

Labour Market Profile 2018



NIGER

This profile is based on an updated report that provides a comprehensive overview of the country's labour market situation.

*Danish Trade
Union Development
Agency*

Analytical Unit



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PREFACE

This report is divided in 11 thematic sections: trade unions, employers' organizations, tripartite structures (incl. social dialogue), national labour legislation, violations of trade union rights, working conditions, situation of the workforce (with subsections unemployment, sectoral employment, migration, informal economy, child labour, gender, and youth), education (incl. vocational training), social protection, general economic performance, and trade. Additionally, the Appendix presents data of trade unions; list of approved labour market related legislations; and a status of ratified International Labour Organisation (ILO) Conventions.

Estimations are based on data from international databanks (e.g. ILO Key Indicators of the Labour Market (KILM), NORMLEX and NATLEX as well as the World Bank World Development Indicators and Education Statistics), national statistical institutions and ministries. Information is also collected from the International Trade Union Confederation (ITUC), U.S. Department of State, media sources (e.g. LabourStart, national news, etc.) along with trade unions centers, employers' organisations, NGOs, among others.

Several indexes such as the Global Rights Index, the Doing Business Index, the Governance Indicators, the Human Development Index and the Global Competitiveness Index are used as proxy indicators of the labour market's environment. The indexes' methodologies and the data quality can be followed by the sources' websites. Equally important, data from such databanks have limitations and shortcomings. On this background, policy advice on the role of labour market regulations should be done with caution.¹

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ACKNOWLEDGMENT

The Danish Trade Union Development Agency is the Danish trade union agency for international development co-operation. It was established, under a slightly different name, in 1987 by the two largest Danish confederations: the Danish Federation of Trade Unions (LO) and the Danish Confederation of Salaried Employees and Civil Servants (FTF). The organisation activities are related to: i) to support democratic development of the trade union movements in Africa, Middle East, Asia and Latin America; and ii) to contribute to democratic development in the societies in which the unions operate.

This Labour Market Profile is prepared by the DTDA's Analytical Unit in Copenhagen with support from DTDA Sub-Region Office in Togo as well as data of trade union membership from the *Union des Syndicats des Travailleurs du Niger* (USTN).

A wide range of other labour market profiles are available here:

<http://www.ulandssekretariatet.dk/content/landeanalyse>
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EXECUTIVE SUMMARY

The Republic of Niger has experienced a volatile economic growth during the last decade and it remains as one of the world's poorest countries both in terms of the economy and the human development. A high level of capital formation and foreign direct investment were on an upsurge triggered by demand in the capital intensive mining extractive sector. This has not created many new jobs, though; and in recent years, a fall in international prices in oil and other natural resources stalled the capital investments. Based on estimations, the working poor living below US\$3.1 per day were dropping by seven percentage points during the last decade that stands at 82% in 2017. An evolution of a middle-class is basically not moving ahead and remains a very narrow segment of the population.

Niger has the foundations for central tripartite structures and social dialogue. However, the labour market has been affected by the governance milieu that confronted weak public institutions with a lack of resources as well as worsening of the political stability and rule of law in recent years. Collective bargaining is working with some restrictions in the public sector. On the positive side, several Collective Bargaining Agreements (CBAs) are functioning.

Apart from the Labour Code from 2012 with amendments in 2017, no other labour related legislation reforms were approved during the last four years. The business environment is fairly poor and businesses are struggling with basic needs such as getting electricity and securing building permits. The stale business environment is facing a structural mismatch between the demand and supply of employment. Niger has one of the world's highest fertility rates and the strong population growth creates a constant need of more job creation. Still, unemployment rates are significantly lower than the Sub-Saharan Africa average, but this is misleading since issues of underemployment, vulnerable self-employment and precarious working conditions are widespread.

There has been no change to the minimum wage since 2012. To some extent, the relatively low level of inflation in consumer prices has protected the income's purchasing power. It is important to realize that a large majority, which was estimated to be as high as around 90% of the workforce, operating in the informal economy that are not covered by the minimum wage and labour regulations in

practice. By the same token, Niger's social protection system has a very limited coverage with an estimation of legal health coverage of just 3% of the population.

Sectorial employment has not gone through a structural transformation in Niger. Close to nine out of ten Nigerians workers are own-account workers, 7% are employees and only 0.5% is employers. In the agricultural sector, a large majority are small-holder farmers that absorb 62% of the total employment and with a relatively low GDP share per worker, which is reflected in the truncated labour productivity.

The country has also a weak educational system with a high drop-out rate as well as low enrolment rates at all levels of education, e.g. only one out of two of girls reach the 6th grade in primary education. On the positive side, vocational training has had a high increase in enrolment with support from development aid.

The country is confronting gender gaps in both the social life and on the labour market. There is no clear hierarchy between statutory, customary and religious law, and women therefore face issues in regards to inheritance and landownership. Furthermore, women are less present on the labour market and are less likely to be in any decision making position either in top-management or as owners of enterprises.

The number of trade union members was increasing slowly in recent years in Niger. Some of the membership growth can be attributed to an influx of organised workers from the informal economy. Most members are still organised from the formal sector, though. The fast growing workforce, weak business environment and political turmoil appear to have pushed the trade union density on a declining trend in recent years. Point often overlooked is that estimations of trade union trends are based on the limitations of data availability which suggests that the measurements are underestimating the real trends.

While workers' rights were mostly upheld in the formal sector, some sectors, such as the mining extractive sector, are frequently confronting violations of wages and working conditions. Furthermore, several cases of trade union rights violations were registered.



COUNTRY MAP



Source: Google



Table of Contents

PREFACE	I
ACKNOWLEDGMENT	I
EXECUTIVE SUMMARY	II
COUNTRY MAP	III
TRADE UNIONS	1
EMPLOYER'S ORGANISATIONS	3
CENTRAL TRIPARTITE STRUCTURES	3
Collective Bargaining Agreements (CBAs)	4
NATIONAL LABOUR LEGISLATION	4
Observations on the Labour Legislation	5
Ratified ILO Conventions.....	5
TRADE UNION RIGHTS VIOLATIONS	6
WORKING CONDITIONS.....	6
WORKFORCE	8
Unemployment.....	10
Sectoral Employment	11
Migration.....	12
Informal Economy	12
Child Labour	13
Gender	14
Youth.....	14
EDUCATION	15
Vocational Training	16
SOCIAL PROTECTION.....	17
GENERAL ECONOMIC PERFORMANCE.....	18
TRADE	20
Trade Agreements.....	22
Special Economic Zones (SEZs).....	22
APPENDIXES	23
Number of trade union in Niger, 2017	23
Members of the Union des Syndicats des Travailleurs du Niger (USTN), 2016.....	23
Ratified ILO Conventions in Niger	25
List of Approved Labour Legislation in Niger, 2014-2017	26
REFERENCES	27



Tables

Table 1: Status of Trade Unions in Niger, 2016	1
Table 3: Number of New Labour Legislation in Niger, 2014-2017	5
Table 4: Status of Wages and Earnings per Month in Niger.....	6
Table 5: Employment Conditions in Niger	7
Table 6: Employment-to-Population Ratio in % in Niger and the Sub-Saharan Africa (SSA), 2017	8
Table 7: Inactivity Rate in Niger, 2017.....	10
Table 8: Unemployment Rates in Niger and Sub-Saharan Africa, 2017.....	10
Table 9: Employment & GDP share by Subsector in Niger	11
Table 10: Migration Status in Niger & Sub-Saharan Africa	12
Table 11: Economy and employment in the informal economy in Niger	13
Table 12: Proportion of Child Labourers among Children Aged 5-17 in Niger, 2010-2016.....	13
Table 13: Gender Gaps in Niger, 2017.....	14
Table 14: Vocational Training in Niger and Sub-Saharan Africa (SSA), 2010-2015	16
Table 15: Status of Social Protection Estimates for Niger and Sub-Saharan Africa.....	17
Table 16: Pension Coverage & Contribution in Niger.....	18
Table 17: Key Number for Niger's Economy, 2016	18
Table 18: Working Poor and Middle Class Trend in Niger, 2007-2017.....	19
Table 19: Ease of Doing Business Index for Niger, 2018	20
Table 20: Niger's Governance Indicators, 2011-2016.....	20
Table 21: Trade & Foreign Direct Investment (FDI) in Niger, 2016.....	21
Table 22: Number of trade union in Niger, 2017	23
Table 23: Members of the Union des Syndicats des Travailleurs du Niger (USTN), 2016	23
Table 24: Ratified ILO Conventions in Niger.....	25
Table 25: List of Approved Labour Legislation in Niger, 2014-2017.....	26

Figures

Figure 1: Trade Union Membership Trend in Niger, 2012-2016.....	2
Figure 2: Minimum Wage and Deflated Minimum Wage in Niger, XOF and US\$, 2011-2017	7
Figure 3: Population Pyramid for Niger, 2016	8
Figure 4: Workforce Participation Rate in % in Niger and Sub-Saharan Africa, 2008-2017	8
Figure 5: Labour Productivity Trend, 2000-2017	9
Figure 6: Status in Employment in Niger, 2002-2017	9
Figure 7: Unemployment Trend in Niger & Sub-Saharan Africa, %, 2008-2017	10
Figure 8: Unemployment by Educational Level in Niger, 2011	10
Figure 9: Employment by Aggregate Sector in Niger, %, 2002-2017.....	11
Figure 10: Proportion of the Informal Economy to the Overall GDP in Niger, 2012-2016.....	13
Figure 11: Women Ownership of Enterprises, 2017	14
Figure 12: Youth Unemployment in Niger and Sub-Saharan Africa (SSA), %, 2008-2017	15
Figure 13: Enrolment Rates for Primary, Secondary & Tertiary Education in Niger and Sub-Saharan Africa, 2006-2015	15
Figure 14: Out-of-Pocket Health Expenditure as Percentage of Total Health Expenditure in Niger and Surrounding Countries, 2005-2014	17
Figure 15: GDP per Capita Growth Rates in Niger & Sub-Saharan Africa, 2007-2016.....	18
Figure 16: GDP per Capita PPP (Current International \$) in Niger & Sub-Saharan Africa, 2007-2016	19
Figure 17: Inflation in Consumer Prices in Niger and Sub-Saharan Africa (SSA), %, 2006-2016.....	19
Figure 18: Gross Capital Formation as a Percentage of GDP in Niger and Sub-Saharan Africa, %, 2007-2016	20
Figure 19: Trade & Foreign Direct Investment Trends in Niger and Sub-Saharan Africa as Percentage of GDPs, 2006-2017	21
Figure 20: Niger's Main Exports, 2016	21
Figure 21: Niger's Main Export Markets, 2016	22



TRADE UNIONS

Before Niger gained independence in 1960, leaders of the liberation movement in Niger were heavily involved in the formation of trade unions in the country. The *Union des Syndicats du Niger* (UNTAN) was the first union federation structure and created in 1960. The name was changed to the *Union des Syndicats des Travailleurs du Niger* (USTN) for organizational reasons in 1976 (see more below). It was first in 1996 that the trade union movement shown a gradual upsurge of new trade union centers that peaked at 13 since 2012. The main causes of division and/or formation of new centers have been related to ideological, political and leadership issues.²

These 13 trade union federations are grouped in two alliances of trade unions that organize to voice workers' interests at the national level. First, 7 federations are united in the *Intersyndicale des Travailleurs du Niger* (ITN) that affiliate 245 trade unions; second, 6 federations are coordinated in the *Convergence des travailleurs du Niger* (CTN) affiliating 69 trade unions (see also Appendix Table 21). In 2017, ITN was involved in a joint declaration from the trade unions on the socioeconomic status of Niger where they voiced a critical view on the rising social tension along with the government's inconsistency in regards to the memorandum of understanding signed between the parties in 2012.³ By the same token, CTN had signed a memorandum of understanding on twenty-four points that was presented to the government in 2015.⁴

Table 1 below shows a total 314 trade unions are registered. The trade union membership is recorded at around 223,000 workers. In the light of that some data on trade union membership are either missing or could potentially be outdated for some centres, the estimations do not present a complete picture of the trade union movement (see also Appendix Table 21). Based on assessments and calculations, the total trade union movement membership grew by 4.9% in the period from 2014 to 2016.

In recent years, it has been registered that two trade union centres – USTN and the *Union Générale des Syndicats de l'Economie Informelle du Niger* (UGSEIN) - have opened up for an influx of affiliated workers from the informal economy. This remains a big challenge for all federations and unions to gear the structures to organize informal workers.

Based on the limitations of data availability, the trade union density was calculated at 26% for those considered as employees (i.e. they have either a written or oral contract with remuneration not directly dependent on their performance or the revenue of their employer⁵). This calculation included both formal and affiliated organized workers from the informal economy. It is also evident that there was a fairly low trade union density to the total employment of just 2.8% in 2016. This is mainly due to a massive informality that has been estimated to cover around 91% of the total employment in Niger (see sub-section: Informal Economy).

Table 1: Status of Trade Unions in Niger

Alliance of trade unions	2
Number of federations / centres	13
Number of trade unions	314
Trade Union Membership	223,246 *
Trade Union Density	2.8 %
Trade Union Members to Employees	26 %
Share of Trade Union Members who are women	N/a
Members of Trade Unions from the Informal Economy	30,150 **

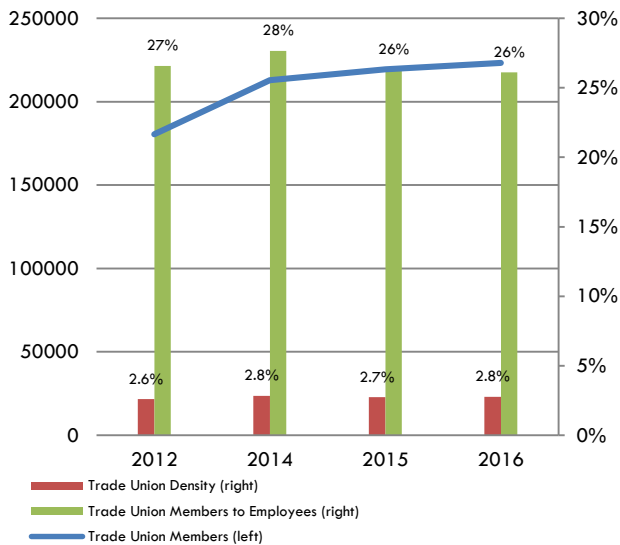
* The registered number of trade union membership covers only data from 5 federations (see Appendix Table 21). ** This number only represents the trade union members that are members of a federation that specifically caters to the informal economy, but does not include singular unions from the informal economy.

Source: Danish Trade Union Development Agency and ICTUR's *Trade Unions of the World 2016 - 7th Edition*

Applying the abovementioned number of trade union membership share of the total employment stayed on a flat growth in the period from 2014 to 2016 while the density dropped on 2 percentage points among the employees (Figure 1). This suggests that the trade union movement face challenges in keeping the pace of getting more affiliated members in line with the fast growing youth population that is entering the workforce and especially the creating of jobs for employees (see also Figure 3 and the section on Workforce). First thing to remember is that these two trend estimations are underestimated due to lack of a full updated dataset.



Figure 1: Trade Union Membership Trend in Niger, 2012-2016



Note: Trade union density is the number of trade union members divided by the total number of workers; employees are the workers fulfilling the conditions defined by the ILO.⁶ The UGSEIN membership is a 2013 estimate and is therefore not included in the numbers from 2012 which explains a part of the increase from 2012 to 2014.

Source: Danish Trade Union Development Agency data collection and calculations; ICTUR, *Trade Unions of the World 2016 - 7th Edition*; and trade union density estimated with data from [ILO, ILOSTAT](http://ilo.ilo.org)

Union des Syndicats des Travailleurs du Niger (USTN)

USTN was established at independence in 1960 as UNTN. Its name was changed to the *Union des Syndicats des Travailleurs du Niger* in 1976 in connection with mergers. USTN is represented in 8 regions and 71 districts; and had 48 affiliated unions with approximately 56,000 members from both the formal and informal economy in 2016. The objectives of USTN are to promote good working and living conditions of workers and to contribute to a democratic and sustainable development of the country. Solidarity with the most vulnerable groups is one of the basic principles of the organisation.⁷

USTN is affiliated to the ITN, and internationally with the International Trade Union Confederation (ITUC), the Organisation of African Trade Union Unity (OATUU), and as member of the Sub-Saharan Mediterranean Migrations Syndicate Network (RSMMS), created to help defend the rights of migrants as well as a part of the Pan African Worker Education Program (PANAF). Furthermore, USTN is a member of the main bodies of Social Dialogue in Niger (see also the section: Central Tripartite Structures).⁸

Confédération Démocratique des Travailleurs du Niger (CDTN)

CDTN was founded in 2001 and covers 44 trade unions with approximately 35,000 members. It was founded by breakaway members from USTN, and was heavily involved in the 2009 opposition against extending President Tandja's term in office.⁹ Nationally CDTN is affiliated to the ITN; and internationally with the ITUC.¹⁰ In 2017, the organisation was involved in the organisation of strikes by teachers and professors triggered by poor salaries and working conditions.¹¹

Confédération Générale des Travailleurs du Niger (CGSL)

The CGSL was formed in 2006 and has 35 affiliated unions. It has previously been working for the reduction of telephone costs in the country along with better conditions for the relatives of deceased working women in Niger. Furthermore, the organization has demanded that committees for social dialogue should be established in all administrations and enterprises as well as improvements in the conditions for maternity leave and working conditions in mines.¹² No data on the number of members. CGSL is affiliated to the ITN.

Confédération Nigerienne du Travail (CNT)

CNT was founded in 1996 and is currently the largest of the trade union centres in Niger. It has approximately 75,000 members from 42 unions. The organisation is nationally affiliated to the ITN and internationally to the World Confederation of Labour (WCL) before the merger into ITUC, which the organisation is now affiliated with. CNT has in recent years, among other issues, been involved in a debate about decentralising the employment of teachers to the municipalities as these face severe budget restraints with the teachers at risk of not receiving their salaries.¹³

Union Générale des Syndicats de l'Économie Informelle du Niger (UGSEIN)

UGSEIN was established in 2006 and operates with 20 trade unions with approximately 30,000 members, primarily made up by street vendors and other kinds of informal workers in Niger, in 2013.¹⁴ UGSEIN is affiliated to the ITN and internationally affiliated to the Women in Informal Employment: Globalizing and Organizing (WIEGO).¹⁵

Union Générale des Travailleurs du Niger (UGTN)



UGTN was established in 2001 and affiliates 24 trade unions. The organisations was in 2016 involved in a joint statement with USTN supporting the memorandum of understanding between the ITN and the government in 2015, but emphasises the continued violations of worker's rights turning attention to the Nigerien oil industry.¹⁶

Union Syndicale Progressiste des Travailleurs (USPT)

USPT was established in 2006 and affiliates 32 trade unions with approximately 27,513 members. USPT is affiliated to the ITN.

Confédération Générale du Travail (CGT)

The organisation was established in 2009 and has 17 affiliated unions. No data on the number of members. CGT is affiliated to CTN.

Union Nationale des Syndicats des Agents Auxiliaires du Niger (UNSAAN)

The organisation has 16 affiliated unions. No data on the number of members. UNSAAN is affiliated to CTN.

Confédération Syndicale des Travailleurs du Niger (CSTN)

The organisation has 13 affiliated unions and was founded in 2009. No data on the number of members. CGT is affiliated to CTN.

Union des Syndicats Libres des Travailleurs (USLT)

The organisation has 13 affiliated unions and was established in 2010. It was founded by breakaway members from CNT. No data on the number of members. USLT remains affiliated to CTN.

Union des Syndicats Libres des Auxiliaires du Niger (USLAN)

The organisation has 10 affiliated unions. No data on the number of members. USLAN is affiliated to CTN.

Union Démocratique des Travailleurs du Niger (UDTN)

No data on the number of unions and members. UDTN is affiliated to CTN.

EMPLOYER'S ORGANISATIONS

Employers constituted just around 0.5% of the total employment in Niger in 2017 (see Figure 6), and the main employer's organisations are:

Conseil National du Patronat Nigérien (CNPN)

CNPN is a member of the *Syndicat Patronal des Entreprises et Industries du Niger* (SPEIN), the African Investment Promotion Network (AIPN),¹⁷ Federation of West Africa Employer's Associations¹⁸ and the International Organisation of Employers (IOE).¹⁹

Fédération des Organisations Patronales du Niger (FOP-Niger)

No data and information are available.

CENTRAL TRIPARTITE STRUCTURES

Arbitration and Mediation

Individual labour disputes are handled by the Labour Courts (French: *Les tribunaux du travail*). They are preceded by a professional magistrate and two judges from the workers' and employers' organizations. The courts are divided into business sectors, when deemed necessary. Collective labour disputes have several consultation steps led by a labour inspector and can ultimately be settled by an arbitration council appointed by the Minister of Labour.²⁰

The Consultative Commission for Labour and Employment (French: *Commission Consultative du Travail et de l'Emploi*)

The commission was formed in September 2012 and serves as council to various labour and employment matters. Mainly changes to the following: labour code and government changes to rules for working condition, minimum wages, and matters related to labour inspections and collective bargaining agreements. They can further petition the minister of labour to examine irregularities of collective bargaining processes. This Commission is presided by the Minister of Labour and an equal number of representatives from the workers' and employers' organizations.²¹

National Monitoring Unit for Communication (French: *l'Observatoire National de la Communication*)

The National Monitoring Unit for Communication (ONC) replaced the High Council on Communication (CSC) in 2010, which had controlled and censored the press.²² The press offences were decriminalised and new media licences was issued and extended, yet the ONC continues to control media licensing. The unit has exercised its power to interfere in the media, where journalists are required to be accredited. Generally, the ONC has had 13 members



where three of them are representatives of media and press workers' organization.

National Private Investment Council

The government revived the national private investment council, implemented a law on public-private partnerships and established a *maison de l'entreprise*, an agency to facilitate the development of small and medium-sized enterprises (SMEs).

Economic, Social and Cultural Council (CESOC) (French: *Conseil Economique Social et Culturel*)

CESOC assists the President of the Republic and the National Assembly by providing its opinions on questions submitted to it by the President of the Republic or the National Assembly. It is competent to examine projects and bills of economic, social and cultural nature, excluding financial laws; and trade unions are represented.²³

Other bi/tripartite organs²⁴

- Comité interministériel de négociation avec les partenaires sociaux.
- Comité technique consultatif de sécurité et santé au travail.
- Conseil national du travail.
- Comité consultatif de la fonction publique.
- Commission consultative du travail.
- Caisse Nationale de sécurité sociale (CNSS).
- Commission Nationale du Dialogue Social.
- Comité de pilotage de la Mutuelle générale de santé des agents de l'Etat.
- Comités Techniques paritaires d'avancement de titularisation et de Discipline.
- Fonds d'Appui à la Formation Professionnelle Continue et à l'Apprentissage (FAFPCA).
- Commission Nationale des Droits Humains (CNDH).
- Agence Nationale pour la Promotion de l'Emploi (ANPE).
- New Economic Partnership for Africa Development (NEPAD) - Development and Poverty reduction programme (SDRP).
- Structures locales tripartites / monde du travail.
- Niger Autonomous Pension Fund (CARENI).

Collective Bargaining Agreements (CBAs)

International organisations have assessed that Niger has the foundations for effective social dialogue which can help improve safety in the workplace through better implementation of occupational safety and health

regulations.²⁵ A study from 2017 illustrated that 11 trade union centres were active in social dialogue (USPT and UNSAAN lack data). However, based on the results from surveys the trade union centres from ITN were more active in terms of the number of social dialogue meetings than the affiliated centers from CTN.²⁶

The right to collective bargaining was set in the 2012 Labour Code, and has overall been respected by both employers and the government.²⁷ However, certain employees in the public sector are prohibited for bargaining collectively.²⁸ It is also important to realize that a large majority of the workforce operate in the informal economy and not participate in collective bargaining.

Overall, information of the coverage of collective bargaining agreement (CBA) among workers in Niger is very scarce. It has been noted that several significant agreements have been made in recent years. In August 2015, a CBA was made between the Nigerien transport sector unions and the government, which established minimum standards for labour contracts, wage rates, working hours and social protection. The Nigerien Ministry of Transport is charge of the implementation of the CBA which is expected to benefit more than 20,000 taxi, bus and truck drivers. This agreement was reached through the support of International Transport Worker's Federation (ITF) and the Finnish Trade Union Solidarity Centre (SASK).²⁹ Links to other CBAs in Niger is available from votresalaire.org.³⁰

NATIONAL LABOUR LEGISLATION

Constitution

A new constitution was commissioned under the interim military rule in 2010. The constitution recognises and guarantees freedom of association, the right for labour to organise and to strike, the right to work, non-discrimination at work and fair compensation. Companies are also required to prioritise Nigeriens in employment. With attention to the constitution does not contain provisions on intellectual property. The constitution was also a handover of power from the military regime to an elected civilian government.³¹

Labour Code

The 2012 Labour Code was last amended in 2017 and regulates employment, vocational training, remuneration, collective bargaining, labour representation and labour



disputes. The code also establishes the Consultative Commission for Labour and Employment, the Labour Court and regulates the Technical Consultative Committee for Occupational Safety and Health.³²

According to sources, the law restricts the right to strike by public servants in managerial positions and workers in certain 'essential services' the scope of which was broader than what was originally envisioned by the International Labour Organization (ILO) convention. The law defines strategic and/or essential services that require minimum service during a strike, including telecommunications, health, government media, water supply, electricity distribution, fuel distribution, air traffic control, financial services, public transportation, garbage collection, and government authority services.³³

Furthermore, the labour code outlines the employers' and employees' contractual obligations in order to maintain better working relations between the two parties. There are no prohibitions on strikes or limits to collective bargaining in nonessential services. Workers need to give employers notice at least three days in advance if they intend to strike. The law allows unions to conduct their activities without interference; just as it prohibits antiunion discrimination. The 2012 Labour Code provides for reimbursement, instead of reinstatement, for workers dismissed for union activity. The law applies to all workers in the formal sector, and the government effectively enforced applicable laws in that sector. However, as the formal sector quite is small compared to the informal economy (see section on Informal Economy), enforcement of labour laws in Niger is actually fairly limited with most of workforce working in non-unionised subsistence agriculture or small trading sectors.³⁴

Other Labour Market Legislations

Overall, a wide range of other labour market legislations that regulate as well as set standards and restrictions for labour market exist in Niger. As of February 2018, ILO registered a total of 223 national labour, social security and human rights related legislations. Since the 2012 Labour Code, only a few legislations have been passed, and since 2014 just one decree was passed in 2017 that concerned the regulatory part of the Labour Code (see Table 2 and Appendix Table 24).

Table 2: Number of New Labour Legislation in Niger, 2014-2017

	2014	2015	2016	2017
Number of New Labour Legislations	0	0	0	1

Number of New Labour Legislations	0	0	0	1
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Source: [ILO, NATLEX - Niger](#)

Observations on the Labour Legislation

Information is scarce on legal issues regarding the Nigerien labour legislation, e.g. the International Trade Union Confederation has not registered Niger in their surveys of violations of trade union rights. On the other hand, ILO has recorded several observations on fundamental conventions since the new 2012 Labour Code was implemented. In both 2014 and 2015, the ILO received observations on instrument C087 on freedom of association and the protection of the right to organise convention made by the International Organisation of Employers (IOE). So far, there have been no responses from the Nigerien government.³⁵

In 2011, the ITUC filed an observation on fundamental convention C138 on the minimum age for work. Trade unions in Niger have also made comments on ILO instruments that are not ratified in the country. In 2013, USTN and CNT both made observations on instrument C131 and recommendation R135 on minimum wage fixing.³⁶ According to the Committee of Experts on the Application of Conventions and Recommendations (CEACR) the 2012 Labour Code also has issues regarding C087 and working children. The Nigerien Labour Code states that children can work from the age of 14 but cannot legally join a trade union until they reach the age of 16. Overall, the CEACR has made observations or direct requests on the following conventions: C018, C029, C087, C098, C102, C105, C154 and C161 (see also Table 23).³⁷

Ratified ILO Conventions

Niger has been a member of the ILO since February 1961. Currently, Niger has ratified:³⁸

- Fundamental Conventions: 8 of 8
- Governance Conventions (Priority): 1 of 4
- Technical Conventions: 29 of 177

While 8 out of 8 fundamental conventions have been ratified, Niger is still lagging behind in regards to both governance and technical conventions (see also Table 23). The governance conventions not yet ratified are C129 on labour inspection, C122 on employment policy and C144 on tripartite consultation. The latest conventions to be



ratified were the C150 on labour administration, P029 on forced labour and P155 on occupational health and safety in 2015.³⁹

TRADE UNION RIGHTS VIOLATIONS

Overall, reports argue that the government upheld the trade unions' rights in both the formal public and private sectors.⁴⁰ But several cases of trade union discrimination have occurred in recent years even in the formal sector. In March 2017, trade union member and first deputy secretary general Seyni Harouna of the SYNACEB union representing the teachers was arrested, according to a statement from the CNT, as an intimidation strategy, because of his work during the negotiations between teachers and the government. The case has been reported to human rights organisations and international bodies.⁴¹

Violations on worker's wages, overtime, and working conditions in the extractive sectors including gold and uranium mines, oil fields and refineries are happening in the country. Furthermore, it has been reported that trade union members are not properly informed by their employers on the hazards of their jobs. In the mining sector, this was especially related to the use of cyanide which constitutes a serious health issue for both the workers and surrounding communities.⁴²

The government, particularly the Ministry of Interior and the Ministry of Labour and Civil Service, made efforts to reach out to administrative heads and religious and traditional chiefs to discourage forced labour, especially traditional slavery. Enforcement of the law was sporadic, though.

Forced labour remained a problem in Niger. A study conducted by the government and the ILO concluded that in 2011 the prevalence of forced labour was 1.1 percent among the adult population (more than 59,000 persons). These percentages were higher in the regions of Tillabery, Tahoua, and Maradi. Also estimations from the Global Slavery Index revealed that approximately 127,000 persons were victims of some form of forced labour in 2016.

ILO has recorded four closed freedom of association cases from Niger in the organisation's complaints procedure with no active or follow-up cases.⁴³

WORKING CONDITIONS

The minimum wage in Niger was last changed in 2012.⁴⁴ There are no changes scheduled for the minimum wage and will thus continue receiving a low minimum wage in comparison with many other West African countries. Based on the National Survey on Household Living Conditions and Agriculture from 2011, the mean nominal monthly earnings of employees was estimated up to seven times higher than the minimum wage (Table 3). However, as already mentioned, the segment of employees is a very narrow group of the total workforce.

Looking at the ratio of minimum wage to value added per worker (Table 3), which is a proxy indicator of difficulty of hiring, it is apparent that is very low (the scale goes from 0-10). It means that the Nigerien minimum wage is fairly high compared to the value added per worker, which discourages the formal hiring of more people.⁴⁵ Relatively high minimum wage compared to value added per worker could also, to a certain degree, explain the high degree of informality in the economy in Niger.

Table 3: Status of Wages and Earnings per Month in Niger

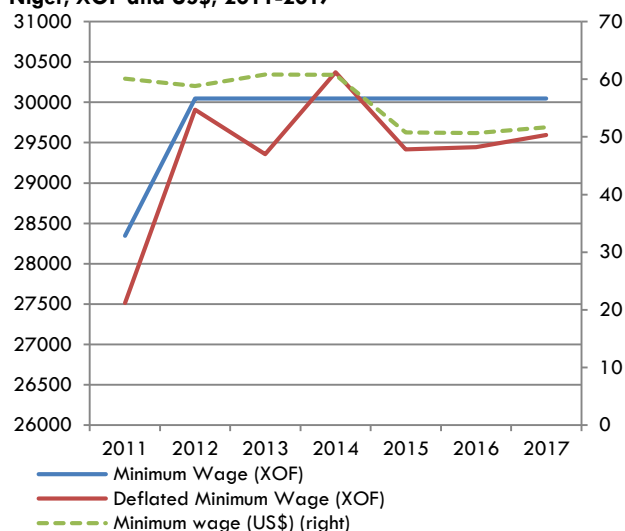
	Current CFA Franc (XOF)	Current US\$
Minimum Wage (2012-)	30,047	57
Mean Earnings of Employees (2011)	206,501	438
Ratio of Minimum Wage to Value Added Per Worker	0.8	
Real Minimum Wage Growth 2016- 2017	0.5 %	

Source: WageIndicator.org, ILO_ILOSTAT and [World Bank – Doing Business](http://World_Bank_-_Doing_Business)

The official minimum wage has remained stable since 2012 and the inflation in consumer prices has been controlled at a low level (see also Figure 17) which has protected, to some degree, the real minimum wage purchasing power. It is worthwhile to mention that in 2014 the country experienced a slight deflation in the inflation, which was reflected in the technically upsurge of real minimum wage (see Figure 2).



Figure 2: Minimum Wage and Deflated Minimum Wage in Niger, XOF and US\$, 2011-2017



Source: [World Bank, Development Indicators](#), [Institut National de la Statistique - Niger, WageIndicator](#) & Danish Trade union Development Agency Calculations

The Ministry of Labour and Civil Service only enforced minimum wages and working conditions regulations in the formal sector. Thus, since a large majority of the employment operate in the informal economy; most workers receive less than the legal minimum wage and is not covered in practice by the labour market regulations.

Article 99 of the labour code defines a work week as 40 hours per week. Longer workweeks of up to 72 hours for certain occupations, including domestic workers and drivers, were authorised. The mining and oil sectors can receive waivers of work hours, e.g. workers may work for two weeks beyond normal work hours, but receive two weeks' rest in compensation. Employers must provide premium pay for overtime, although the rate is not set by law.⁴⁶

In Niger, occupational safety and health (OSH) standards are established by the Labour Code that gives labour inspectors' authority and issues sanctions, including a mandatory appearance before labour inspectors for resolving disputes. According to the Code, workers may remove themselves from situations that endanger health or safety without putting their employment at risk, and migrant and foreign workers enjoy the same rights. However, reports are that authorities did not effectively protect employees in such situations. Especially in the nonunionised informal sector, it is unlikely that workers

could exercise the right to remove themselves from dangerous working situations or demand sick leave without jeopardising their employment.⁴⁷

The Ministry of Labour and Civil Service employed around 60 labour inspectors in Niger in 2016. They are responsible for the enforcement of the Labour Code. This means that each labour inspector is responsible for approximately 107,000 of the total employment although the ILO recommends one inspector per 40,000 workers in less developed countries and one per 20,000 workers in transitional economies.⁴⁸ The number of inspectors is therefore not high enough to enforce compliance with the regulations. If focusing only inspections among employees, this could estimate as one labour inspector per approximately 6,500 employees. In practice, inspectors are furthermore inhibited by limited resources for transportation, fuel, and other basic necessities to carry out labour inspections effectively. For that reason, the number of investigations and prosecutions was still not adequate to improve the country's labour market issues profoundly. In addition, officials in Niger have complained about the monetary sanctions not being high enough to discourage violations of the labour code.⁴⁹

A brief overview of the employment conditions in Niger is available in Table 4 below. Again, it should be noted that these are just the official employment regulations in Niger and they may therefore not be representative for the actual conditions of employment for the majority in the country.

Table 4: Employment Conditions in Niger

Fixed-Term Contracts Prohibited for Permanent Tasks	Yes
Maximum Length of a Single Fixed-Term Contract (Months)	24
Maximum Number of Working Days per Week	6.0
Premium for Overtime Work (% of Hourly Pay)	10 %
Paid Annual Leave (Average Working Days with 1, 5 & 10 Years of Tenure)	22
Minimum Length of Maternity Leave	98
Amount of Maternity Leave Benefits	100 % of Wages
Source of Maternity Leave Benefits	Employer & Social Security
Unemployment protection after one year of employment	No

Source: [World Bank, Doing Business – Labour Market Regulation](#) & [VotreSalaire.org - Niger](#)

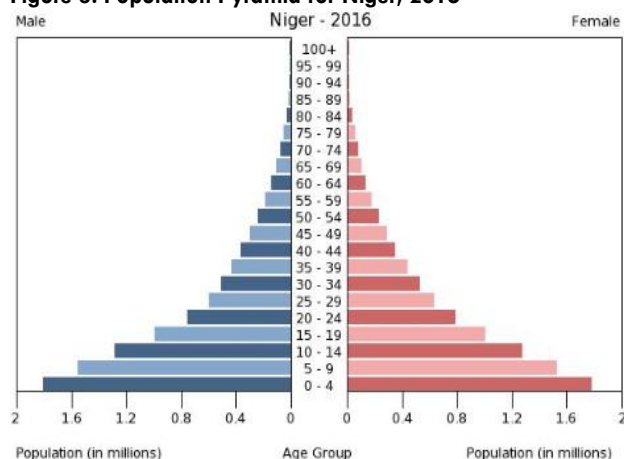


WORKFORCE

The population and the workforce are growing rapidly in Niger. The country had a total population of approximately 21 million inhabitants in 2016 compared to just around 14 million in 2006.⁵⁰ The country has one of the highest population growth rates in the world at 3.8%. The degree of urbanisation (i.e. the share of urban population in the total population of a country) has risen from 17% in 2006 to 19% in 2016.⁵¹ An estimated 6.9 million people were active in the workforce in 2017 which is up from 4.6 million in 2006.⁵²

Figure 3 below shows that Niger has a very young population, and has one of the world's highest fertility rates of more than 7 children per woman, the population growth will continue in the coming years.⁵³ Currently, this constitutes a significant challenge as the economy needs to generate more employment each year. Furthermore, a large proportion of the population is outside the workforce, giving Niger a dependency ratio 2.2 (i.e. it means that for every 10 workers there are 22 people not of working age) which is almost twice as high as the world average and significantly higher than the Sub-Saharan regional average.⁵⁴ In the future this could turn and become an asset if Niger can succeed in creating enough decent employment for the rapidly growing workforce.

Figure 3: Population Pyramid for Niger, 2016



Source: [CIA, World Factbook](#)

Looking at the employment-to-population ratio (Table 5), it is notable that there is a clear gap between the two genders in Niger. Women have a significantly lower employment rate compared to men both in total and

among the youth. Compared to the Sub-Saharan African average, Niger has a lower overall ratio with men, having 14 and 24 percentage point higher ratio for the total and youth population, respectively. This underlines the gender gap with the numbers being the inverse for women.

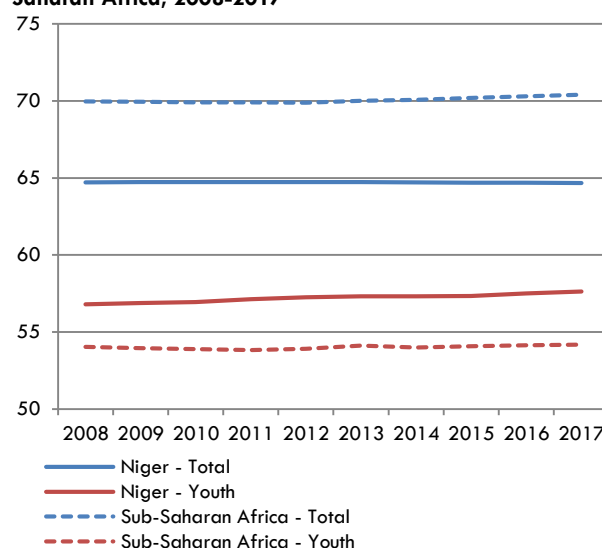
Table 5: Employment-to-Population Ratio in % in Niger and the Sub-Saharan Africa (SSA), 2017

Gender	Age		Niger	SSA
Total	Total	15 +	63 %	65 %
	Youth	15-24	55 %	48 %
Men	Total	15 +	86 %	72 %
	Youth	15-24	75 %	51 %
Women	Total	15 +	40 %	59 %
	Youth	15-24	35 %	45 %

Source: [ILO, ILOSTAT](#)

The estimated workforce participation rate in Niger has remained still during the last decade. The overall participation rate is approximately five percentage points lower in Niger compared to the regional average, but the participation rate for youths is slightly higher for the youth population in Niger compared to all of Sub-Saharan Africa. This could, to some degree, be explained by the significantly lower enrolment rates in secondary and tertiary education in Niger compared to the rest of the region (see section on education). This could also indicate that the youth in Niger either lack educational opportunities and/or value education less compared to the region.

Figure 4: Workforce Participation Rate in % in Niger and Sub-Saharan Africa, 2008-2017



Source: [ILO, ILOSTAT](#)

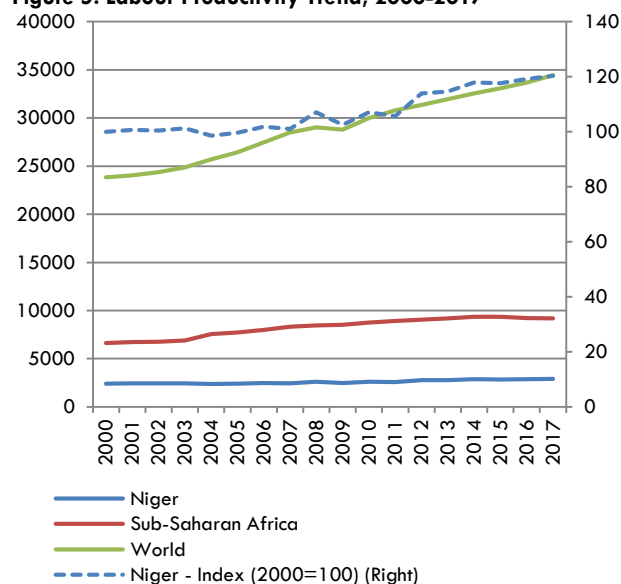
Looking at the labour productivity in Niger (Figure 5), it is apparent that there have been no major developments



during the last 17 years. Both the Sub-Saharan Africa average and the World average have had higher productivity gains, meaning that Niger has fallen even further behind. The indexed numbers of Niger indicates that there have been some productivity gains, but the low productivity remains one the key challenges for the economy in Niger as the country is currently losing its competitiveness.

These challenges are in applying more technological advancements, increasing the capital formation and foreign direct investments as well as improving the education quantity and quality. As demonstrated in this report, the dominations of the informal economy, weak conditions of doing business and extremely low human development confront the need of increasing the labour productivity in Niger.

Figure 5: Labour Productivity Trend, 2000-2017



Note: Labour Productivity is measured as output per worker in GDP constant 2011 international \$ PPP. Indexed year = 2000.

Source: [ILO, ILOSTAT](#)

Figure 6 shows that there basically not have been any changes on the status in employment in Niger. Employees cover around 7.3% of the total employment. Based on estimations, this segment is increasing relatively faster than the total employment, for example, 26% vs. 16%, respectively, in the period from 2012 to 2016. Employment in the country is massively dominated by own-account workers (i.e. those who hold self-employment jobs and do not engage 'employees' on a continuous basis). This category of workers made up 91% of the employment in

2017. This constitutes a problem for the Nigerien own-account workers along with the narrow contributing family workers (i.e. those who hold self-employment jobs in an establishment operated by a related person, with a too limited degree of involvement in its operation to be considered a partner) are considered to be vulnerable employment by the ILO. Vulnerable employment entails a lower likelihood of having formal work arrangements and therefore carries a larger risk of lacking elements associated with decent employment such as social security and a voice at work.⁵⁵

Compared to the Sub-Saharan Africa average, Niger has a much higher proportion of the workforce in vulnerable employment, and the share of employees is only around a fourth compared to the region.

Figure 6: Status in Employment in Niger, 2002-2017



Source: [ILO, ILOSTAT](#)

Skills mismatches have been reported to be an important issue of the Nigerien labour market. The Nigerien governments has previously been criticised by the International Monetary Fund (IMF) for not paying close enough attention to the links and interaction between the employment, skills development and economic growth. One example given was that the extractive industries in Niger lacked skilled and semi-skilled labour to expand which inhibits the growth potential of the economy.⁵⁶

Estimations show that approximately one out of three (35%) of the working age population (WAP, 15+) and a little more than two out of five (42%) of the youth population (15-24 years old) are inactive on the labour market. Furthermore, there is, as mentioned previously, a strong gap between male and female inactivity rates with



a staggering 60% of the female population being inactive on the labour market.

Table 6: Inactivity Rate in Niger, 2017

	Total	Male	Female
Inactivity Rate	35 %	11 %	60 %
Inactivity Rate, Youth	42 %	20 %	64 %

Source: [ILO, Key Indicators of the Labour Market \(KILM\) 9th Edition](#)

Unemployment

Estimations from ILO show that just 2.7% of the workforce in Niger is unemployed (Table 7). This was in line with surveys from the National Institute of Statistics (INS) in 2016 that pointed towards a rate of about 2.6%. Overall, the unemployment rates in Niger are significantly lower than the Sub-Saharan Africa average. It is noteworthy that the unemployment rate is actually lower for women compared to men in the country. Youth unemployment is higher at 4.8% with young men having a rate of 6.0%.

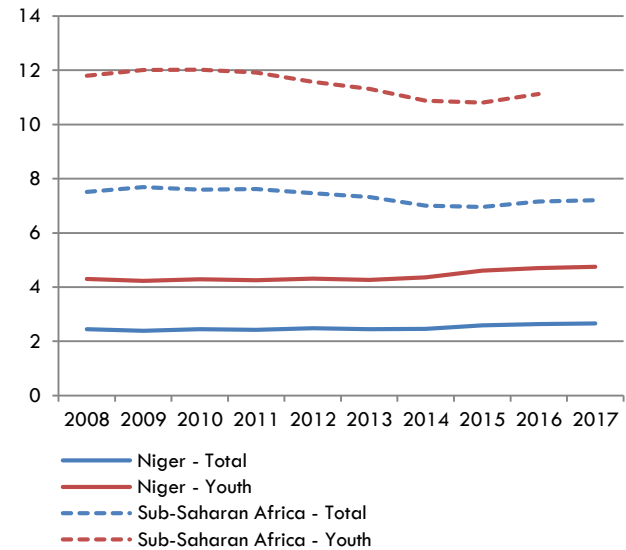
Table 7: Unemployment Rates in Niger and Sub-Saharan Africa, 2017

	Gender	Niger	Sub-Saharan Africa
Unemployment	Total	2.7 %	7.2 %
	Men	3.2 %	6.5 %
	Women	1.6 %	8.7 %
Youth Unemployment	Total	4.8 %	13 %
	Men	6.0 %	11 %
	Women	2.1 %	15 %

Source: [ILO, ILOSTAT](#) & [World Bank, Development Indicators](#)

The unemployment rate for the last decade has been reasonably stable in Niger. It has hovered around 2.5%, and around five percentage points lower than the regional average. The same goes for the youth unemployment, but as mentioned above, the unemployment rate should be held together with the rate of underemployment.

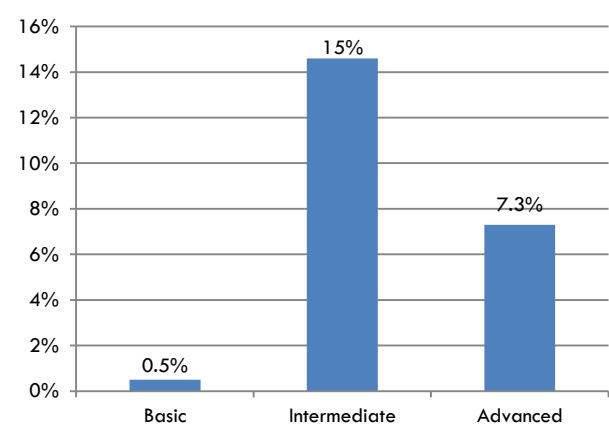
Figure 7: Unemployment Trend in Niger & Sub-Saharan Africa, %, 2008-2017



Source: [ILO, ILOSTAT](#)

Figure 8 shows that unemployment is actually higher among those with intermediate and advanced levels of education. Creating decent jobs for all levels of education should be a priority for Niger, but creating more high productivity jobs for those with higher levels of education could help Niger to become more competitive in the long run.

Figure 8: Unemployment by Educational Level in Niger, 2011



Source: [World Bank, Development Indicators](#)

Point often overlooked is that the interpretation of the statistical unemployment rate is misleading in a country like Niger. First of all, there is a strong link between insecurity and large-scale of underemployment in the country. As an example, the ILO Decent Work Country Profile for Niger from 2013 reported the level of underemployment to be a massive problem. The latter report stated that in 2008, an



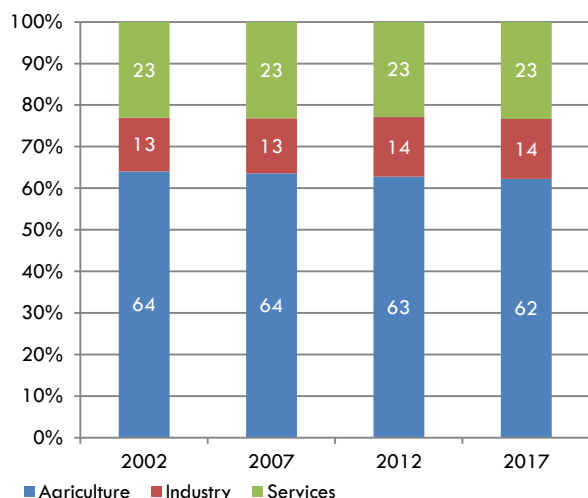
estimated 70% of the employed worked less than 40 hours per week. Most of those were rural workers, which make up the bulk of the Nigerien employment (see sub-section on Sectoral Employment) with 73% of all agricultural workers working less than 40 hours per week.⁵⁷

The country has no unemployment protection scheme after one year of employment just as the formal sector is not delivering many new jobs. Instead workers must find any sort of work as a survival strategy, and just like in neighbouring countries, many Nigeriens find casual and informal work. This phenomenon of underemployment is mirrored by over-qualification, involuntary part-time and hidden unemployment.

Sectoral Employment

Looking at the aggregate sector employment, it is clear that the Nigerien labour market is mostly dominated by the agricultural sector. During the last 15 years there have only been scarce developments, and movement from the agricultural sector towards the more productive industrial and service sectors.

Figure 9: Employment by Aggregate Sector in Niger, %, 2002-2017



Source: [ILO, ILOSTAT](#)

Based on the latest available survey data, Table 8 shows that agriculture was by far the largest sector in Niger employing around 57% of the workforce. The only other sector that employed a big share of the workforce was trade, restaurants and hotels from the service sector, which were still less than half the size of the agricultural sector. It

should be noted that the estimations presented below are from 2005 and therefore outdated. However, Figure 9 indicates that there has been no shift in the overall makeup of the aggregate sectors, and the subsector shares are therefore still presented in this report although changes can have occurred within the aggregate sectors. Numbers on the subsector employment should therefore be read with care.

The GDP shares provide an indication of which subsectors that are the most productive. While as many as 62% are employed in the agricultural sector in 2017 (Figure 9), it only has a GDP share of 39% indicating that Niger either needs to improve the productivity and/or move more employment towards higher productivity sectors of the economy. The sectors in Niger with the highest contribution to the GDP are the public administration, defence, education & health; mining and quarrying; and transport, storage and communications. These employ a relatively small amount of the population compared to their GDP share.

Table 8: Employment & GDP share by Subsector in Niger

Subsector	Subsector Employment, % (2005)	GDP Share by Subsector, % (2016)
Agriculture, Hunting, Forestry & Fishing	57 %	39 %
Mining & Quarrying	2.8 %	8.5 %
Manufacturing	6.2 %	6.5 %
Electricity, Gas & Water	N/a	1.3 %
Construction	2.1 %	3.5 %
Wholesale, Retail Trade & Vehicle and Automobile Repair *	N/a	13 %
Trade, Restaurants & Hotels *	21 %	1.2 %
Transport, Storage & Communication	1.5 %	7.1 %
Finance, Real Estate & Business Services	5.1 %	4.7 %
Public Administration, Defence, Education & Health	3.2 %	14 %
Other Services	N/A %	1.7 %
Activities Not Adequately Defined	1 %	N/a

* The subsector categories from the two sources are not exactly the same and category trade has been double counted indicating that either the 'trade, restaurants & hotels' sector has a lower employment share, or that the 'wholesale, retail trade & vehicle and automobile repair's' GDP share is lower.

Source: [ILO, Key Indicators of the Labour Market \(KILM\) 9th Edition & African Economic Outlook, Niger 2017](#)



Migration

Nigerien migration is affected by both endemic and external factors. Seasonal migration has historically played an important role in the economy and culture of Niger. Estimations are that as much as a third of its rural population travel for seasonal labour during the Sahelian nation's dry season. Destinations and work vary by community and ethnic group.⁵⁸

It has been reported that the migration flows have intensified in Niger due to climate changes that have caused both flooding and desertification of previously fertile areas of the country.⁵⁹

As mentioned, the urban population made up approximately 19% of the total population. The yearly rate of urbanisation for 2015-20 has been estimated to be approximately 5.5% giving Niger a rapidly growing urban population.⁶⁰ It will therefore be a challenge to create enough decent employment for the growing population in both the cities and the rural communities.

Table 9 illustrates that more people leave Niger compared to the compared to the number of entering the country. From 2008-2012, the net-migration was estimated to be -28,497, and it was projected that approximately 290,000 Nigeriens live outside of Niger with the top destination countries being Nigeria, Benin, Côte d'Ivoire, Cameroon, Togo, Burkina Faso, Ghana, Mali, France, and Chad.⁶¹ The remittances received are still not an important part of the country's GDP.

Table 9: Migration Status in Niger & Sub-Saharan Africa

Net Migration (2008-2012)	Niger	-28,497
Net Migration to Average Population per Year (Average 2008-2012)	Niger	- 1 : 2,793 inhabitants
	Sub-Saharan Africa	-1 :2,835 inhabitants
Remittances Received, % of GDP (2016)	Niger	2.4 %
	Sub-Saharan Africa	2.5 %

Note: Net migration is the total number of immigrants minus the annual number of emigrants, including both citizens and noncitizens divided by the total population.

Source: [World Bank, Development Indicators](#) & Danish Trade Union Development Agency Calculations

Niger has become a major transit country for West African migrants on their way towards Europe through Libya and

Algeria. Because of the open borders in the Economic Community of West African States (ECOWAS) cooperation, the migrants can go to Niger legally, but many then face issues getting across the border, and therefore get stuck in near the Nigerien border towns. This has become a major source of economic activity as accommodation and travel related services are growing in these areas.

External factors such as armed conflict in neighbouring countries Nigeria, Mali, and Libya have created streams of refugees in Niger, which could potentially disturb the relative stability in the country as food and land resources are already strained.⁶²

A recent survey from 2017 revealed that migration has not been a concern of almost all the trade union centers in Niger. It was argued that the centers do not considered migration fit with the trade union priorities which to some extent was related to insufficient knowledge and understanding of this theme.⁶³

Informal Economy

Based on the limitations fo data availability, the ILO estimated that as much as 91% of the Nigerien employment was informal in 2005.⁶⁴ A more recent report estimated that of the non-agricultural employment between 80% and 90% was informal in 2012.⁶⁵

By the same token, the informal economy is a large part of the economy. In 2009, the Gross Value Added (GVA) of the non-agricultural informal sector in Niger was estimated to be around 52%,⁶⁶ and when including the agricultural sector, the informal economy was estimated to constitute 65% of the GDP in Niger (see Figure 10). These aspects are additionally reflected in a low labour productivity.

The demographic development in Niger indicates that the informal economy will continue to grow because many young people will enter the labour market in the coming years (see Figure 3), so unless the Nigerien government and business environment succeed in formalising more jobs, the younger generations will have to look for informal employment. On the positive side, the regulations of starting a business has improve significantly in Niger in 2017, which could support the formalization of enterprises (see also Table 18).

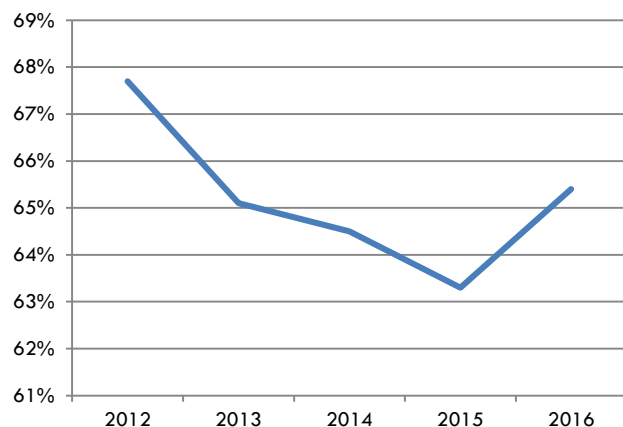


Table 10: Economy and employment in the informal economy in Niger

Informal economy contribution to the Gross Value Added (GVA)	52% - 65%
Ratio of informal employment to total employment	90%

Sources: [ILO \(2013\), Profil Pays du Travail Décent – Niger](#); [U.S. State Department, Investment Climate Statement 2017 - Niger](#); and [ILO & WIEGO, Women and men in the informal economy: A statistical picture, 2013](#)

Figure 10: Proportion of the Informal Economy to the Overall GDP in Niger, 2012-2016



Source: [Insitut National de la Statistique - Niger](#)

Two trade union centres in Niger has initiated to extend services to workers from the informal sector and affiliate organised workers. So far, around a third of USTN's affiliated unions are from the informal economy including *Syndicat National des Travailleurs de l'Economie Informelle* (SYNATRA).⁶⁷ Also the *Union Générale des Syndicats de l'Economie Informelle du Niger* (UGSEIN) exists with an estimated 30,150 members.

Child Labour

According to the 2012 Labour Code, the minimum age for employment, including apprenticeships, is set at 14.⁶⁸ Some data suggest that approximately 43% of all children aged 5-14 in Niger were 'working children' in 2016. This definition is broad and it includes participation of children in an economic activity which is not detrimental for their development. Basically all working children are prevalent in all sectors of the economy in Niger including hazardous employment such as mining and quarrying, mechanical repair, construction and beggary.⁶⁹ Other statistical data from 2012 of 'child labour' in the age from 5-17 years old

diverges from the working children, and it was slightly lower at 31% (Table 11). The latter term of 'child labour' is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

While Niger's 'child labour' lies significantly above the average for Sub-Saharan Africa, but is more in line with the average for West and Central Africa, which lies at 29% and 32%, respectively.⁷⁰ While child labour in Niger does not seem to be dependent on gender, there are significant discrepancies between the proportions of child labourers in rural and urban areas, with children being at much higher risk of being in child labour in rural areas. Wealth has an effect on the share of labouring children, but even the richest quintile has a fairly high amount of child labour and the poorest quintile is actually lower than the three in the middle.

Table 11: Proportion of Child Labourers among Children Aged 5-17 in Niger, 2010-2016

Subdivisions	Proportion of Child Labourers (2010-2016)	
Sex	Male	31 %
	Female	30 %
Place of Residence	Urban	18 %
	Rural	33 %
Wealth Quintile	Poorest	29 %
	Second	33 %
	Middle	33 %
	Fourth	34 %
	Richest	23 %
Total		31 %

Note: Percentage of children aged 5–17 years old involved in child labour at the moment of the survey. A child is considered to be involved in child labour under the following conditions: (a) children 5–11 years old who, during the reference week, did at least one hour of economic activity or at least 28 hours of household chores, (b) children 12–14 years old who, during the reference week, did at least 14 hours of economic activity or at least 28 hours of household chores, (c) children 15–17 years old who, during the reference week, did at least 43 hours of economic activity or household chores, and (d) children aged 5–17 years old in hazardous working conditions.

Source: [Unicef, Child Labour Data](#)

Niger has ratified all major international conventions on child labour, but the country's labour laws do not live up international standards regarding minimum age for both regular and hazardous work. Although Niger has free and compulsory primary education many children are working instead of attending school. As previously mentioned, Niger employed 60 labour inspectors throughout the country, but



reports indicate that this is too few and there is a lack of funding to enforce the labour laws and discourage the use of child labour.⁷¹

Gender

While the Nigerien legislation spell out equality between the genders, women’s legal rights remain de facto very limited. There is no clear hierarchy between statutory, customary and religious law in Niger, and as most of the country is following traditional customs, most women have very limited access to inheritance, land ownership and child custody.⁷² Niger was in 2015 ranked as the 187th out of 188 countries on the Gender Development Index (1 is highest rank).⁷³ Regarding the labour market, Table 12 shows that there are massive gaps in the Nigerien society. Women participates less on the labour market and, as previously mentioned, many of those who are active on the labour market are underemployed (Table 12).

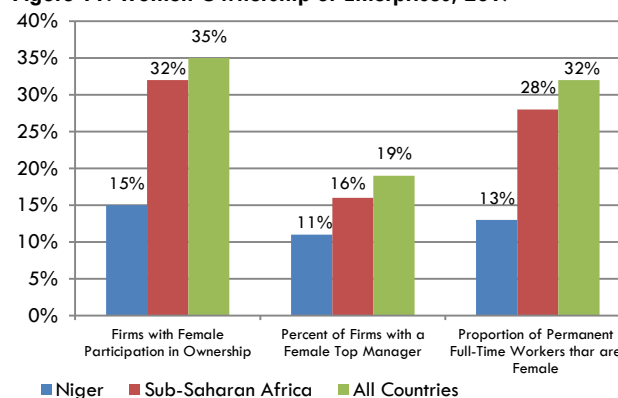
Table 12: Gender Gaps in Niger, 2017

	Men	Women	Men/Women Percentage Point Difference
Workforce Participation Rate	89 %	40 %	49 pp.
Unemployment rate	3.2 %	1.6 %	1.6 pp.

Source: [ILO, ILOSTAT](#)

There is a very low women ownership of enterprises in Niger (see Figure 11). The latest Enterprise Survey reported that just 15% of firms in Niger had a woman participating in the ownership, which is significantly lower than the Sub-Saharan African average of 32%. In terms of firms with a woman as top manager, Niger also has a lower rate than the average for Sub-Saharan Africa at 11%. Women are also significantly less likely to have a permanent full time position, which indicates that women are of greater risk of being in what the ILO terms vulnerable employment.⁷⁴

Figure 11: Women Ownership of Enterprises, 2017



Source: [World Bank, Enterprise Survey](#)

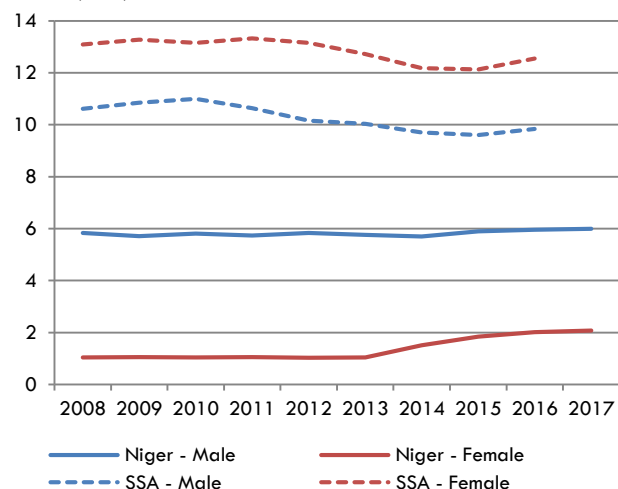
As previously mentioned in terms of Working Conditions, maternity leave is mandated by law in Niger with women receiving full compensation for the 98 calendar days they are entitled to. However, the informal employment makes up the vast majority of the labour market, and one should therefore question the actual reach of these benefits (see also the section Social Protection). Furthermore, a 2015 report placed Niger as the 5th worst country to be a mother in on a Mother’s Index Rankings even though there has been significant improvement in the child mortality rate in recent years.⁷⁵

Youth

As seen on Figure 3, the young generations are growing at a rapid pace, and, currently, around 70% of the population is below the age of 25.⁷⁶ While Figure 12 below shows that the unemployment rate among youth in Niger is fairly low compared to the Sub-Saharan Africa average, it does not reflect the issue of underemployment. Underemployment among youths has previously been reported to be a sensitive topic, as the lack of job opportunities for young people is a contributing factor to civil unrest in the country.⁷⁷



Figure 12: Youth Unemployment in Niger and Sub-Saharan Africa (SSA), %, 2008-2017



Source: [ILO, ILOSTAT](#)

Niger has a Ministry of Youth and Sports and National Youth Council (CNJN). Both oversee youth affairs for the government. The International Monetary Fund's (IMF) Poverty Reduction Strategy Paper from 2013, which includes job creation for youth as a pillar, notes that the objective of the national youth policy is to promote the economic integration of young people, along their full participation in economic activities and to include the youth component in all sectoral programs and policies.⁷⁸

The Government of Niger has taken steps to engage its young people in society by instituting several broad-reaching civic participation programs. At the same time, some civil society and international organizations are also expanding youth civic participation opportunities. Although this may be true, more investment in this sector is necessary to benefit young people and the country as a whole.⁷⁹

In a survey for the African Development Bank 2012 Economic Outlook, 40% of the young job-seekers did not meet employers' requirements as they were insufficiently qualified, with just 8% having received vocational training and 29% having no training. In addition, the wage demand for youths who are formally qualified for the available positions remains a disincentive to hire for employers with 60% of the respondents listing it as a disincentive for employers to hire. Similarly, it was important for long-term contracts, especially in a first job, where 80% said employers were hesitant to hire people without experience for long-term contracts.⁸⁰

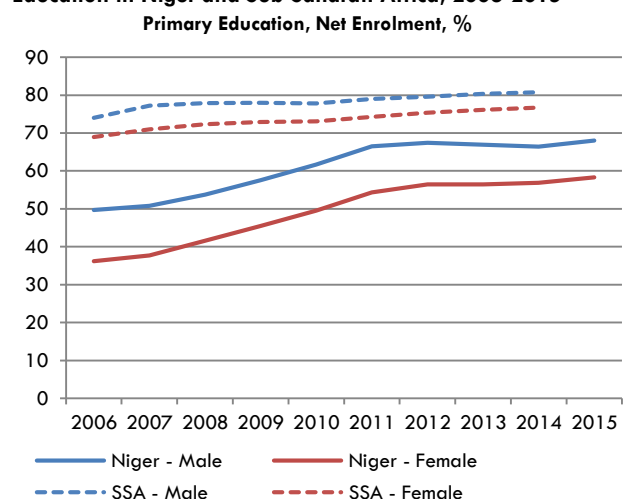
The trade union movement in Niger is also active in engaging with youths. For USTN, most of the national executive board is made up of young people, and the unions have put extra emphasis on youths working in the informal economy.⁸¹

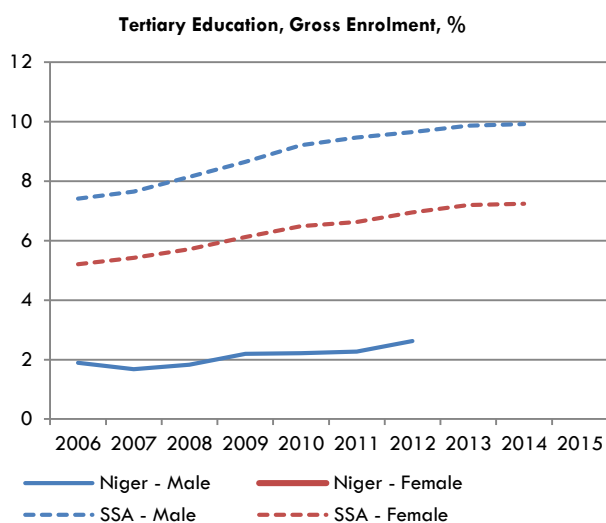
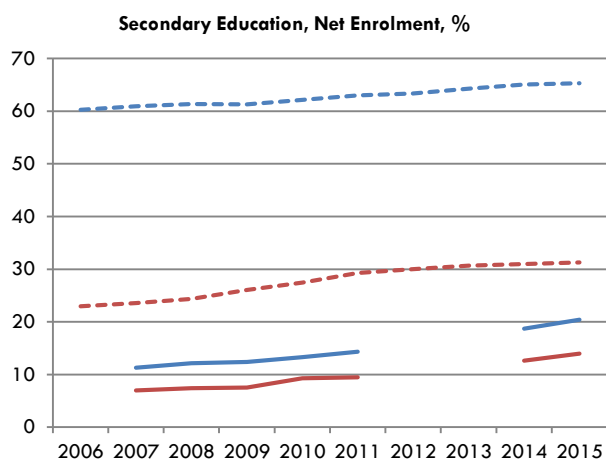
EDUCATION

The educational system in Niger is divided into primary, lower secondary, higher secondary and tertiary education. Primary school is compulsory for children aged 5-15, and secondary school is based on the French model with a standardised academic curriculum. Upper secondary education includes the possibility of specialising in an academic subject or a technical education. Tertiary education in Niger is limited to the state-run Abdou Moumouni University in Niamey and the Islamic University of West Africa. Overall, education above primary level is only available near larger urban areas in Niger.⁸²

Looking at Figure 13, it is apparent that Niger falls behind the Sub-Saharan Africa average on all levels of education. There seems to be an upward trend, especially for primary education, but females have lower enrolment rates in all categories. While no continuous data was found on the female enrolment in tertiary education in Niger, it was reported that it was less than 1% in 2013.⁸³

Figure 13: Enrolment Rates for Primary, Secondary & Tertiary Education in Niger and Sub-Saharan Africa, 2006-2015





Note: Net enrolment is the ratio of children of official school age, who are enrolled in school to the population of the corresponding official school age. Gross enrolment is the ratio of total enrolment, regardless of age, to the population of the corresponding official school age. Gross primary enrolment is therefore sometimes higher than 100%. No continuous data on tertiary education for women in Niger was available.

Source: [World Bank, Development Indicators](#)

While there has been an increase, the completion rate of primary education was still just 78% in 2016, and it was significantly lower for females compared to males.⁸⁴ Overall, just 70% of Niger's population is illiterate and only 44% of the girls reach the 6th grade in primary school.⁸⁵ This is a massive issue for the Nigerian workforce going forward as a transition of the economy towards the higher productivity industrial and service sectors will require an increase in the human capital of the Nigerian workforce.

Vocational Training

There has been a significant increase of pupils registered for vocational training in Niger. The number was rising from 5,882 in 2010 to 48,747 in 2015 (Table 13). This has been related to that vocational training has come into focus from international donors such as the World Bank and the IMF because of the challenges youth is confronting to find decent and stable employment.⁸⁶ As part of the IMF Poverty Reduction Strategy 2012-2015 in Niger, a programme for the development of higher education was designed to offer targeted vocational training or technical education in the basic cycle, as well short-term courses to the public outside the school system. By 2020, it has been planned to have built and equipped eight new vocational and technical education centres, four vocational and technical high schools, and two technical high schools. In addition, the construction and outfitting of a Community Development Training Centre (CFDC) responsible for rural vocational training in every commune has been planned. These vocational training centres will offer courses for artisans and farmers.⁸⁷

Because of the sharp upturn in pupils in vocational training, Niger now has a higher ratio of pupils in vocational training to overall pupils in secondary education and is approaching the same proportion of youths in vocational training as the Sub-Saharan Africa average. Here it is important to remember that this apparent high ratio is calculated by a relatively lower enrolment in secondary education in Niger in comparison with the region average.

Table 13: Vocational Training in Niger and Sub-Saharan Africa (SSA), 2010-2015

	Country/Region	2010	2014/15
Pupils in Vocational Training	Niger	5,882	48,747
	SSA	3,031,451	3,560,635
Proportion of Females in TVET	Niger	57 %	56 %
	SSA	38 %	40 %
Ratio of Pupils in Vocational Training to All Pupils in Secondary Education	Niger	1.9 %	8.2 %
	SSA	6.4 %	6.3 %
Ratio of Pupils in Vocational Training to Age Group 15-24	Niger	0.4 %	2.7 %
	SSA	3.7 %	3.9 %

Note: All numbers from Sub-Saharan Africa (SSA) are from 2014.

Source: [World Bank, Development Indicators](#) & [ILO, ILOSTAT](#)

Around 28% of Nigerian firms offered formal training in 2017 which is a little lower than the Sub-Saharan Africa average.⁸⁸ In the light of the country's very narrow



segment of employers the offered training has a minimal coverage of the workforce.

The USTN has also promoted short-term vocational training activities, designed for workers in the informal economy, particularly for caterers and taxi bike riders. One of the challenges for the unions is to be able to offer services outside of the capital area due to long distances and the difficult and expensive transportation between regions.⁸⁹

SOCIAL PROTECTION

Niger's regulatory framework regarding social protection comes from 1967 with several amendments. It is administered by the National Social Security Fund (French: *Caisse Nationale de Sécurité Sociale - CNSS*) governed by the Ministry of Employment, Labour and Social Protection.⁹⁰ The Nigerien social security conventions are up to the standard of ILO convention C102 regarding old age, employment injury, family and maternity. Though, it does not live up to any ILO standards in regards to medical care, sickness, unemployment, invalidity, survivors and migrant workers.⁹¹

The social protection scheme in Niger is funded by the employers, 6.25%, and employees, 5.25%, with the government only paying if they act as the employer. Benefits are established for unemployment insurance, workers' pensions for old age, disability and survivors.

It is important to note that Niger's social insurance schemes only covers a small proportion of the workers in the country as just an estimated 7.4% are employees (see Figure 6) with written contracts and the rest working within the informal economy. Social protection beyond the public scheme has primarily focused on emergency assistance, often as a response to food shortages.⁹² The ILO's Committee of Experts on the Application of Conventions and Recommendations registers the constant difficulties Niger is facing in trying to implement the provisions of the Social Security Convention No. 102.⁹³ Table 14 below provides a brief overview over key numbers for social protection in Niger and Sub-Saharan Africa.

Table 14: Status of Social Protection Estimates for Niger and Sub-Saharan Africa

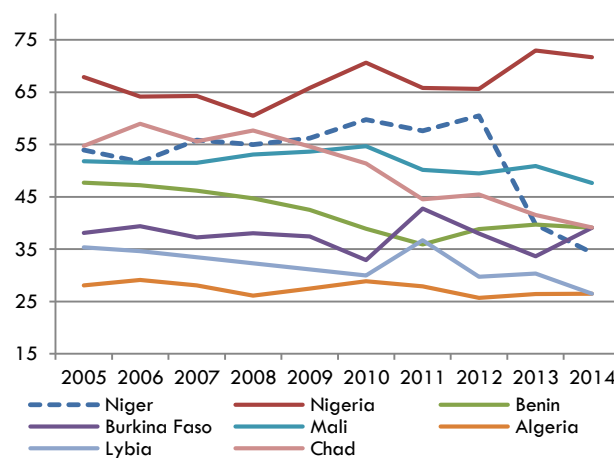
Indicator	Measure	Niger	Africa/
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			Sub-Saharan Africa
Total Social Protection Expenditure	% of GDP	2.9 % (2010)	4.6 % (SSA)
Trends in government Expenditures on Social Protection	Percentage Point Difference in Proportion of GDP	-0.6 p.p. (2005-2010)	+0.6 p.p. (SSA)
Legal Health Coverage	% of Total Population	3.1 % (2003)	25 % (Africa)
Public Health Expenditure	% of GDP	7.2 % (2015)	6.2 % (2015 - SSA)

Note: Averages and percentage point differences for Sub-Saharan Africa should be read with care as they are calculated from different years. Overall, latest available year has been used and for percentage point difference the second latest year has been used, but these vary from country to country. Source, [ILO, World Social Protection Report 2017-19](#), [WHO, Global Health Expenditure Database](#) & Danish Trade Union Development Agency Calculations

Looking at Figure 14, it is clear that there has been a sharp drop in the percentage of health-expenses that is paid out-of-pocket. Before 2012, Niger had the second highest proportion, after Nigeria, but between 2012 and 2014 Niger had a 25 percentage point drop in out-of-pocket expenses. A high proportion of out-of-pocket expenditure is considered to be impoverishing and catastrophic expenditure in low income countries by the WHO as it will often absorb a large amount of the household's resources.⁹⁴

Figure 14: Out-of-Pocket Health Expenditure as Percentage of Total Health Expenditure in Niger and Surrounding Countries, 2005-2014



Note: Figure should be read with care as estimates for certain countries are based on scarce data.

Source: [WHO, Global Health Observatory](#)



The pension coverage in Niger is very low. As mentioned above, only those working in the formal sector are entitled to social benefits in Niger, but of those who are actually eligible for an old age pension, only 5.8% are receiving it according to the ILO (see Table 15).

Table 15: Pension Coverage & Contribution in Niger

Indicator	Measure	Niger
Persons of Pensionable Age Receiving an Old Age Pension	% of Eligible Population	5.8 %
Active contributors to a pension scheme	Age 15+	N/a

Source: [ILO, Social Protection – Statistics and Indicators](#)

Since 2005, medical maternity care has been free including, consultations, hospitalisation, care, caesarean sections, medical examinations and procedures.⁹⁵ However, it has been noted that the physical access and geographical spread are both limiting the possibilities for pregnant women accessing proper health care. Only 10% of Nigerien roads are paved, and most transport in the country is pedestrian. This is important as it has been noted that just 39% of the population had access to a health centre during dry season, dropping to 24% in the wet season, within one hours walking distance.⁹⁶

GENERAL ECONOMIC PERFORMANCE

Niger's economy revolves around subsistence crops and livestock with approximately 64% of the workforce engaged in the agricultural sector (see also Figure 9). The workers confront lack of fertile soil as a large part of Niger is covered by the Sahara Desert. The country is vulnerable to droughts and climate changes.

Niger has one of the world's largest uranium deposits along with other natural resources such as oil, gold and coal. The recent drop in international oil prices has lessened the profitability of oil exploitation, though. In addition, a worsening security situation in neighbouring countries such as Mali and Nigeria is also challenging the economy. Niger is currently dependent on IMF credit to pay for large investments in irrigation and climate resistant crops, but the country is lacking Foreign Direct Investment (FDI) to evolve the private sector and diversify the economy (see also the section: Trade).⁹⁷ A brief overview of the economic in Niger is available in Table 16 below.

Table 16: Key Number for Niger's Economy, 2016

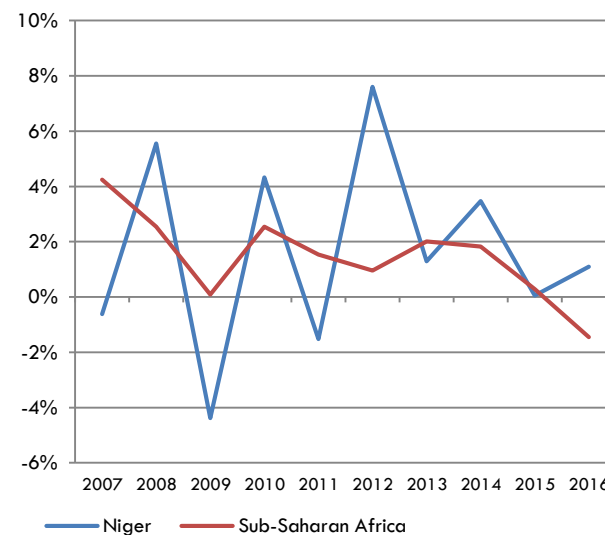
GDP – Current US\$	US\$ 7.5 Billion
GDP per Capita – Current US\$	US\$ 364
GDP Real Growth (2007-2016, average)	4.3 %
Budget Deficit - % of GDP	6.6 %
Tax Revenue - % of GDP	21 %
Doing Business (2018)	+6 Change in Rank 144 out of 190
Human Development Index (2015)	+1 Change in Rank 187 out of 188
Gini Index (2014)	34 100 th of 150 Countries

Note: Doing Business 2018 indicators are ranked from 1 (top) to 190 (bottom). It should be noted that comparing HDI values and rankings from year to year is misleading because of revisions and updates of data as well as adjustments in methodology.⁹⁸ The Human Development Index (HDI) measures the average of a long and healthy life, access to knowledge, and a decent standard of living. HDI rank change in the period 2010-2015. The Gini Index measures income inequality in a country with number 1 being the most unequal and 150 being the most equal.

Source: [World Bank, Development Indicators](#), [CIA, World Factbook](#), [World Bank, Doing Business](#) & [UNDP, Human Development Index](#)

Figure 15 shows that the GDP per capita growth in Niger has been quite volatile during the last decade. After having been generally a little lower than the Sub-Saharan Average, the growth rates in Niger have been similar or higher since 2012. With this in mind, the rates have been dropping since 2012 and was only a little above zero in 2016.

Figure 15: GDP per Capita Growth Rates in Niger & Sub-Saharan Africa, 2007-2016



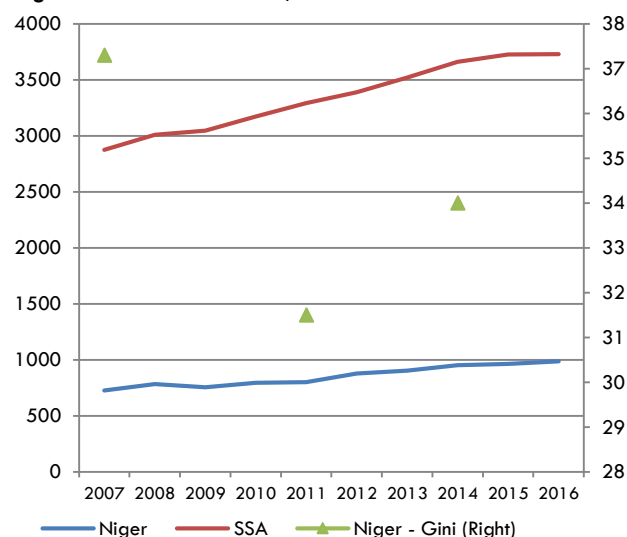
Source: [World Bank, Development Indicators](#)



While growth rates have been higher or similar to the Sub-Saharan Africa average in the most recent years, the GDP per capita in Purchasing Power Parity (PPP) is still much lower compared to the regional average (Figure 16). Between 2007 and 2016 it actually grew at a slower pace. It should be noted that one of the reasons for the slow growth rates in GDP per capita is the very high population growth in the country.

After a drop in income inequality between 2007 and 2011, there seems to be a small increase again with the latest Gini coefficient landing at 34 in 2014. Overall, the country has become significantly more equal in terms of income distribution since 1995 where the coefficient was 50.5.

Figure 16: GDP per Capita PPP (Current International \$) in Niger & Sub-Saharan Africa, 2007-2016



Source: [World Bank, Development Indicators](#)

Looking at the proportion of working poor in Niger, it is notable that there has been a sharp drop in those considered extremely poor with a simultaneous increase in the moderately poor category. Still, 82% of workers are living below US\$3.1 per day. Some were also entering near poor, but they still remain vulnerable and can fast drop back into poverty due to economic and weather downturns. A developing middle-class in Niger remains a very narrow group with basically no changes during the last decade. A brief overview of the working poor evolution in Niger is available in Table 16 below.

Table 17: Working Poor and Middle Class Trend in Niger, 2007-2017

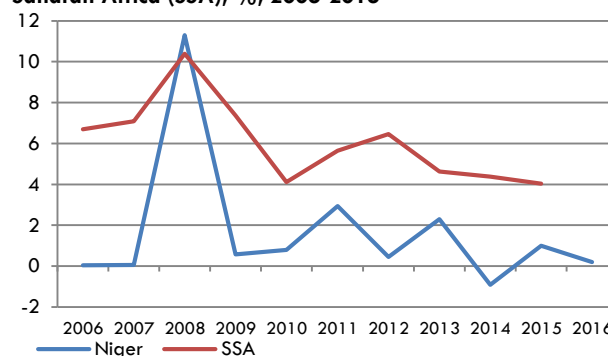
Estimated Poverty Line (PPP)	2007	2012	2017	Percentage Point Growth 2007-2017
Extremely Poor (<US\$ 1.9 a day)	68%	35%	30%	-38 p.p.
Moderately Poor (≥US \$ 1.9 & <US\$ 3.1 a day)	21%	49%	52%	+31 p.p.
Near Poor (≥US \$ 3.1 & <US\$ 5 a day)	6.7%	12%	13%	+6.3 p.p.
Developing Middle Class (≥US \$ 5 & <US\$ 13 a day)	3.7%	3.8%	3.8%	+0.1 p.p.
Developed Middle Class & Above (≥US \$ 13 a day)	0.8%	0.7%	0.7%	-0.1 p.p.

Note: "Working poor" presents the proportion of persons living with their families below the poverty line.

Source: [ILO, ILOSTAT](#)

With the exception of 2008, Niger has consistently had lower inflation in consumer prices rate compared to the Sub-Saharan Africa average. Consumer price inflation reached a low 0.5% in December 2012 due to abundant food supply and turned into deflation in 2014.⁹⁹

Figure 17: Inflation in Consumer Prices in Niger and Sub-Saharan Africa (SSA), %, 2006-2016



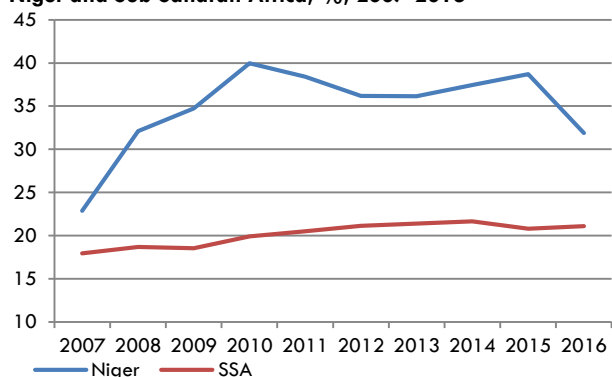
Source: [World Bank, Development Indicators](#) & [Institut National de la Statistique - Niger](#)

After years of increasing gross capital formation between 2007 and 2010, there was a slight decrease in 2016 (Figure 18). Even though the capital formation has decreased some, it remains much higher than both the Sub-Saharan Africa (21%) and the World (24%) averages. The growth in capital formation in Niger was primarily due to massive investments in the extraction of the country's uranium deposits, and since 2011 Niger has been increasing its efforts to improve and expand the



infrastructure. In the future, Niger has the potential to invest in the country's oil reserves, but the low world price is currently discouraging Niger from investing too heavily in it.¹⁰⁰

Figure 18: Gross Capital Formation as a Percentage of GDP in Niger and Sub-Saharan Africa, %, 2007-2016



Source: [World Bank, Development Indicators](#)

The Doing Business Rankings (Table 18) is quantitative measure of the regulatory framework in a given country measuring how easy it is to start and run a business in a given economy. Niger is ranked 144th out of 190 countries. Even though the country has improved, the country is ranked in the middle or low on most indicators. One exemption is the indicator 'Starting a Business' where Niger has improved from being ranked 88th to 24th between the 2017 and 2018 rankings. Niger improved this indicator by reducing the minimum capital requirement for business incorporation along with reducing the time needed to register a company and by publishing the notice of company incorporation online free of charge.¹⁰¹ Particular dealing with construction permits, getting electricity and paying taxes still have quite low rankings.

Table 18: Ease of Doing Business Index for Niger, 2018

Indicators	2018	2017	Change
Ranking	144	150	+6
Starting a Business	24	88	+64
Dealing with Construction Permits	164	179	+15
Getting Electricity	162	166	+4
Registering Property	116	125	+9
Getting Credit	142	139	-3
Protecting Minority Investors	146	145	-1
Paying Taxes	160	165	+5
Trading Across Borders	122	132	+10
Enforcing Contracts	137	150	+13
Resolving Insolvency	112	105	-7

Note: Doing Business 2018 indicators are ranked from 1 (top) to 190 (bottom). The ranking gives a hint about the business environment, but it

does not include all aspects that matter to firms, and it should therefore be read with care. Still, a high ranking does indicate that there is a regulatory environment conducive for operating a business. Also, this Index has been controversial due to flawed data, especially in terms of the indicators labour market flexibility and undervaluing the paying taxes indicator.¹⁰²

Source: [World Bank, Doing Business](#)

The governance milieu in Niger is affected by weak institutions that lack resources. Four out of six indicators worsened between 2011 and 2016, including both political stability and rule of law. This is due to the increasing attacks from combatants from neighbouring countries Mali and Nigeria along with issues with migrants close to the Libyan border.¹⁰³ In the south, Islamic paramilitaries Boko Haram attacks from Nigeria and some of the instability from Mali has carried over to Niger.¹⁰⁴ In 2016, President Mahamadou Issoufou was re-elected for his second term as president, but he has been criticised for having a disproportionately large and expensive government with 42 ministers,¹⁰⁵ and for using 'heavy-handed' tactics to solve the country's issues which has led to weakened governance.¹⁰⁶ Niger recorded only minor improvements in government effectiveness though between 2011 and 2016 (Table 19).

Table 19: Niger's Governance Indicators, 2011-2016

Indicator	2011	2016	Change
Voice & Accountability	39 th	35 th	- 4
Political Stability	20 th	12 th	- 8
Government Effectiveness	31 th	32 th	+ 1
Regulatory Quality	34 th	27 th	- 7
Rule of Law	44 th	30 th	- 14
Control of Corruption	30 th	32 th	+ 2

Note: The number are the percentile ranks going from 0th (lowest) to 100th (highest).¹⁰⁷

Source: [World Bank, Worldwide Governance Indicators](#)

TRADE

External trade in Niger has been with a high trade imbalance that runs a continuous deficit on merchandise trade and its imports are dominated by machinery, vehicles, fuels, and cereals. The trade environment has been especially negative affected in recent years (see Table 20 and Figure 19).



Table 20: Trade & Foreign Direct Investment (FDI) in Niger, 2016

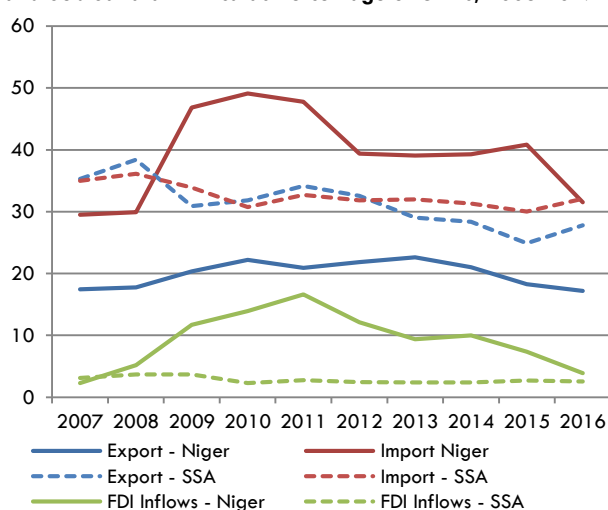
Exports	US\$1.3 Billion 17% of GDP
Imports	US\$2.4 Billion 32% of GDP
FDI Net Inflow	US\$292 Million 3.9% of GDP
FDI Stock	US\$5.3 Billion 71% of GDP

Source: [World Bank, Development Indicators](#) & [UNCTAD, Country Factsheet - Niger](#)

Looking at Figure 19, it is notable that exports as a percentage of GDP has been significantly lower from Niger compared to the region average while the imports have been much higher during the last decade. Even though the import rates have dropped considerably from the 2008-10 levels, there still was a 15 percentage point trade deficit in 2016. In comparison, the Sub-Saharan Africa trade deficit average was less than five percentage points in 2016.

Foreign Direct Investment (FDI) grew steady since 2007, peaking in 2011. It dropping since then but it continues hovering slightly above the region average. This recent FDI upsurge in Niger was triggered by investment in natural resources. Since FDI is the net inflows of investment to acquire a lasting management interest in an enterprise operating in an economy other than that of the investor, it indicates that investors have some interest in the country (see Table 20 and Figure 19). Still a lack of transparency and predictability, and the high informal transaction costs, inhibit robust FDI.

Figure 19: Trade & Foreign Direct Investment Trends in Niger and Sub-Saharan Africa as Percentage of GDPs, 2006-2017



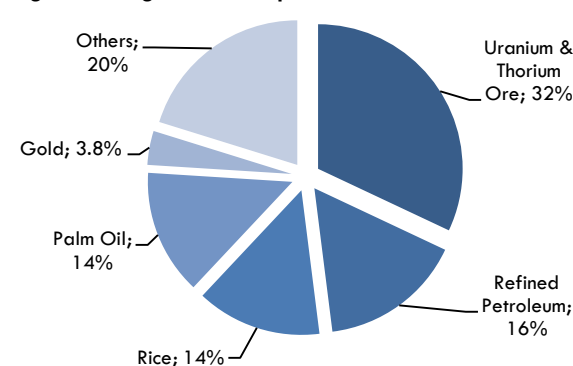
Source: [World Bank, Development Indicators](#)

Niger is the world's fourth largest exporter of uranium, and has large deposits, especially in the northern Sahel parts of the country, where approximately 7% of the world's uranium is extracted. This, along with thorium, made up 32% of the country's exports in 2016 (see Figure 20). The French atomic-energy multinational Areva controls the rights to the majority of the two largest uranium mines in Niger. There have been reports that Areva enjoys favourable terms and conditions in Niger and that the French government, which is the main shareholder in Areva, indirectly uses the threat of withdrawing foreign aid and military assistance as leverage in negotiations about mining rights.¹⁰⁸

Furthermore, it has been reported that uranium mines have severe consequences for the local environment with the extraction using up local water reserves, leaving the remaining water with radioactive levels above WHO guidelines.¹⁰⁹ Other notable investors in uranium extraction in Niger are China's CNNC and Korea Resources Corp (KORES).¹¹⁰ As seen in Table 8, mining and quarrying only provides little employment compared to the sector's share of the GDP, because uranium production and other extraction are capital intensive industries with Areva having only around 2,500 employees in Niger.¹¹¹

Exports of meat products and livestock play a significant role in Niger's economy although most of it is unregistered and large exports to neighbouring countries happens informally - this is the reason why it is not registered in Figure 20 - with large herds of animals crossing mostly into Nigeria. Cowpeas, onions, hides and skins are the other agricultural exports from Niger.¹¹²

Figure 20: Niger's Main Exports, 2016

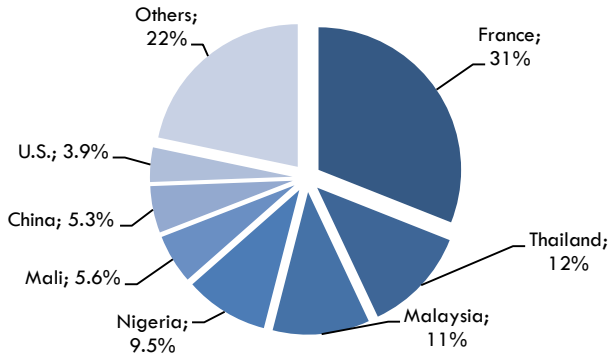


Source: [Observatory of Economic Complexity](#)



The top export destinations for Niger are France, Nigeria, Thailand and Malaysia. Nigeria is most likely Niger's biggest trade partner when informal trade (see previous paragraph).

Figure 21: Niger's Main Export Markets, 2016



Source: [Observatory of Economic Complexity](#)

Trade Agreements

Niger is part of the Economic Community of the West African States (ECOWAS). The treaty from 1993, which was revised in 2005, contains labour provisions with cooperation regarding labour law, trade, investment and financial flows in the region.

The country is also part of the West African Economic and Monetary Union (WAEMU), which establishes a custom union between several ECOWAS countries. Apart from affirming that migrant workers of the member states can enjoy equal benefits as nationals, the WAEMU treaty has no mentioning of labour matters.¹¹³

Niger benefits from the United States' African Growth and Opportunity Act (AGOA). This is a Generalised System of Preferences, i.e. a preferential tariff system that provides for a formal system of exemption from the more general rules of the WTO, through its membership of WAEMU. This means that they allow duty and quota free access for some products. It has been noted by the United States that countries, including Niger, can be removed from AGOA, if there are among others human right violations and if they do not uphold the ILO Core Labour Standards.¹¹⁴

Niger also benefits from the generalised system of preferences in trade with other WTO members.¹¹⁵ Not to mention, the European Union has initialled an Economic Partnership Agreement with 16 West African states, which includes Niger.

Special Economic Zones (SEZs)

No reports on special economic zones or export processing zones were found during the research.

APPENDIXES

Table 21: Number of trade union in Niger, 2017

Inter-trade union federations	Trade Union Centers	Trade unions	Membership
Travailleurs du Niger (ITN)	USTN - Union des Syndicats des Travailleurs du Niger	48	55,598
	CNT - Confédération Nigérienne du Travail	42	75,000
	UGTN - Union Générale des Travailleurs du Niger	24	-
	CDTN - Confédération Démocratique des Travailleurs du Niger	44	34,985
	CGSL - Confédération Générale des Travailleurs du Niger	35	-
	USPT - Union Syndicale Progressiste des Travailleurs	32	27,513
	UGSEIN - Union Générale des Syndicats de l'Economie Informelle du Niger	20	30,150
Convergence of Workers of Niger (CTN)	CGT - Confédération générale du Travail	17	-
	UNSAAN - Union Nationale des Syndicats des Agents Auxiliaires du Niger	16	-
	CSTN - Confédération Syndicale des Travailleurs du Niger	13	-
	USLT - Union des Syndicats Libres des Travailleurs	13	-
	USLAN - Union des Syndicats Libres des Auxiliaires du Niger	10	-
	UDTN - Union Démocratique des Travailleurs du Niger *	-	-
Total	13	314	223,246

* No data available.

Source : Danish Trade Union Development Agency, *ICTUR - Trade Unions of the World 2016 - 7th Edition*; and [ITUC, List of affiliated organisations, 2015](#); Danish Trade Union Development Agency, *Etude sur le mouvement syndical au Niger, 2017*.

Table 22: Members of the Union des Syndicats des Travailleurs du Niger (USTN), 2016

Trade Union	Acronym	Total Membership	Number of Women
Syndicat des Agents de l'Information	SAINFO	600	105
Syndicat National des Agents de l'Agriculture du Niger	SNAAN	2,050	350
Syndicat Unique du Personnel des Ressources Animales	SUPRA	1,717	485
Syndicat National des Travailleurs des Compagnies d'Assurances	SYNTRACA	350	85
Syndicat National des Travailleurs de l'Industrie du Niger	SNTIN	1,690	330
Syndicat national des postes et Télécommunications	SYNPOSTEL	650	76
Syndicat National des Enseignants de Base	SNEB	5,127	3,200
Syndicat National des Enseignants du Secondaire	SNES	600	150
Syndicat des Travailleurs de l'Education du Niger	SYNTEN	1,000	316
Syndicat National des Agents de la Justice	SNAJ	255	78
Syndicat National des Agents de l'Education non Formel	SNAENF	450	96
Syndicat National des Arts Photographiques du Niger	SYNAPHO	320	32
Syndicat National des Travailleurs de la Santé et de l'Action Sociale	SYNTRASAS	1,320	125
Syndicat National des Moniteurs d'Auto-écoles	SYNMAE	224	-
Syndicat National des Travailleurs des Hôtels Bars Restaurants et Assimiles du Niger	SYNTHOBRA	6,150	2,351
Syndicat National des Travailleurs des Mines du Niger	SYNTRAMINES	3,000	235
Syndicat National des Personnel Administratifs et Techniques de l'Ecole Nationale d'Administration	SYNPATEENA	120	42
Syndicat des cadres et auxiliaires du Ministère de l'Education Nationale	SICAMEN	1,500	300



Syndicat National des Enseignants de l'Education Physique et de l'Economie Familiale	SYNEEPSEF	350	37
Syndicat Unique des Conducteurs de Taxi du Niger	SUCOTAN	1,500	2
Syndicat National des Conducteurs Routiers du Niger	SNCRN	5,895	1
Syndicat National des Conducteurs Routiers et Voyageurs du Niger	SNCRVN	600	2
Syndicat National des Conducteurs des Mini – Bus du Niger	SYNCOBUS	778	1
Syndicat des Agents de la Météorologie et de l'Aviation Civile	SAMAC	1,200	185
Syndicat National des Travailleurs de la Collectivités Territoriales du Niger	SYNTRACTEN	3,800	1,625
Syndicat National du Bâtiment, Bois et Routes	SYNBAROUTES	2,720	80
Syndicat National des contractuels de l'Education du Niger	SYNACNI	700	345
Syndicat National des Travailleurs de l'Université Abdou Moumouni de Niamey	SYNTUAM	189	23
Syndicat National des Cheminots Nigériens a l'Organisation Commune Bénin Niger	SYNCNI-OCBN	206	-
Syndicat National des Coiffeuses et Coiffeurs Modernes du Niger	SYNCOIFMONI	900	810
Syndicat National des Travailleurs de l'Administration Fiscale	SYNTRAFISC	300	123
Syndicat National des Professionnels de la Viande du Niger	SYNAPROV	45	-
Syndicat Autonome des Bouchers du Niger	SABN	55	-
Syndicat National des Travailleurs de l'Energie du Niger	SYNTRAVE	1,500	100
Syndicat National des Travailleurs de l'Economie Informelle	SYNATRA	300	-
Syndicat National des Dockers	SYNADOCK	315	3
Syndicat National des Travailleurs de Mécanique Générale	SYNTRAMEG	542	-
Syndicat Unique des Travaux Publics, de l'Habit et des Transports	SUATP/HT	1,301	76
Syndicat National des Importateurs et Vendeurs de Véhicule d'Occasion	SYNVO	45	-
Syndicat National des Tenanciers des Cafétariats du Niger	SYNATECAN	70	-
Syndicat National des Meuniers du Niger	SNAMEN	120	-
Syndicat National des Employés des Finances	SNATEF	1,200	-
Syndicat National des Agents du Ministère en charge de Commerce	SYNACOM	400	-
Syndicat National des Agents Immobilier du Niger	SNAIN/ADALTC HI	120	-
Syndicat National des Restaurateurs et Restauratrices Modernes du Niger	SYNARESM	150	100
Syndicat National des Opérateurs du Transport de Voyageurs du Niger	SYNAPTRAV- Niger	251	-
Syndicat National des Menuisiers Métalliques, Bois, Tapissiers du Niger	SMMBTN	2,500	-
Syndicat National des Employés du Commerce	SYNECOM	423	-

Source: USNT



Table 23: Ratified ILO Conventions in Niger

Subject and/or right	Convention	Ratification date
Fundamental Conventions		
Freedom of association and collective bargaining	C087 - Freedom of Association and Protection of the Right to Organise, 1948	1961
	C098 - Right to Organise and Collective Bargaining Convention, 1949	1962
Elimination of all forms of forced labour	C029 - Forced Labour Convention, 1930	1961
	C105 - Abolition of Forced Labour Convention, 1957	1962
Effective abolition of child labour	C138 - Minimum Age Convention, 1973	1978
	C182 - Worst Forms of Child Labour Convention, 1999	2000
Elimination of discrimination in employment	C100 - Equal Remuneration Convention, 1951	1966
	C111 - Discrimination (Employment and Occupation) Convention, 1958	1962
Governance Conventions		
Labour inspection	C081 - Labour Inspection Convention, 1947	1979
	C129 - Labour Inspection (Agriculture) Convention, 1969	Not ratified
Employment policy Tripartism	C122 - Employment Policy Convention, 1964	Not ratified
	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	Not ratified
Technical Conventions		
Night work (Abrogated Convention)	C004 - Night Work (Women) Convention, 1919	1961
Protection of children and young persons (Outdated instrument)	C005 - Minimum Age (Industry) Convention, 1919	1961
Protection of children and young persons	C006 - Night Work of Young Persons (Industry) Convention, 1919	1961
Freedom of association (agriculture, non-metropolitan territories)	C011 - Right of Association (Agriculture) Convention, 1921	1961
Protection against specific risks	C013 - White Lead (Painting) Convention, 1921	1961
Working time	C014 - Weekly Rest (Industry) Convention, 1921	1961
Employment injury benefit	C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925	1961
Wages	C026 - Minimum Wage-Fixing Machinery Convention, 1928	1961
Protection of children and young persons	C033 - Minimum Age (Non-Industrial Employment) Convention, 1932	1961
Night work	C041 - Night Work (Women) Convention (Revised), 1934	1961
Indigenous and tribal peoples	C065 - Penal Sanctions (Indigenous Workers) Convention, 1939	1962
Wages	C095 - Protection of Wages Convention, 1949	1961
Social security	C102 - Social Security (Minimum Standards) Convention, 1952	1966
Indigenous and tribal peoples	C104 - Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955	1962
Final Articles Conventions	C116 - Final Articles Revision Convention, 1961	1962
Social policy	C117 - Social Policy (Basic Aims and Standards) Convention, 1962	1964
Protection against specific risks	C119 - Guarding of Machinery Convention, 1963	1964
Wages	C131 - Minimum Wage Fixing Convention, 1970	1980
Industrial relations	C135 - Workers' Representatives Convention, 1971	1972
Vocational guidance and training	C142 - Human Resources Development Convention, 1975	1993
Protection against specific risks	C148 - Working Environment (Air Pollution, Noise and Vibration) Convention, 1977	1993
Labour administration	C150 - Labour Administration Convention, 1978	2015
Industrial relations	C154 - Collective Bargaining Convention, 1981	1985
Occupational safety and health	C155 - Occupational Safety and Health Convention, 1981	2009



Occupational safety and health	P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981 ratified on 14 May 2015 (In Force)	1985
Workers with family responsibilities	C156 - Workers with Family Responsibilities Convention, 1981	1985
Employment security	C158 - Termination of Employment Convention, 1982	2009
Occupational safety and health	C161 - Occupational Health Services Convention, 1985	2015
Other instruments on employment policy and promotion	C181 - Private Employment Agencies Convention, 1997	2009
Occupational safety and health	C187 - Promotional Framework for Occupational Safety and Health Convention, 2006	2009

Note: Fundamental Conventions are the eight most important ILO conventions that cover four fundamental principles and rights at work - almost equivalent to basic human rights at work.

Governance Conventions are four conventions that the ILO has designated as important to building national institutions and capacities that serve to promote employment. In other words, conventions that promotes a well-regulated and well-functioning labour market. In addition, there are 177 technical conventions.

Source: [ILO, NORMLEX](#)

Table 24: List of Approved Labour Legislation in Niger, 2014-2017

Category of Legislation	Legislation
2014	
-	-
2015	
-	-
2016	
-	-
2017	
General Provisions	Décret n° 2017-682/PRN/MET/PS du 10 août 2017 portant partie réglementaire du Code du Travail

Source: [ILO, NATLEX - Niger](#)

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