# Case study

# Elements for a national diagnosis of informality in Abelina

# **Trends, magnitude and composition of the informal economy**

Abelina has been on a sustained path for economic growth since the early 90s' when economic reforms were introduced in this country. In the years preceding the recent economic and financial crisis, the Abelina’s economy was among the fastest growing in the world, with annual real growth in GDP averaging about 9 per cent in 2005–2007. Growth slowed slightly to 6 per cent in 2007–2008, with a further drop as the crisis took hold. Since then, Abelina experienced sharp economic slowdown in 2012 and 2013, when growth rate dropped below 4 per cent. Following this, the economy grew slightly faster in 2014, reaching 7.4 per cent. Nevertheless, in 2014-2016, even though the number of businesses increases, job creation rates decreases. In 2016, the number of registered labour of newly established businesses decreased in all regions compared to previous years.

It is estimated that in 2016 more than 60 per cent of people aged 15 and over are either employed or unemployed. One fourth are employed in the agricultural sector, 20 per cent in industry and 55 per cent in services. According to the distribution of employment by employment status, 55.9 per cent of all workers are employees, 37.7 per cent are own-account workers, 2.2 per cent are employers and 4.2 per cent are contributing family workers.

The proportion of workers in informal employment represents nearly 60 per cent of the employed population, most of them work in the informal sector. Still a significant proportion of employees in informal employment work in formal sector enterprises but without having an effective access to social security or other employment benefits such as paid annual leave or paid sick leave. Employees represent nearly one third of total informal employment but their share tends to increase over time.

Table 1 below provides for 2016 the proportions of workers in informal employment total and respectively in informal sector enterprises and outside of informal sector enterprises including and excluding agriculture.

1. Formal and informal employment by sector and by sex (percentage, 2016)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  |  |  | |  | | Non-agricultural employment | | | |
|  |  | | | | Total employment | | Agriculture | | Total non-agriculture | Industry | Services |
| Total | **Total informal employment** | | | | **59.9** | | **95.4** | | **47.7** | **57.6** | **44.3** |
|  | Informal sector | | | | 49.9 | | 94.8 | | 40.5 | 52.2 | 36.6 |
|  | Formal sector | | | | 5.5 | | 0.6 | | 7.2 | 5.4 | 7.8 |
|  | **Total formal employment** | | | | **40.1** | | **4.6** | | **52.3** | **42.4** | **55.7** |
| Male | **Total informal employment** | | | | **61.0** | | **93.5** | | **47.8** | **57.1** | **42.7** |
|  | In the informal sector | | | | 55.0 | | 92.7 | | 39.6 | 51.3 | 33.3 |
|  | Outside the informal sector | | | | 6.0 | | 0.8 | | 8.2 | 5.8 | 9.4 |
|  | **Total formal employment** | | | | **39.0** | | **6.5** | | **52.2** | **42.9** | **57.3** |
| Female | **Total informal employment** | | | | **58.3** | | **99.2** | | **47.6** | **59.4** | **45.9** |
|  | In the informal sector | | | | 53.6 | | 99.0 | | 41.7 | 55.3 | 39.7 |
|  | Outside the informal sector | | | | 4.7 | | 0.2 | | 5.9 | 4.1 | 6.2 |
|  | **Total formal employment** | | | | **41.7** | | **0.8** | | **52.4** | **40.6** | **54.1** |

Source: NSO Abelina, Integrated labour force survey 2017.

Table 2 provides some indication of the share and composition of informal employment by main employment statuses.

1. Formal and informal employment by employment status and by sex (percentage, 2016)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Employees | Self-employed | | | | Total employment |
|  |  | Total | Employers | Own-account workers | Contributing family workers |
| Total | **Total informal employment** | **35.1** | **91.4** | **38.4** | **93.6** | **100** | **59.9** |
|  | In the informal sector | 25.3 | 91.4 | 38.4 | 93.6 | 100 | 54.4 |
|  | Outside the informal sector | 9.8 | 0 | 0 | 0 | 0 | 5.5 |
|  | **Total formal employment** | **64.9** | **8.6** | **61.6** | **6.4** | **0** | **40.1** |
| Male | **Total informal employment** | **36.3** | **90.8** | **42.0** | **93.7** | **100** | **61.0** |
|  | In the informal sector | 25.3 | 90.8 | 42.0 | 93.7 | 100 | 55.0 |
|  | Outside the informal sector | 11.0 | 0 | 0 | 0 | 0 | 6.0 |
|  | **Total formal employment** | **63.7** | **9.2** | **58.0** | **6.3** | **0** | **39.0** |
| Female | **Total informal employment** | **33.5** | **92.4** | **25.9** | **93.4** | **100** | **58.3** |
|  | In the informal sector | 25.3 | 92.4 | 25.9 | 93.4 | 100 | 53.6 |
|  | Outside the informal sector | 8.2 | 0 | 0 | 0 | 0 | 4.7 |
|  | **Total formal employment** | **66.5** | **7.6** | **74.1** | **6.6** | **0** | **41.7** |

Source: NSO Abelina, Integrated labour force survey 2017.

1. Distribution of formal and informal employment by main employment status

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Status in employment | | |  | | |
|  |  | Paid employee | Employer | Own account worker | | Unpaid family worker | Total |
| Agriculture (Group 3) | Formal employment | 87,8 | 3,1 | 9,1 | | 0,0 | 100,0 |
|  | Informal employment | 13,5 | 0,8 | 75,3 | | 10,3 | 100,0 |
|  | Total | 17,0 | 0,9 | 72,2 | | 9,9 | 100,0 |
| Non-agriculture | Formal employment | 90,6 | 3,4 | 5,9 | | 0,0 | 100,0 |
|  | Informal employment | 46,0 | 1,8 | 47,5 | | 4,6 | 100,0 |
|  | Total | 69,3 | 2,7 | 25,8 | | 2,2 | 100,0 |
| Total (including agriculture) | Formal employment | 90,6 | 3,4 | 6,0 | | 0,0 | 100,0 |
|  | Informal employment | 32,8 | 1,4 | 58,8 | | 7,0 | 100,0 |
|  | Total | 55,9 | 2,2 | 37,7 | | 4,2 | 100,0 |

Source: NSO Abelina, Integrated labour force survey 2017.

Some additional tables are available in annex.

# **Policy, legal context and implementation**

Socio-economic support and upliftment is a fundamental constitutional goal in Abelina to uphold social justice. The labour regulations in Abelina can be grouped into three broad areas based on the aspects of employment covered by them: i) conditions of work, ii) wages and remuneration and iii) social security and welfare of workers.

## **The employment relationship, conditions of work and employment contract**

* The Labour code contains provisions regulating the relationship between workers and employers in an employment contract. In addition to contracts of unlimited duration, various types of temporary contracts exist under the law with various levels of protection associated to them. This includes contracts of less than 3 months and daily contracts (largely used in the agriculture and construction sectors) with nearly no protection attached to them and in particular no mandatory social security.
* There is no restriction in the law based on the size of enterprises or the sector of activity. Thus, non-issuance of employment contracts seems to indicate a lack of compliance (either deliberate or due to a low level of awareness on the provisions of the law among employers and employees) and the low capacity of enforcement agencies. The labour inspection system of Abelina is rather poor and tend to fail to supervise labour regulation, in particular in SMEs. Some businesses owners (mainly in restaurants and hotels) collude with one another to avoid labour regulations.
* The Labour Code of Abelina outlines rights and duties in employment, including working hours, overtime, breaks, rest day and labour inspection. The maximum working time in enterprises is in general 8½ hours per day and 48 hours weekly

|  |
| --- |
| In Abelina, only 65.1 per cent of all employees have a **formal employment contract** (35% have a contract of unlimited duration, 30% a temporary contract and the remaining 35 per cent have no employment contract). The proportions differ significantly in agriculture where only 30 per cent of all employees have a formal contract; most of them working on a daily or weekly basis.  In respect to hours of work worker in informal employment tend to be over-represented in both very short hours of work (less than 20 hours a week) and excessive hours (more than 48 hours a week, at least in some sectors) [See tables 9 and 10 in annex]  In respect to paid leave, an average 80 per cent of employees in informal employment indicated that they did not benefit from paid annual leaves as from any other form of temporary paid leave [See table 11 in annex]. In situations where off-work leave, maternity or paternity leaves are provided, it is at no pay and the affected employees are required to look for replacements. The proportion reaches 90 per cent among employees in agriculture. |

## **On Wages and Remuneration**

* A Minimum Wage Law sets a minimum wage for *non-agricultural* workers in enterprises of more than 10 workers. Revisions and cost of living adjustment are rarely recorded leading to a fall in the real minimum wage over the short period of time since its adoption. Wages are however arbitrarily fixed, often without regard to the minimum wage legislations, which adversely affect the income of informal workers, and women workers in particular. Few sanctions have been imposed yet and many workers are still not aware of their rights regarding this minimum level.
* The statutory minimum wage is USD 1000 a month. As of 2016, 65 per cent of the employees earned below the statutory minimum wages.
* Employees in the agricultural sector do not benefit yet from any minimum wage.

|  |
| --- |
| * **Level of income from labour** * More than half of employees in informal employment do not receive a regular monthly salary (compared to 85 per cent among workers in formal employment). The majority of employees in informal employment are paid on a weekly or daily basis or on task, especially in the agricultural sector. Income from agriculture is to a large irregular.   **Question |** Based on table 13 in annex   * Can you assess the situation of employees in formal and informal employment in terms of monthly wage? (Group 1) * The situation of the self-employed (Group 2) * The particular case of employees and self-employed in agriculture (Group 3) |

## **On Social Security** [See table 8]

* Until recently, Abelina did not have yet a well-developed social security system. And still today, far less than half of all workers are covered by National insurance scheme (NIS), mostly employees. Coverage for pension and health is mandatory for all employees (with the exception of agriculture) with a formal employment contract in enterprises employing 5 or more workers. Employees working in agriculture, in enterprises of less than 5 workers or without a formal employment contract can join the NIS on a voluntary basis. At present, a minority of them do so.
* Levels of benefits provided for those covered on a voluntary basis are lower than those provided for employees covered on a mandatory basis and eligibility conditions for long term benefits difficult to reach (20 years of contribution to get a pension).

*The particular case of the self-employed (group 2)*

* Thanks to a reform 5 years ago, the self-employed workers had also the possibility to join the scheme on a voluntary basis for the limited set of benefits, yet they need to pay the full contribution, including employers’ share. Given the high rates of contributions, the general lack of incentives (absence of flexibility in payment arrangements, difficulties in understanding eligibility conditions, low levels of benefits) and the lack of promotion of this reform, today less than 10 per cent of the self-employed have joint the scheme. Further reform would be needed, some quantitative assessment and monitoring of possible new measures would be required.

*The particular case of agriculture (group 3)*

* Employees in agriculture are not covered on a mandatory basis but can join the scheme voluntarily under the same modalities as the self-employed or employees without a formal employment contract. Currently a small proportion of employees of large foreign firms in the agricultural sector benefited from a support from their employer to do so, waiting for better options in the future.

|  |
| --- |
| **Current social security coverage in Calbia [**See table 8**]**   * **[**What proportion**]** of all employed in Calbia are affiliated to the national social insurance scheme. * Those proportions are significantly higher among employees (**[**What proportion?**]**) compared to the self-employed (**[**What proportion?**]**). * What are according to you the main reasons that explain the gap in social security coverage   + For employees (group 1)   + For the self-employed (group 2)   + For agricultural workers (group 3) |

# **Business environment** [the case of entrepreneurs – group 2]

Many entrepreneurs, especially from MSMEs, also raise their concern to employers’ organisations that the business environment is not favourable for them to formalize or stay formal. Entrepreneurs perceived the costs of formalization as high and the constraints associated to formality (rigidity, costs) as heavy given the benefits they can expect from fromalization. In Abelina, the total tax rate as a percentage of profit is up to 39.4% (1.5 times higher than the average in the region) to be complemented by other “more” informal expenditure such as bribes.

The registration process is not centralized and implies going through several institutions with in some cases contradictory requirements. Procedures are costly, including a significant share of “informal payments” for officials to be able to go through the process. Meanwhile, even though they are able to overcome the difficulties of starting a formal business, perceived benefits are low.

Entrepreneurs in Abelina face a general lack of access to market, finance and technology. Results from qualitative focus groups show that i) access to finance and ii) the level of taxes appears as the main constraints to become or remain formal. The majority of entrepreneurs finance their activity through personal resources with the help of family and friends. A third constraint that came out from discussions is the low level of education and a lack of management skills with the majority of individual household businesses lacking accounting skills.

|  |
| --- |
| At present no enterprise survey or General enterprises census have been carried out in Abelina and there is a clear need for more facts on those issues.   * Based on available information, what are according to you the main causes of informality among entrepreneurs? * What information would be needed according to you to better assess the situation of enterprises and entrepreneurs in Abelina?   + Main issues to be covered   + Most appropriate sources and method |

## **Social dialogue, organization and representation:**

The Constitution and labour laws guarantee the freedom of association. However, just 20 per cent of all employees and less than 5 per cent of informal economy employees are member of a trade union. This is due to the lack of awareness but also to the fact that the constitutions of many trade unions have never been revised and remain rigid to include informal workers. The rate of affiliation among entrepreneurs is currently unknown and any suggestion to assess it is welcome.

Social dialogue has been described as inadequate by workers’ and employers’ organizations. Both the Central and State Governments are reluctant to engage workers and MSMEs operating in the informal economy in social dialogue given their dispersive and unorganized nature and lack of resources to reach them. Some employers’ organizations feel that informal enterprises are creating unfair competition and are not in favour of granting membership to them. For informal workers, especially those with low education level and domestic or home-based workers, they either have never heard about unions or are afraid of losing their jobs.

The agricultural sector is an exception with currently close to 30 per cent of independent workers being members of rural organizations with some prominent concerns, such as improved access to market but also to social security for them, their employees and their families.

Statistical appendix (additional tables)

## Informality and personal characteristics of workers

1. Formal and informal employment by status in employment and age (for all workers)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **15-24** | **25-29** | **30-34** | **35-39** | **40-44** | **45-49** | **50-54** | **55-59** | **60-64** | **65+** | **Total** |
| Male | Formal employment | 31,5 | 50,4 | 50,2 | 44,0 | 42,4 | 38,5 | 37,4 | 33,9 | 25,5 | 12,1 | 39,0 |
|  | **Informal employment** | **68,5** | **49,6** | **49,8** | **56,0** | **57,6** | **61,5** | **62,6** | **66,1** | **74,5** | **87,9** | **61,0** |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Female | Formal employment | 37,8 | 50,6 | 48,8 | 46,9 | 45,4 | 42,6 | 37,1 | 33,7 | 23,1 | 10,5 | 41,7 |
|  | **Informal employment** | **62,2** | **49,4** | **51,2** | **53,1** | **54,6** | **57,4** | **62,9** | **66,3** | **76,9** | **89,5** | **58,3** |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Total | Formal employment | 33,8 | 50,5 | 49,6 | 45,3 | 43,7 | 40,3 | 37,3 | 33,8 | 24,6 | 11,5 | 40,1 |
|  | **Informal employment** | **66,2** | **49,5** | **50,4** | **54,7** | **56,3** | **59,7** | **62,7** | **66,2** | **75,4** | **88,5** | **59,9** |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |

1. Share of formal and informal employment by level of education, status in employment (in agriculture, in total employment)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  | Education level | |  |  |  |  |
|  |  |  | No schooing | Primary | Secondary | Higher secondary | Tertiary | Total |
| Agriculture (Group 3) | Employee | Formal employment | 31,3 | 47,2 | 48,6 | 64,4 | 76,0 | 46,6 |
| Informal employment | 68,7 | 52,8 | 51,4 | 35,6 | 24,0 | 53,4 |
| Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Independent workers | Formal employment | 0,9 | 3,0 | 2,5 | 7,6 | 26,0 | 3,3 |
| Informal employment | 99,1 | 97,0 | 97,5 | 92,4 | 74,0 | 96,7 |
| Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Total | Formal employment | 8,3 | 15,7 | 18,7 | 24,5 | 38,8 | 15,5 |
| Informal employment | 91,7 | 84,3 | 81,3 | 75,5 | 61,2 | 84,5 |
| Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Total employment | Employee | Formal employment | 51,8 | 65,5 | 67,0 | 84,6 | 94,2 | 77,4 |
| Informal employment | 48,2 | 34,5 | 33,0 | 15,4 | 5,8 | 22,6 |
| Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Independent workers | Formal employment | 3,7 | 12,7 | 18,6 | 33,8 | 60,3 | 22,1 |
| Informal employment | 96,3 | 87,3 | 81,4 | 66,2 | 39,7 | 77,9 |
| Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |
| Total | Formal employment | 24,4 | 43,6 | 54,2 | 72,9 | 86,6 | 59,6 |
| Informal employment | 75,6 | 56,4 | 45,8 | 27,1 | 13,4 | 40,4 |
| Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 |

1. Formal and informal employment by sector and rural/urban

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **Agriculture** | **Industry** | **Services** | **Total** |
| Rural | Formal employment | 3,5 | 28,5 | 47,6 | 17,1 |
|  | Informal employment | 96,5 | 71,5 | 52,4 | 82,9 |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 |
| Urban | Formal employment | 7,9 | 45,8 | 56,9 | 50,1 |
|  | Informal employment | 92,1 | 54,2 | 43,1 | 49,9 |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 |
| Total | Formal employment | 4,6 | 42,4 | 55,7 | 40,1 |
|  | Informal employment | 95,4 | 57,6 | 44,3 | 59,9 |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 |

## Informality and size of enterprises

1. Formal and informal employment by status in employment and size of enterprise

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Size of enterprise | | | | | | | |  |
| Status in employment | | <6 workers | 6-10 | 11-20 | 21-50 | 51-100 | 101-500 | >500 | Total | |
| **Employee** | **Informal employment** | **75,0** | **63,2** | **45,0** | **21,2** | **9,9** | **4,5** | **1,0** | **35.1** | |
|  | Formal employment | 25,0 | 36,8 | 55,0 | 78,8 | 90,1 | 95,5 | 99,0 | 64.9 | |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | |
| **Self-employed** | **Informal employment** | **97,1** | **92,2** | **86,4** | **81,2** | **76,1** | **25,0** | **0.0** | **89.0** | |
|  | Formal employment | 2,9 | 7,8 | 13,6 | 18,8 | 23,9 | 75,0 | 0.0 | 11.0 | |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | |
| **Total** | **Informal employment** | **89,4** | **79,2** | **65,7** | **51,2** | **36,4** | **9,6** | **0,9** | **59.9** | |
|  | Formal employment | 10,6 | 20,9 | 34,3 | 48,8 | 63,6 | 90,4 | 84,2 | 40.1 | |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | |
| **Agriculture** | **Informal employment** | 99,0 | 96.2 | 80.0 | 75,0 | 56,0 | 25,0 | 25,0 | **95.4** | |
|  | Formal employment | 1.0 | 3.8 | 20,0 | 25.0 | 44,0 | 75.0 | 75.0 | 4.6 | |
|  | Total | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | 100,0 | |

## Informal / formal employment by working conditions

1. Affiliation to social protection scheme (for pensions and health) by status in employment, sector and sex

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Affiliation to social security | | Status in employment | |  | |
| Sector | Employees | Independent workers | | Total |
| Agriculture | Male |  | 13,7 | 4,3 | | 8,0 |
|  | Female |  | 15,9 | 3,5 | | 3,1 |
|  | Total |  | 13,8 | 4,0 | | 6,4 |
| Non Agriculture | Male |  | 69,6 | 16,5 | | 52,1 |
|  | Female |  | 66,9 | 13,8 | | 52,2 |
|  | Total |  | 68,3 | 15,5 | | 52,1 |
| Total | Male |  | 63,7 | 10,6 | | 39,6 |
|  | Female |  | 66,5 | 8,9 | | 42,2 |
|  | Total |  | 64,9 | 9,9 | | 40,7 |

1. Formal & informal employment, employment status & hours of work for pay or profit

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Status in employment | Sex | Hours per week | Formal employment | Informal employment | Total |
| Employee (group 1) | Male | <=20 hours a week | 4,7 | 11,8 | 7,3 |
|  |  | >48 hours a week | 8,8 | 12,1 | 10 |
|  | Female | <=20 hours a week | 12,6 | 24,3 | 16,5 |
|  |  | >48 hours a week | 4,5 | 8,2 | 5,7 |
|  | Total | <=20 hours a week | 8,1 | 16,8 | 11,2 |
|  |  | >48 hours a week | 6,9 | 10,6 | 8,2 |
| Independent workers | Male | <=20 hours a week | 5,4 | 15,3 | 14,1 |
|  |  | >48 hours a week | 30 | 13,5 | 15,3 |
|  | Female | <=20 hours a week | 11,8 | 41,7 | 38,3 |
|  |  | >48 hours a week | 25 | 8,7 | 10,6 |
|  | Total | <=20 hours a week | 7,6 | 24,4 | 22,5 |
|  |  | >48 hours a week | 28,2 | 11,8 | 13,7 |

1. Formal and informal employment by status in employment and hours of work for pay or profit (the particular case of agriculture)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Agriculture** |  |  | Formal employment | Informal employment | Total |
| Total | Male | <=20 hours a week | 8,8 | 25.3 | 20,2 |
|  |  | >48 hours a week | 15,1 | 30.5 | 27,5 |
|  | Female | <=20 hours a week | 12,5 | 34,3 | 31,1 |
|  |  | >48 hours a week | 6,1 | 28,8 | 22,5 |
|  | Total | <=20 hours a week | 10,1 | 29,9 | 20.2 |
|  |  | >48 hours a week | 10,9 | 29,8 | 20,4 |

1. Formal and informal employment by status in employment and entitlement to paid annual leave (among employees)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Paid annual leave | Informal employment | Formal employment | Total |
| **Employee** | **Yes** | **20** | **78** | **52** |
|  | No | 80 | 22 | 48 |
|  | Total | 100 | 100 | 100 |

1. Formal and informal employment by status in employment and unionization

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Union membership | Informal employment | Formal employment | Total |
| **Employee** | **Yes** | **5.0** | **45.0** | **20.0** |
|  | No | 95.0 | 55.0 | 80.0 |
|  | Total | 100 | 100 | 100.0 |

Note: Question asked only to employees.

## Labour income and informality

1. Monthly labour income from main job by sex and status in employment

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Total | |  | Agriculture | |  | Non-agriculture | |
|  |  | Formal employment | Informal employment |  | Formal employment | Informal employment |  | Formal employment | Informal employment |
| Male | Paid employee | 2 063 | 1 011 |  | 1 246 | 630 |  | 2 112 | 1 129 |
|  | Employer | 6 393 | 3 279 |  | … | … |  | 6 347 | 2 827 |
|  | Own account worker | 3 258 | 1 352 |  | 2 455 | 961 |  | 3 334 | 1 500 |
|  | Total | 2 423 | 1 267 |  | 1 651 | 943 |  | 2 471 | 1 381 |
| Female | Paid employee | 1 665 | 692 |  | 986 | 495 |  | 1 673 | 698 |
|  | Employer | 4 677 | 3 295 |  | … | … |  | 4 649 | 3 296 |
|  | Own account worker | 2 437 | 888 |  | 1 692 | 500 |  | 2 450 | 935 |
|  | Total | 1 807 | 802 |  | 1 221 | 541 |  | 1 813 | 820 |
| Total | Paid employee | 1 882 | 864 |  | 1 210 | 617 |  | 1 907 | 904 |
|  | Employer | 5 881 | 3 282 |  | … | … |  | 5 828 | 2 929 |
|  | Own account worker | 2 969 | 1 203 |  | 2 378 | 889 |  | 3 009 | 1 293 |
|  | Total | 2 152 | 1 089 |  | 1 595 | 889 |  | 2 173 | 1 134 |

## Informality and poverty

1. Formal and informal employment by sector and poverty rates at $5 per capita per day

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Sector | Sex |  | Formal employment | Informal employment | Total |
|  | **Agriculture** | **Poor (<5 $PPP)** | **25,0** | **44,2** | **43,4** |
|  |  | Non-poor | 75,0 | 55,8 | 56,6 |
|  | **Industry** | **Poor (<5 $PPP)** | **7,4** | **22,6** | **16,2** |
|  |  | Non-poor | 92,6 | 77,4 | 83,8 |
|  | **Services** | **Poor (<5 $PPP)** | **5,7** | **18,1** | **11,2** |
|  |  | Non-poor | 94,3 | 81,9 | 88,8 |
|  | **Total** | **Poor (<5 $PPP)** | **6,6** | **29,6** | **20,4** |
|  |  | Non-poor | 93,4 | 70,4 | 79,6 |

1. Formal and informal employment by employment status and poverty rates at $5 per capita per day

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | Formal employment | Informal employment | Total |
| Employee | Poor (<5 $PPP) | 6,9 | 24,5 | 13,1 |
|  | Non-poor | 93,1 | 75,5 | 86,9 |
|  | Total | 100,0 | 100,0 | 100,0 |
| Independent workers | Poor (<5 $PPP) | 4,0 | 32,0 | 29,6 |
|  | Non-poor | 96,0 | 68,0 | 70,4 |
|  | Total | 100,0 | 100,0 | 100,0 |
| Total | Poor (<5 $PPP) | 6,6 | 29,6 | 20,4 |
|  | Non-poor | 93,4 | 70,4 | 79,6 |
|  | Total | 100,0 | 100,0 | 100,0 |