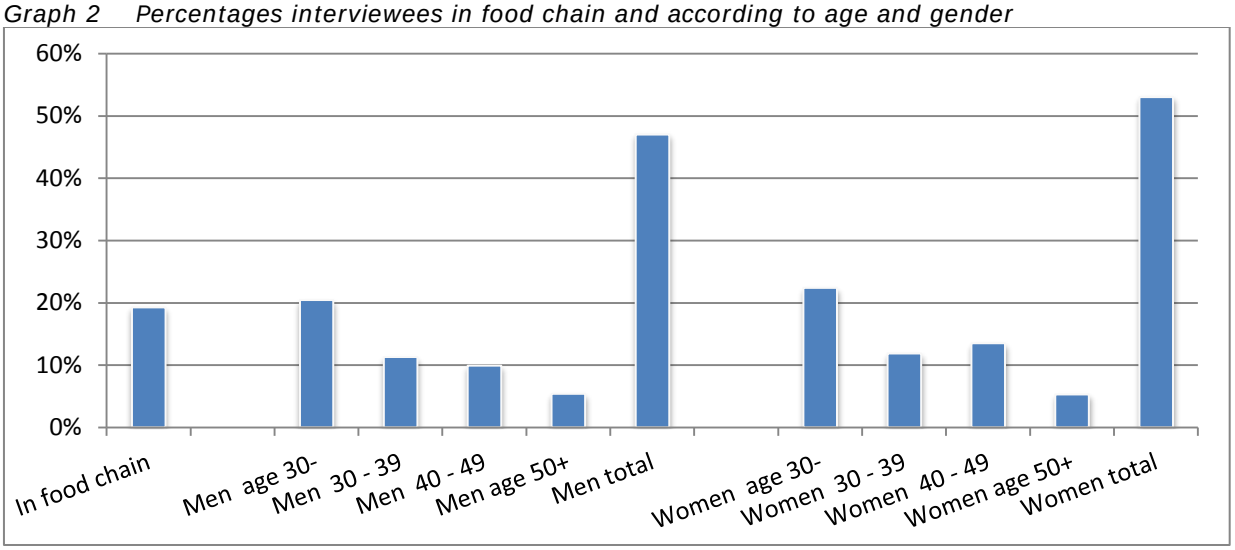


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1279)

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 (53% versus 47%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (43%). This resembles the general workforce in Mozambique, which from age 20-24 upwards declines sharply with age. Hardly any age differences exist between the workers in and outside the food chain.

Graph 2 Percentages interviewees in food chain and according to age and gender

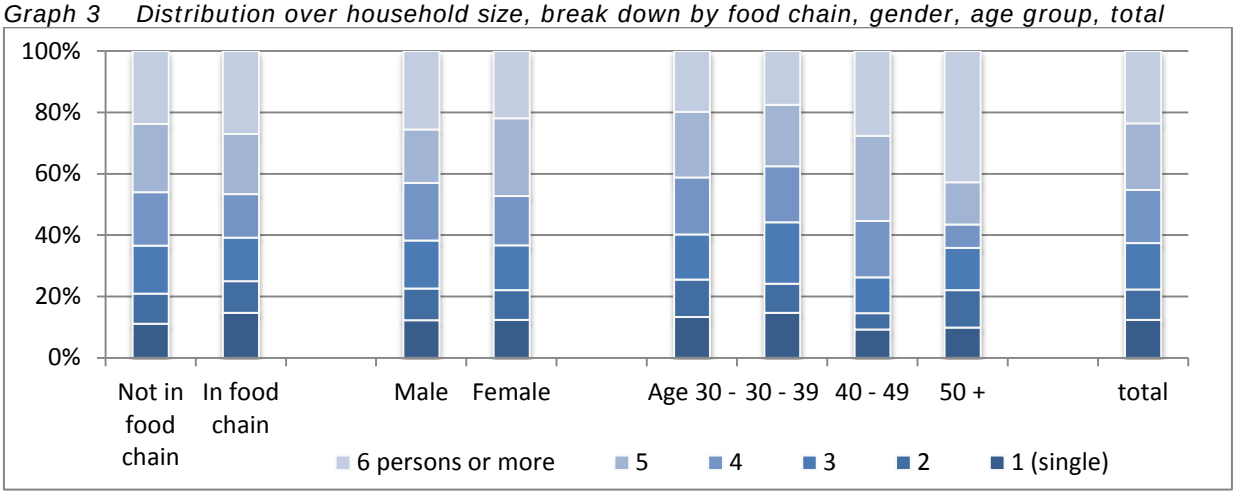


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1114)

Household composition

The workers in the survey live in households with on average 4 members, including themselves. Graph 3 shows that nearly one in four interviewees (24%) live in a household with six or more members and only 12% live in a single-person household (see bar total). Not surprisingly, younger workers are more likely to live in single-person households, while 43% of workers who are fifty years or older live in households with six people or more. Men are slightly more likely than women to live in a six-person household (26% compared to 22%).

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

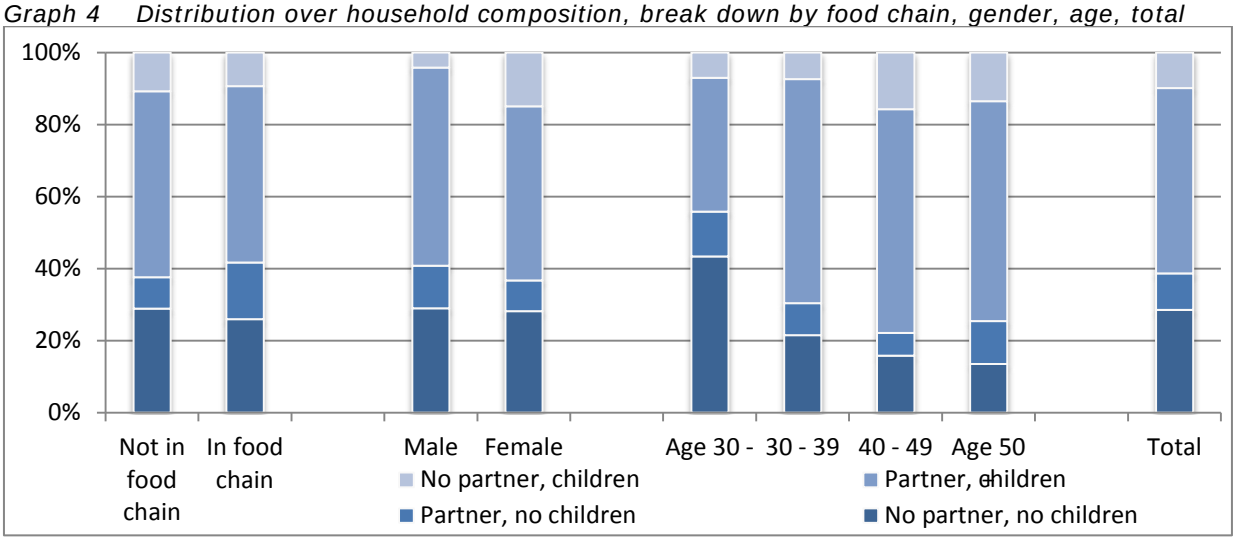


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1223)

Living with partner and children

Graph 4 shows whether men and women from different age categories live with partners and children. The survey explicitly asks for children in the household rather than own children, assuming that the worker most likely will have to provide for them. Approximately half of both male and female workers live with a partner and children (55% of men and 48% of women); six in ten workers 30 years or older do as well, whereas only four in ten people under 30 do. Some 15% of women and four in a hundred men live with children but without partner. Three in ten men (29%) as well as nearly three in ten women (28%) 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 Mozambique, 2013, weighted data (N=1052)

3 Employment characteristics

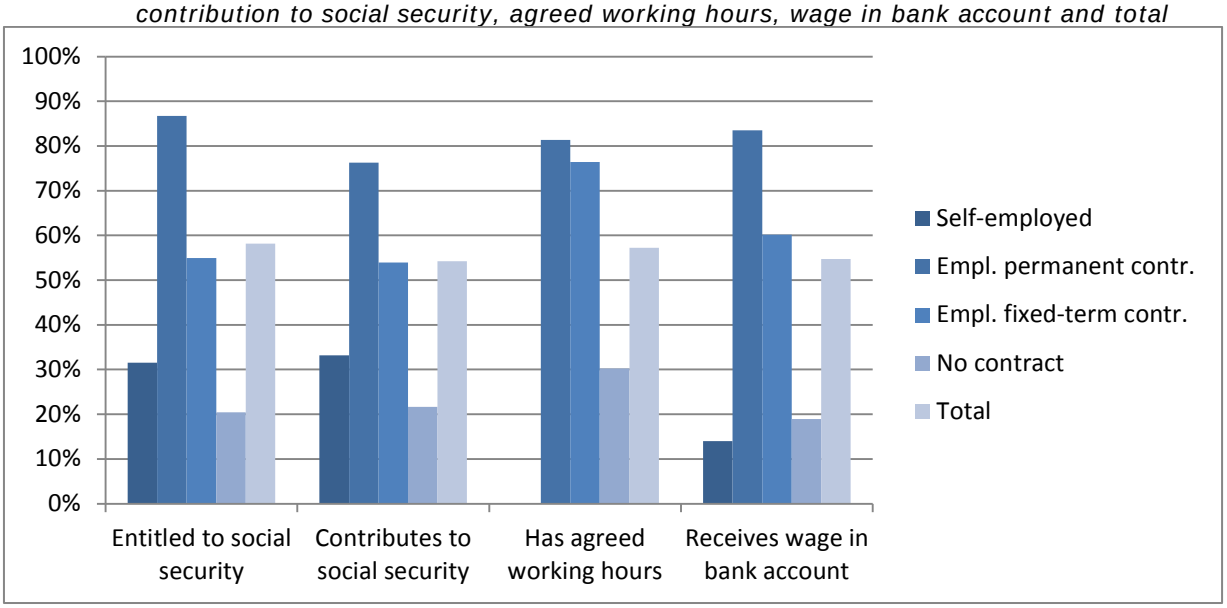
Status in employment and labour contract

The survey distinguishes between registered self-employed, employees with a permanent contract, employees with a fixed-term contract and workers without a contract. In the sample, 19% of the workers are self-employed. Four in ten workers are employees with a permanent contract, nearly three in ten workers have fixed-term contracts, whereas 14% have no contract at all. Women are more likely to work without a contract. Older workers are more likely to have a permanent contract or to be self-employed, whereas young people are more likely to work on a fixed term contract. The percentages workers with no contract at all hardly vary over the age group.

The survey included questions about entitlement and about contributions to social security. Some 58% state that they are entitled to social security. Graph 5 shows that nearly nine in ten workers on permanent contracts are entitled to social security (87%), compared to 55% of workers on fixed term contracts, 20% of workers without contracts and 32% of the self-employed. More than five in ten workers contribute to social security (54%). Up to 16% of workers who contribute to social security state that they are not entitled to benefits, whereas another 21% are entitled who do not contribute.

Informal work might relate to unlimited working hours. Nearly half of the employees state that they have no agreed working hours (45%), the remaining group has agreed working hours , mostly in writing. Graph 5 shows that 81% of the permanent workers have agreed working hours, as well as 76% of the fixed term workers, while three in ten 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 (84%), compared to 60% of fixed term workers, 19% of self-employed and 14% of those without contracts.

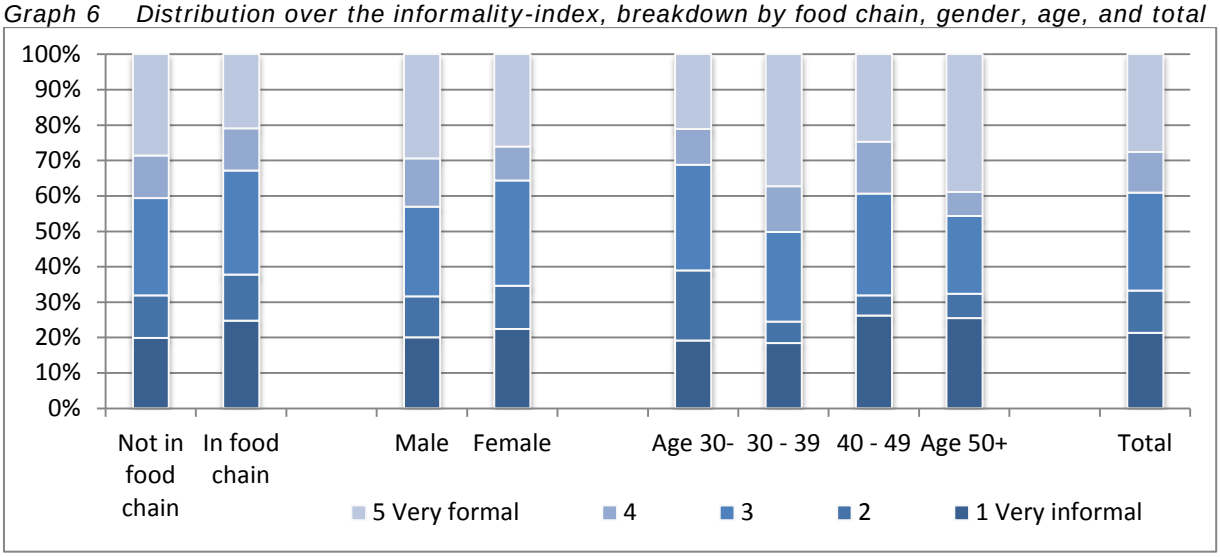
Graph 5 Distribution over status in employment, break down by entitlement to social security, contribution to social security, agreed working hours, wage in bank account and total



Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N= 1283-861)

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 21% of workers are in the lowest category in the index, whereas 28% are in the highest category. The graph shows that workers aged 40 and over are more often found in informal jobs compared to younger workers. No large gender differences are found.

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

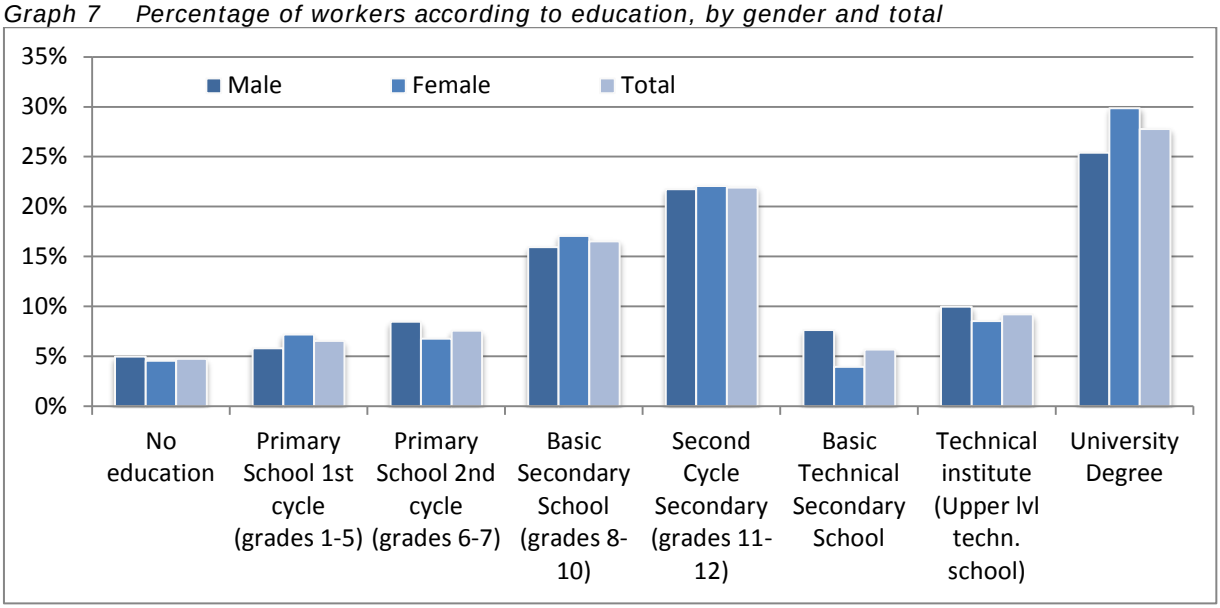


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1250)

Employment by educational category

As is shown in Graph 7, 5% of workers followed no formal education, 14% stopped at elementary education first or second cycle and 17% followed basic secondary school. Few gender differences are found with respect to educational attainment. Some 35% of workers report being overqualified for their job and another 12% consider themselves under-qualified (not in the graph).

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

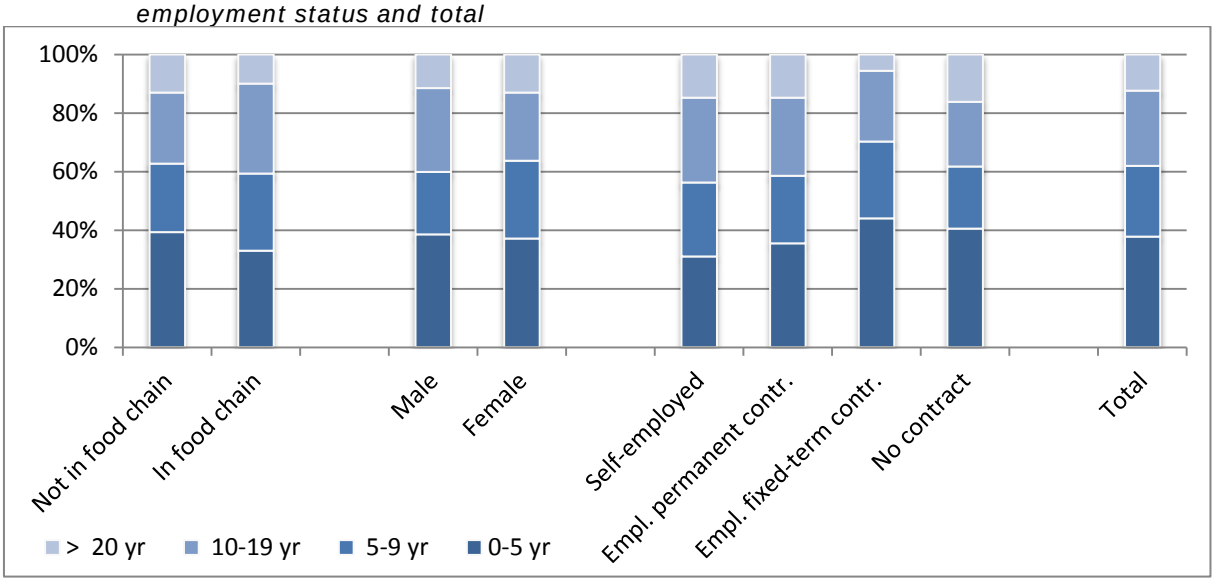


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1049)

Years of work experience

On average, the workers have worked for 9.6 years. Almost four in ten workers have less than five years of experience (Graph 8), 24% have worked between 5-9 years and another 26% between 10 and 19 years. One in ten (12%) worked for more than 20 years in the labour market. Self-employed workers have most experience (11 years), workers without contracts and on fixed term contracts the least (7 and 10 years respectively). Men and women have approximately the same years of experience (10.1 respectively 10.7). Workers in the food chain have slightly more years of experience compared to workers not in the food chain (9.7 respectively 9.5 years).

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

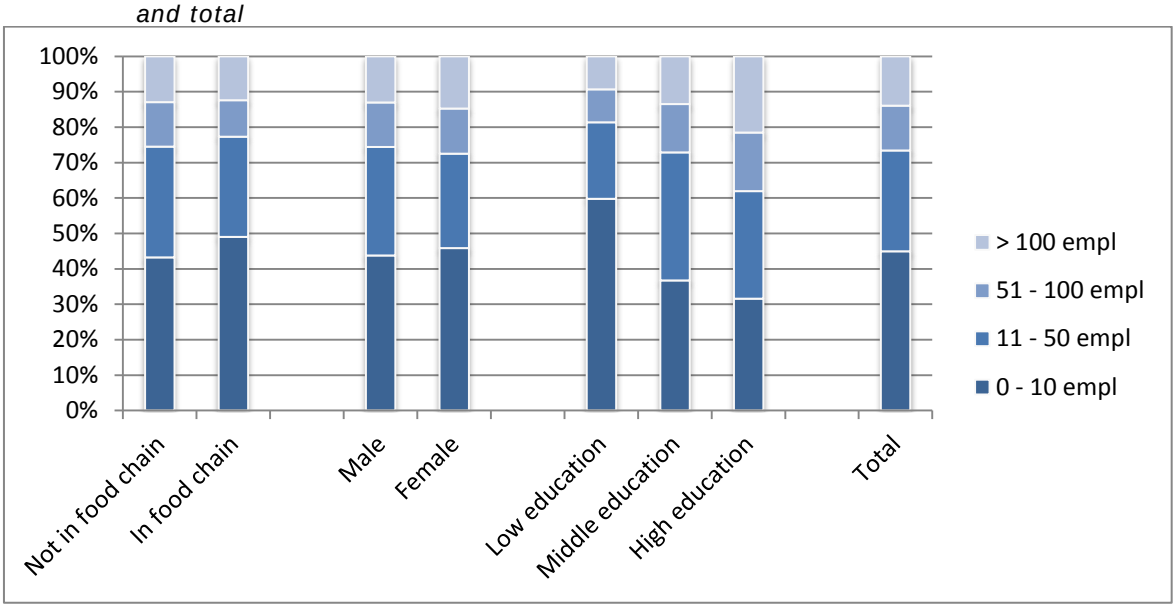


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1283)

The survey has a few questions about spells out of labour participation. One in five respondents has experienced such a spell, but only 6% 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, employment status, education and total



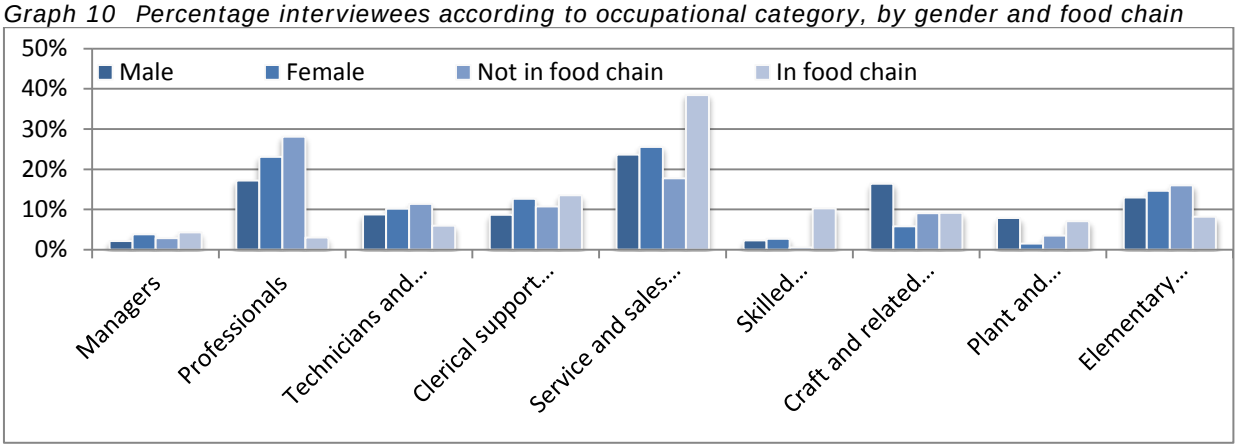
Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1166)

Almost five in ten people in the sample work in an organization with 10 or fewer employees, 28% work in an organization with 11-50 employees, 13% work in businesses of 51 to 100 employees and 14% work for businesses employing over a 100 people. Graph 9 shows that those working in the food chain work predominantly in small firms (49%), as do the low educated (60%). Furthermore, men and women work on average in firms of equal size.

Employment by occupational category

The survey has a question about occupations, but coding the responses was not always possible. Hence, for 15% of the workers no information about their occupation is available. Graph 10 shows that almost one in four workers in the sample report being employed as service and sales workers. Workers in the food chain are heavily overrepresented in this occupational category. One in five work in the professional category, predominantly as teachers. Workers in the food chain hardly are found in this category, but they are more often found among the skilled agricultural, forestry and fishery workers. Sizeable groups of respondents work in elementary occupations, predominantly as cleaners and 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 17% for men), while men are overrepresented among plant and machine operators (8% respectively 2%).

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

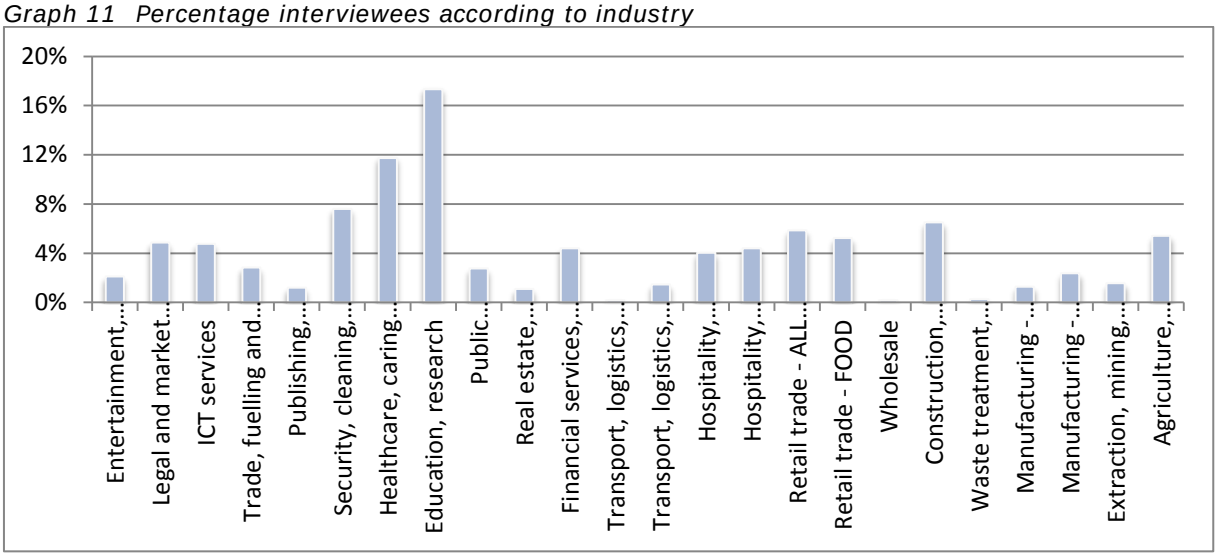


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1093)

Employment by industry

More than one in six respondents work in education and research (17%), followed by one in ten in the healthcare, caring services and social work (14%). Security, cleaning and homework rank third and fourth is construction and technical consultancy. The retail trade falls apart into food retail and non-food retail. The graph shows that more than one in twenty respondents is working in the non-food retail, while slightly less is working in the food retail (5.9% respectively 5.2%). The reverse holds true for manufacturing. Relatively more workers work in food manufacturing compared to other manufacturing (2.4% versus 1.3%).

Graph 11 Percentage interviewees according to industry



Source: WageIndicator paper survey Mozambique, 2013, weighted data (N=1090)

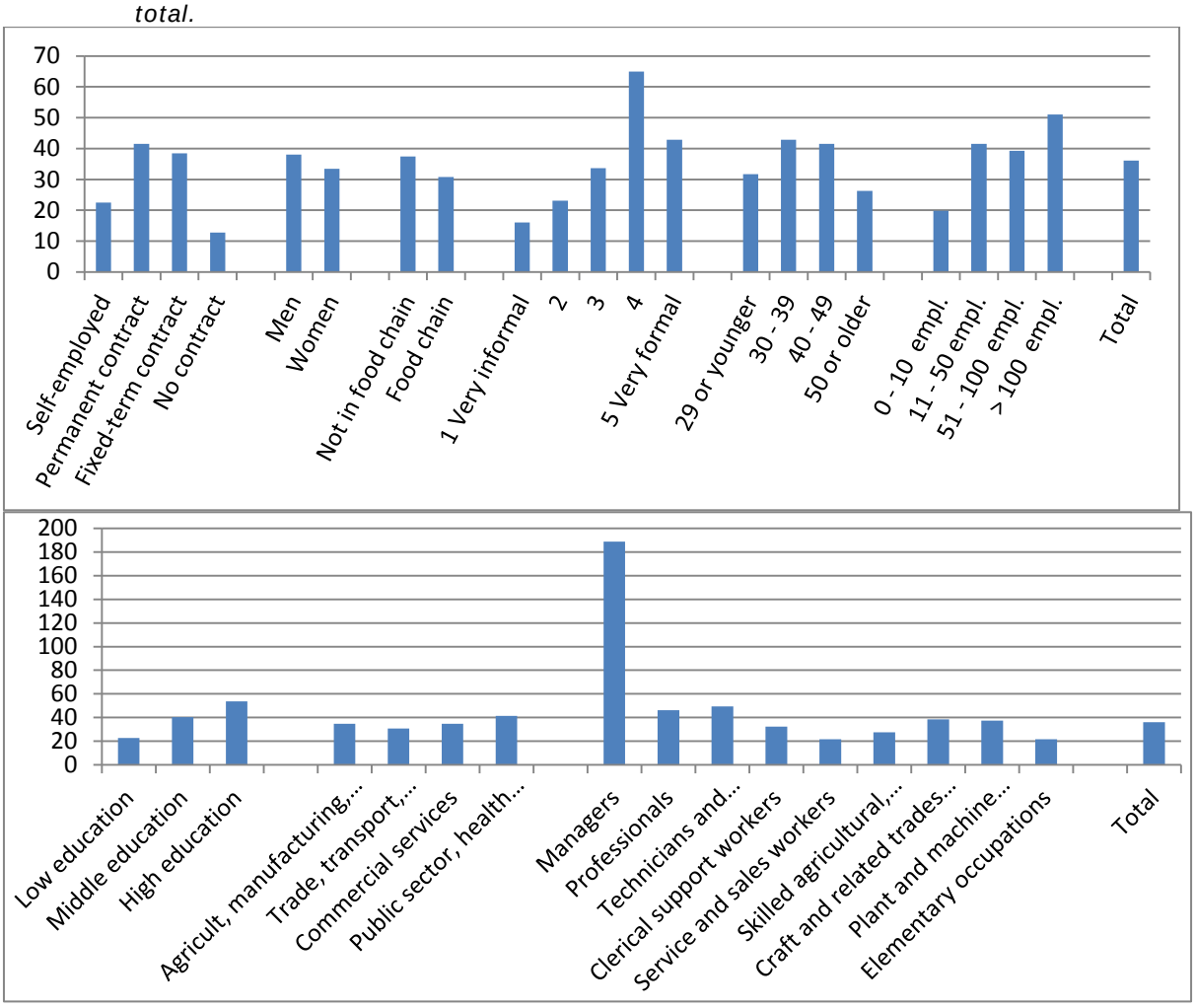
4 Remuneration

Wage levels

The median net hourly wage of the total sample is 36 Mozambican Metical (MZN), 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 only half of the respondents.

Graph 12 reveals that employees with permanent contracts have relatively high earnings (42 MZN), whereas workers without contracts (13 MZN) have the lowest earnings. At 38 Meticais, employees on fixed term contracts earn above average wages, whereas self-employed workers fall below it (22 MZN). At 20 Meticais, workers in firms with less than ten employees earn relatively low wages, whereas employees in firms of more than 100 employees earn the highest wages (51 MZN). 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 16 MZN per hour, whereas those in the two highest categories earn wages far above that. Women have lower wages compared to men, and both the youngest (32 MZN) and oldest (26 MZN) age groups have substantial lower wages than workers in the 30-49 age group. Workers in the food chain have lower earnings than other workers (31 versus 37 Meticais).

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



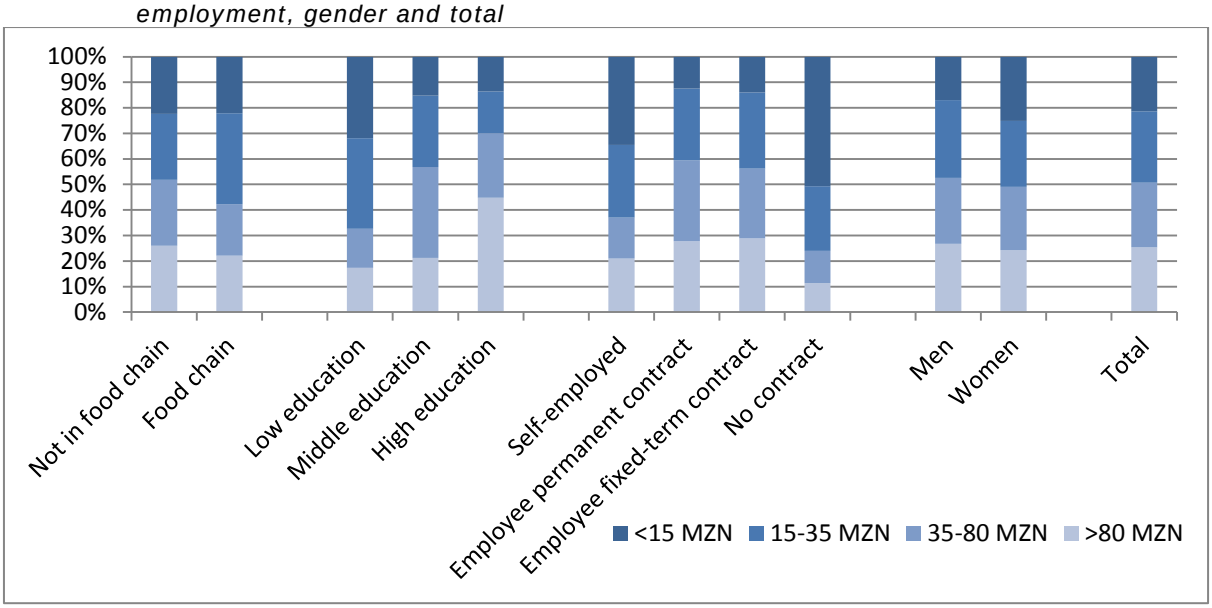
Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=637)

The more education a worker enjoyed, the higher their wages. Workers with high education (54 MZN) earn above average wages; workers with low education earn the lowest wages (23 MZN). By occupational category, the graph shows that the managers in the sample earn far more than any other group (189 MZN). They are followed by the technicians and associate professionals (49 MZN) and professionals (46 MZN). The lowest paid workers are service and sales workers (22 MZN) and those in the elementary occupations (22 MZN). By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (42 MZN), followed by commercial services and agriculture (35 MZN). Workers in trade, transport, and hospitality (31 MZN) 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 and working in the food chain have a negative effect on wages. Workers with higher educational levels, more experience and a higher occupational status earn more.

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 21% of workers earn less than 15 Meticais per hour, another 28% earn between 15 and 35 Meticais, one in four earn between 35 and 80 Meticais and the remaining 25% earn more than 80 Meticais per hour. Over half of the workers without contracts (51%) earn less than 15 MZN per hour, as do 35% of the self-employed; in comparison, only 14% of fixed term employees and just 12% of workers with permanent contracts do. Almost half of the workers with high education (45%) earn more than 80 MZN per hour, whereas 17% workers with primary education and 21% of those without education do, indicating that education pays off. Workers in the food chain are overrepresented in the group earning between 15 and 35 MZN, workers outside the food chain are overrepresented in the two highest income groups. Women are much more likely than men to be in the lowest income group (25% compared to 17%).

Graph 13 Distribution over hourly wages in Mozambican Metical (MZN), break down by education, employment, gender and total



Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=617-638)

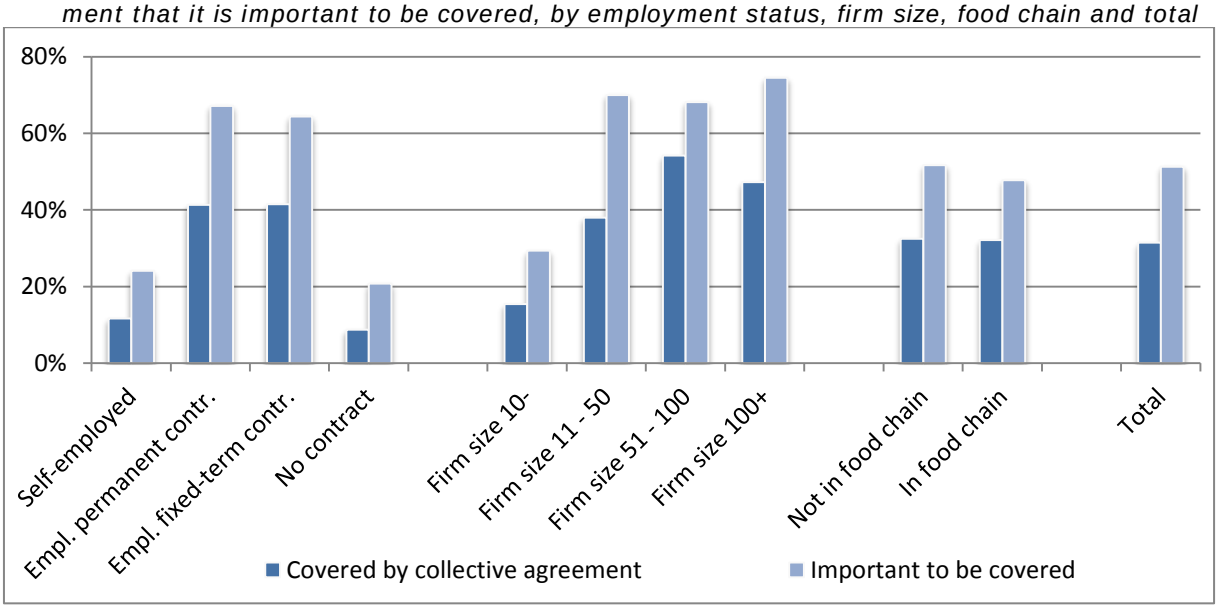
Bargaining coverage

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 four in ten workers on permanent contracts and on fixed term contracts to 9% of workers without contracts and 12% of the self-employed. While 15% of workers in firms of less than 10 employees are covered, 47% 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 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, 51% 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 statement that it is important to be covered, by employment status, firm size, food chain and total

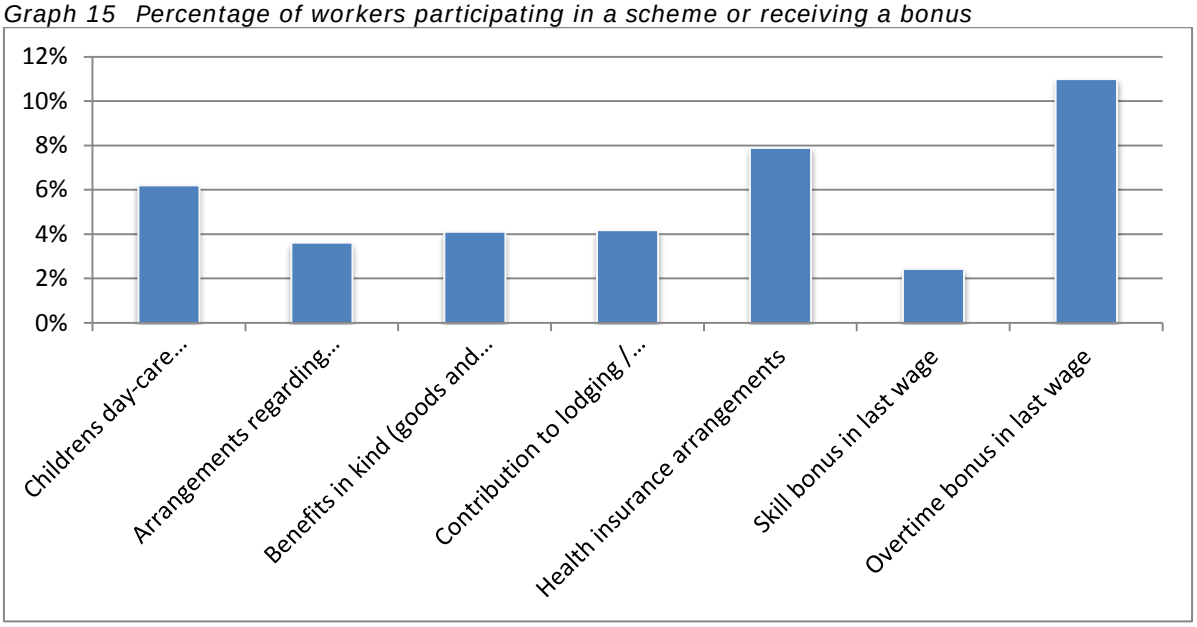


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1214, don't know/not applicable are coded as not covered)

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 (8%) and arrangements regarding children's day-care (6%) are most common.

Graph 15 Percentage of workers participating in a scheme or receiving a bonus

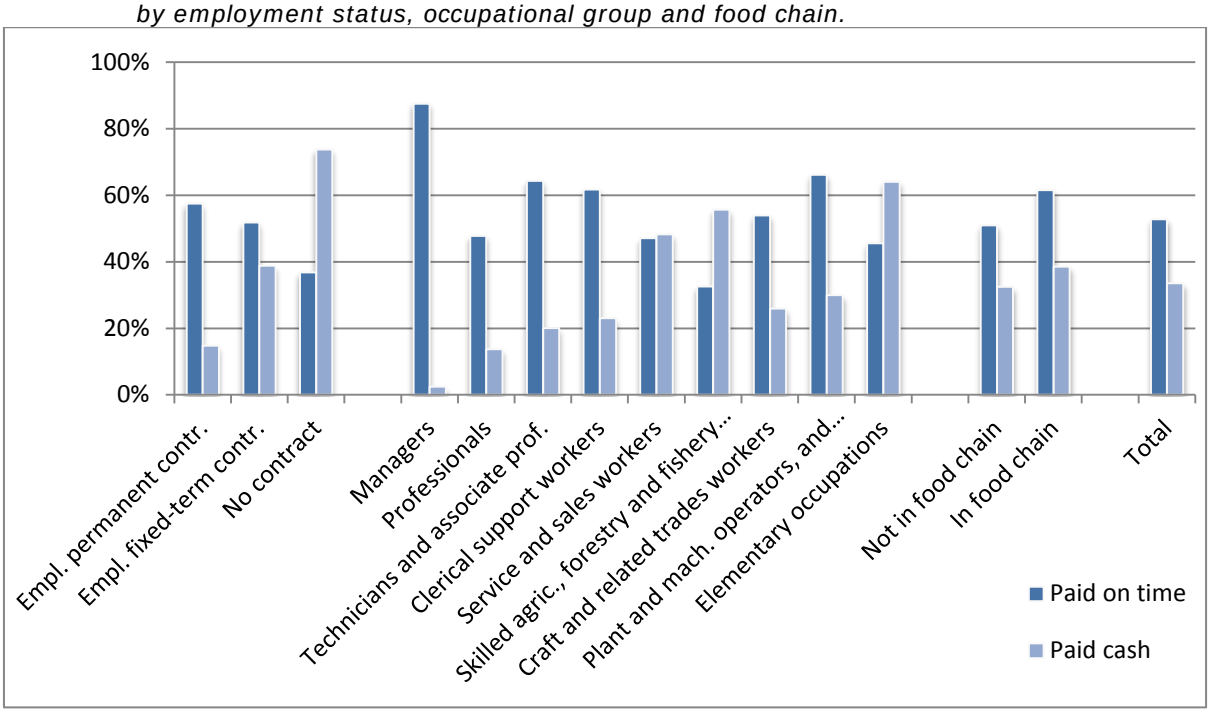


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1185; overtime bonus, N=1041)

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 53% of employees report receiving their wage on time. This ranges from 57% of employees on permanent contracts and 87% of the managers, to 37% of workers without contracts and 46% of the elementary workers. Differences exist between the workers in and outside the food chain, the former receiving their wage more often on time (62% versus 51%). Three in ten workers receive their wage cash in hand. In this case, there are large differences. While 74% of workers without contracts get their wages in cash, only 15% of employees on permanent contracts do. Six in ten elementary workers (64%) get paid in cash, whereas very much fewer managers do (2%).

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



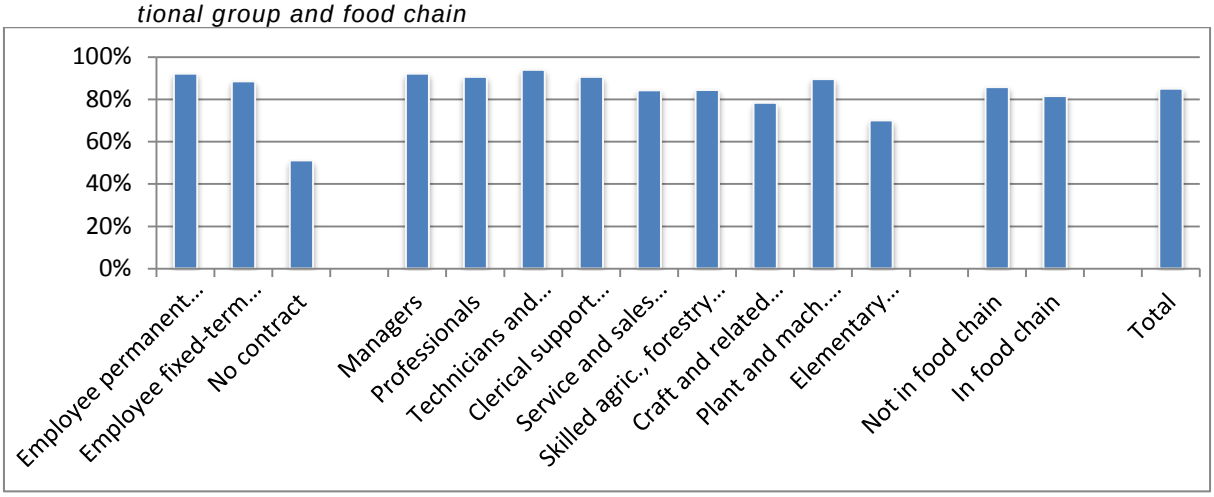
Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=980 (on time), N=939 (cash), employees only)

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. This question is not asked to those in self-employment. Almost nine in ten employees have agreed working hours (Graph 17). This is highest for the employees with a permanent contract (92%) and lowest for the workers without a contract (51%). Managers (92%) most often have agreed working hours. Craft and related trades workers least often have agreed working hours (78%). Employees in the food chain less often have agreed hours than those outside the food chain (81% versus 86%).

Graph 17 Percentages of employees with agreed working hours, by employment status, occupational group and food chain

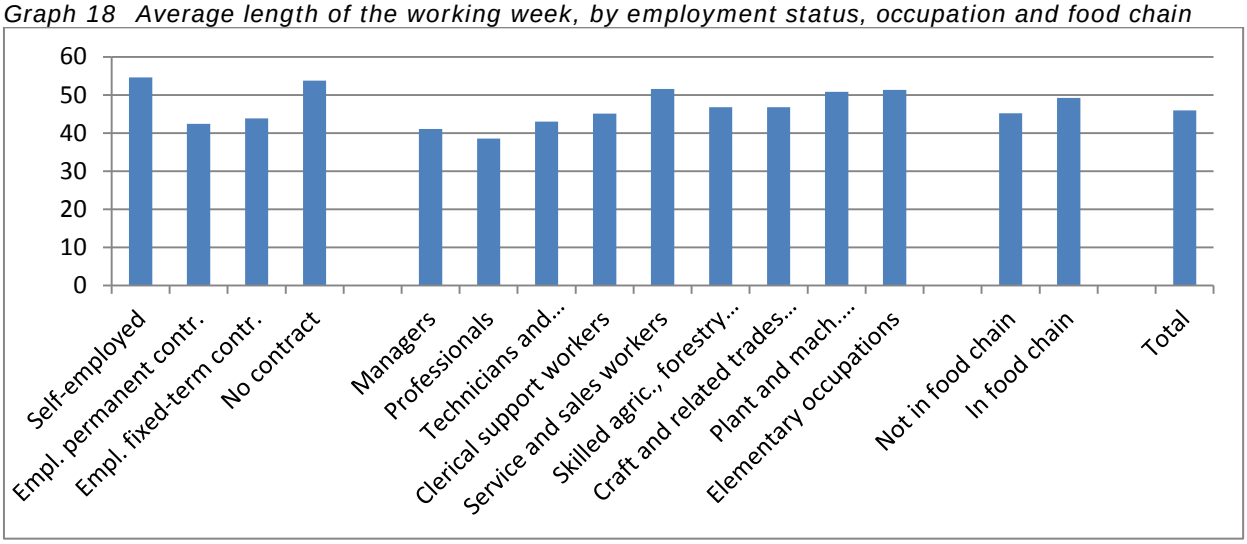


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data, (N=861, employees only)

Usual working hours

Graph 18 shows that the average usual working week of respondents is 46 hours, which is much longer than the standard 40 hours working week. Workers in self-employment make most hours (55) and those on permanent contracts work the fewest (42 hours). Service and sales workers make an average of 52 hours per week, whereas the professionals work only 38.

Graph 18 Average length of the working week, by employment status, occupation and food chain



Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1283)

Shifts or irregular hours

The survey includes a question asking if respondents work shifts or irregular hours. Graph 19 shows that 46% of workers report doing so. The incidence of shift work or irregular hours is highest for the employees with a permanent contract and higher for men than for women. It is lower for workers in the food chain. Working in the evenings is reported by 22% of workers in the sample, most frequently by the self-employed and more so by men than by women and by workers outside the food chain. Almost one in four workers report working Saturdays, while two in four work Sundays. Working regularly on weekends occurs most often among the self-employed. Again, men are more likely to work weekends than women and so are workers in the food chain.

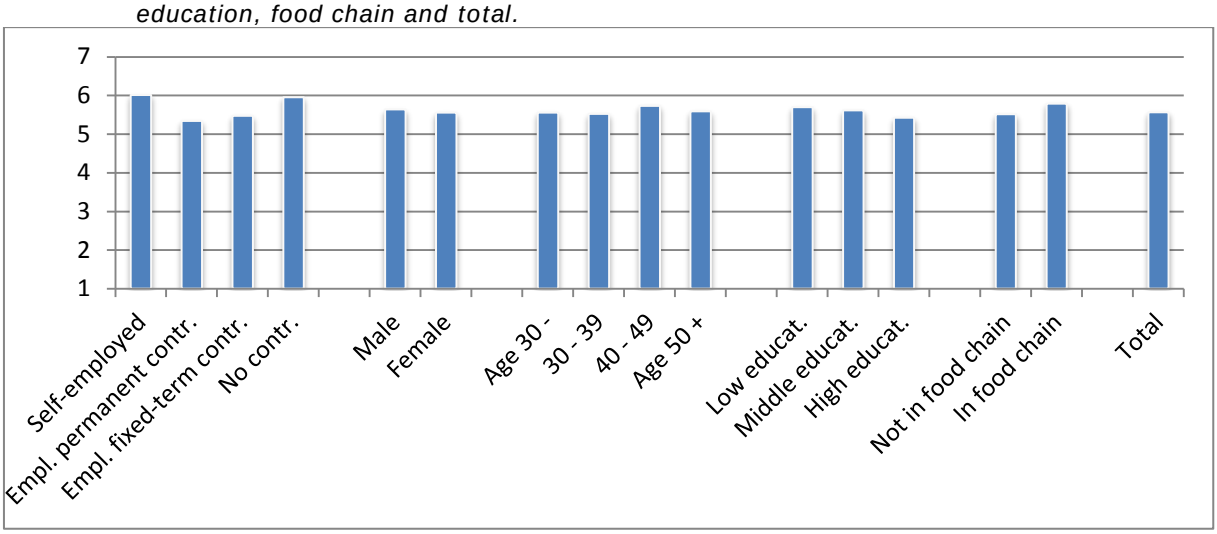
Graph 19 Percentages of workers reporting to be working in the evenings, shift work or irregular hours, Saturdays or Sundays, by employment status, gender, food chain and total.

Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N= 1126-1194)

Average working days per week

On average, the workers in the sample report to be working 5.7 days a week. Graph 20 shows that particularly the self-employed and workers without contracts work more days than the average. So do workers with no or just primary education, workers aged 40 years and older 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.

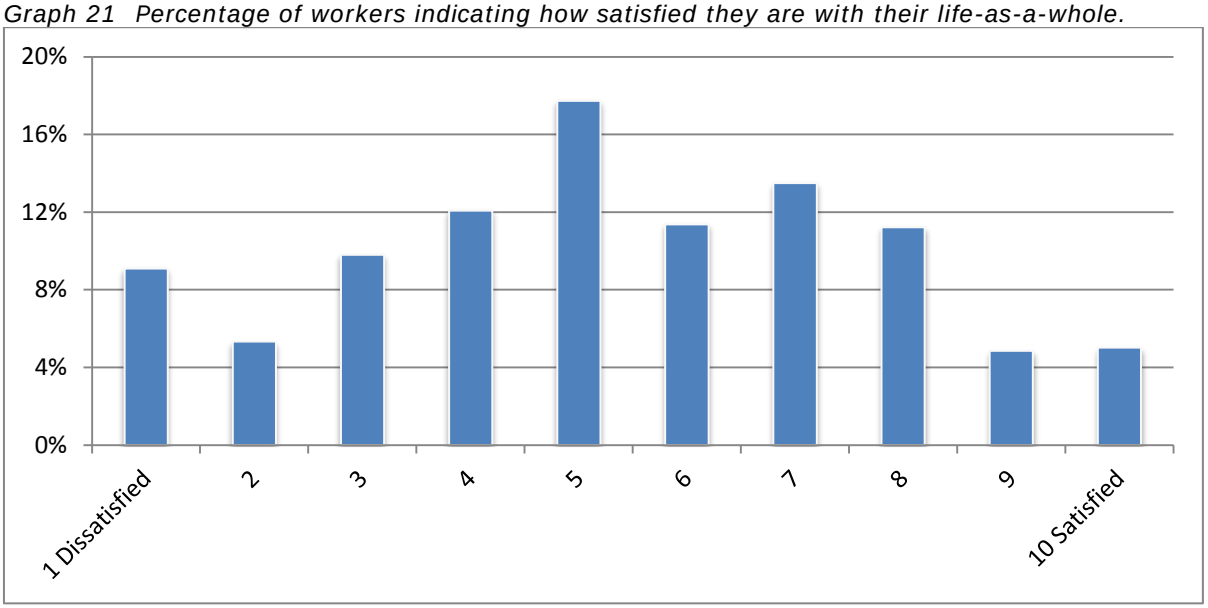


Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N= 1114)

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 21 shows, almost fifty per cent of respondents rate their lives a six or higher and 21% score an 8 or higher. On average, the interviewees score a 5.3.

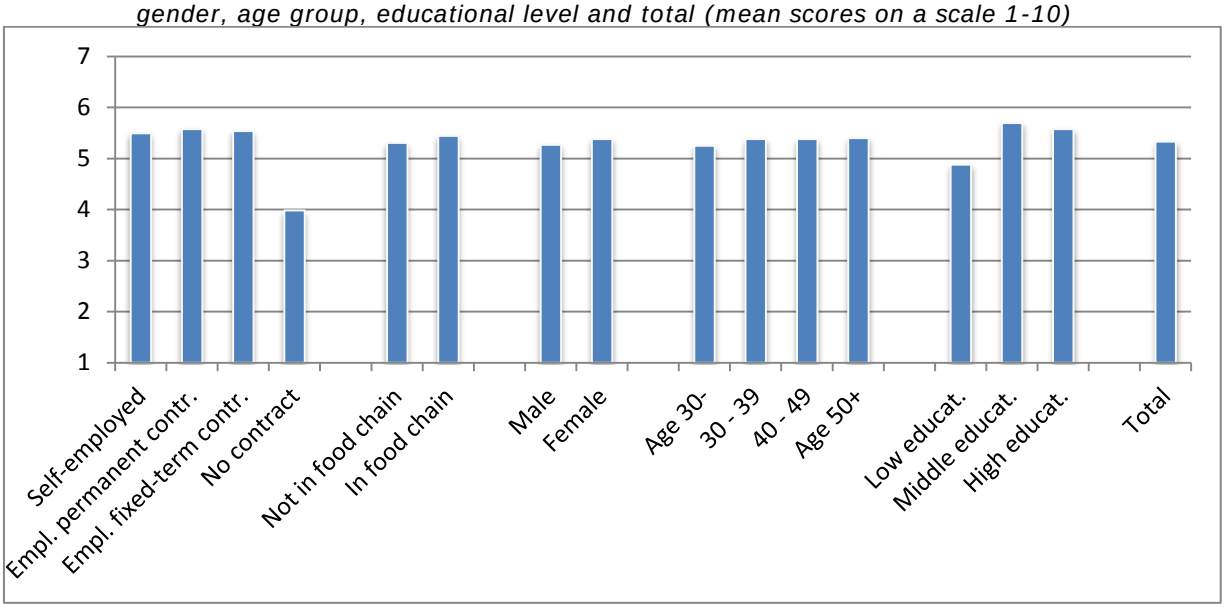
Graph 21 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey Mozambique, 2013, weighted data (N=1275)

Groups do differ with respect to their life satisfaction as a whole. Graph 22 shows a breakdown for several groups. The employees with a permanent contract, 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 partner and a higher education 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 Mozambique, 2013, weighted data (N=1274)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Unweighted Frequency
111	Legislators and senior officials	1
112	Managing directors and chief executives	1
121	Business services and administration managers	6
122	Sales, marketing and development managers	1
132	Manufacturing, mining, construction, and distribution managers	1
134	Professional services managers	8
141	Hotel and restaurant managers	3
143	Other services managers	3
211	Physical and earth science professionals	1
212	Mathematicians, actuaries and statisticians	1
213	Life science professionals	2
214	Engineering professionals (excluding electro technology)	5
216	Architects, planners, surveyors and designers	4
221	Medical doctors	10
226	Other health professionals	3
231	University and higher education teachers	5
232	Vocational education teachers	1
233	Secondary education teachers	81
234	Primary school and early childhood teachers	49
235	Other teaching professionals	4
241	Finance professionals	2
242	Administration professionals	7
243	Sales, marketing and public relations professionals	2
251	Software and applications developers and analysts	6
252	Database and network professionals	3
261	Legal professionals	4
262	Librarians, archivists and curators	2
263	Social and religious professionals	4
264	Authors, journalists and linguists	3
265	Creative and performing artists	3
311	Physical and engineering science technicians	6
312	Mining, manufacturing and construction supervisors	7
314	Life science technicians and related associate professionals	2
321	Medical and pharmaceutical technicians	3
322	Nursing and midwifery associate professionals	13
331	Financial and mathematical associate professionals	13
332	Sales and purchasing agents and brokers	13
334	Administrative and specialized secretaries	6
335	Regulatory government associate professionals	4
342	Sports and fitness workers	1
351	Information and communications technology operations and user support technicians	34
352	Telecommunications and broadcasting technicians	1
411	General office clerks	54
412	Secretaries (general)	13
413	Keyboard operators	1
421	Tellers, money collectors and related clerks	10
422	Client information workers	26
431	Numerical clerks	5
432	Material-recording and transport clerks	7
441	Other clerical support workers	1
511	Travel attendants, conductors and guides	1
512	Cooks	7
513	Waiters and bartenders	45
514	Hairdressers, beauticians and related workers	18
521	Street and market salespersons	50

522	Shop salespersons	63
523	Cashiers and ticket clerks	10
524	Other sales workers	11
531	Child care workers and teachers' aides	1
541	Protective services workers	56
611	Market gardeners and crop growers	23
622	Fishery workers, hunters and trappers	4
711	Building frame and related trades workers	34
712	Building finishers and related trades workers	2
722	Blacksmiths, toolmakers and related trades workers	3
723	Machinery mechanics and repairers	23
732	Printing trades workers	2
741	Electrical equipment installers and repairers	37
742	Electronics and telecommunications installers and repairers	4
751	Food processing and related trades workers	7
753	Garment and related trades workers	2
754	Other craft and related workers	30
811	Mining and mineral processing plant operators	7
816	Food and related products machine operators	9
818	Other stationary plant and machine operators	8
821	Assemblers	1
832	Car, van and motorcycle drivers	25
833	Heavy truck and bus drivers	7
834	Mobile plant operators	2
835	Ship deck crews and related workers	1
911	Domestic, hotel and office cleaners and helpers	29
912	Vehicle, window, laundry and other hand cleaning workers	4
921	Agricultural, forestry and fishery labourers	1
932	Manufacturing labourers	3
933	Transport and storage labourers	4
951	Street and related service workers	7
952	Street vendors (excluding food)	34
961	Refuse workers	6
962	Other elementary workers	53
	Missing	203
	Total	1283

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	2.703	.206		13.124	.000
Female	-.003	.100	-.001	-.027	.979
Educational level (0= lowest,…,6=highest)	.248	.048	.259	5.138	.000
Employee with permanent contract	.051	.109	.022	.467	.641
Firm size 1-5 employees	-.294	.133	-.114	-2.213	.027
Firm size 6-10 employees	-.055	.267	-.009	-.205	.838
Firm size 11-20 employees	-.143	.166	-.039	-.859	.391
Tenure (0-61 years)	.017	.006	.127	2.750	.006
Socio-Econ. Index of occ. status for(ISEI 11=lowest,…,76=highest)	.008	.003	.129	2.515	.012
Working in food chain	-.279	.129	-.101	-2.164	.031
N	438				
R-square	.168				

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	.405	.155	6.886	1	.009	1.500
Educational level (0=low, .., 6=high)	-.081	.063	1.642	1	.200	.922
Female	.151	.143	1.120	1	.290	1.163
Firm size 1-5 employees	-1.565	.195	64.373	1	.000	.209
Firm size 6-10 employees	-.605	.287	4.429	1	.035	.546
Firm size 11-20 employees	-.386	.214	3.247	1	.072	.680
Tenure (0-61 years)	.007	.010	.417	1	.519	1.007
Working in food chain	.128	.184	.482	1	.488	1.136
Age 30- years	.281	.168	2.818	1	.093	1.325
30-39 years	-.084	.110	.586	1	.444	.920
40-49 years	.105	.115	.821	1	.365	1.110
Constant	-.472	.273	2.985	1	.084	.624
N	1021					
-2 Log Likelihood	1174.594					

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	4.403	0.229		19.243	0.000
Employee on permanent contract	0.073	0.136	0.018	0.533	0.594
Educational level (0=low, .., 6=high)	0.349	0.055	0.217	6.338	0.000
Female	0.066	0.129	0.017	0.515	0.607
Living with a partner	0.59	0.159	0.147	3.705	0.000
Living with a child	-0.223	0.165	-0.055	-1.352	0.177
Age 30- years	-0.214	0.149	-0.055	-1.438	0.151
30-39 years	-0.095	0.096	-0.071	-0.987	0.324
40-49 years	0.107	0.096	0.081	1.123	0.262
Working in food chain	0.068	0.16	0.014	0.426	0.670
N	892				
R-squared	0.071				

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