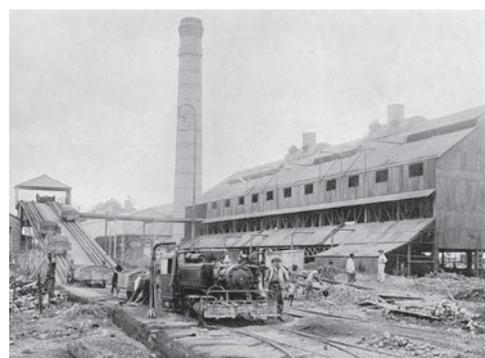
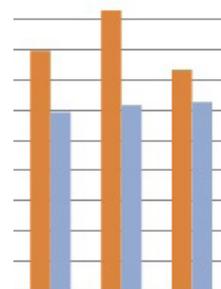


LABOUR MARKET AND WAGE DYNAMICS since the 1960s/1970s in Sub-Saharan Africa



Conference project in Arras, April 2021



Labour market and wage dynamics since the 1960s and 1970s in sub-Saharan Africa

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Expected date: April 15-16, 2021

Location: Arras, Université d'Artois, Maison de la Recherche (video-conference)

1. Scientific presentation

Labour market and wages in sub-Saharan Africa: a topic to deepen

Wages are important and represent around 40% of global GDP. They are on the rise with economic development and in the world, the number of employees increases and reflects the gradual institutionalization of the labour market. In the choice of a job, the salary is one of the elements of the decision, even if it takes into account other components such as the training offer, the cultural habits of the family, the atmosphere at work etc.

Given this evolution, if we compare Africa and Southeast Asia, the gap remains important both in their development models and in their quantifiable results.

The African labour market presents a number of imbalances: the minority character of employees, except in the public sector, the lack of qualified labour force, the problems of corporate governance, as well as within the unions. The wage gap with Europe or other areas then favours strong emigration currents.

At the same time, the potential of the African continent is considerable, a certain number of countries deploy a policy of regulation, for example minimum wage (South Africa, 2018), some parts of the informal economy begin to become institutionalized etc.

A plural questioning: labour market and wage issue

The conference will question:

- . The development of a salaried labour market and its difficulties: statistical data, wage evolution, corporate governance, unionization, industrial relations
- . The question of wage dispersion (interdecile gaps, gender gap, low wages etc.)
- . The wage gap with North Africa, the Middle East, with Europe and its consequences
- . The variety of states and regional sub-groups (West Africa, Southern Africa etc.)
- . The impact of external relations on wages: international trade, cooperation, foreign investment

Synthesis of the questioning:

Economic growth and wage dynamics: how does the economic structure of sub-Saharan African countries and their companies affect the industrial relations and wage developments since the 1960s / 70s?

2. Conference objectives: state of the art and research perspectives

The main objectives of the conference are:

. **To point out the difficulties of analysis of the labour market in Africa:** statistical sources, minority proportion of the wage labour, major weight of informal economy or of domestic economy (self-consumption), poorly recognized importance of the female work, weak social protection of the employees, difficulties organizing and union governance, institutional issues

. **To define fundamental trends in the evolution of African wages:** organization and particularities of the labour market, analysis of available wage dispersals, including national Gini and gender gap, and differences between countries, wage gap and labour migrations, possible future prospects for the African wage earner

. **Programming research tracks:** the conference is set in the perspective of a multi-year project led by the WAGE Research Group (Wage Analysis in a Globalising Environment, head Michel-Pierre Chélini, CREHS) and is the first preconference of a session “*Wages, inequalities and global development since the 1960s, costs and remuneration of human resources [emerging countries/advanced countries]*”, to be held at the World Economic History Congress in Paris, late July 2022. This Congress wishes to increase the particular participation of African researchers or Africanists.

International conference Arras, April 15 and 16, 2021
Université d'Artois (CREHS)



*Labour market and wage dynamics since the 1960s-1970s in
sub-Saharan Africa*

Video conference by zoom (Paris time)

Speakers: 20' presentation, 10' questions

PROGRAM

Thursday, April 15th : wage issues in Africa and comparison with North-Africa

Morning session

Discussant: Guia Migani, Tours, France

African labour market and wages, general characteristics

- 9.30. Michel-Pierre Chélini, Artois, France, *General wage issues in Africa.*
10.00. Sevane Ananian, ILO, Cairo, Egypt, *Wages in Africa in the 2010s, ILO observations*
[10.45. Break]
11.00. Stéphane Callens, Artois, France, *Wages and economic development, theories and models*
11.00. Everlyne Ngare, Kesses, Kenya, *Structuring the future for labour: Facilitating Multiple Earning Strategies in Africa since 1990s*
12.00. Olivier Van den Bossche, Paris, France, *European policy to support entrepreneurship in African countries through joint Euro-African channels in the 1970s*
12.30. Discussion
[13.00. Lunch break]

Afternoon session

Poverty alleviation policies and foreign investment

- 14.30. Xavier Auregan, Lille, France, *Chinese investments in sub-Saharan Africa and their socio-economic impact*
15.00. Gwenaëlle Otando, Artois, France, *Perceptions and policies to fight poverty in Gabon, Morocco, Botswana and DRC*
AMU
15.30. Aomar Ibourk, Marrakech, Morocco, *The job market in Morocco and its asymmetries*
[16.00 : Break]
16.15. Philippe Adair, Paris, France, *Gender gap and the Informal Economy in North Africa: the Youth Issue*
16.45. Echkoundi, Mhammed, Rabat, Morocco, *Territorial inequalities and redesign of the Moroccan development model.*
17.15. Discussion
18.00. End of the first day

Friday, April 16th, West Africa, South Africa, East Africa

Discussant: Francois Giovalucchi, Nantes, France

Morning session

West Africa

9.30. Ewout Frankema, Wageningen, Netherlands, *The skill revolution in sub-Saharan Africa in global perspective, 1870-2000*

10.00. Eveline Baumann, Paris, France, *Labour in Senegal, Structural adjustment programs and the hypothetical creation of a job market*

10.30. Anta Ngom, Dakar, Senegal, *Wage negotiations in industrial companies in Senegal.*

[11.00. Break]

11.30 Kane, Abou & Thiongane, Mammaye, Dakar, Senegal, *The dynamics of wage disparities between men and women in Senegal*

12.00. Sabine Nadine Ekamena, Maroua, Cameroon, *Analysis of the evolution of gender wage differentials in Cameroon*

12.30. Discussion

[13.00. Lunch break]

Afternoon session

West Africa and Southern Africa

14.30. Ed Kerby, Stellenbosch, South Africa, *Women's wages from 1970s in a set of Sub-Saharan countries*

15.00. Emmanuel Moussone, Libreville, Gabon, *Foreign trade and evolution of the wage bill in the case of a small oil country, Gabon*

15.30. Ghislaine Bamseck, Artois, France, *Labour market and wages in Cameroon since independence*

[16.00. Break]

East Africa

16.15. Rebecca Simson, Oxford, UK, *Wage dynamics in Kenya, Tanzania and Uganda since 1960*

16.45. Souad Omar, Artois, France, *Wages, labour market and migration in the Horn of Africa*

17.15. General discussion and conclusions

18.00. End of the conference