

Labour Market Profile 2018



TOGO

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.ⁱ

This report was published in February 2018 with an inclusion of a front page photo in August 2018.

ACKNOWLEDGMENT

The Danish Trade Union Development Agency (DTDA) 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 *Confédération Nationale des Travailleurs du Togo* (CNTT).

The front page photo presents organized hair dressers from the informal economy in Togo and it is photographed by Carsten Snejbjerg.

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

<http://www.ulandssekretariatet.dk/content/landeanalyse>
[r](#)

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EXECUTIVE SUMMARY

Togo had a solid real economic growth during the last decade and it did not enter into a recession as the sub-Saharan Africa average in recent years. This was spurred by large infrastructure investments and supported by a relatively broad range of export products. It is still not easy doing business in the country and the governance milieu has been affected by a growing number of protests during 2017. The inflation in consumer prices has been controlled within the West African Economic and Monetary Union (WAEMU) convergence criteria of 3%, which sustained the workers' income purchasing power. The country also experienced some reduction in the income inequality along with a slowly decreasing number of extremely working poor. The near-poor workers and a developing middle-class are on a slow rise. Togo remains one of the economic poorest countries in the world with a low human development.

Overall, the labour legislations are not enforced effectively in practice and very few legal reforms were approved in recent years. A monitoring system of the country's compliance of the international labour standards is not fully operating. Point often overlooked is that the labour regulations cover only the workers from the formal sector in practice, which constitutes a minority of the total employment: Around 80% of the total employment is operating in the unregulated, informal economy.

The lowest minimum wage for formal employees was increase by 25% back in 2012, but it continues to be quite low in comparison with the neighbouring countries. Also the ratio of minimum wage to value added per workers is low which discourages the hiring of more workers. Not to mention, the two main sectors, agriculture and trade, which cover 78% of total employment, have very low Gross Domestic Product (GDP) share per worker.

Employment experienced a narrow structural change since 2000. First of all, employment in the industry sector has stayed on a flat growth. With a minor change from the agricultural sector, the service sector is projected to increase by 4 percentage point from 2010 to 2020 and peaking at 47%. The change is part of an internal migration and urbanisation triggered by a rise of youth

that is searching for better job opportunities in urban areas. Another key point is that although child labourers are declining slightly, it continues to be high at 28%.

Unemployment rate estimations appear very low in Togo. It is misleading, though. The formal sector is not creating sufficient new jobs. Since few are covered by employment programs just as health and pension schemes, a majority struggles to find any sort of work as a survival strategy, who often ends up in underemployment in the informal economy.

Working conditions is confronting challenges. As an example, labour inspectors are only operating in the formal sector and the services are under-resourced. It is important to realize that labour regulations are furthermore often not respected in the private sector.

Gender gaps and women discrimination on the labour market are present. Among others, traditional law, which applies to many women, a husband legally may restrict his wife's freedom to work and control her earnings. It has additionally been noted that many women are underpaid compared with their men counterparts, particularly in the informal economy.

An active nationwide agreement from 2011 covers around 35% of the total employment in Togo. It excludes informal workers just as employers often ignore the agreements. On the positive side, several new Collective Agreements were launched in 2017. However, some may be sources of conflict. National Social Dialogue Council promoted social dialogue during 2017 and the beginning of 2018, to tackle concerns about disruptions in the education sector.

The number of trade union members grew by 57% in the period from 2012 to 2017. The high increase of members was mainly from organized workers from the informal economy: today seven out of ten of the trade union members are from the informal economy. This report has calculated a trade union density of 7.4% in 2017 that is close to other West African countries average. Both the trade union movement and employers' organization have expressed a need to strengthening the social dialogue and employees' working conditions.



COUNTRY MAP



Source: Google



Table of Contents

Preface	i
Acknowledgment	i
Executive Summary	ii
Country Map	iii
Trade Unions	1
Employers Organisations	2
Central Tripartite Structures	2
Social dialogue and collective bargaining	3
National Labour Legislation	3
Observations on the labour legislation	4
Ratified ILO Conventions	4
Trade Union Rights Violations	4
Working Conditions	5
Workforce	6
Unemployment and Underemployment	7
Sectoral Employment	8
Migration	10
Informal Economy	11
Child Labour	11
Gender	12
Youth	13
Education	13
Vocational Training.....	14
Social Protection	15
Economic Performance	17
Trade	19
Trade Agreements	20
Export Processing Zones (EPZ).....	20
Appendix: Additional Data	21
Status of the <i>Confédération Nationale des Travailleurs du Togo</i> (CNTT) affiliated unions, 2012.....	21
List of registered collective bargaining in Togo.....	23
List of approved labour related legislations in Togo, 2014-2017	23
Status of ratified ILO Conventions in Togo.....	24
References	25



Tables

Table 1: Trade Unions in Togo, 2017	1
Table 2: Status of trade union confederations in Togo, 2014/17.....	2
Table 3: Registered collective bargaining agreements in Togo.....	3
Table 4: Status of the national labour, social security and human rights related legislations in Togo.....	4
Table 5: Global Rights Index, Togo, 2014-2017.....	5
Table 6: Status of ILO Freedom of Association cases in Togo, 2017.....	5
Table 7: Status of minimum wage in Togo	5
Table 8: Minimum wage in West African countries, US\$ per month, 2016/17.....	5
Table 9: Working Conditions in Togo.....	6
Table 10: Estimations of the employment-to-population ratio, Age and Sex distribution, 2018.....	6
Table 11: Unemployment in Togo and West Africa, 2018	8
Table 12: Employment share per sector in Togo, 2006	9
Table 13: GDP share by Subsector and GDP per Worker in Togo, 2016	10
Table 14: Status of migration in Togo.....	10
Table 15: Economy and employment in the informal economy in Togo.....	11
Table 16: Working Children Proportion of All Children aged 5-14.....	11
Table 17: Gender gaps among workers in Togo, 2009-2018, Age 15+ in employment-to-population.....	12
Table 18: Status of Vocational Training in Togo and the sub-Saharan Africa (SSA), 2007-2011	15
Table 19: Status of social protection in Togo and the sub-Saharan Africa (SSA), 2009	16
Table 20: Benefits, coverage and contributions to pension schemes in Togo and the sub-Saharan Africa (SSA), 2009	16
Table 21: Key Economic Facts in Togo, 2016	17
Table 22: Working poor and middle-class trends in Togo, 2000-2018	18
Table 23: Ease of Doing Business in Togo.....	18
Table 24: Governance Indicators in Togo, % and change percentage points, 2011-2016.....	19
Table 25: Trade and Foreign Direct Investment (FDI) in Togo, 2016.....	19
Table 26: Status of the <i>Confédération Nationale des Travailleurs du Togo</i> (CNTT) affiliated unions, 2012.....	21
Table 27: List of registered collective bargaining in Togo	23
Table 28: List of approved labour related legislations in Togo, 2014-2017	23
Table 29: Status of ratified ILO Conventions in Togo	24

Figures

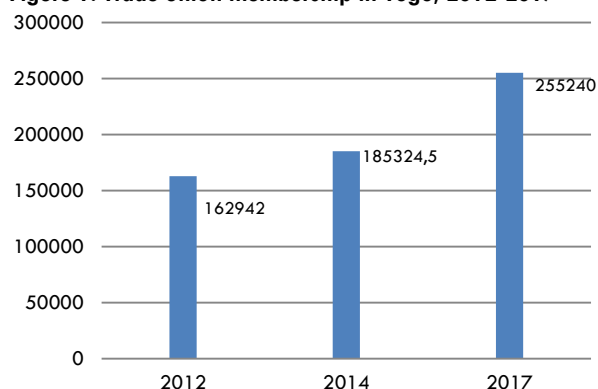
Figure 1: Trade union membership in Togo, 2012-2017	1
Figure 2: Inter-Trade Union Centres in Togo, 2009-2015, Elected members, amount and %.....	1
Figure 3: Minimum wage per month in Togo, West African CFA Franc, 2004-2017	5
Figure 4: Estimations and projections of employment-to-population ratio, Togo and the West Africa, 2000-2020, %	6
Figure 5: Estimations and projections of status of employment in Togo, 2000-2020, %.....	7
Figure 6: Labour productivity trend, output per worker, 2000-2018	7
Figure 7: Unemployment Rates in % in Togo and West Africa, 2009-2018.....	8
Figure 8: Employment by Aggregate Sector in Togo, 2000-2020.....	8
Figure 9: Value Added as % of GDP per Aggregate Sector in Togo, 2007-2016.....	9
Figure 10: Net migrants and personal remittance in Togo, 1995-2015.....	10
Figure 11: Women in management and ownership, 2016	12
Figure 12: Employment by Aggregate Sector in Togo, Men and women, 2018, %	13
Figure 13: Share of youth not in employment, education or training (NEET) in West African countries, latest year (2011-2014), %	13
Figure 14: Enrolment in Primary, Secondary and Tertiary schools, Togo and sub-Saharan Africa (SSA), 2000-2015	14
Figure 15: Enrolment in secondary vocational and ratio of pupils in vocational training to all pupils in secondary education in Togo and sub-Saharan Africa (SSA), 2007-2012, %.....	15
Figure 16: Health-care expenditure not financed by private household's out-of-pocket payments, West African countries, 1995-2011, %	16
Figure 17: GDP per capita Growth trend, % of GDP, 2007-2016	17
Figure 18: GDP per capita in Purchasing Power Parity (PPP) rate and income inequality, 2006-2016.....	17
Figure 19: Gross Fixed Capital Formation in Togo and the sub-Saharan Africa, % of GDP, 2007-2016	18
Figure 20: Inflation trend in Togo and the sub-Saharan Africa, %, 2007-2016.....	18
Figure 21: Export and import trends in Togo and the sub-Saharan Africa, % of GDP, 2007-2016	19
Figure 22: Products share of main exports in Togo, 2016	19
Figure 23: Main export markets in Togo, 2016	19



TRADE UNIONS

Around 255,000 workers were members in trade union in Togo and the number increased by 57% in the period from 2012 to 2017 (Figure 1).

Figure 1: Trade union membership in Togo, 2012-2017



Source: CNTT, CSTT, UGSL, CGTT and [Yunionize, Global Union Directory, Togo](#)

The trade union density (i.e. ratio of total trade union members to total employment) was estimated at 7.4% in 2017. That is close to other West African countries' average that was calculated at 7.9%. The country's trade union density grew by 2.0 percentage points in the period from 2012 to 2017. If focusing on the trade union density of employees (i.e. those who get a basic remuneration and/or stable contracts), which is more representative for the formal sector, it was estimated at 13% (Table 1). The two diverging densities demonstrate a fragmentation of the labour market in Togo.

Table 1: Trade Unions in Togo, 2017

Number of trade unions (CNTT)	81
Members of trade unions (trade union centres)	255,240
Ratio of trade union members to total employment *	7.4 %
Ratio of formal trade union members to employees *	13 % **
Female member share of trade unions (CNTT)	30 %
Members of affiliated trade unions from the informal economy (CNTT, CSTT, UNSIT and UGSL)	170,667

* Calculations are based on data of trade union members and ILO estimations of total employment and employees. ** Calculations excluded members of affiliated organised workers from the informal economy from CNTT, CSTT, UNSIT and UGSL. There is not dividing data from the three other centres.

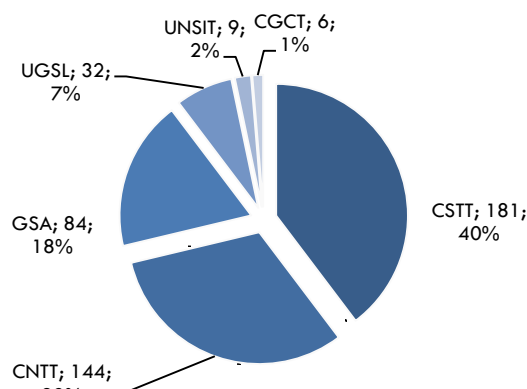
Source: CNTT, UGSL, CGTT and [Yunionize, Global Union Directory, Togo](#)

The rise in terms of the number of trade union members in Togo was mainly due to a high influx of affiliated organized workers from the informal economy. As an example, CNTT had a membership increase of 113% in

the period from 2012 to 2017. Out of these, organized workers from the informal economy grew from 20,000 members to 82,607, which equaled a growth of 313%. The number of members from the formal sector was basically on a flat growth. This is a reflection of a shift from a majority (64%) of members from the formal sector in 2012 that turned into 30% in 2017 in the organization. Data from other trade union centers - UNSIT, CSTT and UGSL - had a similar ratio of organized informal workers to the organizations' total membership. These four trade union centers had only 30% of members from the formal sector in 2017 on average (Table 1 and Table 2).

In 2006 five out of six trade union centres established a joint cooperation within the Coordination of Trade Union Centers of Togo (CCST) (French: *Intersyndicale des Travailleurs du Togo*) in order to coordinate trade union actions towards the government and employers. Figure 2 illustrates that CCST represents a total 456 elected members for the period 2009-2015.²

Figure 2: Inter-Trade Union Centres in Togo, 2009-2015, Elected members, amount and %



Source: [ILO, NATLEX, Tiré à part, Ministère du Travail, de l'Emploi et de la Sécurité sociale, 2012](#)

Togo has seven national trade union federations/centres and worker organizations are independent of the government and political parties. The largest is *La Confédération Nationale des Travailleurs du Togo* (CNTT) that registered 117,327 members in 2017 (see also Appendix Table 26). The second is *La Confédération des Syndicats des Travailleurs du Togo* (CSTT) with 84,093 members followed by *L'Union Générale des Syndicats Libres* (UGSL) with 35,000 members. *Synergie des Travailleurs du Togo* (STT) officially became the 7th trade union center since January 2015 with elected officers of seven members. Data is not available of this organization's number of members. The ITUC affiliates in Togo are the CNTT, CSTT and the *Union Nationale des Syndicats Indépendants du Togo* (UNSIT). The latter center

has 9,050 members. More details on the number of trade union members in Togo are available on Table 2.

Table 2: Status of trade union confederations in Togo, 2017

Trade Union Centre	Total Members	Members informal workers
La Confédération Nationale des Travailleurs du Togo (CNTT)	117,327	82,607
La Confédération des Syndicats des Travailleurs du Togo (CSTT)	84,093	54,660
L'Union Nationale des Syndicats Indépendants du Togo (UNSI)	9,050	1,900
L'Union Générale des Syndicats Libres (UGSL)	35,000	31,500
La Confédération Générale des Cadres (Syndicats Libres) du Togo (CGCT)	4,170	-
Groupe des Syndicats Autonomes (GSA)	5,600	-
Synergie des Travailleurs du Togo (STT)	-	-
Total	255,240	170,667

Source: CNTT, UGSL, CGTT and [Yunionize, Global Union Directory, Togo](#)

EMPLOYERS ORGANISATIONS

Employers constitute an estimated 1.0% of the total employment in Togo in 2018, which equals around 36,000 persons (see more on Figure 5).

Conseil National du Patronat du Togo (CNP)³

CNP was established in 1963 as *Groupement Interprofessionnel des Entreprises du Togo* (GITO). The name was changed in 1990 to CNP. It is composed of only professional associations. The organisation is governed by a board of directors along four standing technical committees. In addition, it published the Codes of Conducts for the private sector as well as Corporate Social Responsibility material.

Overall, CNP is constituted of 15 professional associations:

- (GITO) *Groupement des Industriels du Togo*, which group together the other associations.
- (APBEF) *Association Professionnelle des Banques et Etablissements Financiers du Togo*.
- (AFCET) *Association des Femmes Chef d'Entreprise du Togo*.
- (APRT) *Association Professionnelle des Revendeuses de Tissus*.
- (ASHORESTO) *Association des Hôtels et Restaurants du Togo*.
- (ASOZOF) *Association des Sociétés de Zone Franche*.
- (CAT) *Comité des Assureurs du Togo*.
- (GPP) *Groupement Professionnel des Pétroliers*.
- (GTPME/PMI) *Groupement Togolais des Petites et Moyennes Entreprises/Petites et Moyennes Industries*.

- (GNEBTP) *Groupement National des Entrepreneurs de Bâtiments et Travaux Publics*.
- (NAVITOGO) *Association Professionnelle des Navigateurs et Consignataires du Togo*.
- (SCIMPEXTO) *Syndicat des Commerçants Industriels Importateurs et Exportateurs du Togo*.
- (UNATROT) *Union Nationale des Transporteurs Routiers du Togo*.
- (UTAVOT) *Union Togolaise des Agences de Voyage et de Tourisme*.
- (UPRAD) *Union Professionnelle des Agréés en Douane du Togo*.

In March 2017 CNP's new elected leaders met with the government to express the need to strengthening the social dialogue, improving the business climate as well as employers and employees working conditions.⁴ In August 2017, CNP also launched a new strategic plan that covers from 2018 to 2022. The preparation of this document was geared towards strengthening the improved governance of the organization, which includes refining its vision and clearing up for some internal institutional snags. By the same token, the plan point towards ways and means to respond to the current challenges related to the well-being of the population. Not to mention, it reflects on unemployment and underemployment, particularly from youth; poverty and the low level of social protection, and the challenges of finding a better job-training match.⁵

CENTRAL TRIPARTITE STRUCTURES

National Social Dialogue Council (French : *Conseil National du Dialogue Social*, CNDS)⁶

CNDS is a permanent tripartite organ that promotes a framework of the national social dialogue. The council has 10 public representatives, 10 representatives of employers' organisations and 12 representatives of workers' organisations. It has two sub-councils: the National Work Council (CNT) for the private and semi-public sector as well as the National Public High Council (CSFP) for the public sector. The CNDS or its sub-councils are used to consult changes to labour legislation, working conditions, among others. By the same token, it works to prevent labour disputes.⁷

During 2017 and the beginning of 2018, the institution was set in action by the government to tackle concerns about the disruption in the education sector during 2017, which was manifested by repeated strikes. The council's aim was to resume dialogue with the teachers' unions and find a definitive solution to the situation that is detrimental to the Togolese schools.⁸



National Commission for Occupational Safety and Health (French: *Commission Nationale de la Sécurité et de la Santé*)

The tripartite commission sets workplace health and safety standards. It may charge penalties on employers who do not meet the standards. Employees have the right to complain to labour inspectors of unhealthy or unsafe conditions without penalty.⁹

Other bi/tripartite organs¹⁰

- *Fond National d'Apprentissage, de Formation et de Perfectionnement Professionnels (FNAFPP).*
- *Conseil National des Politiques de Développement et de Lutte Contre la Pauvreté (CNPDLP)*
- *Le Comité Interministériel chargé des Stratégies de Lutte Contre la Pauvreté (CISLP)*

Arbitration and Mediation²²

Individual labour disputes are ultimately arbitrated by the labour courts (French: *tribunaux du travail*). It is composed of a presiding magistrate, a clerk and two judges from the workers' and employers' organizations. Collective labour disputes are first handled by a labour inspector. If that fails, an arbitration council is convened by the Minister of Labour. The arbitration council is composed of a magistrate from the court of appeals, the president of the labour court, a new labour inspector and two judges from employers' and workers' organizations.¹¹

In May 2017, Togo courts and tribunals were paralyzed by clerk's three-day strike to demand the best working and living conditions.

Social dialogue and collective bargaining

Labour legislation recognizes the right to collective bargaining in Togo. A breakthrough negotiation between the government, the employers' organization CNP and the six national trade union centres reached a nationwide Interprofessional Collective Agreement in 2011.¹² Relations and standards between employers and workers in the private and semi-public sector were also outlined: i) employment relations, ii) working hours, iii) overtime pay, iv) occupational safety and health, and v) retirement and minimum wages for different categories of workers in the formal sector (see also the section: Working Conditions).¹³

Collective bargaining on sector level, where the government is not an employer, the government can still participate in this process as a labour-management

mediator. In case the government has a large presence on sector level, which includes the government-owned companies, it acts solely as an employer and does not mediate. Individual unions could negotiate agreements more favorable to labour through sector- or firm-specific collective bargaining.¹⁴

The mentioned active nationwide agreement from 2011 covers around 35% of the total employment in Togo (Table 3). This could be interpreted as a relatively high coverage in comparison with many other West African countries collective bargaining agreements coverage. First thing to remember is that the regulations do not cover workers from the informal economy (see also the section: Informal Economy). In addition, the government did not effectively enforce the regulations just as private employers often ignored applicable laws.¹⁵

Table 3: Registered collective bargaining agreements in Togo

Nationwide agreement	1
Number of CBAs	14
Number of collective agreements	1
Workers covered by nation-wide agreement	35% *
Share of workers covered by CBAs	N/A

* The calculated is based on ILO Key Indicators of the Labour Market (KILM) employment data estimations, i.e. ratio of employees to total employment.

Source: WageIndicator.org, [Conventions Collectives du Togo](#)

Table 3 also registered 14 sector collective bargaining agreements (CBAs) and 1 other collective agreement from 2016 (see also Appendix Table 27).

During 2017, new Collective Agreements were launched. Among others, trade unions and employers' groups in the trade sector signed a new collective agreement following a long process of discussions that began in 2008. A new salary scale in the commercial sector was set of CFA 42,000 (US\$72) against CFA 13,000 (US\$22) from the old agreement, which equals a wage increase of 223%. The new agreement replaces the one of 1991 that was outdated.¹⁶ Also a new version of a collective agreement was presented between journalists and press owners.¹⁷ Other sectors with private sector associations were in process of new collective agreement some of which may be sources of conflict.¹⁸ The trade union centre, CSTT, registered 16 CBAs were signed in 2018 (February).¹⁹

NATIONAL LABOUR LEGISLATION

Constitution²⁰

The constitution from 2004 protects the right to work, fair and equitable remuneration, non-discrimination at work,



the right to strike, the right to freely to form and join unions and freedom of association.

In September 2017, hundreds of thousands of opposition supporters were reportedly taken to the streets in several cities across Togo to call for constitutional reform, including the limit on how many terms a president can serve, and the introduction of a two-round voting system.²¹

The Labour Code²²

The Labour Code from 2006 regulates employment relationships, various labour conditions, trade unions, collective bargaining agreements, salary, and labour disputes. The code also establishes the inspectorate for labour and social laws, the labour courts and the National Social Dialogue Council. However, under traditional law, which applied to the vast majority of women, a husband legally may restrict his wife's freedom to work and control her earnings.

Other labour market legislations

Several other related legislations exist that regulate, set standards and restrictions on the labour market in Togo. ILO registered a total of 238 national labour, social security and human rights related legislations in 2018 (January). It was noted that only two new legislations were approved in the period from 2014 to 2015, and none from 2016 to 2017 (Table 4). Information on these two legislations is available in the Appendix Table 28. This illustrates that only few results were achieved by the Togolese government to bring the labour market regulations up-to-date.

Table 4: Status of the national labour, social security and human rights related legislations in Togo

	2014	2015	2016	2017
Number of new/amended legislations	1	1	0	0

Source: [ILO, NATLEX, Togo](#)

Observations on the labour legislation

The International Trade Union Confederation (ITUC) registered few flaws on the legislations of rights of organize rights to collective bargaining and the right to strike in Togo. Here it is important to note that a monitoring system is 'in process.' Stated differently, there is insufficient updated information on the country's labour regulations in comparison with the international labour standards.

In terms of the right to organize, it was noted that members of the security services and firefighters do not have the right to join a union. Not to mention, the labour code provides for exemptions from the provisions for companies with export processing zone (EPZ) status, such as the regulations on hiring and firing. Employees of EPZ companies do not enjoy the same protection against anti-union discrimination. This matter has been raised repeatedly by the ILO Committee of Experts which has highlighted the need for workers in EPZs to enjoy trade union rights. With reference of right to strike, public sector health workers are allowed to join unions but not to strike.²³

Albeit the Labour Code prohibits all forms of forced or compulsory labour, the regulations were not enforced effectively. For example, only few investigations have been effected and they were frequently due to investigators must pay for their own travel and lodging expenses without reimbursement. Also forced labour occurred, e.g. many children were subjected to forced labour, many men in agriculture and women in domestic service.²⁴

Point often overlooked is that the law does not cover workers in the informal economy, who represented a large, unregistered, non-taxpaying part of the labour market (see also the sub-section: Informal Economy).

Ratified ILO Conventions

With reference to Togo's ratification of the international labour standards, a total of 28 ILO Conventions are ratified (see also Appendix Table 29):²⁵

- Fundamental Conventions: 8 of 8.
- Governance Conventions (Priority): 4 of 4
- Technical Conventions: 16 of 177.
- Out of 28 Conventions ratified by Togo, 24 are in force, 2 Conventions have been denounced; 2 instruments abrogated; none have been ratified in the past 12 months.

The latest ratified Convention was the Social Security (Minimum Standards) Convention (C102) in 2013 and amendments of the Maritime Labour Convention (MLC, 2006) in 2014.

TRADE UNION RIGHTS VIOLATIONS

Based on the Global Rights Index, Togo was ranked 2 out of 5+ (i.e. 5+ is the default level for countries with a complete breakdown in the rule of law) in 2016; with no



registering in 2017 (Table 5). This ranking describes Togo with 'repeated violations of rights': Countries with a rating of 2 have slightly weaker collective labour rights than those with the rating 1. Certain rights have come under repeated attacks by governments and/or companies and have undermined the struggle for better working conditions.²⁶

Table 5: Global Rights Index, Togo, 2014-2017

	2014	2015	2016	2017
Ranking on the Global Rights Index	1	2	2	N/a

Source: [ITUC, Global Rights Index](#)

The latest case that was registered by ITUC was from 2015 and was related to export processing zones where workers' fundamental rights were violated, trade union demands ignored or punished and serious accidents.²⁷

Table 6 shows that the ILO Committee on Freedom of Association has registered 9 complaint cases, all of them are closed.

Table 6: Status of ILO Freedom of Association cases in Togo, 2017

Status of cases	Number of cases
Active	0
Follow-up	0
Closed	9

Source: [ILO, NORMLEX, TOGO](#)

WORKING CONDITIONS

As an impact of the nationwide Inter-professional Collective Agreement from 2011, the lowest minimum wage was raised from CFA 28,000 (US\$59) to CFA 35,000 (US\$64) while the highest wage was set at CFA 229,000 (US\$394). This was activated in May 2012 (Table 7 and Figure 3). It has stayed on this level since then. Inflation in consumer prices has been low in recent years which protected the salaries purchasing power. However, the current lowest minimum wage is not enough to support basic living conditions. Only workers from the formal sector are covered by the minimum wages; but a majority of Togolese workers are operating in the informal economy or subsistence farming.

Table 7: Status of minimum wage in Togo

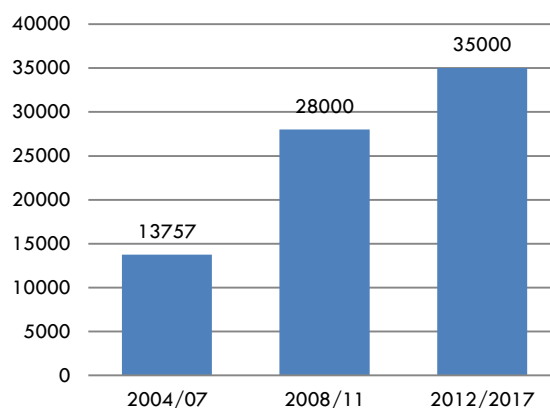
Wages	Current West African CFA Franc	Current US\$
Lowest minimum wage per month - unskilled workers (2012/17)	35,000	59

Highest minimum wage per month - high level managers etc. (2012/17)	229,000	394
Ratio of minimum wage to value added per worker	1.1 *	
Minimum wage growth (2011-2012/17)	25 %	

* Ratio of minimum wage to value added per worker denotes the minimum wage share of labour productivity.

Source: [Convention Collective Interprofessionnelle](#), [World Bank Doing Business Labour Market Regulations](#)

Figure 3: Minimum wage per month in Togo, West African CFA Franc, 2004-2017



Source: [ILOSTAT](#) and [Convention Collective Interprofessionnelle](#)

Looking at the ratio of minimum wage to value added per worker on Table 7, which is a proxy indicator of difficulty of hiring; it is apparent that it is very low (the scale goes from 0-10). It means that the minimum wage is fairly high compared to the value added per worker, which discourages the hiring of more people. Relatively high minimum wage compared to value added per worker could also, to some degree, explain the high degree of informality in Togo (see also the sub-section: Informal Economy).

Togolese receive a relatively low minimum wage in comparison with neighboring West African countries; it is slightly higher than the Ghanaian's (Table 8).

Table 8: Minimum wage in West African countries, US\$ per month, 2016/17

Benin	Ghana	Niger	Sierra Leone	Togo
64	55	61	88	59

Source: Danish Trade Union Development Agency Labour Market Profiles

Table 9 provides an overview of key labour regulations in Togo. Working hours of all employees in any enterprise, except in the agricultural sector, normally are not to exceed 40 hours per week. At least one 24-hour rest period per week is compulsory, and workers are to receive 30 days of paid leave each year. Working hours



for employees in the agricultural sector are not to exceed 2,400 hours per year (46 hours per week). However, working condition regulations were seldom respected in the private sector, though.²⁸

Table 9: Working Conditions in Togo

Fixed-term contracts prohibited for permanent tasks	Yes
Maximum length of a single fixed-term contract (months)	48
Maximum number of working days per week	6
Premium for night work (% of hourly pay)	0 %
Premium for work overtime work (% of hourly pay)	20 %
Paid annual leave (average for working days with 1, 5 and 10 years of tenure, in working days)	30
Minimum length of maternity leave	98 days
Receive 100% of wages on maternity leave	Yes
Five fully paid days of sick leave a year	Yes
Unemployment protection after one year of employment	No

Source: [World Bank, Doing Business, Labor Market Regulation in Togo](#)

There are 109 labour inspectors in the country. It equals one inspector per 32,700 of the total employment or as one inspector per 11,500 of employees. These inspection services are under-resourced and the law is not enforced effectively. Not to mention, the ILO recommends one inspector per 40,000 workers in less developed countries.²⁹

WORKFORCE

Togo population is growing by 2.5% per year and reached 7.6 million persons in 2016. The degree of urbanisation (i.e. the share of urban population in the total population of a country) has risen from 36% in 2006 to 41% in 2016.³⁰

The country has a relatively high employment-to-population ratio in comparison of the West Africa average with a percentage point gap of 18% in 2018 (Table 10). First of all, around 3.6 million are in employment in 2018 which covers three out of four (76%) of the working age population. Second, there is only small gender gap in the employment-to-population ratio in Togo. Third, youth has an even higher employment-to-population ratio relatively to the West Africa average that stands with a percentage point gap of 29%.

Table 10: Estimations of the employment-to-population ratio, Age and Sex distribution, 2018

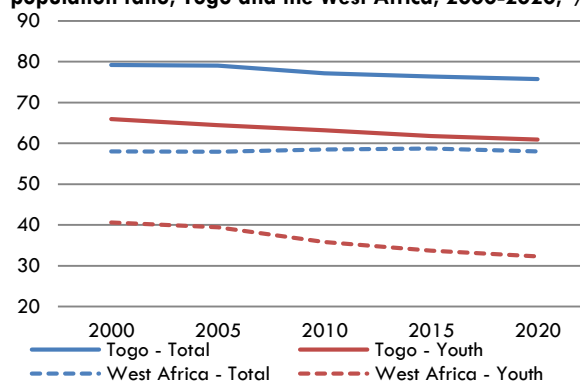
Sex	Age	Togo	West Africa
Men & women	Total 15+	76 %	58 %
	Youth 15-24	61 %	32 %

Men	Total 15+	78 %	63 %
	Youth 15-24	61 %	36 %
Women	Total 15+	74 %	53 %
	Youth 15-24	61 %	29 %

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Since 2000 the Togolese employment-to-population ratio has declined slightly on the margin, but it continued to hover far above the regional average. The youth ratio was likewise dropping slightly. This followed a trend in line with the region. The gap remained stark and it will continue staying like that towards 2020 (Figure 4).

Figure 4: Estimations and projections of employment-to-population ratio, Togo and the West Africa, 2000-2020, %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

A key issue on the labour market in Togo is that a structural change among the employees (i.e. workers who get a basic remuneration) has basically been on a status quo since 2000 (Figure 5). This segment is narrow and it was estimated at 19% of the total employment in 2018. This is in line with the West Africa average (20%) but it is slightly lower than the sub-Saharan Africa average (25%) and the World (54%). Among these employees in Togo they are operating in the formal sector and based on some approximations it is dominated by more than three-fourths (around 75%) of the public sector.

As already mentioned, Togolese employers represents a very small group of 1.0%. Instead, employment is still concentrated among 'own-account workers' (i.e. self-employment and not engaged as 'employees' on a continuous basis) that covers around 62% of the total employment. 'Contributing family workers' category (i.e. self-employment in an establishment operated by a related person) is close to the employees, but it remains largely informal compared to the more formal 'employees'.³¹ It is important to realise that the rate of employees appears not being increasing despite the rising urbanisation rate, which suggest that the workers



will largely continue to be operating in the informal economy (see also the sub-section: Informal Economy).

Figure 5: Estimations and projections of status of employment in Togo, 2000-2020, %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

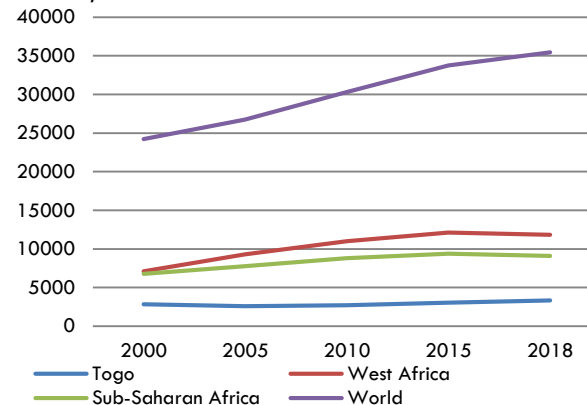
Growth in labour productivity stalled in Togo. This is similar among the West Africa and the sub-Saharan Africa averages. However, the latter two remain on much higher labour productivity rate than Togo. As a contrast, the World average is rising fast (Figure 6).

It is worth mentioning that a growth in the labour productivity depends on three main factors: investment and saving in physical capital, new technology, and human capital. A growing labour productivity is interpreted as improved standards of living in the form of higher consumption just as it produces more goods and services for the same amount of relative work. This is measured in physical capital in the amount of money that people have in savings and investments. New technologies are technological advancements, such as robots or assembly lines. Human capital represents the increase in education and specialization of the workforce. By the same token, if output is increasing while labour hours remain static, it could be a sign that the economy is advancing technologically and should continue to do so. Conversely, if labour hours increases in relation to flat output, it could signal that the economy needs to invest in education to increase its human capital.³²

On this background, it is quite clear that Togo is confronting challenges 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; low and slightly deteriorating human development; and a decade-long effort to implement economic reforms to encourage foreign investment has not resulted in an increasing share of employees, indicate the challenges of increasing the labour productivity in Togo.

Figure 6: Labour productivity trend, output per worker, 2000-2018



Note: Labour productivity is estimated as output per worker (GDP constant 2011 international \$ in PPP).

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Unemployment and Underemployment

A National Employment Policy was adopted in March 2014 as well as a Strategy for Accelerated Growth and Employment Promotion (2013–2017). It has clear targets of reducing the unemployment by 0.5% a year while underemployment will be reduced by 1% yearly.³³ A just mentioned, the drops have, so far, not been reflected in unemployment statistics based on both national and ILO estimations. In addition, several active labour market programs are oriented to improving employability and future employment prospects. It is targeted towards to strengthen the labour standards and regulations to protect workers from workplace hazards. Active labour market programs are relatively small in scale, though, with several pilots initiated recently focusing on youth employment.

Unemployment does not appear as a statistical problem in Togo. Estimations based on national estimations point towards a total unemployed rate of 1.8% and youth unemployment rate of 2.8% in 2018. This is significantly lower than the West Africa average (Table 11). Other estimations from ILO suggest a higher unemployment rates in Togo that were measured at 6.2% and 11%, respectively. The two latter are in line with the West Africa average and stayed on a status quo during the last decade.



Unemployment is most an urban concern, e.g. some data from Togo suggest that youth unemployment was up to 21% in urban areas and 5.4% in rural.³⁴

Table 11: Unemployment in Togo and West Africa, 2018

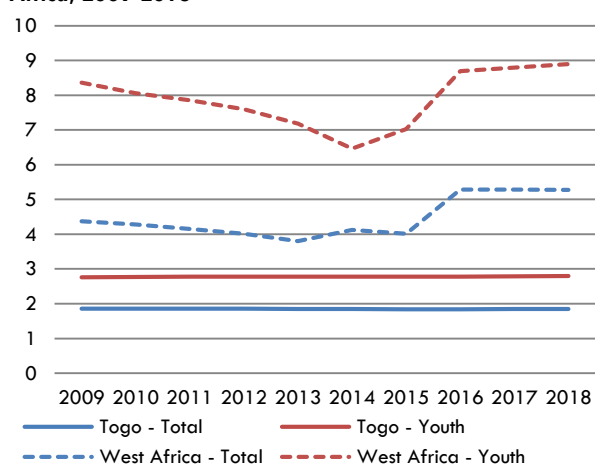
	Gender	Togo	West Africa
Unemployment *	Total	1.8 %	5.3 %
	Men	2.1 %	5.4 %
	Women	1.5 %	5.1 %
Youth Unemployment *	Total	2.8 %	8.9 %
	Men	3.4 %	8.1%
	Women	2.2 %	9.9 %
Underemployment	Total	35 %	N/a
	Men	N/a	N/a
	Women	N/a	N/a

* Unemployment data is estimated by national estimations.

Source: [ILO, Key Indicators of the Labour Market \(KILM\)](#) & [Africa Business Communities](#)

Looking at the trend for the last 10 years, the unemployment rates have been stable staying on flat, low levels (Figure 7). It also appears that the statistical measurements in unemployment rates are disconnected with the real economic developments.

Figure 7: Unemployment Rates in % in Togo and West Africa, 2009-2018



Source: [ILO, ILOSTAT – Unemployment](#)

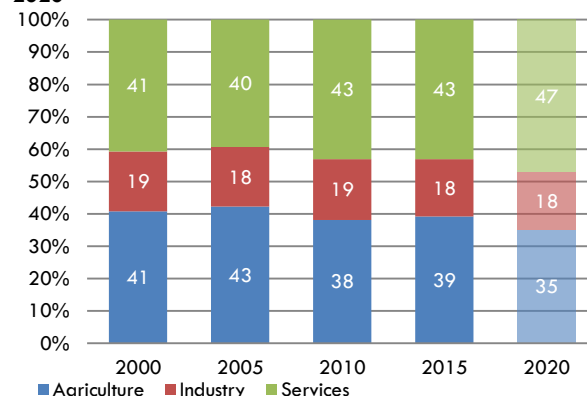
One out of three (35%) working Togolese fall under the underemployment classification (Table 11). This is interpreted as those workers who are skilled but working in low paying jobs, workers who are highly skilled but working in low skill jobs and part-time workers who would prefer to be full time. Stated differently, the individual is working but is not working at his full capability and/or not utilized in terms of skills, experience and availability to work.³⁵ The relatively high underemployment thus also provides a hint of the low labour productivity in Togo.

On this background, the interpretation of the statistical unemployment rate is misleading in a country like Togo. Few unemployment protection schemes with very low coverage are available and 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 Togolese find casual and informal work. This phenomenon of underemployment is mirrored by over-qualification, involuntary part-time, and over-staffing or hidden unemployment. Few data is available on this aspect, but taking into consideration the high predominant agricultural sector and informal economy suggest the quite high underemployment rate on Table 11. Some other data put forward that the vast majority of workers in underemployment are in the private sector (90%) and most in self-employed (70% of the total). Many of those are in the agricultural sector (58%), which is likely because of seasonal changes; followed by the trade sector (22%). The largest gender difference is in the latter sector where 8.4% of men are in underemployment, compared to 34% of women.

Sectoral Employment

Togo has experienced a minor sectoral transformation of the employment. This was mainly from the agricultural sector moving towards the service sector. The industry sector has stayed on a flat growth. Overall, a slight majority of the employment is in the service sector (43%) followed by the agricultural sector (39%) and finally the industry sector (18%) (Figure 8).

Figure 8: Employment by Aggregate Sector in Togo, 2000-2020



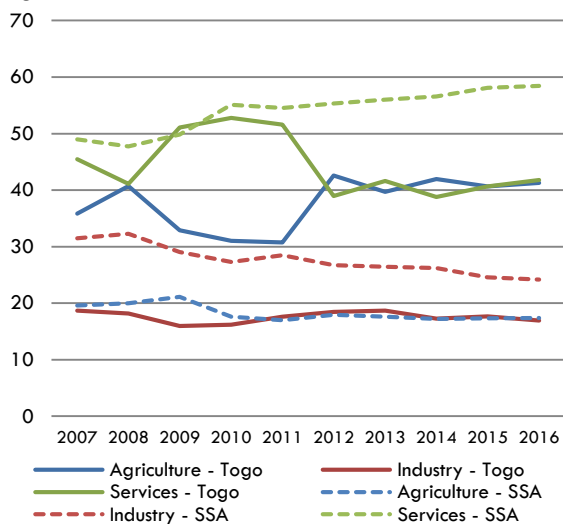
Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Figure 9 show that the value added by sector, as a percentage of GDP, is roughly proportionate to the number of people employed in the sector showed in Figure 8. As an example, the industry sector accounted for 18% of the employment in Togo and around 18% on average of the value added to the GDP. In comparison



with the sub-Saharan Africa average, it is clear that the agricultural sector value added to GDP remains high in Togo, while the industry and service sector are lower. As an example, the industry sector value added in Togo is in par with the region average on the agricultural sector.

Figure 9: Value Added as % of GDP per Aggregate Sector in Togo, 2007-2016



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

Other data based on the Core Welfare Indicators Questionnaires (CWIQ) registered that 2.4 million workers were in employment in Togo and with a narrow gender gap favouring women, i.e. 52% of total employment were women. Estimations from this survey diverge somewhat from Figure 8 due to different data method estimations. The CWIQ survey revealed a higher employment share of 54% (1.3 million workers) of the total employment in the agricultural sector. In contrast, the industry sector was measured of 6.8%, e.g. the manufacturing sector was only 4.2% of the total employment. There was no data of electricity, gas and water in this sub-sector. In the service sector, trade, restaurant and hotels are the main sub-sector that was registered of 24% (563,000 workers) of total employment and it was very women dominated (81%). The public administration, education and health sub-sector was the third largest share of 7.9% of the total employment. More data is available on Table 12.

Table 12: Employment share per sector in Togo, 2006

Sector	Total Employment	Employment share, %	Employment share, Women
Agriculture	1,292,860	54 %	46 %
Mining & Quarrying	15,000	0.6 %	31 %
Manufacturing	100,459	4.2 %	47 %
Electricity, gas and water	N/a	N/a	N/a
Construction	48,087	2.0 %	5.7 %

Trade, restaurants and hotels	563,031	24 %	81 %
Transport and communication	72,941	3.1 %	8.9 %
Finance, real estate and business services	70,751	3.0 %	25 %
Public administration, education & health	188,106	7.9 %	46 %
Other services	37,394	1.6 %	56 %
Total	2,388,629	100 %	52 %

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

Gross Domestic Product (GDP) is a monetary measure of the market value of all final goods and services produced. When it is compared to the number of workers it gives a signal of their contribution to the productions values. Table 13 shows that the GDP share per workers is calculated of US\$1,840 on average per year. This is reflected in the low labour productivity rate on Figure 6. Based on sub-sector data, the agriculture sector has the largest GDP share of 48%, which grew by 2.0% in the period from 2011 to 2016, but the GDP share per workers was only US\$1,634 on average per year (Table 13).

The industry sub-sectors has a relatively high GDP share per workers, especially the mining and quarrying workers with US\$11,147 per worker and construction workers with US\$6,588. The latter sub-sector experienced a GDP share growth by 2.4% which was part of public infrastructure investments (see also the section: Economic Performance). Point often overlooked is that these sub-sectors have narrow employment and the high value added is mainly from more intensive machinery capital. On a negative side, the manufacturing sector GDP share dropped by 2.8 percentage points in the period from 2011 to 2016 reaching a total GDP share of 5.5% just as a relatively low GDP share per worker of US\$2,409.

The second largest sub-sector in terms of GDP share is the public administration, education and health. It increased by 1.4% in percentage points in the period from 2011 to 2016 and reached a total GDP share of 10%. However, the GDP share per worker is relatively low that was estimated of US\$2,433. The third largest GDP share is the trade, restaurants and hotels sub-sector that was estimated of 8.4% of total GDP. It is important to realize that this latter sub-sector has a women dominated employment of around four out of five (81%) (Table 12), but it has the lowest GDP share per workers of US\$656 per year. This is related to the dominating



informal economy in the non-agricultural sector. More data is available on Table 13.

Table 13: GDP share by Subsector and GDP per Worker in Togo, 2016

Sector	GDP Share by sector, % *	GDP share change, 2011-2016, percentage point	GDP Share per worker by sector, US\$ per year
Agriculture	48 %	+2.0 %	1,634
Mining & Quarrying	3.8 %	+0.1 %	11,147
Manufacturing	5.5 %	-2.8 %	2,409
Electricity, gas and water	3.2 %	0.0 %	N/a
Construction	7.2 %	+2.4 %	6,588
Trade, restaurants and hotels	8.4 %	-0.8 %	656
Transport and communication	5.4 %	-0.7 %	3,257
Finance, real estate and business services	7.9 %	-2.0 %	4,913
Public admin., education and health	10 %	+1.4 %	2,433
Other services	0.1 %	0.0 %	118
Total	100 %	N/a	1,840

* GDP share by sector is data from [African Economic Outlook, 2017](#) which diverge slightly from aggregate data on Figure 9. Source: Calculations based on ILO KILM, the World Bank World Development Indicators, and African Economic Outlook

Migration

During the last two decades, the net migration flow had a higher outflow of citizens living abroad than inflows of migrants in Togo. During the 1990s, the migration was triggered as an impact of a political crisis, which allowed many Togolese to receive political asylum in neighbouring and European countries. In the end of the 1990s, this changed to a high migration influx in Togo of refugees due to political turmoil in neighboring countries. Since 2005 there has been a steady balance on the net migration rate (Figure 10). Despite ethnic tensions and periods of political unrest during 2017, Togo was home to more than 9,600 refugees from Ghana.

A Togo diaspora has turned the economy into a dependency of a high inflow of personnel remittances. It remains on a much higher level than the sub-Saharan Africa average (Table 14). Put this on some numbers, there is an estimated Togolese diaspora of 2 million people.³⁶ And the personnel remittances were estimated of 8.0% of GDP in 2016, which is one of the highest rates

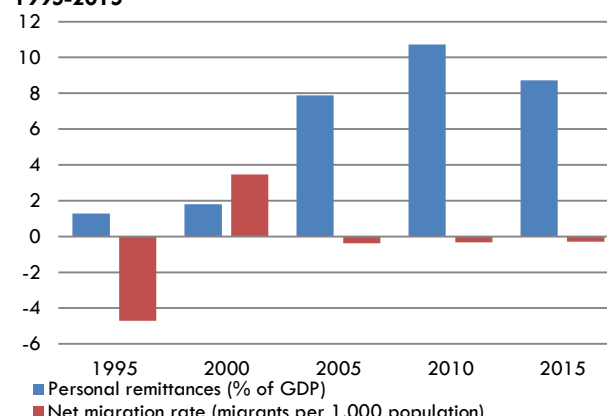
in the sub-Saharan Africa; and equals to around US\$351 million. The inflow of personnel remittances has been a key issue of the poverty reduction in the country (see also the section: Economic Performance). Migrants' top three destinations were in Nigeria, Côte d'Ivoire, and Benin.³⁷

Table 14: Status of migration in Togo

Net number of migration (2015)	Togo	- 9,994 *
Net migration rate	Togo	- 0.33 ** (2010)
	Togo	- 0.29 ** (2015)
Personal remittance (received), % of GDP (2012-2016, av.)	Togo	9.0 %
	Sub-Saharan Africa	2.4 %

* Net migration is the net total of migrants during a period, i.e. the total number of immigrants less the annual number of emigrants, including both citizens and non-citizens. ** Migrants one per thousand of the population. Source: [World Bank DataBank](#) and [KNOEMA](#)

Figure 10: Net migrants and personal remittance in Togo, 1995-2015



Source: [World Bank DataBank](#) and [KNOEMA](#)

Togolese migrant workers often face difficult working conditions, often combined or exacerbated by their employers' failure to respect their fundamental rights. For those who return, the challenges of reintegration in Togo lead many to leave the country again.³⁸

By law, migrant workers in Togo enjoy the same legal protections, wages and working conditions as citizens. In practice, these migrant workers are often facing discrimination, e.g. employers often ignore applicable laws and often pay less than the official minimum wage to these migrants.

There is a steady internal migration of laborers from rural to urban areas. This is reflected in the previously mentioned increasing urbanization rate. Insufficient new jobs are created in the formal sector and instead a



majority end up in low paid and underemployment in the informal economy.

The country signed the international convention on the protection of migrant workers and their families back in 1991. The government has been reluctant to ratify it, though. On the other hand, the government has launched programs that aim to maximize migrants' involvement in the development of the country.

Informal Economy

The importance of the informal economy is reflected in its overall contributions to national economic output and the employment generation. Based on the latest estimation of the informal economy to the GDP in Togo, it was estimated of 28% by the International Monetary Fund (IMF) in 2017. That diverges somewhat from the National Account Statistics that calculated it 40% of GDP. These differences were most likely related to methodical differences.³⁹ On the other hand, a large part of trade in Togo is informal (including smuggling) and compliance with government regulation is weak, which includes taxation, tax evasion, money laundering and capital flight. Another issue is that albeit the state's basic administration covers throughout the entire country, it is functionally ineffective. In practice, the state still operates with parallel structures of formal and informal institutions (e.g. traditional *chieftaincies*) inherited from colonial rule.

According to the Delegation of the Informal Sector Organization, the informal economy employs around 80% of the total population (Table 15).⁴⁰ This is also in line with the Figure 5 that estimated a relatively low segment of formal employees at 18%.

Table 15: Economy and employment in the informal economy in Togo

Informal economy contribution to the GDP	28% - 40%
Ratio of informal employment to total employment	80 %

Sources : IMF, *The Informal Economy in Sub-Saharan Africa: Size and the Delegation of the Informal Sector Organization*

According to surveys, the most important informal activities in Togo are in trade (49% of total) out of which street vendors account for 75%. By the same token, there are activities in services (29%) and manufacturing (23%).⁴¹

Informal employment appears to be on a rise in Togo. First of all, the formal sector is not creating sufficient new

jobs despite an influx of young workers from the rural to the urban zones. Some estimation suggest that employment in the informal economy increases by around 3% annually and over 90% of all newly created employment is in the informal sector.⁴² Another aspect of workers from the informal economy is that they are not covered by the social protection system in Togo.

The trade union movement is working to extend its services to the informal economy. As already mentioned, trade unions have experienced a fast increasing affiliation of organized workers from the informal economy. Trade union centres are also planning to set up microcredit schemes to benefit mainly workers in the informal economy.

The Togolese Government has put in place an operational labor market management system that has resulted, among others delegation to the Informal Sector Organization (DOSI). As part of formalizing the activities of the informal sector, DOSI has begun a series of training-of-trainers (ToT) mutual members on entrepreneurship reaching 280 in February 2018.⁴³

Child Labour

Child labour law prohibits the employment of children under age 15 in any enterprise or type of work, and children under age 18 from working at night. However, the government did not effectively enforce the law, among others inspectors enforced age requirements only in the formal sector in urban areas.⁴⁴

Close to three out of ten (28%) were children labourers in Togo. Based on survey data from 2010, children labourers were more common among the poorest quintile of households (57%) compared to the richest (26%). They were also more common in the rural areas (53%) than urban (31%), e.g. it was lowest in Lomé (24%) and highest in the Plateaux region (55%). Not to mention, girls were slightly more exposed to child labour than boys.

Table 16: Working Children Proportion of All Children aged 5-14

Region	Age	Year	Type	Proportion
Togo	5-14	2006	Child labourers	30 %
		2015	Child labourers	28 %
Sub-Saharan Africa	5-17	2008	Children in employment	28 %
			Child labourers	25 %
			Hazardous work	13 %



Note: Children in employment include all children who conduct some kind of work, whereas child labourers are a narrower term without mild forms of work. Hazardous work is the worst form of child labour as defined in ILO C182.

Source: [UNICEF, Togo Multiple Indicator Cluster Survey 2015](#) and [ILO, Accelerating action against child labour, International Labour Conference, 99th Session 2010](#)

Many children started work at age five and typically did not attend school for most of the school year. As mentioned, children worked in both rural and urban areas, particularly in family-based farming and small-scale trading, and as porters and domestic servants. In some cases children worked in factories. In the agricultural sector, children assisted their parents with the harvesting of cotton, cocoa, and coffee. Children were furthermore involved in crop production, such as of beans and corn, for family consumption.⁴⁵

The most dangerous activity involving child labor was in quarries, where children assisted their parents in crushing rock by hand and carrying buckets of gravel on their heads.

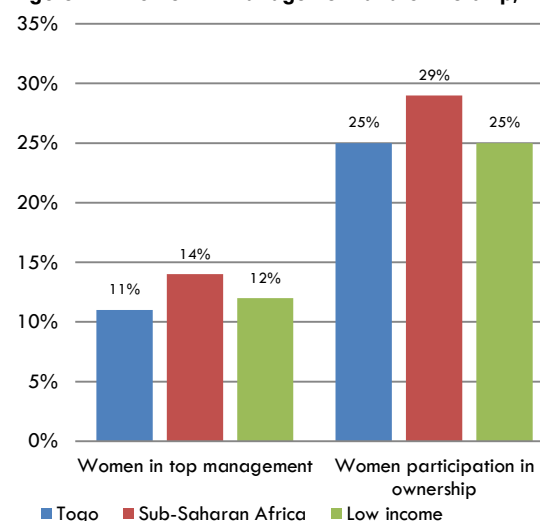
The trade union movement in Togo has increased the awareness to combat extreme exploitation of children among parents who frequently accept it.⁴⁶

Gender

Law prohibits discrimination in employment and occupation based on gender. In the light of the law only covers workers in the formal sector where the government did not effectively enforce the law, it confronts many challenges for women. For example, it is highly unlikely that women will get equal access to wage employment in the formal sector.⁴⁷ Just as many women are underpaid compared with their men counterparts in the informal sector.⁴⁸

Under traditional law, which applies to the vast majority of women, a husband legally may restrict his wife's freedom to work and control her earnings.⁴⁹ This was also reflected on Table 12 where women are dominant in the in trade and agriculture sector with very limited access to and control over the factors of production. This is illustrated on the latest Enterprise Survey from 2016 that reported that only 11% of Togolese women were in firm top management and 25% in participating in ownership. This is quite similar in other low income countries, but remains slightly lower than the sub-Saharan Africa average (Figure 11).

Figure 11: Women in management and ownership, 2016



Source: [World Bank, Enterprise Survey: Togo 2016, Country Profile](#)

There is a narrow gender gap on the employment and the unemployment. It was noted that the gender gap was slightly increasing in the employment during the last decade which was mainly related to that women's participation dropped more than men's (Table 17).

Table 17: Gender gaps among workers in Togo, 2009-2018, Age 15+ in employment-to-population

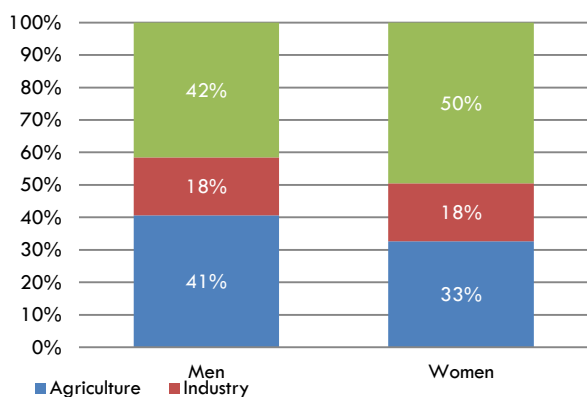
Employment rate	Men	Women	Men/women, percentage point
2009	79 %	77 %	+ 2 %
2018	78 %	74 %	+ 4 %
Change, percentage point	- 1 %	- 3 %	N/a
Unemployment rate	Men	Women	Men/women, percentage point
2009	2.2 %	1.6 %	- 0.6 %
2018	2.1 %	1.5 %	- 0.6 %
Change, percentage point	- 0.1 %	- 0.1 %	N/a

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Another way to demonstrate the gender differences on the labour market in Togo is that men are more dominating the agricultural sector than women while it is diverted in the service sector. The industry sector has no gender gap (Figure 12).



Figure 12: Employment by Aggregate Sector in Togo, Men and women, 2018, %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

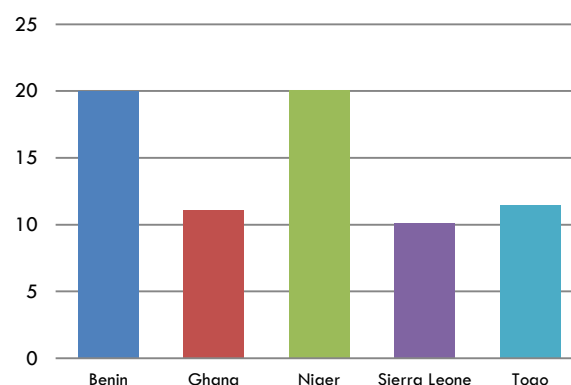
Youth

Age structures in Togo show that nearly 60% of its populace is under the age of 25; and the youth population (15-24 years old) is 19% (1.5 million persons). This high proportion of its young population creates enormous challenges in job creation in the formal sector.

There exists a Youth Employment Program, which forms part of the National Strategic Plan for Youth Employment and a Four-Year Action Plan of the National Youth Policy 2014-2017.⁵⁰ Albeit the government has supported better integration of young people in the labour market, the actions had a lack of consistency and efficiency. It was recognized that a major handicap to the definition of policies and the development of a youth employment action plan has been related to a lack of reliable statistics on the situation.⁵¹ As already shown, the statistical youth unemployment rate is not a main challenge in Togo, but much more critical in terms of underemployment. .

The NEET rate, or in other words, the proportion of youth not in employment, education or training, was estimated of 12% in 2011. This is higher among women at 16% while it was 7.2% for men. This indicator is a broad measure of untapped potential of youth. Stated differently, the NEET segment is neither improving their future employability through investment in skills nor gaining experience through employment. This group is particularly at risk of both labour market and social exclusion. First of all, the NEET in Togo is relatively in par or lower than other West African countries (Figure 13). Second, the NEET gender gap is particularly affecting women measured with a percentage point gap of 8.8%.

Figure 13: Share of youth not in employment, education or training (NEET) in West African countries, latest year (2011-2014), %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

The trade union movement has increased its focus on youth. For example, the Federation of Construction and Woodworkers of Togo (FTBC) affiliate to the Building and Wood Worker's International (BWI) has adopted in its action plan a firm resolution to grant a special place to young workers within its file and rank branches. This includes adopting a policy of increased recruitment and training of young people in the construction industry, in the building, forestry and environment. Gradually, the youth are integrated into the union activities and seminars for additional training in trade union matters.⁵²

EDUCATION

The educational system in Togo has three levels: primary, secondary and higher education. The primary education is free and compulsory for children six years of age, and lasts for six years. The secondary education follows the primary level and is offered for 12-year old children and consists of two cycles: i) four years for the first, and ii) three years for the second for a total of seven years. Higher education is offered in universities and colleges that have programs of study leading to baccalaureate and master's degrees.

As indicated, in 2008, primary school enrolment fees were eliminated in Togo. Based on net enrolment in primary school, data show that the reform did not create a change among males that remained on a relatively high rate of 94%. On the other hand, female experienced an upsurge from 82% in 2007 to 88% in 2014. This signals a male/female gender gap of 6 percentage points. Overall, net enrolment in primary school level in Togo is relatively higher than the region average (Figure 14).

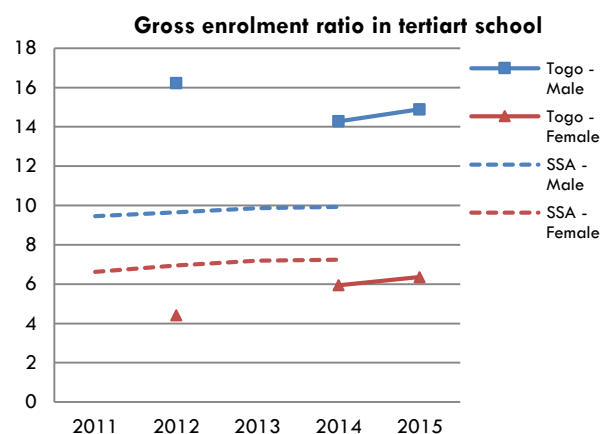
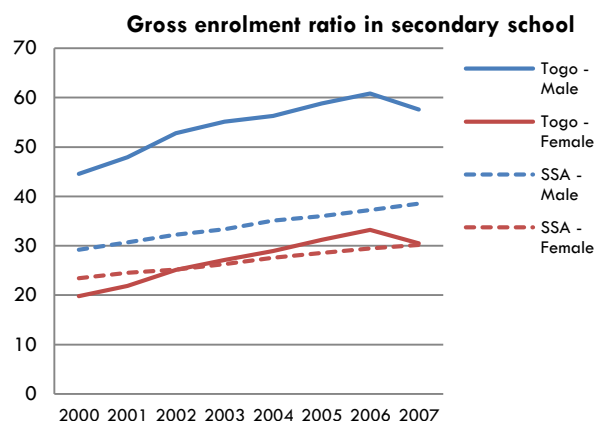
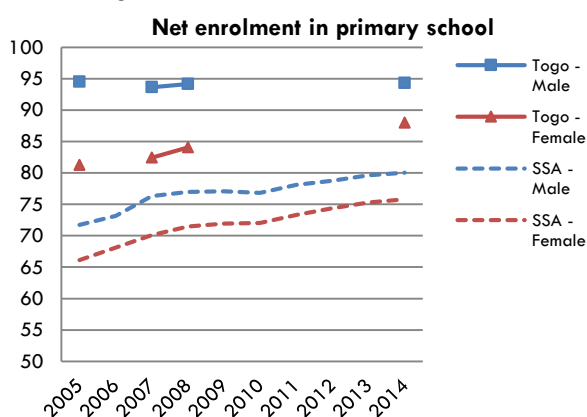


Estimations of the gross enrolment in secondary education were also quite high among males in Togo hovering above by 19 percentage point gap in comparison with the region average. Also a very high gender gap was registered in the country. On the other hand, Togolese females in secondary education level were in par with the region average rate at 30%. Here it is worth mentioning that the latest data available were from 2007 (Figure 14). Other data revealed an upsurge of enrolment in secondary general education of 26% in the period from 2010 to 2015 peaking of 579,000 students.⁵³

Gross enrolment for tertiary education rates is similar with the secondary level. First of all, Togolese males in tertiary enrolment were registered of 15% in 2015 while it was 10% on the regional average. Togolese females were on a rise from 4.4% in 2012 to 6.4% in 2015. It illustrates, though, that a gender gap remains present. More information is available on Figure 14.

Issues that confront the education system in Togo are limited classroom space, teachers, and materials; and the lower rate of female enrolment in secondary and tertiary schools continues with concerns. It has also been observed that the government adopted a sector policy on education in 2011 of improving the education services, but in 2014 around 59% of public school pupils failed the final government exam for their grade level. By the same token, the latest data on completed school level were very low: primary level was estimated of 21%, secondary level of 9.2% and tertiary level of 1.5%.⁵⁴

Figure 14: Enrolment in Primary, Secondary and Tertiary schools, Togo and sub-Saharan Africa (SSA), 2000-2015



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.

Source: [World Bank, Education Indicator](#)

The government launched an Education Sectoral Plan 2014-2025 (ESP) that focuses on four key strategies: i) develop a quality basic education to achieve universal primary education by 2022, ii) extend preschool coverage in rural and poorer environment, iii) develop the second cycle of quality secondary, technical, vocational, and higher education courses, and iv) reduce the illiteracy rate.⁵⁵

Vocational Training

Based on the most updated data available, vocational training in Togo has been on an increasing trend. Table 18 and Figure 15 show that the total enrolment in vocational training grew by 50% in the period from 2007 to 2011/12 peaking of 35,484 students. This point towards that the vocational training enrolment was 30% lower the PES estimates that aimed 50,306 in 2011/12. It illustrates that efforts remain to be made to ensure the expansion in the enrolment of this sub-sector.

On the positive side, 11 technical and vocational training centers were created and opened, 5 existing institutions

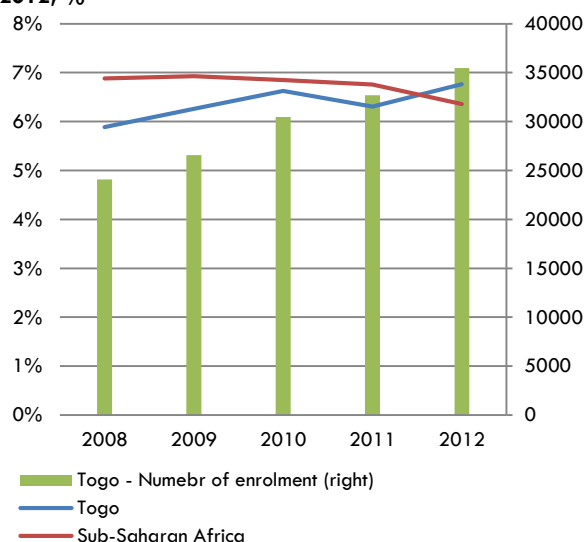
and centers were rehabilitated and restructured.⁵⁶ Also more teachers were hired: the ratio of teachers in secondary vocational education to total enrolment in vocational training increased from 1:11 to 1:8 in the same period. Overall, the ratios estimations in enrolment in vocational training in Togo are more or less in par with the region averages. Equally important the enrolment in vocational training has a significant gender gap, i.e. 38% of vocational pupils were women.

Table 18: Status of Vocational Training in Togo and the sub-Saharan Africa (SSA), 2007-2011

Togo	2007	2011/12
Enrolment in vocational training, total	23,648	35,484
Teachers in secondary vocational education	2,106	4,590
Comparative estimations	Country/region	%
Secondary education, vocational pupils (% women)	Togo	38 %
	SSA	39 %
Ratio of pupils in vocational training to all pupils in secondary education	Togo	6.8 %
	SSA	6.4 %
Ratio of pupils in vocational training out of 15-24 year olds	Togo	2.3 %
	SSA	1.9 %

Sources: [Government of Togo, Education Plan 2014-2025](#) and [World Bank, Education Statistics](#)

Figure 15: Enrolment in secondary vocational and ratio of pupils in vocational training to all pupils in secondary education in Togo and sub-Saharan Africa (SSA), 2007-2012, %



Sources: [World Bank, Education Statistics](#)

The Government has passed a national Strategy for Accelerated Growth and Employment Promotion (2013–2017) coupled with the Education Sectoral Plan (2014–2025) that promote efforts to reform vocational education. The government is hoping to double the

number of students in vocational training reaching 116.000 places available by 2020. On the negative side, the vocational training system has been assessed as unable to provide the skills or the quality of graduates that both the formal and the informal enterprises demand.⁵⁷

Around one out of three formal firms in Togo are offering formal training.⁵⁸ However, this segment of formal firms is representing a very narrow group of employees while a large majority are operating in micro- and small enterprises in the informal economy. Based on an assessment by ILO, there was a strong demand of informal craftspeople to be trained along with the trainers, to access new technologies and equipment; and with a lack of human resources to follow-up, assess and extend the system due to scarce information and deficient assessment means.⁵⁹

An apprenticeship scheme based on a dual training with Professional Qualification Certification (French: *Certificat de Qualification Professionnel (CQP)*) was implemented. Apprentices enter the programs with an average age of 16 years old and the duration is between two and five years. The apprentice attends a one-week course per month in the training center. The educational requirements for entering the schemes are different for traditional and for the more modern, urban occupations. No data of the impact of this program are available.

A study from 2014 argued that most curricula for the private technician certificate (French: *Brevet de Technicien Supérieur (BTS)*) training were imported from foreign educational systems and implemented without any sectorial study regarding the needs of the labour market. This was characterized as dysfunction and demonstrated by the degree of dissatisfaction expressed by stakeholders. Moreover, there is a lack of confidence in the quality of current BTS training programs by both the professional milieu and the students and employed graduates. In addition, the weak partnership existing between firms and BTS schools leads to difficulties in the finding, organizing and monitoring of internships.⁶⁰

SOCIAL PROTECTION

Togo has some progress in strengthening their Social Protection Floors. The National Social Protection Policy has been validated and adopted by the government. Also a National Social Protection Policy was developed in 2012. Its validation process is ongoing. To improve the coordination and monitoring of social protection interventions, the National Committee for the Promotion



of Social Protection (CNPPS) was launched 2013. This committee was established on a tripartite basis and has been extended to civil society organizations.⁶¹

Table 19 displays that the total social protection expenditure is relatively high in comparison with the region average. However, only 4.0% of the population is covered by formal health social protection under the National Institute for Health Insurance of Togo (INAM) system. The health service utilisation rate is 30%, compared to an expected 80%.⁶² Other data estimated that 6% of the population was covered by some type of health insurance.⁶³

Table 19: Status of social protection in Togo and the sub-Saharan Africa (SSA), 2009

Indicator	Measure	Togo	SSA
Total social protection expenditure	% of GDP	5.5 %	4.3 %
Public health care expenditure	% of GDP	3.3 %	2.6 %
Health social protection coverage	% of total population	4.0 % *	25 %**
Trends in government expenditure in health	% change per year	18 %	N/a

* Year: 2010. ** The average covers the entire Africa region.

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

Public spending on contributory pensions was relatively high and estimated at 2.0% of GDP in 2009 while it was only 1.1% in comparison with the sub-Saharan Africa average. On the other hand, other data estimated that only 3.7% were active contributors to a pension scheme, which was 4.7 percentage points lower than the region average (Table 20).

Table 20: Benefits, coverage and contributions to pension schemes in Togo and the sub-Saharan Africa (SSA), 2009

Theme	Measure	Togo	SSA
Social benefits for active age	% of GDP	0.01 %	0.3 %
Pensionable age receiving an old age pension (age 60+)	Proportion of total	11 %	22 % *
Active contributors to a pension scheme	15+	3.7 %	8.4 %
Active contributors to a pension scheme	15-64 years	3.1 %	5.9 %

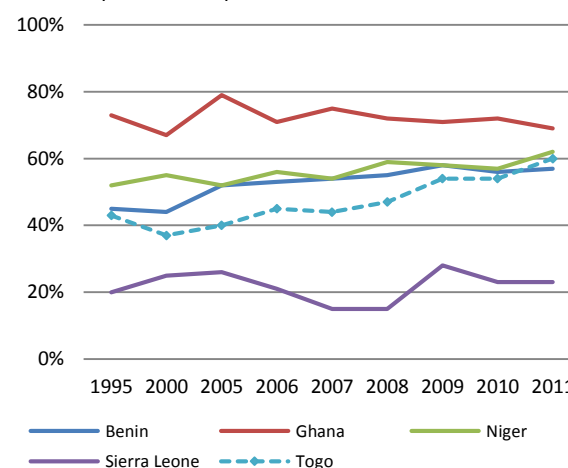
* The average covers the entire Africa region.

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

Health-care expenditure not financed by private household's out-of-pocket payments was increasing in the period from 2000 to 2011 reaching 60% of the population (Figure 16). This rate was in line with Niger's

and Benin's in 2011. In Togo the public health expenditure of government expenditure was on a rise from 9.8% in 2005 to 15% in 2009 (Table 19). This reverted into a drop and reached 7.8% in 2015. This suggests that the private household health out-of-pocket payments were increased correspondingly.

Figure 16: Health-care expenditure not financed by private household's out-of-pocket payments, West African countries, 1995-2011, %



Note: Out of pocket expenditure is any direct outlay by households, including gratuities and in-kind payments, to health practitioners and suppliers of pharmaceuticals, therapeutic appliances, and other goods and services whose primary intent is to contribute to the restoration or enhancement of the health status of individuals or population groups. It is a part of private health expenditure.

Source: [ILO, Addressing the Global Health Crisis: Universal Health Protection Policies, 2014](#)

Social security is divided into two schemes: i) the Pension Fund (CRT) for the public sector and ii) the National Social Security Fund (CNSS) for the private and self-employed, managed by a tripartite board. The schemes are fully contributory, without government funding. The branch for family benefits is funded by the employers by 6% of the salary or of the self-employed declared earnings. Pensions are funded by 4% of salary from the employed and 8% from the employer; and for self-employed 12% of declared earnings. The occupational hazards branch is funded by 2.5% of salary from the employer or of the self-employed' declared earnings.⁶⁴ Large firms are also obliged by law to provide medical services to their employees.⁶⁵

Social security was reformed in 2011. It opened for informal sector workers to join, and to cover workplace illness and accidents. It has four branches: i) family and maternity benefits, ii) pensions for old age, early retirement, invalidity and survivors, iii) occupational hazards, illness and accidents, and iv) other possible branches.⁶⁶ The extension of the scheme to the informal



sector is yet to be fully implemented and is under development. ⁶⁷ Community-based health insurance organisations have also been established, but so far their impact and visibility is low and less than 4% of the population are covered by these.⁶⁸

ECONOMIC PERFORMANCE

Togo is one of the economic poorest countries in the world ranking 217 out of 229 countries (1 is highest). The economy is mainly driven by foreign aid, infrastructure investments and mineral sectors just as it remains reliant on subsistence agriculture and commerce. More key indicators of the economy in Togo are available on Table 21.

Table 21: Key Economic Facts in Togo, 2016

GDP	US\$ 4.4 billion
GDP per capita (current US\$)	US\$ 578
GDP real growth (2007-2016, average)	4.2 %
General government final consumption expenditure (% of GDP)	14 %
Tax revenue (% of GDP)	22 %
Doing Business * (2018)	156 of 190 countries
Human Development Index (2015) **	- 1 change in rank 166 of 188 countries
Gini Index *** (2015)	43 34 of 150 countries

* A high ranking on the Ease of Doing Business Index means the regulatory environment is more conducive to the start-up and operation of a local firm.⁶⁹

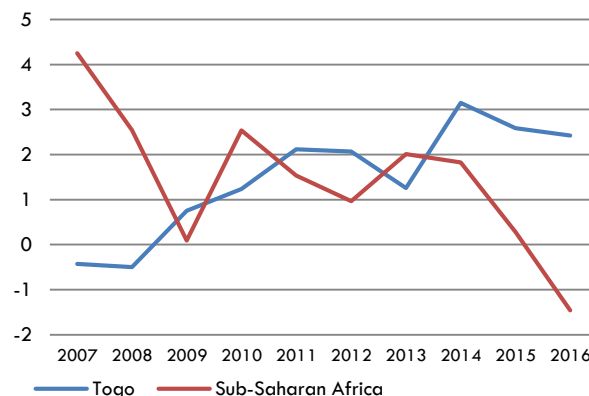
** The Human Development Index (HDI) measures the average of a long and healthy life, access to knowledge, and a decent standard of living. HDI rank change in the period 2010-2015.

*** A Gini coefficient of 1 (or 100 percent) expresses maximal inequality among values. This Gini Index ranks the first country with the highest inequality while the number 150 has the highest equality.

Source: [CIA, The World Factbook, Togo](#); [World Bank, World Development Indicators](#); [World Bank & IFC, Ease of Doing Business 2018 in Togo](#); and [UNDP, Human Development Index trends](#)

During the last decade, Togo's Gross Domestic Product (GDP) per capita growth went through an upsurge since 2008, peaking at 3.1% in 2014. It was dropping down to 2.4% in 2016, and approximately 2.5% in 2017. It was not critical as the sub-Saharan Africa average that plummeted into a recession (Figure 17).

Figure 17: GDP per capita Growth trend, % of GDP, 2007-2016

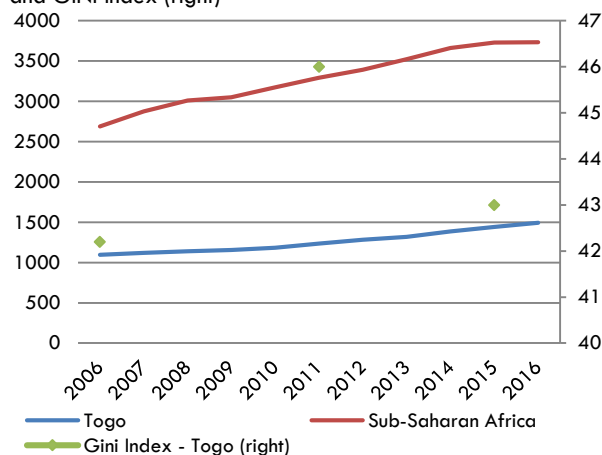


Source: [World Bank, World Development Indicators](#)

Togo has a very low GDP per capita in Purchasing Power Parity (PPP) in comparison with the regional average and a slower growth. This point towards that the poverty reduction is truncated. It is noteworthy to mention that the income inequality was on a rise during the 2000s, but based on estimations it was declining in recent years (Figure 18). In this respect, Togo is ranking 43 out of 150 countries (1 is the highest income inequality). Other data reveal that the human development is decreasing slightly on the margin and remains on a low level (see also Table 21).

Figure 18: GDP per capita in Purchasing Power Parity (PPP) rate and income inequality, 2006-2016

Togo and the sub-Saharan Africa, current international \$ (left) and GINI Index (right)



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

A large majority of the population remain as working poor in Togo. On the positive side, extreme working poor has decreased by 14 percentage points in the period from 2000 to 2018. Moderate poor increased by 1 percentage point. Today, up to 60% of the total employment was living below US\$3.1 per day, which was only slightly lower than the West Africa average that was estimated at 63%. In the light of data, the country experienced an upsurge of the near-poor and



developing middle-class segments (see more on Table 22). This could also point towards the drop in the just mentioned declining income inequality in Togo. Not to mention, there were narrow gender gaps on the employment by economic classes, e.g. 37% of men were extreme poor while it was 35% for women in 2018.

Table 22: Working poor and middle-class trends in Togo, 2000-2018

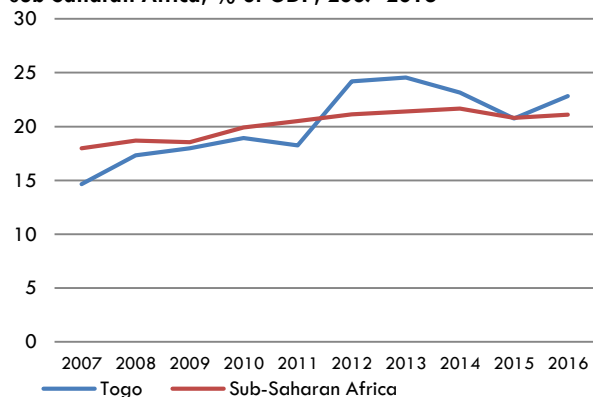
Estimated poverty line	2000	2018	Growth Percentage points 2000-2018
Extremely poor (<US\$1.9 a day)	50 %	36 %	- 14 %
Moderately poor (≥US\$1.9 & <US\$3.1 a day)	23 %	24 %	+ 1 %
Near poor (≥ US\$3.1 & <US\$5 a day)	14 %	20 %	+ 6 %
Developing middle-class (≥US\$5)	14 %	20 %	+ 6 %

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

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

In the beginning of the 2010s, the capital formation rose fast. This started to hover above the sub-Saharan Africa average since then, but with small drops in the period from 2014 to 2015 (Figure 19). Since capital formation signals how much of the new value added in the economy is invested rather than consumed, it points towards a positive impact of the government's public investment program. So far, these changes have not been reflected on changes on the employment toward more formal employees, though (see also Figure 5).

Figure 19: Gross Fixed Capital Formation in Togo and the sub-Saharan Africa, % of GDP, 2007-2016

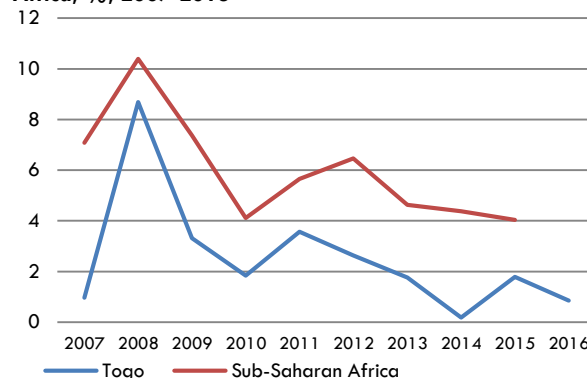


Source: [World Bank, World Development Indicators](#)

Inflation in consumer prices has been under control in recent years, averaging 0.9% in 2016 based on a strict monetary policy and low food prices. This has also protected the worker's income purchasing power and

indirectly helps the increasing near poor and developing middle-class. The International Monetary Fund (IMF) suggests that the inflation remains within the WAEMU convergence criteria of 3% during the 2017-2019 program period.⁷⁰

Figure 20: Inflation trend in Togo and the sub-Saharan Africa, %, 2007-2016



Source: [World Bank, World Development Indicators and Trading Economics, Burundi Inflation Rate](#)

It is not easy doing business in Togo. The country ranks 156 out of 190 countries (1 is best) in 2018 in the Doing Business Index and it is placed below the regional average. This is reflected in quite low indicator rankings, especially in terms of registering property, paying taxes and dealing with construction permits (see more on Table 23)

Table 23: Ease of Doing Business in Togo

Topics	2018
Starting a Business	121
Dealing with Construction Permits	173
Getting Electricity	142
Registering Property	182
Getting Credit	142
Protecting Investors	146
Paying Taxes	173
Trading Across Borders	121
Enforcing Contracts	143
Resolving Insolvency	81

Note: Doing Business 2018 indicators are ranking from 1 (top) to 190 (bottom) among other countries. The rankings tell much about the business environment, but do not measure all aspects of the business surroundings that matter to firms and investors that affect the competitiveness of the economy. Still, a high ranking does mean that the government has created a regulatory environment conducive to operating a business.

Source: [World Bank & IFC, Ease of Doing Business 2018 in Togo](#)

The governance milieu in Togo is feeble but with several small improvements (Table 24). On the positive side, the voice and accountability along with the control of



corruption had significant improvements followed by the rule of law, regulatory quality and government effectiveness. The latter has the lowest ranking among the six indicators. The highest percentiles rank of 39% was in the political stability. However, it dropped by 2 percentage points in the period from 2011 to 2016. Since it has been noted that the country experienced a growing number of protests during 2017, some focused on the reinstatement of the 1992 constitution that set a two-term limit on the presidential office, could push this indicator even further down.

Table 24: Governance Indicators in Togo, % and change percentage points, 2011-2016

Indicator	2011	2016	Change
Voice & Accountability	23%	32%	+ 9 %
Political Stability	41%	39%	- 2 %
Government Effectiveness	7%	13%	+ 6 %
Regulatory Quality	19%	23%	+ 4 %
Rule of Law	22%	28%	+ 6 %
Control of Corruption	17%	28%	+ 11 %

Note: The Governance Indicators score from a percentiles rank from 0 (lowest) to 100 (highest).⁷¹

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

TRADE

External trade plays an important role in the Togolese economy. Export and import cover 38% and 56% of GDP, respectively, which demonstrates a high trade gap of 18 percentage points (Table 25). Among others, this high import flow is related to basic food products. In addition, Lomé is an important regional trading hub with its deep water harbour. Many imported goods in the West African region go through this port. The Ebola epidemic that expanded fast in several West African countries in 2014 also hit Togo's trade flows. Likewise drops in international prices in some metals and diamonds affected exports in West Africa and the flow has not yet reverted fully afterwards (Figure 21).

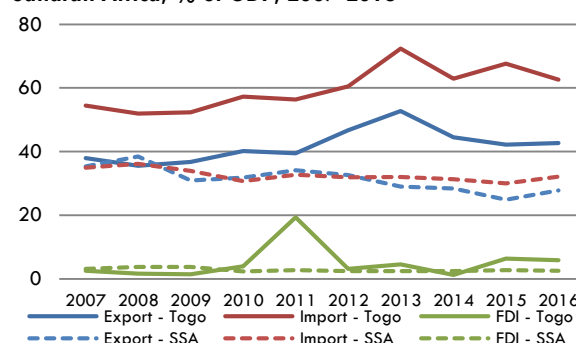
Foreign Direct Investment (FDI) skyrocketed in 2011 but dropped fast again. It continues hovering slightly above the region average. This recent FDI upsurge in Togo was triggered by several reforms to increase its openness to foreign investment. Since FDI is the net inflows of investment to acquire a 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 more on Table 25 and Figure 21). Still a lack of transparency and predictability, and the high informal transaction costs, inhibit robust FDI.

Table 25: Trade and Foreign Direct Investment (FDI) in Togo, 2016

Exports	US\$842 million 38 % of GDP
Imports	US\$1.2 billion 56 % of GDP
FDI Flow	US\$91 million 4.1 % of GDP
FDI Stock (inflow)	US\$1.8 billion 40 % of GDP

Source: [World Bank, World Development Indicators and UNCTAD, World Investment Report 2017, Country fact sheet, Togo](#)

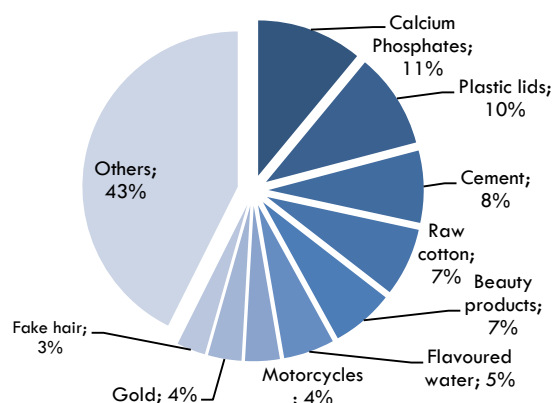
Figure 21: Export and import trends in Togo and the sub-Saharan Africa, % of GDP, 2007-2016



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

Overall, Togo exports are based on a diversified range of products. First of all, the country is one of the world's largest producers of phosphate that constituted 11% of total export in 2016. The next largest products are plastic lids (10%), cement (8%), raw cotton (7%) and beauty products (7%) (see more on (Figure 22).

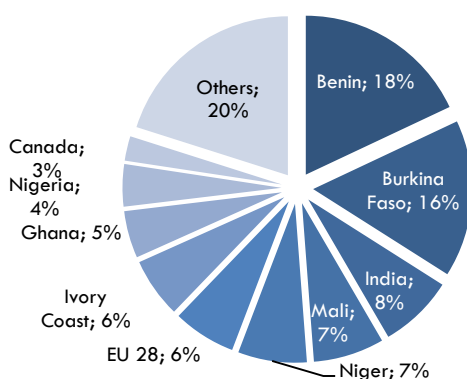
Figure 22: Products share of main exports in Togo, 2016



Source: [MIT, The Observatory of Economic complexity, What does Togo Export](#)

Exports are directed to many different countries over the world, but concentrated in West African markets such as Benin and Burkina Faso (Figure 23).

Figure 23: Main export markets in Togo, 2016



Source: [European Commission, DG TRADE, Bilateral Relations, Statistics](#)

Trade Agreements

Togo 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 harmonization of labour law and social security, promotion organizations of women, youth and professionals, and consultation of the social partners.⁷²

As mentioned, Togo is part of the West African Economic and Monetary Union (WAEMU), which establishes a common currency and 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 does not mention any labour matters. WAEMU sets an inflation target at 3%, and the union's central bank keeps a tight monetary policy.⁷³

Togo operates under the 2000 Cotonou Agreement on development cooperation between European Union (EU) and African, Caribbean and Pacific (ACP) countries, which reaffirms commitment to ILO's Fundamental Conventions and includes provisions on cooperation on various labour and social issues.⁷⁴

Since 2008, Togo has benefitted from the United States' African Growth and Opportunity Act (AGOA), which is a Generalised System of Preferences. It allows duty and quota free access for some products. Togo can be removed from AGOA, if the United States deems that Togo among other human rights issues do not seek to uphold the ILO Core Labour Standards and have acceptable minimum wages, hours of work and occupational safety and health.⁷⁵

The European Union (EU) initiated in June 2014 an Economic Partnership Agreement with Togo along with 15 other West African countries.

Export Processing Zones (EPZ)

Togo has an EPZ scheme managed by the Company for the Administration of the Free Zone (SAZOF). SAZOF was established in 1989, but free trade zones have actually existed for over 50 years. Enterprises under the SAZOF are not bound to a geographic area, but many of them operate in conjunction with the Port of Lomé.

SAZOF hosts 65 Togolese and foreign companies. They often use imported materials to produce finished goods and export of at least 70% of their production. Employment in EPZ has been on a rise. In 2009, there were around 9,424 EPZ workers, mainly in manufacturing of textiles, apparel and plastics; and 94% of these workers were Togolese nationals.⁷⁶ As of December 2013, they had more than 13,000 employees and CFA 250 billion (US\$500 million) of commercial activity, which equalled 23% of total export. Togolese authorities forecasted a sustained growth over the next three years, expanding to 80 firms and 15,000 direct-hired employees by the end of 2015, which equalled 2.5% of all employees in Togo.⁷⁷

Three trade unions operated in the EPZ scheme and had 1,420 members. Based on data from 2009, members constitute an EPZ unionization density of 15%. The three unions - SYLITRAZOF, USYNTRAZOF and SYNATRAZOF - began operating in the period 2009-10; two of them are affiliated to CNTT and the last to CSTT.

It was until June 2011 that EPZ in Togo was introduced to the national labour code. Fully applying the reformed regulation in the EPZ, which includes collective agreements, took effect in 2013. Albeit the Law from 2011 allows EPZ workers to form unions, the workers do not enjoy the same protection of anti-union discrimination as well as different hiring and dismissal rules.⁷⁸ On the positive side, the government had actively involved in implementing labour standards in the EPZs.⁷⁹ In like manner, social dialogue with management and the general atmosphere within some companies have improved.⁸⁰

On the negative side, working conditions in the EPZs were characterised by countless workers' rights violations in practice, such as: unfair dismissals, working hours exceeding the legal limit, non-compliance with statutory



leave and social security obligations. Accordingly, CSTT claimed that the main problem for workers in the EPZs was precarious employment and workers were hired and fired freely, often as day labourers.⁸¹

The World Bank recommended a restructuring of the EPZ in order to promote more labor-intensive export industries. However, Togo's economy remains vulnerable to shocks in demand for exports due to the slowdown in economic growth among its trading partners.⁸²



APPENDIX: ADDITIONAL DATA

Table 26: Status of the Confédération Nationale des Travailleurs du Togo (CNTT) affiliated unions, 2012

Trade Unions (CNTT)	Members	Women Members	No. of CBAs	Workers covered by CBAs
SYNTRAGESSATO - Syndicat de l'Administration Générale et des Services Assimilés	1,398	890	3	1,398
SYNASCOT - Syndicat National d'Agriculture des services connexes du Togo	466	166	2	466
SYNTRAGAVO - Syndicat National des Travaux Publics, Garage et Voirie	350	150	2	350
SYNPESEFIT - Syndicat du Personnel des Services Economiques et Financiers du Togo	750	350	2	750
SYNTRAMUL - Syndicat des Travailleurs de la Municipalité de Lomé	445	145	2	445
SYREFRUITO - Syndicat des Revendeuses et des Revendeurs de Fruits du Togo	1678	1068	-	-
STAMAS - Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie, de l'ASECNA et de la SALT	255	25	2	255
SYNMPAL - Syndicat des Manoeuvres du Port Autonome du Togo	580	75	2	580
SYNOGRACPTO - Syndicat National des Pompistes, Graisseurs et Chefs de Piste du Togo	448	48	2	448
SYMARLET - Syndicat des Maraîchers et des Revendeuses de Légumes du Togo	675	650	-	-
SYNASAGATO - Syndicat National des Actionnaires de SAGA-TOGO	320	20	2	320
SYNBALTO - Syndicat National des Bagagistes de l'aéroport de Lomé	326	26	-	-
SYNARTICOUTO - Syndicat National des Revendeuses de Tissus-coupon	1,308	1200	-	-
SYNTRAPARC-AUTO - Syndicat des Transitaires et Employés des Parcs Automobiles	524	24	1	524
SYNCOHYTO - Syndicat National des Conducteurs d'Hydrocarbure du Togo	200	26	2	200
SYREPROVIT - Syndicat des Revendeuses et Revendeurs de Produits Vivriers du Togo	1,897	1597	-	-
SYNCADET - Syndicat des Commissionnaires Agréés et Déclarants en Douane du Togo	1,380	280	1	1,380
SYNAREDENTO - Syndicat des Revendeuses et Revendeurs de Tissus Dentelles du Togo	1842	1642	1	1,842
SEHOBARTO - Syndicat des Employés des Hôtels, Bars et Restaurants du Togo	570	70	2	570
SYNATRESTO - Syndicat National des Tresseuses et Tresseurs du Togo	2,700	240	-	-
SYPROTO - Syndicat des Professionnels Routiers du Togo	339	-	-	-
SYNACO-MOTO Syndicat National des Conducteurs de Taxi-Moto	2,833	-	-	-
STRANAVITO - Syndicat des Travailleurs de la Navigation Maritime, Aérienne et de Transit du Togo	370	130	2	370
USYNDICTO - Union Syndicale des Conducteurs Routiers du Togo	3,476	26	2	3476
SYNABOUCTO - Syndicat National des Bouchers et Charcutiers du Togo	636	136	-	-
SYCORT - Syndicat des Conducteurs Routiers du Togo	517	17	-	-
SAT-TOGO - Syndicat Autonome des Transitaires du Togo	337	-	-	-
SYNCIMOT - Syndicat National des Commerçants et Importateurs d'Oignons du Togo	925	775	-	-
SYNACOLTO - Syndicat National des Collecteurs de Loterie du Togo	462	62	-	-
SYNACOIFTO - Syndicat National des Coiffeurs et Esthéticiennes du Togo	3,182	308	-	-
SYNCOUTAT - Syndicat National des Couturières et Tailleurs du Togo	2,274	500	-	-
SYREPROMAT - Syndicat des Revendeuses des Produits Maraîchers du Togo	674	600	-	-
SYNBARCOT - Syndicat National des Entreprises Privées du Bâtiment, Routes et Connexes du Togo	2,000	200	-	-
SYNECTO - Syndicat des Employés du Commerce du Togo	2,380	1380	2	2,380
SYNTIRT - Syndicat des Travailleurs des Industries Réunies du Togo	1,228	228	2	1,228
SYNTREDEBOISTO - Syndicat National des Tenanciers de Restaurant, Débit de Boisson du Togo	1,200	480	-	-
SYNAETO - Syndicat National des Auto Ecoles du Togo	400	100	-	-
SYCOT-MOTO - Syndicat des Conducteurs de Taxi-Moto	2,500	-	-	-



SYNTRAD-TOGO - Syndicat National des Transitaires Agréés en Douanes du Togo	307	17	-	-
SYNPERLTO - Syndicat du Personnel de la Loterie Nationale Togolaise	377	77	-	-
SYNTEL-TOGO - Syndicat des Travailleurs des Télécommunications du Togo	363	100	2	363
SYNTOPAT - Syndicat des Travailleurs de l'office des produits agricoles du Togo	187	67	2	187
SYNAMITO - Syndicat National des Mineurs du Togo	102	12	2	-
SYNAPOST OTP - Syndicat National des Agents en Poste	98	8	2	98
SYNTRACO - Syndicat des Travailleurs de la Société du Coton	400	50	2	400
SYNPERSANTO - Syndicat du Personnel de la Santé	1,225	1	2	-
SYNISTAT - Syndicat National des Statistiques et de l'Informatique	175	75	2	175
SYNADOUANES - Syndicat National des Agents de Douanes du Togo	462	62	2	462
SYNPRODEET - Syndicat des Producteurs et Distributeurs d'Eau et Electricité	276	85	2	276
SNAS-OPS - Syndicat National des Agents de Sécurité d'Optimale Protection Service-OPS	73	-	2	73
SYNPERLIM - Syndicat du Personnel de la LIMUSCO	105	35	-	105
SYNTRASSTO - Syndicat des Travailleurs de la Sécurité Sociale	340	50	-	-
SYNACITO - Syndicat National des Courtiers en Immobilier du Togo	635	35	1	635
SYNASEM - Syndicat National des Agents de Sécurité des Mines	277	-	2	277
SYNRETOFT - Syndicat National des Revendeurs et Revendeuses des Tomates Fraîches du Togo	798	778	-	-
SYNATSCETO - Syndicat National des Travailleurs et Travailleuses du secteur de la Coiffure, Tresse et Esthétique du Togo	1771	1671	-	-
SYNTRECTO - Syndicat National des Tresseuses, Tresseurs, Coiffeuses et Coiffeurs du Togo	392	380	-	-
SYNASSTOCEL - Syndicat National des Agents de Sécurité des Sites de TOGOCEL	300	-	-	-
SYNARPAT - Syndicat National des Revendeurs et Revendeuses de Paniers du Togo	395	380	-	-
SYNCHARIT - Syndicat National des Conducteurs de Chariots du Togo	215	-	-	-
SYNET - Syndicat National des Enseignants du Togo	838	238	-	838
SYLITRAZOFT - Syndicat Libre des Travailleurs de la Zone Franche du Togo	256	56	2	256
USYNTRAZOF - Union syndicale des travailleurs de la Zone franche d'Exportation	150	-	-	-
SYNATRAZOFT - Syndicat National des Travailleurs de la Zone Franche du Togo	1,015	-	-	-
SYNPECHTO - Syndicat National des Pêcheurs du Togo	-	-	-	-
UNACORT - Union National des Conducteurs Routiers du Togo	-	-	-	-
USYNTRACSTO - Union des Transporteurs et Chargeurs de Sable de l'Ave	-	-	-	-
SOGRAT - Syndicat des Opérateurs du Gravier du Togo	-	-	-	-
SYNTRADOC - Syndicat des Travailleurs de Dodo Cosmetic	-	-	-	-
SYREPOISTO - Syndicat des Revendeurs de Poissons du Togo	-	-	-	-

Note: This table includes only data from trade union organizations from CNTT due to lack of data from the other trade union centers.



Table 27: List of registered collective bargaining in Togo

Convention collective interprofessionnelle
Convention Collective Interprofessionnelle du Togo
Conventions collectives - Sectorielle / Employeur multiple - Texte intégral
Entreprises agréées au statut de la zone franche ASOZOF - 2013
Employeurs des Sociétés minières du Togo -
Syndicat des Transporteurs Togolais des Hydrocarbures S2TH, Union Nationale des Transporteurs Routiers du Togo UNATROT -
Représentants de tous les Importateurs du Togo non affiliés au SCIMPEXTO, Syndicat des Commerçants Importateurs et Exportateurs du Togo SCIMPEXTO -
Convention Collective de l'Enseignement Confessionnel au Togo -
Groupe Professionnel de l'Industrie du Pétrole GPP
Syndicat des Pharmaciens du Togo SYNPHAT, Syndicat National des Pharmaciens Privés du Togo SYNAPHTO, Laboratoires Génie Génétique Industriel Dalmus GGIA, Laboratoire TONGMEI, Laboratoire SPRUK FIELD -
Groupe National des entrepreneurs du bâtiment et des Travaux Publics du Togo -
Convention Collective des Compagnies D'Assurances du Togo -2013 - 2013
Groupe Professionnel de l'Industrie du Pétrole GPP - 2013
Convention Collective des Banques, des Etablissements Financiers et des Assurances du Togo - 2013 - 2013
Decret No 2015/120 Portant Modalités Communes d'Application du Statut Général de la Fonction Publique Togolaise - 2015 - 2015
Loi N° 2016 - 012 Portant Statut de L'Artiste - 2016 - 2016
Entreprises agréées au statut de la zone franche ASOZOF - 2015
Conventions collectives - Entreprise / Employeur unique - Texte intégral
Société Servair (Restauration Aerienne) - 2013

Source: WageIndicator.org, [Conventions Collectives du Togo](#)

Table 28: List of approved labour related legislations in Togo, 2014-2017

Type of legislation	Legislation
2014	
Employment policy, promotion of employment and employment services	Décret n° 2014-089/PR du 31 mars 2014 portant approbation de la Politique nationale de l'emploi et du Plan stratégique national pour l'emploi des jeunes
2015	
General provisions	Loi n° 2015-010 du 24 novembre 2015 portant nouveau Code pénal.
2016	
	None
2017	
	None

Source: [ILO, NATLEX, Togo](#)



Table 29: Status of ratified ILO Conventions in Togo

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	1960
	C098 - Right to Organise and Collective Bargaining Convention, 1949	1983
Elimination of all forms of forced labour	C029 - Forced Labour Convention, 1930	1960
	C105 - Abolition of Forced Labour Convention, 1957	1999
Effective abolition of child labour	C138 - Minimum Age Convention, 1973	1984
	C182 - Worst Forms of Child Labour Convention, 1999	2000
Elimination of discrimination in employment	C100 - Equal Remuneration Convention, 1951	1983
	C111 - Discrimination (Employment and Occupation) Convention, 1958	1983
Governance Conventions		
Labour inspection	C081 - Labour Inspection Convention, 1947	2012
	C129 - Labour Inspection (Agriculture) Convention, 1969	2012
Employment policy	C122 - Employment Policy Convention, 1964	2012
Tripartism	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	1983
Up-to-date Conventions		
Working time	C014 - Weekly Rest (Industry) Convention, 1921	1960
Wages	C095 - Protection of Wages Convention, 1949	1960
Migrant Workers	C143 - Migrant Workers (Supplementary Provisions) Convention, 1975	1983
Social security	C102 - Social Security (Minimum Standards) Convention, 1952	2013
Labour Administration	C150 - Labour Administration Convention, 1978	2012
Occupational Safety and Health	C187 - Promotional Framework for OSH Convention, 2006	2012

Note: Fundamental Conventions are the eight most important ILO conventions that cover four fundamental principles and rights at work. 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 promote a well-regulated and well-functioning labour market.

In addition, there are 71 conventions, which ILO considers "up-to-date" and actively promotes.

Source: [ILO, NORMLEX](#)



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