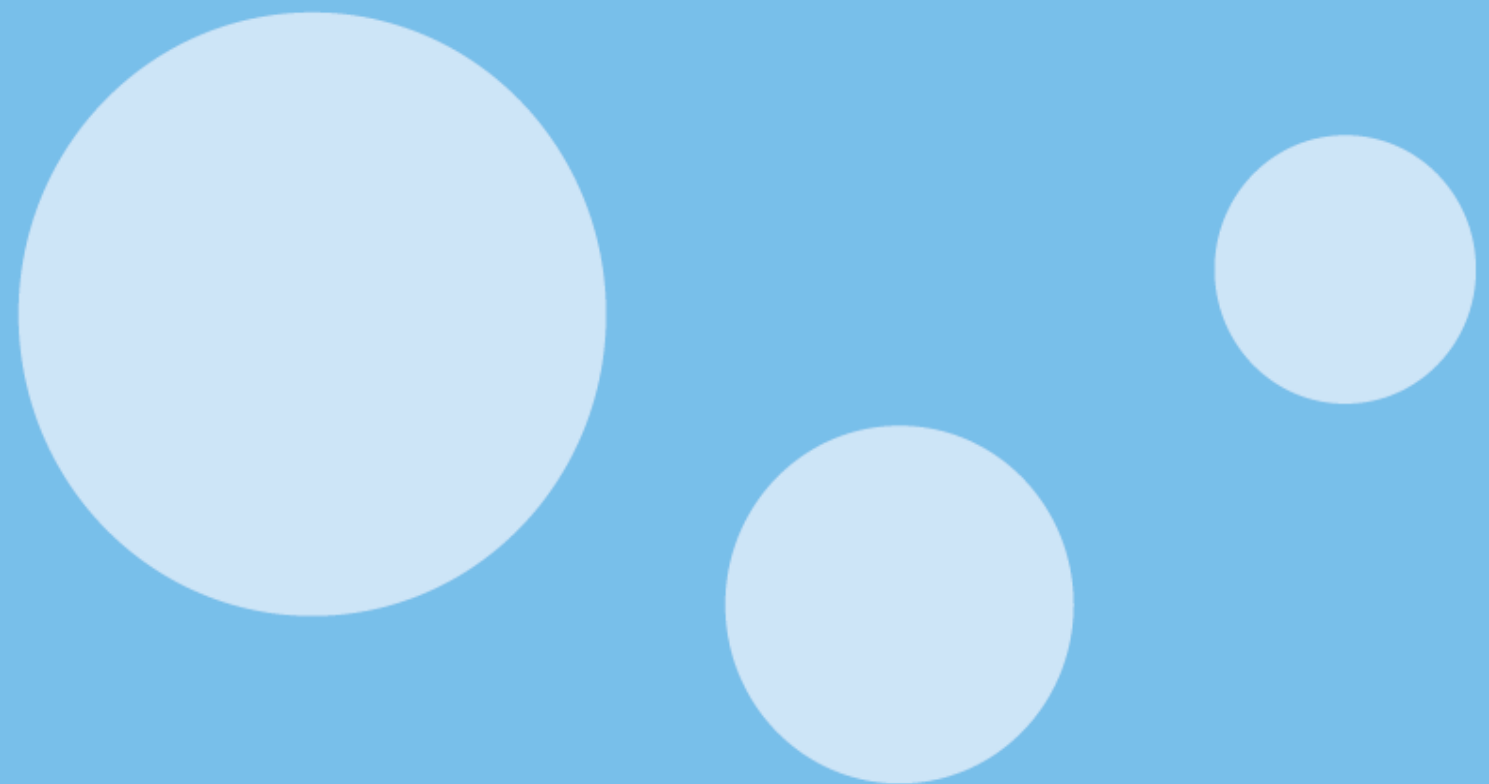


Wages in the food chain in South Sudan

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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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 Tium (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.

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More information: www.Mywage.org/SouthSudan, www.WageIndicator.org

Executive summary Wages in South Sudan

This WageIndicator Data Report presents the results of the face-to-face WageIndicator survey in South Sudan, conducted between the 1st of June and the 19th of July 2013 in the southern and eastern regions of South Sudan. In total 1,329 persons were interviewed; 71% were men, 29% women and 37% were under 30 years old. The workers live in households with on average 5 members, including themselves. The majority live with a partner and children (64% of men and 60% of women). Up to 16% of workers followed no formal education, two in ten stopped at elementary education, 39% followed secondary school, 12% followed vocational education and 13% went to university. On average, respondents have worked for 8.29 years. Rating their satisfaction with life-as-a-whole on a scale from 1=dissatisfied to 10=satisfied, the interviewees score a 4 on average.

One in four respondents work agriculture, followed by 12% in public administration. Legal and market consultancy and business activities rank third (9%) and fourth are education and research. This report focuses on the food chain. By definition all agricultural workers are in the food chain, as well as all transportation and storage workers in the sample. Over half of the workers in manufacturing industry work in food manufacturing as well as almost half of the people in the wholesale and retail industry. Finally, in accommodation and food service activities, this is slightly over half.

Two in ten workers are self-employed, 32% are employees with a permanent contract, 17% have fixed-term contracts, whereas 31% have no contract at all. More than half of the people work in an organization with 10 or fewer employees, one in four work in an organization with 11-50 employees, 11% work in businesses of 51 to 100 employees and 10% work for businesses employing over a 100 people. Those working in the food chain work predominantly in small firms (58%), as do women (58%) and the low educated (73%).

The biggest occupational groups are professionals (9%), technicians and associate professionals (10%) and elementary occupations (10%). Workers in the food chain are more often found among the skilled agricultural, forestry and fishery workers. In the professional and clerical categories the food chain workers are underrepresented. Women much more often work in the services (35% versus 25% for men) or elementary occupations (16% compared to 11% for men), while men are overrepresented among managers, professionals and plant and machine operators.

Some 24% state that they are entitled to social security, whereas 23% contribute to social security. One in eight respondents state that they have no agreed working hours. On average, respondents work 49 hours in 5.7 days per week. Up to 64% of employees report receiving their wage on time, while 73% receive their wage cash in hand. Although only 14% of workers are covered by a collective agreement, 66% wish to be covered. On a 5-points informality-index, ranging from 1=very informal to 5=very formal, one in three workers are in the lowest category, while only 6% are in the highest category. Younger workers and women are more often found in informal jobs. Workers in the food chain are more likely to be in the middle of the distribution.

The median net hourly wage of the total sample is 4 South Sudanese pound (SSP). Two in ten workers earn less than 1.5 pound per hour, another 28% earn between 1.5 and 3.5 pound, 23% earn between 3.5 and 6 pound and the remaining 29% earn more than 6 pound per hour. Employees with permanent contracts have relatively high earnings (5 SSP), whereas the self-employed and workers without contracts (3 SSP) have the lowest earnings. At 4 pound, employees on fixed term contracts earn average wages. At 3 SSP, 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 (6 SSP). Those on the lowest end of the informality scale earn only 2 SSP per hour, whereas those in the two highest categories earn wages far above that. Women have slightly lower wages than men, and at 2 SSP young workers have substantial lower wages than workers of 50 years or older (6 SSP). Workers in the food chain have lower earnings than other workers (3.55 versus 4 pound).

Workers with higher education earn above average wages (8 SSP); workers with low education earn the lowest wages (2 SSP). Managers earn the highest wages (9 SSP), followed by professionals (6 SSP) and technicians and associate professionals (5 SSP). The lowest paid workers are those in elementary occupations (2 SSP), followed by plant and machine operators, crafts workers, skilled agricultural workers and service and sales workers, who all earn on average 3 pound per hour. The highest wages are earned in the public sector, health care, and education (5 SSP), followed by commercial services (4 SSP). Workers in trade, transport, and hospitality (3 SSP) 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 South Sudan, conducted between the 1st of June and the 19th of July 2013. In total 1,329 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 of South Sudan. Most of the questions were retained without changing the intended purpose. The questionnaire for the face-to-face interviews is available in one language, namely English, as is shown in Table 1.

Table 1 Number of respondents and language of the survey

	Number of respondents	Per cent
English	1329	100%

Source: WageIndicator face-to-face survey South Sudan, 2013, unweighted data

Sampling and fieldwork

The sampling and interviewing of the respondents was done by 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 interviewing of the respondents was done under supervision of Mr. Riang Yer. Ten interviewers were involved. They received two days 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. On a five-point scale from 1=very cooperative to 5=not at all cooperative, the interviewers ranked the interviewees on average 1.5. Only 3% was not cooperative. Some problems were encountered with the communication infrastructure in the country; 188 survey forms were lost after being confiscated by the authorities.

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. As such figures are not available for South Sudan, the weights were based on the projections of the labour force of pre-separation Sudan. 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 below 30 and people of 40 years and above are overrepresented, while women below 40 and men between 30 and 39 are underrepresented. In this paper, all graphs and tables are derived from weighted data.

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

	Weight	N
Male 14-29 years	1.22	264
Male 30-39 years	0.68	374
Male 40-80 years	1.99	186
Female 14-29 years	0.87	200
Female 30-39 years	0.51	194
Female 40-80 years	1.01	111
Total	1.00	1329

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. Over half of the workers in manufacturing industry work in food manufacturing. Almost half of the people in the wholesale and retail industry is employed in the food chain, whereas this is the case for all transportation and storage workers in the sample. 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	56%
Wholesale and retail trade; repair of motor vehicles and motorcycles	47%
Transportation and storage	100%
Accommodation and food service activities	56%
Total	35%

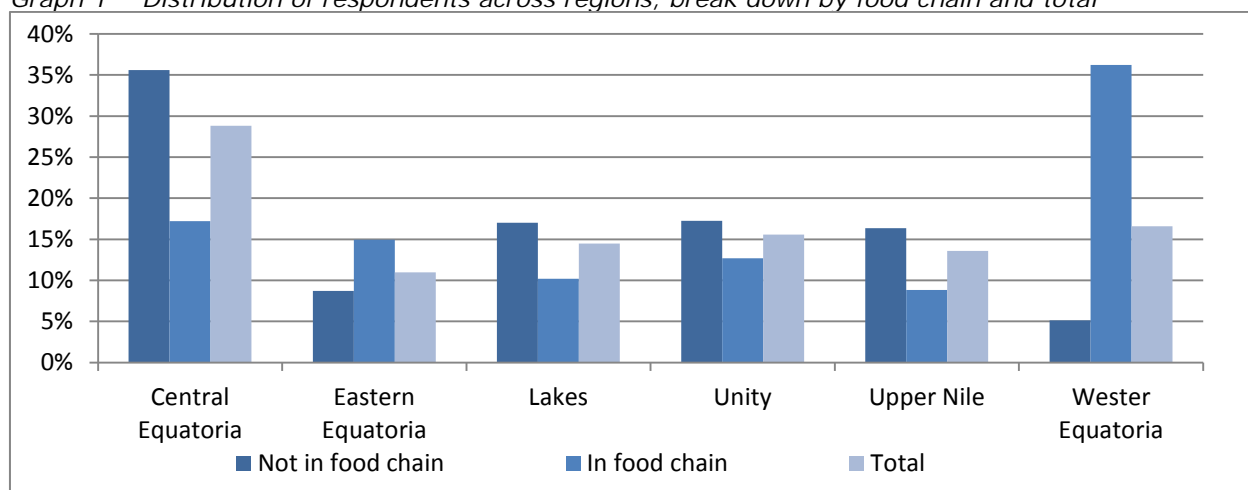
Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1329)

2 Socio-demographic characteristics

Regions

The interviews were done in the southern and eastern regions of South Sudan. The largest number of interviews was done in Central Equatoria (29%) the lowest in Eastern Equatoria (11%). A large majority of the respondents lived in towns with 100,000 to 1 million inhabitants (57%), followed by a town with 10,000 to 100,000 inhabitants (34%). Fewer people were interviewed in country villages (7%) and rural areas (2%). The food chain workers more often live in rural areas and small villages, or in cities of more than 100,000 inhabitants.

Graph 1 Distribution of respondents across regions, break down by food chain and total

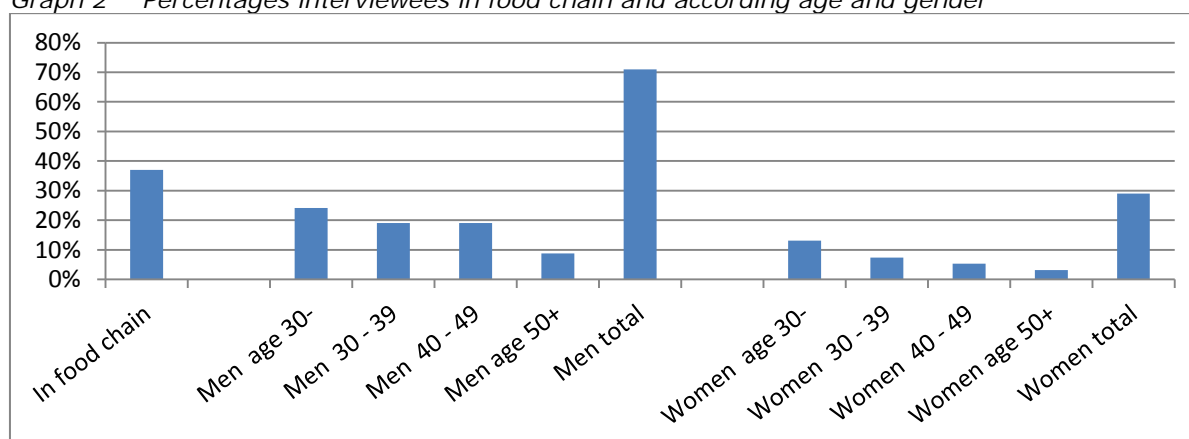


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1327)

Age and gender

Graph 2 reveals the distribution of the men and women in the survey over four age groups. More male than female workers were interviewed (71% versus 29%). Compared to older workers more young workers (men and women) aged 29 years or under were interviewed (37%). This resembles the general workforce in South Sudan, which from age 20-24 upwards declines sharply with age. Workers above 50 years of age are much more likely to work in the food chain.

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

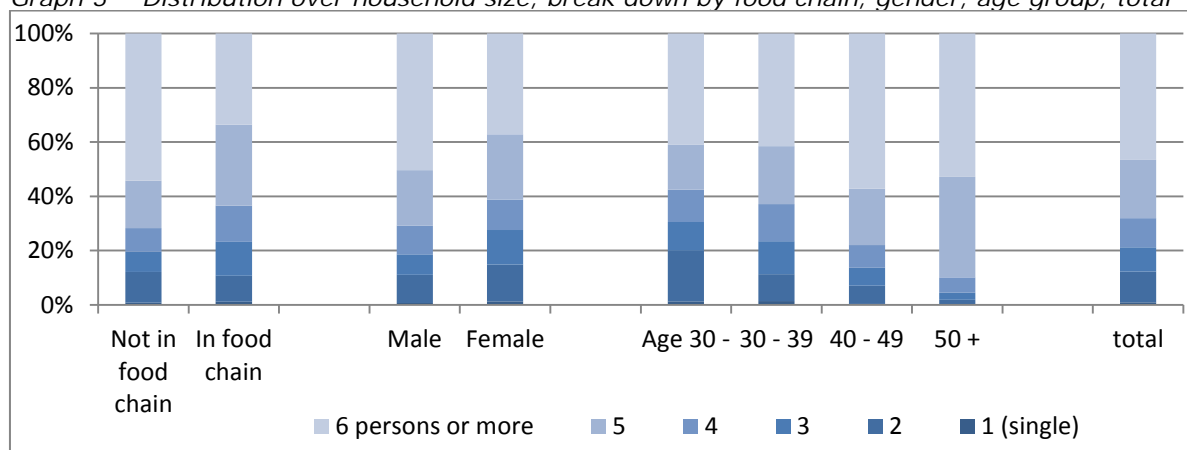


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1204)

Household composition

The workers in the survey live in households with on average 5 members, including themselves. Graph 3 shows that nearly half of the interviewees (47%) live in a household with six or more members and only 1% live in a single-person household (see bar total). Younger workers are more likely to live in nuclear households, while 57% of workers between 40 and 49 and 53% of those who are fifty years or older live in households with six people or more. Men are more likely than women to live in a six-person household (50% compared to 37%) and workers outside the food chain are more likely to do so than those in the food chain (54% compared to 34%).

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

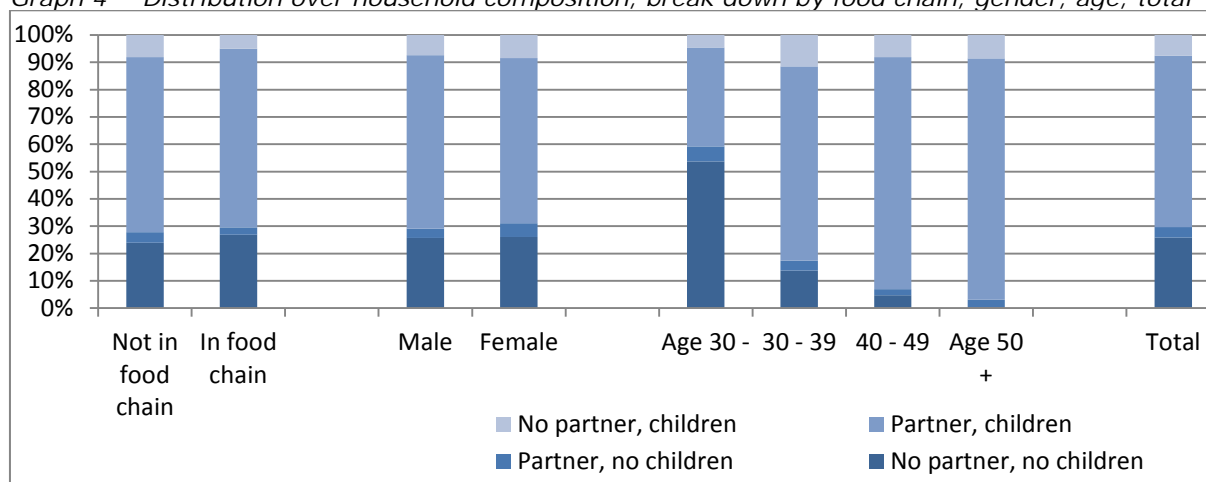


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1285)

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. The majority of both male and female workers live with a partner and children (64% of men and 60% of women); nine in ten workers of 50 years or older do as well, whereas only 36% of people under 30 do. Some 8% of women and 7% of men live with children but without partner. One in four men as well as women 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 South Sudan, 2013, weighted data (N=1204)

3 Employment characteristics

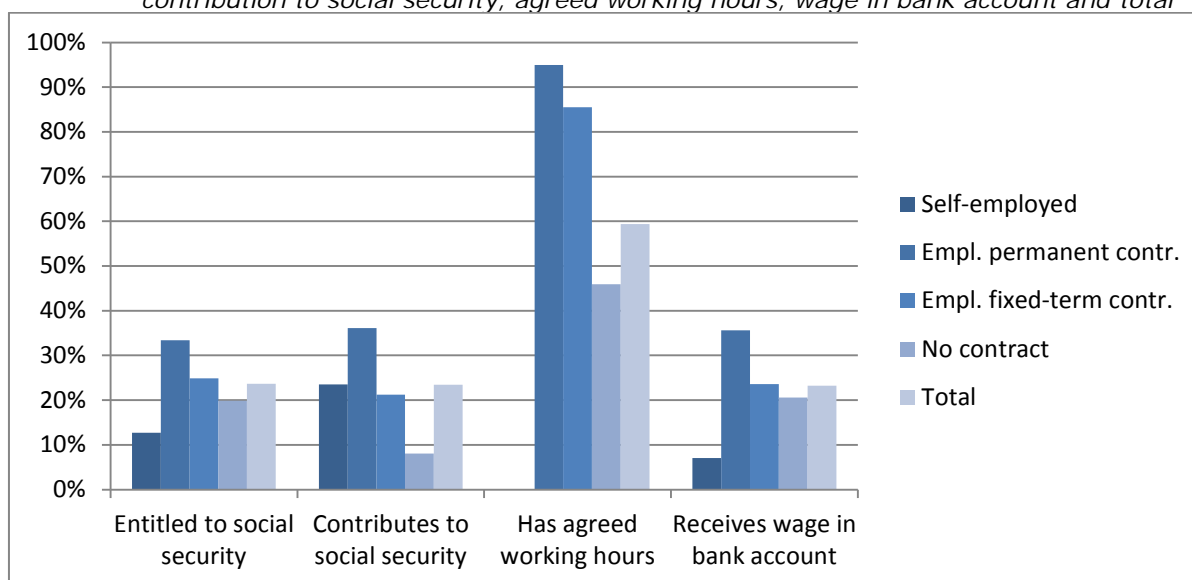
Status in employment and labour contract

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, two in ten workers are self-employed. Nearly one in three (32%) are employees with a permanent contract, 17% have fixed-term contracts, whereas over three in ten (31%) have no contract at all. Women are more likely to work be self-employed and men to have permanent contracts. Workers above 50 are most likely to be employees and workers under thirty are least likely to be so.

The survey included questions about entitlement and about contributions to social security. Some 24% state that they are entitled to social security. Graph 5 shows that one in three workers on permanent contracts are entitled to social security, compared to one in four workers on fixed term contracts, 20% of workers without contracts and 13% of the self-employed. Over two in ten workers contribute to social security (23%). Up to 46% of workers who contribute to social security state that they are not entitled to benefits, whereas another 35% are entitled who do not contribute.

Informal work might relate to unlimited working hours. One in eight respondents state that they have no agreed working hours, the remaining group has agreed working hours, mostly in writing. Graph 5 shows that 95% of the permanent workers have agreed working hours, as well as 85% of the fixed term workers, while less than half (46%) 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 (36%), compared to one in four fixed term workers, two in ten self-employed and 31% of those without contracts.

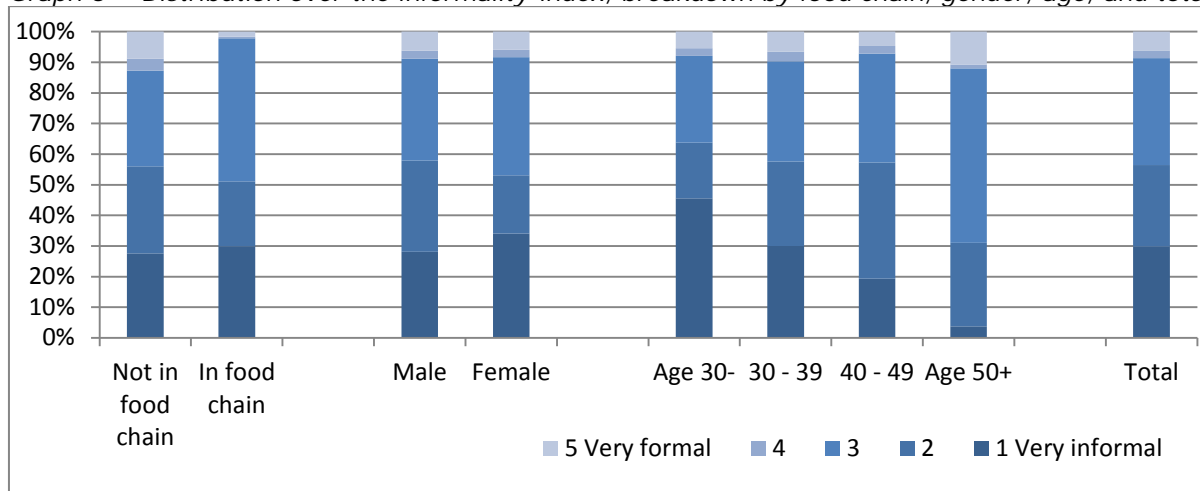
Graph 5 Distribution over status in employment, break down by entitlement to social security, contribution to social security, agreed working hours, wage in bank account and total



Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N= 872-1329)

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 one in three workers are in the lowest category in the index, whereas only 6% are in the highest category. The graph shows that younger workers and women are more often found in informal jobs compared to older workers and men. Workers in the food chain are more likely to be in the middle of the distribution.

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

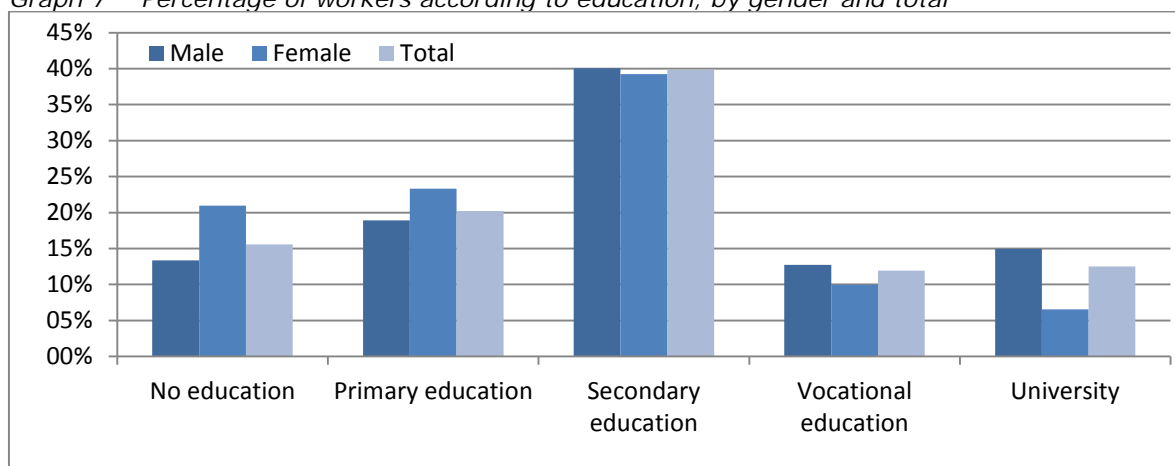


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1283)

Employment by educational category

As is shown in Graph 7, 16% of workers followed no formal education, two in ten stopped at elementary education and nearly four in ten (39%) followed secondary school. Men are more likely to have completed vocational or university education, women more likely to have no or just primary education. Some 18% of workers report being overqualified for their job and another 6% consider themselves under-qualified (not in the graph).

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



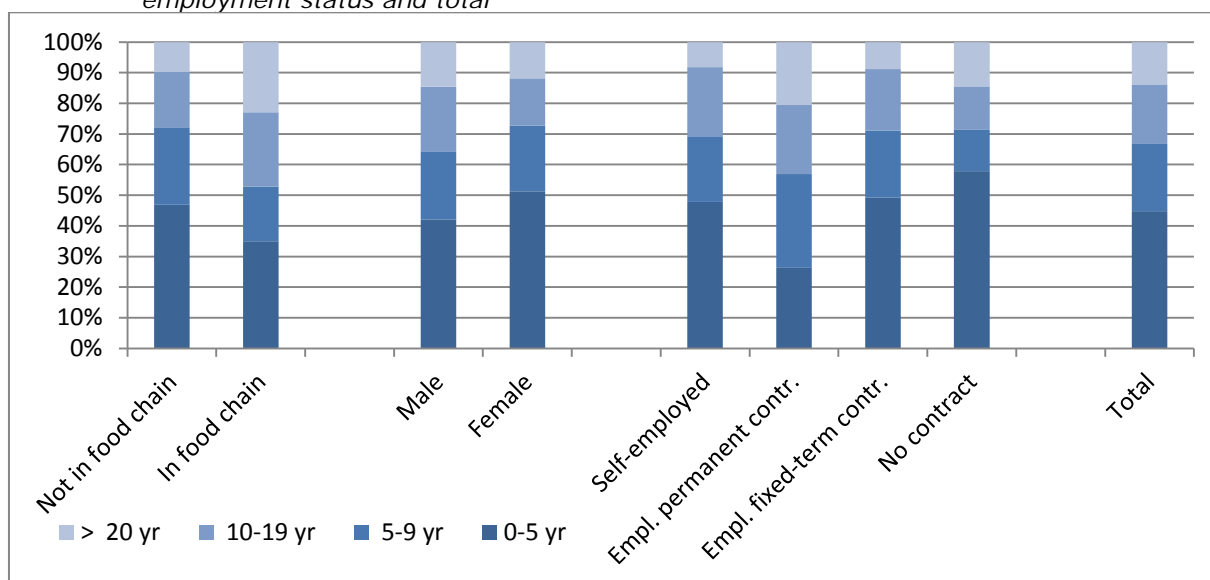
Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1319)

Years of work experience

On average, respondents have worked for 8.29 years. Almost half (45%) have less than five years of experience (Graph 8), 22% have worked between 5-9 years and another 19% between 10 and 19 years. Over one in eight (14%) worked for more than 20 years in the labour market. Workers on permanent contracts have most experience (12 years), all others have just under eight years of experience. Men have more experience than women (9.4 and 7.9 respectively). Workers in the food chain have more years of experience than workers outside the food chain (12 versus 8 years respectively).

The survey has a few questions about spells out of labour participation. One in four respondents has experienced such a spell, but only 9% have experienced a spell for one year or more. Workers in the food chain have had a break less often than workers not in the food chain. The spell reasons were not asked, but most likely these are due to unemployment.

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

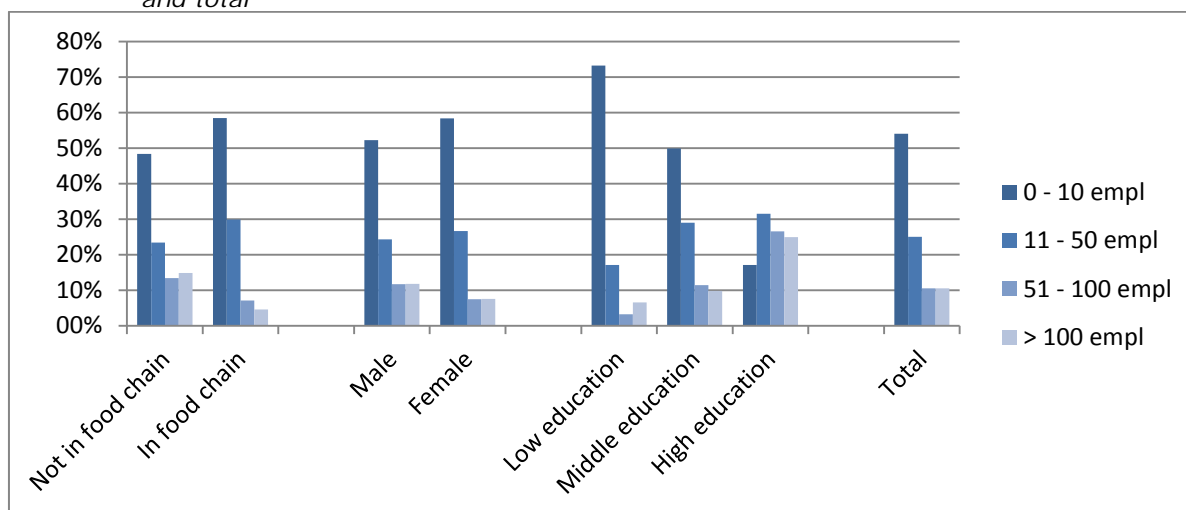


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1203-1329)

Firm size

More than half of the people in the sample work in an organization with 10 or fewer employees (54%), one in four work in an organization with 11-50 employees, 11% work in businesses of 51 to 100 employees and 10% work for businesses employing over a 100 people. Graph 9 shows that those working in the food chain work predominantly in small firms (58%), as do women (58%) and the low educated (73%).

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



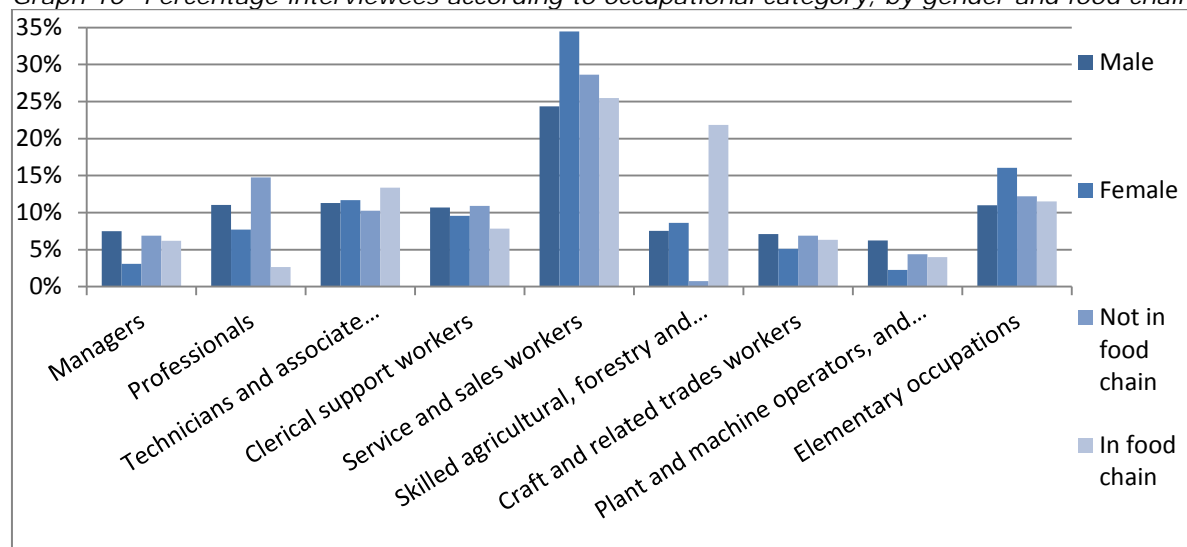
Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1321)

Employment by occupational category

The survey has a question about occupations, but coding the responses was not always possible. Hence, for 10% of the workers no information about their occupation is available. Graph 10 shows that one in four workers in the sample report being employed as service and sales workers. About one in ten work in the professional category (9%) or as technicians and associate professionals (10%) or in elementary occupations (10%), predominantly as cleaners and street vendors and

related sales workers. Sizeable groups of respondents work as skilled agriculture workers, crafts workers or managers. Workers in the food chain hardly are more often found among the skilled agricultural, forestry and fishery workers. In the professional and clerical categories the food chain workers are underrepresented. Women much more often work in the services (35% versus 25% for men) or elementary occupations (16% compared to 11% for men), while men are overrepresented among managers, professionals and plant and machine operators.

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

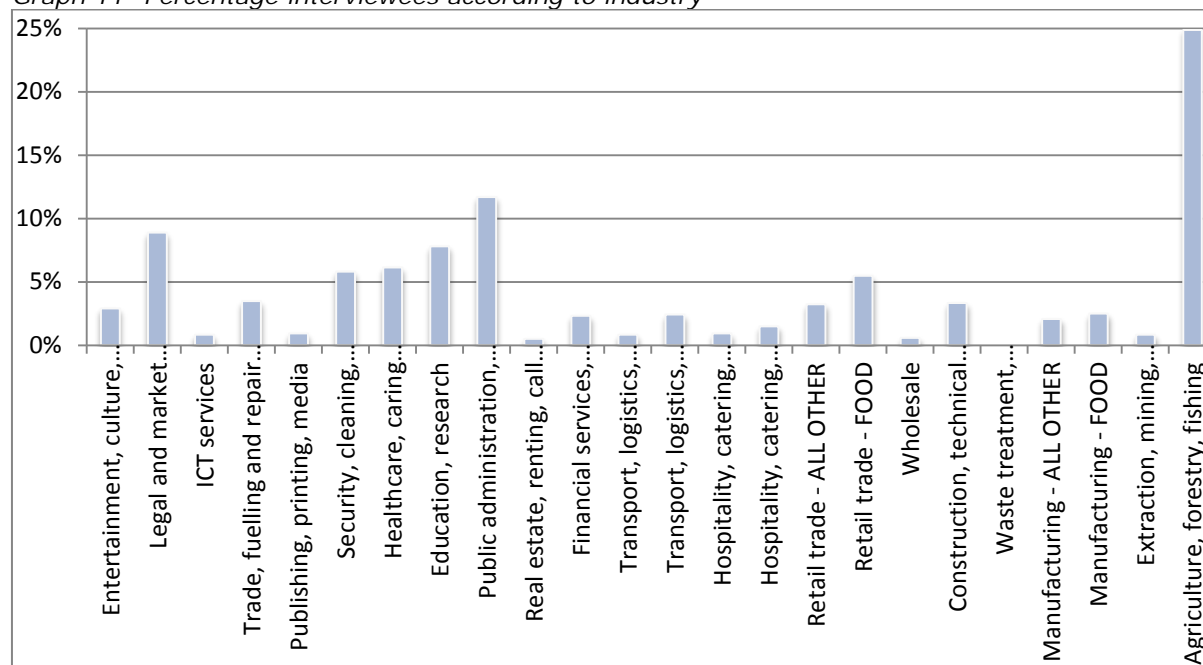


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1205)

Employment by industry

One in four respondents work agriculture, followed by over one in ten in public administration (12%). Legal and market consultancy and business activities rank third (9%) and fourth are education and research. The retail trade falls apart into food retail and non-food retail. The Graph shows that just 3% of respondents work in the non-food retail, while one in twenty work in the food retail. Some 2.4% work in food transport compared to less than 1% in non-food transport.

Graph 11 Percentage interviewees according to industry



Source: WageIndicator paper survey South Sudan, 2013, weighted data (N=1204)

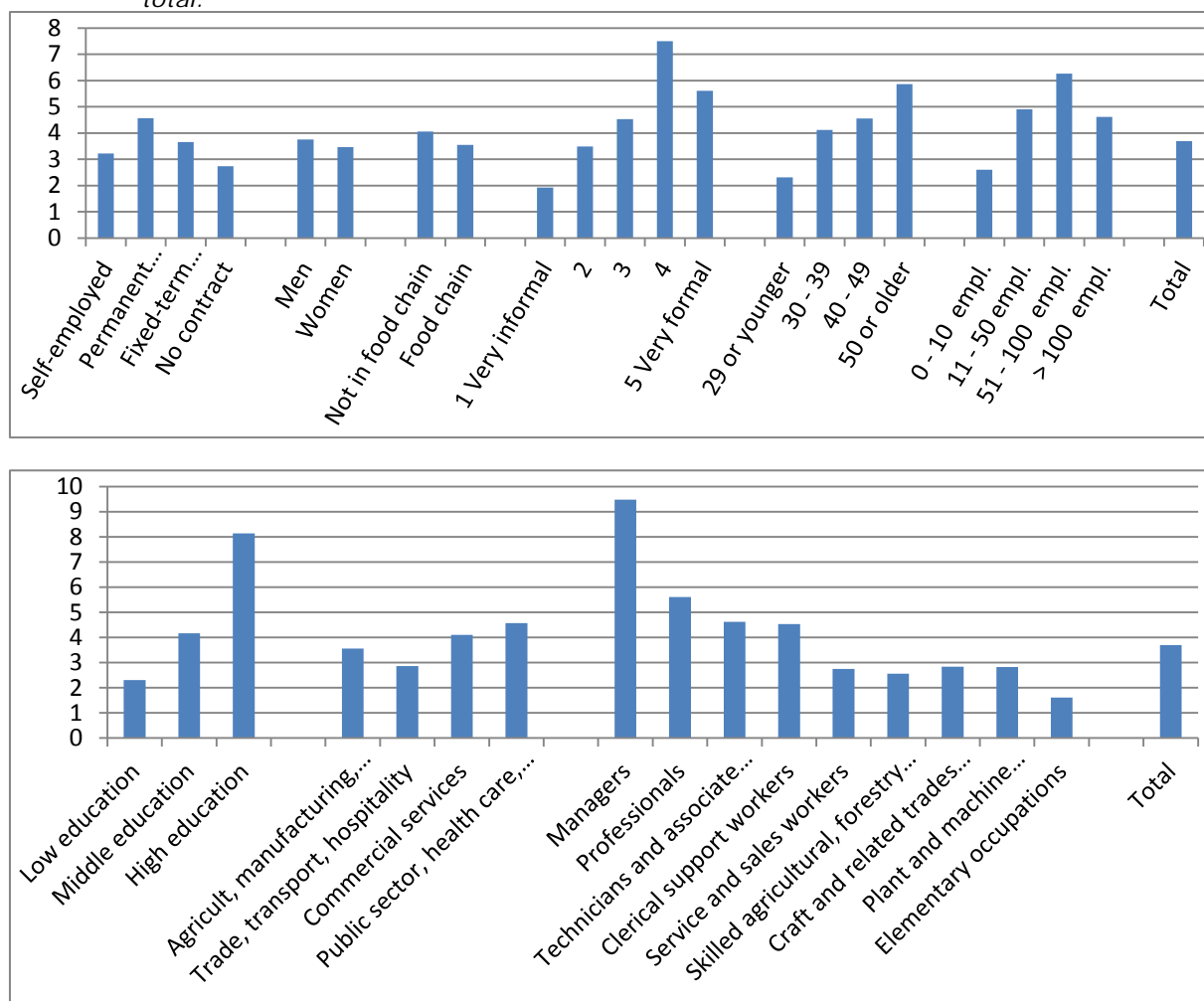
4 Remuneration

Wage levels

The median net hourly wage of the total sample is 4 South Sudanese pound (SSP), 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 76% of the respondents.

Graph 12 reveals that employees with permanent contracts have relatively high earnings (5 SSP), whereas the self-employed and workers without contracts have the lowest earnings (both 3 SSP). At 4 pound, employees on fixed term contracts earn average wages. At 3 SSP, 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 (6 SSP). 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 2 SSP per hour, whereas those in the two highest categories earn wages far above that. Women have slightly lower wages than men, and at 2 SSP young workers have substantial lower wages than workers of 50 years or older (6 SSP). Workers in the food chain have lower earnings than other workers (3.55 versus 4 pound).

Graph 12 Median net hourly wages in South Sudanese Pound (SSP), break down by employment status, firm size, informality index, gender, age, education, occupation, industry and total.



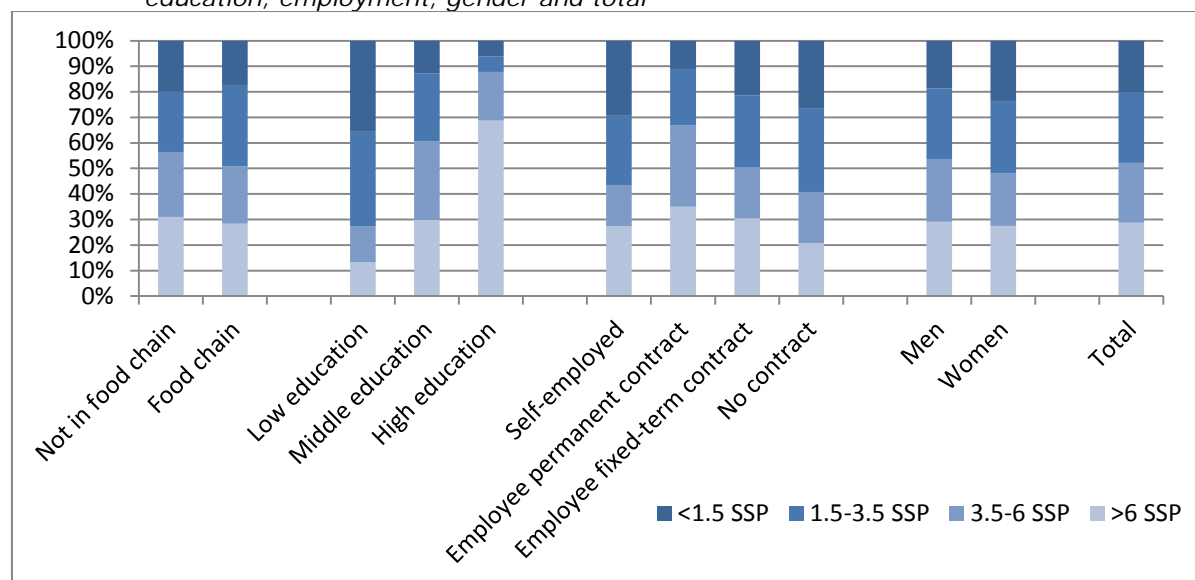
Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1007)

The more education a worker enjoyed, the higher their wages. Workers with higher education (8 SSP) earn above average wages; workers with low education earn the lowest wages (2 SSP). By occupational category, the graph shows that the managers in the sample earn they highest wages (9 SSP), followed by professionals (6 SSP) and the technicians and associate professionals (5 SSP). The lowest paid workers are those in elementary occupations (2 SSP), followed by plant and machine operators, crafts workers, skilled agricultural workers and service and sales workers, who all earn on average 3 pound per hour. By industry, the graph shows that the highest wages are earned in the public sector, health care, and education (5 SSP), followed by commercial services (4 SSP). Workers in trade, transport, and hospitality earn considerably less(3 SSP).

The graph depicts the wage differentials for several categories of workers. The impact of each category on an individual's net hourly wage can be investigated, controlled for the impact of the other categories (see Appendix 2). The results show that working for small companies has a negative effect on wages. Workers with higher educational levels, more experience and a higher occupational status earn more. No significant effects are found of working in 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 two in ten workers earn less than 1.5 pound per hour, another 28% earn between 1.5 and 3.5 pound, 23% earn between 3.5 and 6 pound and the remaining 29% earn more than 6 pound per hour. Almost three in ten self-employed workers (29%) earn less than 1.5 pound per hour, as do 26% of the employees without contracts; in comparison, only 11% of workers with permanent contracts do. Over two in three workers with high education earn more than 6 pound per hour, whereas 29% of workers with middle education and 13% workers with low education do, indicating that higher education pays off. Workers outside the food chain are more likely to be in the lowest or the two highest categories, workers in the food chain are overrepresented in the income group between 1.5 and 3.5 pound per hour. Women are slightly more likely than men to be in the lowest income group.

Graph 13 Distribution over hourly wages in South Sudanese pound (SSP), break down by education, employment, gender and total



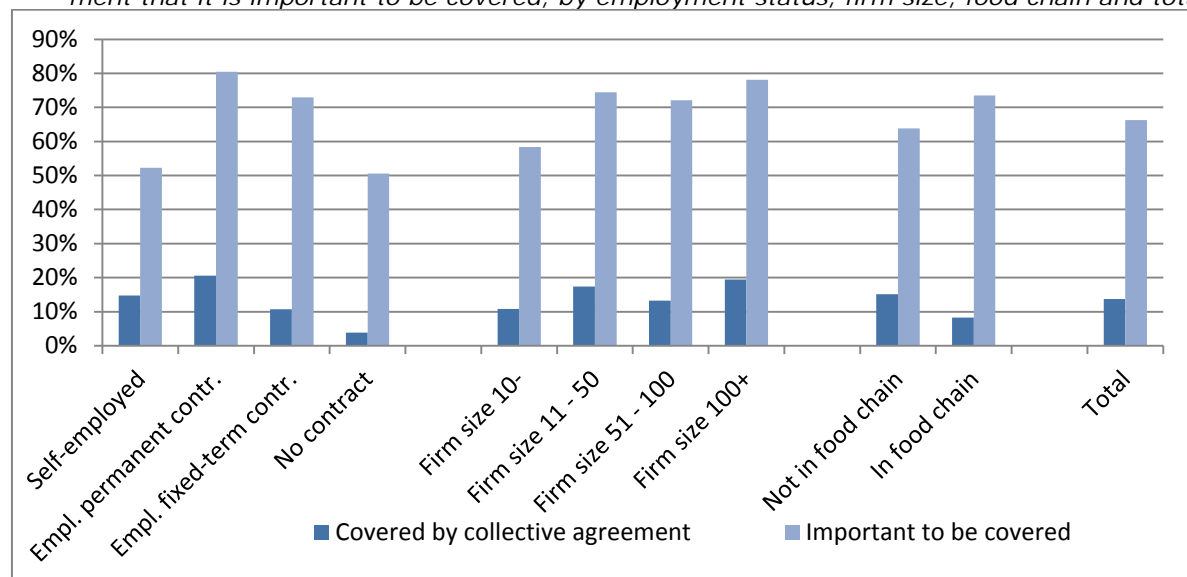
Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=973-1007)

Bargaining coverage

Collective agreements are an important instrument for wage setting. This raises the question to what extent the workers in the survey are covered by an agreement. Only 14% of respondents are covered. This ranges from two in ten workers on permanent contracts and in companies employing over 100 people to 4% of workers without contracts. While 15% of the workers outside the food chain are covered, only 8% of food workers are. The Appendix holds an analysis which workers are covered by an agreement if controlled for other characteristics. It shows that workers in the food chain are only half as likely as those outside to be covered by a collective agreement.

The survey has a question asking whether workers think that it is important to be covered by a collective agreement. Whereas 14% of workers are covered, 66% wish to be covered.

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

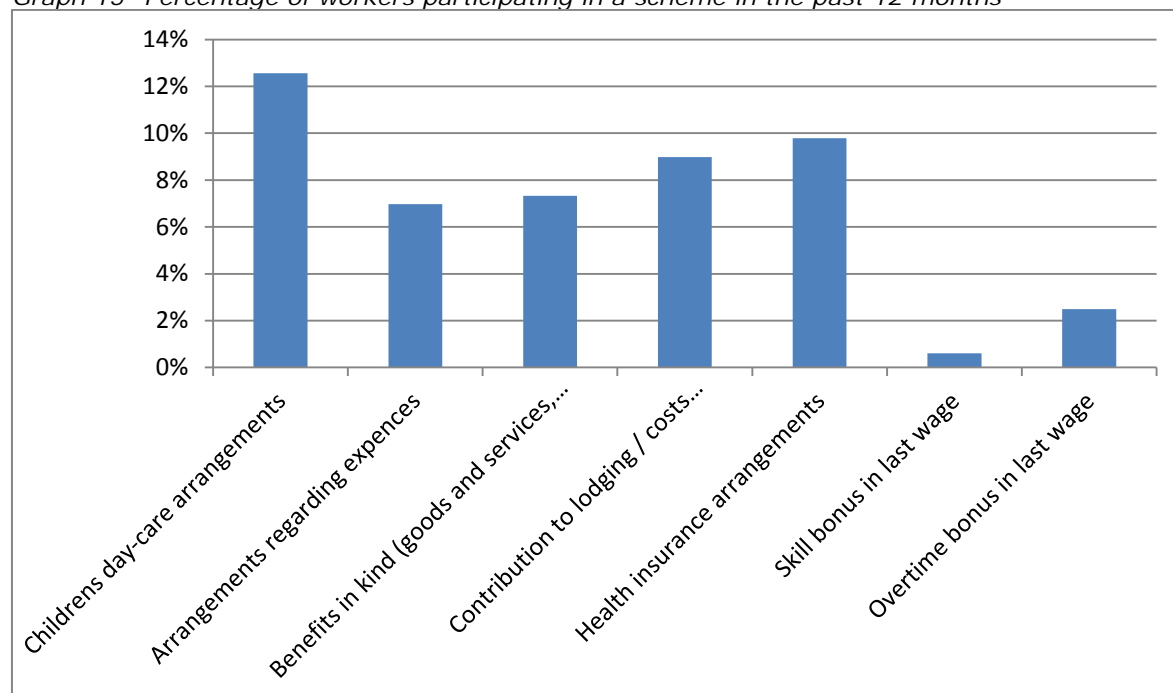


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1746-1750, don't know/not applicable are coded as not covered)

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 arrangements regarding children's day-care (12%), health care schemes (10%) and contributions to lodging or housing (9%) are most common.

Graph 15 Percentage of workers participating in a scheme in the past 12 months

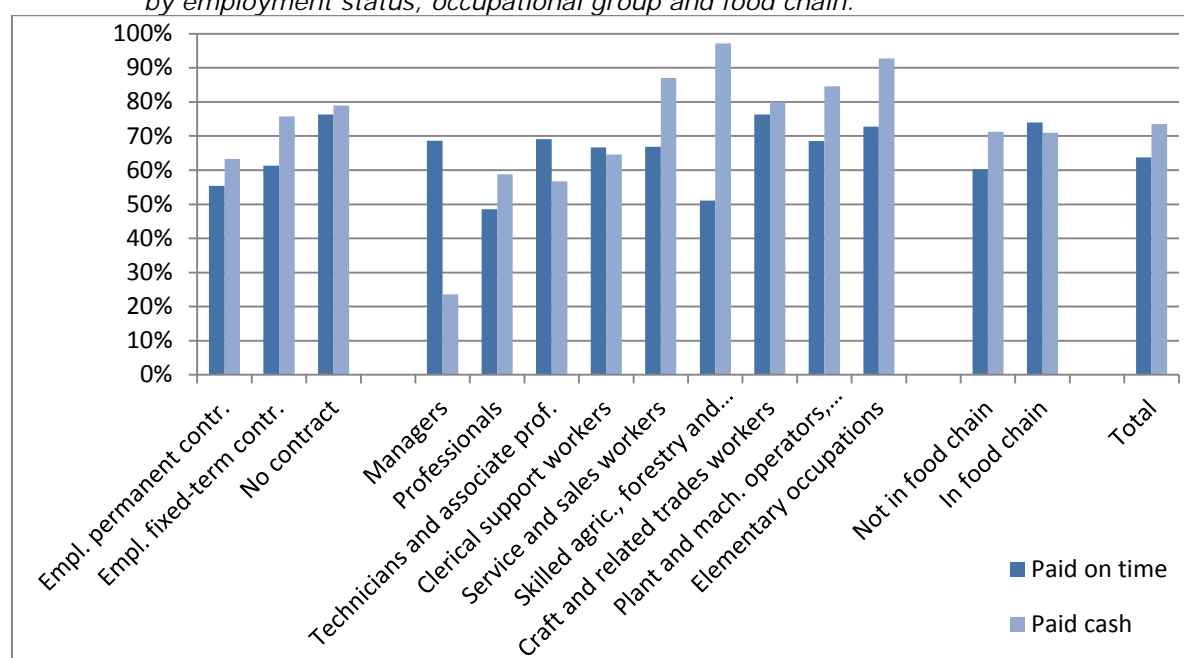


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1079-1273)

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 64% of employees report receiving their wage on time. This ranges from 76% of employees without contracts and 76% of craft workers, to 55% of employees on permanent contracts and 48% of professionals. Differences exist between the workers in and outside the food chain, the former receiving their wage more often on time (74% versus 60%). Almost three in four workers receive their wage cash in hand (73%). In this case, there are large differences. While 79% of workers without contracts get their wages in cash, only 63% of employees on permanent contracts do. Almost all agricultural workers (97%) get paid in cash, whereas much fewer managers do (24%).

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



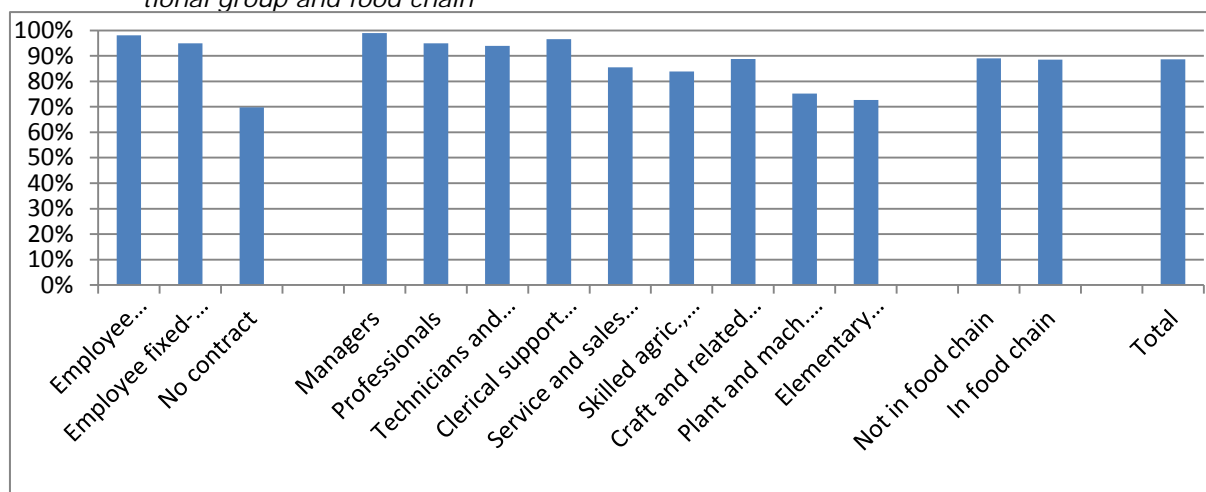
Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1032 (on time), N=1054 (cash), employees only)

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 (98%) and lowest for the workers without a contract (70%). Managers (99%) most often have agreed working hours. Workers in elementary occupations least often have agreed working hours (73%). No differences were found between food and non-food workers.

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

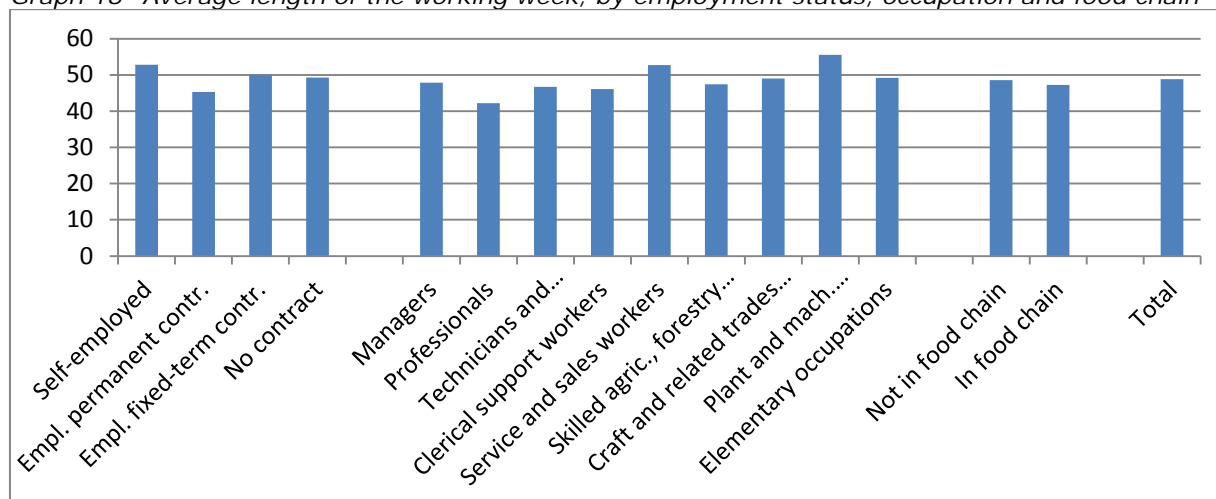


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data, (N=860, employees only)

Usual working hours

Graph 18 shows that the average usual working week of respondents is 49 hours, which is slightly longer than the standard 48 hours working week. Workers in self-employment make most hours (53) and those on permanent contracts work the fewest (45 hours). Plant and machine operators make an average of 56 hours per week, whereas the professionals work only 42.

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

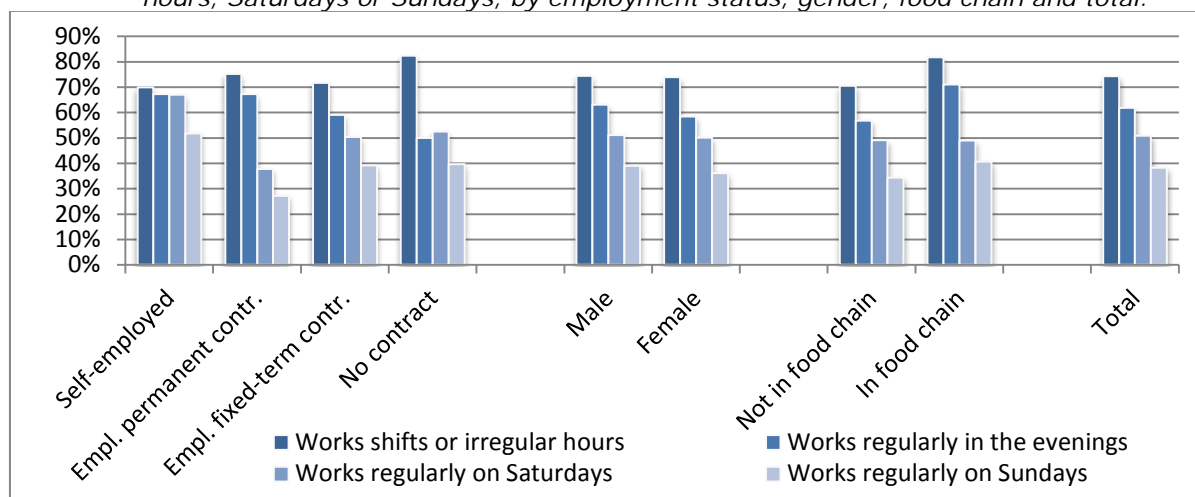


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1283)

Shifts or irregular hours

The survey includes a question asking if respondents work shifts or irregular hours. Graph 19 shows that 74% of workers report doing so. The incidence of shift work or irregular hours is highest for the employees without a contract and in the food chain. Working in the evenings is reported by 62% of workers in the sample, most frequently by the self-employed and employees on permanent contracts (67%) and more so by men than by women and by workers in the food chain. Over half of the workers report working Saturdays, while four in ten 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.

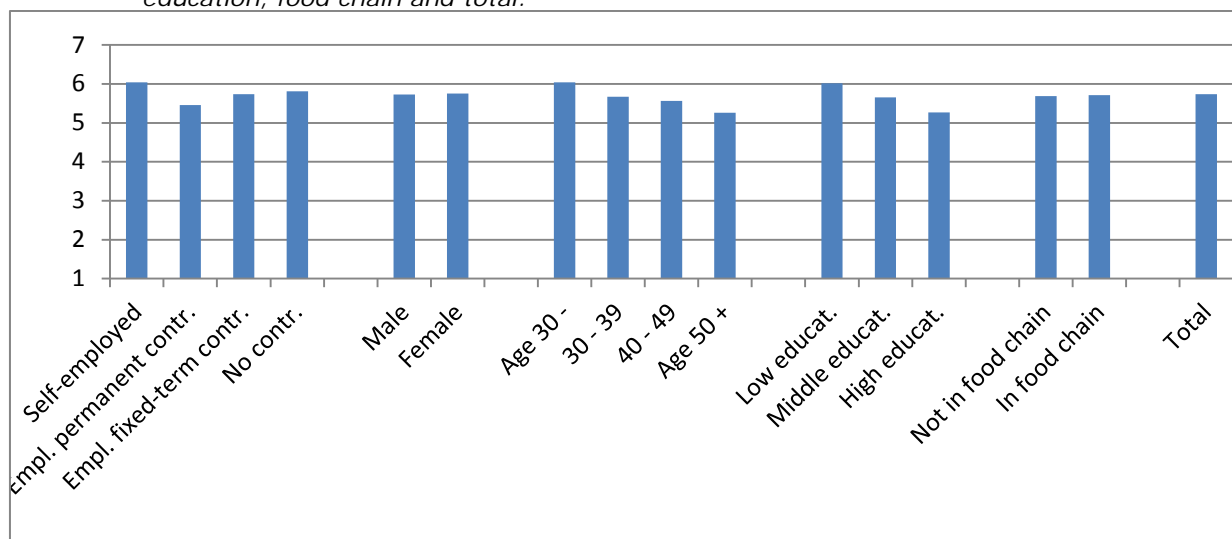


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N= 979-1234)

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 work more days than the average. So do the workers with no or just primary education and young workers.

Graph 20 Average number of working days per week, by employment status, gender, age, education, food chain and total.

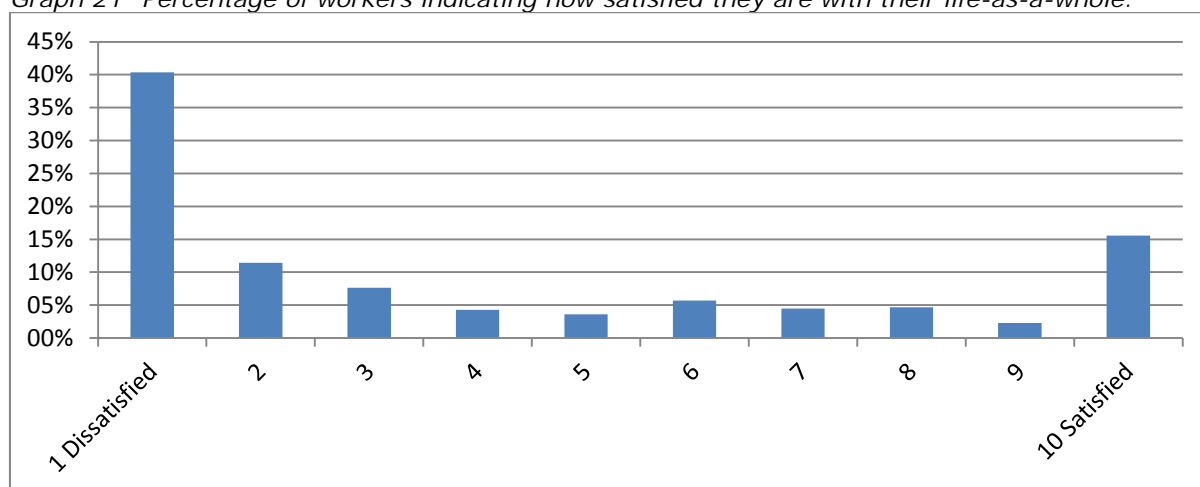


Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N= 1329)

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, just one in three respondents rate their lives a six or higher and 23% score an 8 or higher. On average, the interviewees score a 4.

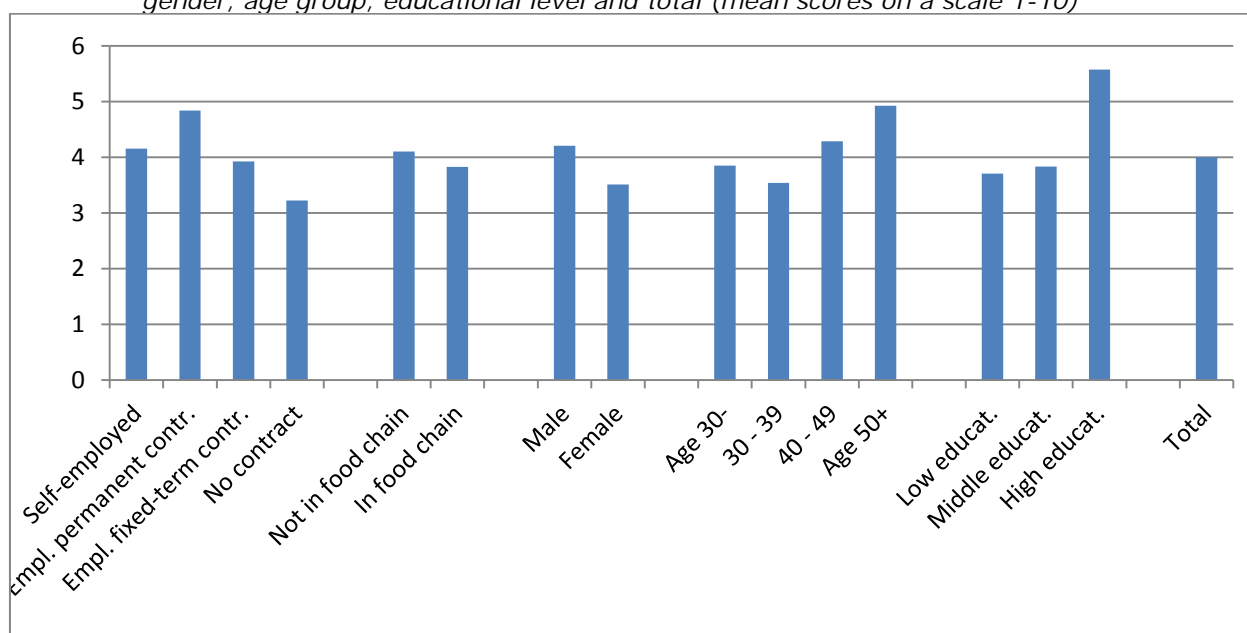
Graph 21 Percentage of workers indicating how satisfied they are with their life-as-a-whole.



Source: WageIndicator face-to-face survey South Sudan, 2013, weighted data (N=1311)

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, people with higher education, women and workers outside the food chain are most happy. When explaining the variance in life satisfaction while controlling for all predictor variables (see appendix 2), having a permanent contract, partner and being under 30 improve the likelihood of happiness, whereas women are less happy than men.

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 South Sudan, 2013, weighted data (N=1311)

Appendix 1 List of occupational titles

ISCO code	Occupational title	Unweighted frequency
31	Armed forces occupations, other ranks	29
111	Legislators and senior officials	2
121	Business services and administration managers	21
133	Information and communications technology service managers	1
134	Professional services managers	8
141	Hotel and restaurant managers	13
142	Retail and wholesale trade managers	4
143	Other services managers	12
214	Engineering professionals (excluding electro technology)	5
215	Electro technology engineers	3
216	Architects, planners, surveyors and designers	1
221	Medical doctors	13
222	Nursing and midwifery professionals	4
226	Other health professionals	7
231	University and higher education teachers	7
234	Primary school and early childhood teachers	5
235	Other teaching professionals	52
241	Finance professionals	4
242	Administration professionals	4
243	Sales, marketing and public relations professionals	1
261	Legal professionals	1
263	Social and religious professionals	1
264	Authors, journalists and linguists	3
265	Creative and performing artists	4
312	Mining, manufacturing and construction supervisors	2
313	Process control technicians	3
314	Life science technicians and related associate professionals	5
321	Medical and pharmaceutical technicians	1
322	Nursing and midwifery associate professionals	9
323	Traditional and complementary medicine associate professionals	1
325	Other health associate professionals	4
331	Financial and mathematical associate professionals	18
332	Sales and purchasing agents and brokers	41
333	Business services agents	3
334	Administrative and specialized secretaries	24
335	Regulatory government associate professionals	14
341	Legal, social and religious associate professionals	2
342	Sports and fitness workers	1
343	Artistic, cultural and culinary associate professionals	1
351	Information and communications technology operations and user support technicians	10
352	Telecommunications and broadcasting technicians	1
411	General office clerks	43
412	Secretaries (general)	29
421	Tellers, money collectors and related clerks	8
422	Client information workers	28
431	Numerical clerks	6
432	Material-recording and transport clerks	14
441	Other clerical support workers	4
511	Travel attendants, conductors and guides	8
512	Cooks	9
513	Waiters and bartenders	34
514	Hairdressers, beauticians and related workers	20
516	Other personal services workers	7

521	Street and market salespersons	81
522	Shop salespersons	107
523	Cashiers and ticket clerks	8
524	Other sales workers	12
532	Personal care workers in health services	1
541	Protective services workers	69
611	Market gardeners and crop growers	58
612	Animal producers	14
621	Forestry and related workers	2
622	Fishery workers, hunters and trappers	16
711	Building frame and related trades workers	5
712	Building finishers and related trades workers	1
713	Painters, building structure cleaners and related trades workers	1
722	Blacksmiths, toolmakers and related trades workers	8
723	Machinery mechanics and repairers	11
731	Handicraft workers	2
732	Printing trades workers	2
741	Electrical equipment installers and repairers	1
751	Food processing and related trades workers	26
752	Wood treaters, cabinet-makers and related trades workers	1
753	Garment and related trades workers	5
754	Other craft and related workers	9
815	Textile, fur and leather products machine operators	3
816	Food and related products machine operators	6
818	Other stationary plant and machine operators	7
832	Car, van and motorcycle drivers	28
833	Heavy truck and bus drivers	16
834	Mobile plant operators	4
911	Domestic, hotel and office cleaners and helpers	48
912	Vehicle, window, laundry and other hand cleaning workers	6
921	Agricultural, forestry and fishery labourers	15
931	Mining and construction labourers	2
933	Transport and storage labourers	5
951	Street and related service workers	7
952	Street vendors (excluding food)	31
961	Refuse workers	1
962	Other elementary workers	45
	Missing	110
	Total	1329

Appendix 2 Regressions

Dependent variable: log net hourly wages					
	B	Std. Error	Beta	t	Sig.
Constant	.630	.111		5.654	.000
Female	.016	.056	.010	.283	.778
Educational level (0= lowest,...,6=highest)	.098	.022	.185	4.398	.000
Employee with permanent contract	.015	.058	.010	.258	.796
Firm size 1-5 employees	-.058	.068	-.039	-.854	.394
Firm size 6-10 employees	-.125	.095	-.053	-1.311	.190
Firm size 11-20 employees	.023	.080	.011	.283	.777
Tenure (0-61 years)	.016	.003	.225	5.845	.000
Socio-Econ. Index of occ. status for(ISEI 11=lowest,...,76=highest)	.010	.002	.234	5.555	.000
Working in food chain	-.041	.060	-.028	-.685	.494
N	670				
R-square	.211				

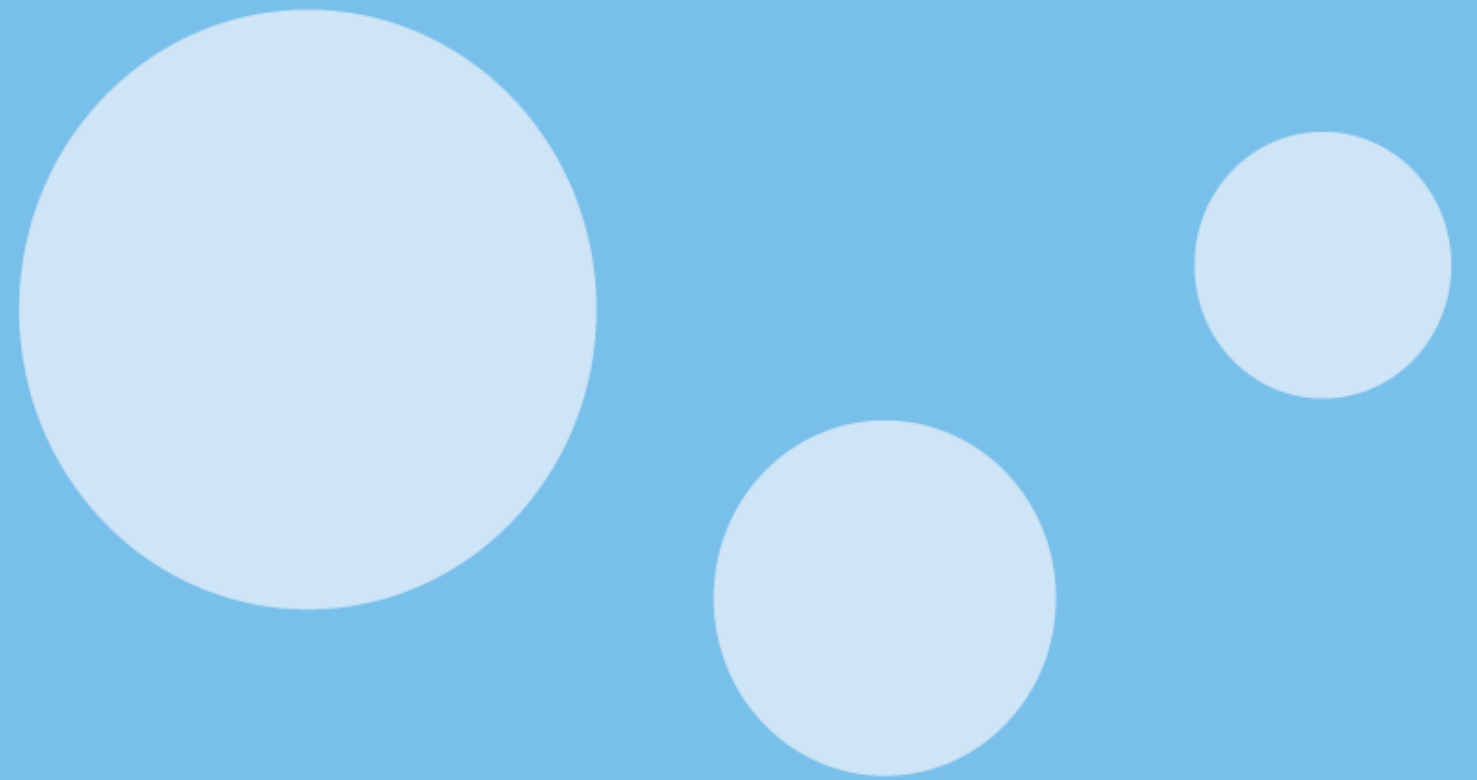
Dependent variable: Covered by a collective agreement yes/no (don't know answers coded as no)						
	B	S.E.	Wald	df	Sig.	Exp(B)
Employee on permanent contract	.949	.230	17.084	1	.000	2.584
Educational level (0=low, ..., 6=high)	.054	.074	.538	1	.463	1.055
Female	-.183	.250	.536	1	.464	.833
Firm size 1-5 employees	-.164	.288	.324	1	.569	.849
Firm size 6-10 employees	.857	.336	6.509	1	.011	2.356
Firm size 11-20 employees	.459	.307	2.237	1	.135	1.582
Tenure (0-61 years)	.006	.014	.222	1	.638	1.006
Working in food chain	-.635	.266	5.694	1	.017	.530
Age 30- years	-.018	.253	.005	1	.944	.982
30-39 years	.051	.146	.120	1	.729	1.052
40-49 years	-.140	.156	.805	1	.369	.870
Constant	-2.415	.383	39.769	1	.000	.089
N	909					
-2 Log Likelihood	641,685					

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	3.459	.396		8.732	.000
Employee on permanent contract	.797	.246	.158	3.234	.001
Educational level (0=low, ..., 6=high)	.070	.077	.044	.908	.365
Female	-.589	.244	-.114	-2.417	.016
Living with a partner	1.274	.322	.265	3.961	.000
Living with a child	-.425	.351	-.086	-1.210	.227
Age 30- years	.957	.281	.203	3.408	.001
30-39 years	.308	.182	.170	1.691	.092
40-49 years	-.110	.175	-.061	-.630	.529
Working in food chain	-.312	.250	-.059	-1.247	.213
N	429				
R-squared	0.114				

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