



International
Labour
Organization



Setting
Adequate
Wages

SAW Project

Côte d'Ivoire



► Context

In Côte d'Ivoire, many workers continue to suffer from low wages. Adequate frameworks of wage fixation, including statutory minimum wages and collective bargaining of wages, offer a great potential to address this challenge.

For the first time since 2014, the Government of Côte d'Ivoire increased the minimum wage in non-agricultural sectors (SMIG) from 60,000 FCFA to 75,000 FCFA, effective from 1 January 2023.

However:

- **High inflation** (+5% annually in 2022 and 2023) might limit the impact of the minimum wage increased on the living standards of workers and their families.
- The **minimum wage in agriculture** (SMAG) has not been increased in recent years.
- A **high incidence of informality** (91.2% of total employment in 2019) also represents one of the most significant challenges for the compliance with minimum wages.

(Source: ILO, 2023)

In this context, the **SAW Project** in Côte d'Ivoire supports wage setting mechanisms in making a stronger use of data and evidence on the needs of workers and their families and economic factors. Additionally, the project identifies national factors and conditions that enable wage increases, and supports measures to raise productivity in selected supply chains. Finally, the project contributes to raise awareness on living wages, provides technical assistance to national constituents in this regard, and engages with existing living wage initiatives in the country to promote alignment with ILO living wage principles.



► The SAW project at a glance

OBJECTIVE

Promoting wages that ensure a just share of the fruits of progress to all.

COUNTRIES COVERED



TIMEFRAME

From October 2022 to September 2026.



2022



2023



2024



2025



2026

IMPLEMENTING PARTNER

MOFA, Government of the Netherlands.

► Project strategy

Workers receive adequate wages

- **Minimum wage settings** are based on relevant indicators of the needs of workers and their families and economic factors.
- Social partners use information on the needs of workers and their families for meaningful and informed **collective bargaining of wages**.
- **Compliance** with statutory and negotiated wages is improved.

Enterprises are able to pay higher wages

- **Productivity and wages** are improved in selected enterprises in supply chains.
- **Macro factors and institutions** that support and enable rising wages are assessed.

Living wage initiatives follow ILO principles

- Governments and social partners have a **better understanding of living wages**.
- International and national **living wage initiatives** are informed about the needs of workers and their families and economic factors.



► National strategic framework

PILLAR 1

Support wage setting mechanisms

INTERVENTION RESULTS:

1.1. Minimum wage settings

are based on relevant indicators of the needs of workers and their families and economic factors.

ACTIVITIES/PRODUCTS:

- Mapping of the wage-setting system in Côte d'Ivoire.
- Study on prevailing wages across sectors, territories and groups.
- Estimation of living wages using the ILO Methodology.
- Workshops and training on the use of data and evidence to set adequate wages.

1.2. Social partners use information on the needs of workers and their families for meaningful and informed **collective bargaining of wages**.

- Review of collective bargaining of wages and trainings to build capacity to negotiate adequate wages.
- South-South knowledge exchange and capacity building activities.

1.3. **Compliance** with statutory and negotiated wages is improved.

- Studies and information campaigns on the new minimum wage level (SMIG) with the aim of promoting compliance.
- Exchange of international experiences on different types of labour inspection to ensure wage compliance.

PILLAR 2

Enable wage growth

INTERVENTION RESULTS:

2.1. Productivity and wages are improved in enterprises in selected supply chains.

2.2. Macro factors and institutions that support and enable rising wages are assessed.

ACTIVITIES/PRODUCTS:

- ▶ Assessment and training about the factors that condition productivity and wage improvements at the economic unit level in selected supply chains.
- ▶ Technical analyses of economic factors contributing to wage growth, including assessment of potential drivers of wage growth at sectoral level.
- ▶ Review of price setting systems in selected supply chains (e.g. cacao, coffee, cotton, cashew, banana) in Côte d'Ivoire and other countries of reference, and analyse their impact on wages and incomes.
- ▶ Workshops to disseminate findings from research on macro factors affecting wage growth and provide technical trainings based on this evidence.



PILLAR 3

Engage with living wage initiatives

INTERVENTION RESULTS:

3.1. Governments and social partners have a **better understanding of living wages**.

3.2. International and national **living wage initiatives** are informed about the needs of workers and their families and economic factors.

ACTIVITIES/PRODUCTS:

- ▶ Carry out research and raise awareness on living wages.
 - ▶ Development of framework and guidance materials on living wages in the national context of Côte d'Ivoire.
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- ▶ Engage with existing living wage initiatives to promote alignment with ILO living wage principles.





Ministry of Foreign Affairs

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For more information,
please visit the SAW
project website:

