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Quantifying the Living Wage in Swaziland: A Case of the Handicraft Sector

Eswatini Economic Policy Analysis and Research Centre



SEPARC

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EXECUTIVE SUMMARY

All around the World, the handicraft industry is known for, amongst other things, its ability to preserve and showcase cultural and traditional heritage, lifestyle, and artistry of a people or a country. In Swaziland, the handicraft industry is characterized by the production of commodities like basket-ware, jewellery, shoes, ornamental candles and glassware. The industry takes pride in advancing cultural heritage and domestic artistry in Swaziland and has strong linkages with the country's burgeoning tourism industry. It is also an important provider of jobs to both rural and urban dwellers. These jobs are both formal and informal, consisting of both self-employed, and employed, producers. The sector employs over 5,088 people. Of these, 97% are women and 3% are men.

However, in recent years, there has been growing disenchantment with the wages that these jobs pay. Key amongst the issues under contention is that the wages handicraft enterprises pay in Swaziland do not support a decent standard of living. This is in contradiction of the international principles of fair trade which the sector is a major beneficiary thanks to the establishment of organisations such as Swaziland Fair Trade (SWIFT) in Swaziland which provide handcrafters an opportunity to sell their products in European countries, primarily the United Kingdom.

This study quantified the living wage for the handicraft sector in Swaziland. The study estimated the monthly income needed to cover basic expenses for a decent standard of living for a worker and their family in rural and urban areas, respectively. The study considered costs for food items, accommodation, health care, public transportation, education and other non-food items. The study followed the international trend of factoring in key items used by, as well as socio-economic settings and the general location of, the target group for which the living wage is calculated.

The estimated living wage was found to be dependent on the family size. The study finds that the appropriate living wage for a family of 3 is E3,076.29 and E5,148.69 in rural areas and urban areas, respectively. However, given that only a small proportion of handicraft enterprises in Swaziland pay a salary greater than E2,000.00 at the present moment; the study recommends that introducing a living wage of E3,076.00 could be a good place to start.

Of immediate concern is for handicraft enterprises to pay the minimum wage of E3,076.00 to their employees. Umbrella organisations like SWIFT are encouraged to consider building capacity in the sector to ensure that handicraft enterprises comply with the payment of the proposed minimum wage to ensure continued access to the lucrative EU handicraft market.

ABSTRACT

This study quantifies a living wage for rural and urban workers in the handicraft sector in Swaziland. It also compares the resultant living wage in between the two geographical areas. The study is interested in ascertaining the living wage in the handicraft sector because (1) the sector provides jobs to a significant proportion in the rural sector, and (2) paying decent salaries through the living wage has emerged as part of the solution to make rural jobs bankable and alter the employment landscape. The study finds that the estimated monthly living wage in Swaziland ranges from E1,241.66 to E6,839.96 and E2,345 to E8,208.71 for rural and urban handicraft workers, respectively. Currently, up to 70.9% of all employees are remunerated less than E2,000 which is 35% lower than the estimated living wage of E3,076.29 for a rural worker with a household size of three or 61.2% lower than the estimated living wage of E5,148.69 for an urban worker with a similar household size. Given these discrepancies, the study proposes E3,076.29 as the appropriate living wage for both rural and urban workers in Swaziland. It is recommended that measures and guidelines to enforce and strengthen the implementation of the estimated living wage amongst all regulated handicraft enterprises in Swaziland be developed. Handicraft enterprises are encouraged to consider gradually introducing the urban living wage over time.

1. Introduction

In recent times, the need to decrease poverty rates by providing adequate living wage rates has been elevated to the centre of public policy discussions in both developed and developing countries (see for example CRSP, 2013). At the national level, the focus is on finding the right mix of policies and strategies to deliver on this objective without instigating large-scale job losses. At the international level it is on using the living wage as a leveller of the economic landscape in favour of the poor (CRSP, 2013). A living wage is defined as an income that provides a decent standard of living for a worker and their dependents, within regulated working hours and excluding overtime (Brenner, 2002).

A well-defined living wage should come from one source and should allow the recipient to save for rainy days. In public policy, the living wage is described as an income that will enable a worker to meet their basic needs. The benefits of paying decent living wages accrue to businesses, individuals, and society. These include higher job satisfaction levels, improved worker productivity, and more time for employees to spend with their families, as decent living wages decrease the need to work more than one job. Given its benefits, many have called for the introduction of the living wage, arguing that it will help families escape poverty by increasing their earnings beyond the poverty line (Anker, 2005).

With the implementation of the 2030 Agenda for Sustainable Development¹ (SDGs) already in progress; the need to eradicate poverty at a global scale has just gotten yet another boost - bringing into focus strategies that will help expedite the attainment of the Goals. The living wage has emerged as part of the solution. Goal one (1) of the SDGs implores the global community to end poverty in all its forms everywhere - an important development outcome for the Kingdom of Swaziland – a country characterised by high poverty rates (63%), HIV prevalence rate of 26% for people aged 15-49, and a large economically inactive rural population. While the unemployment rate stood at 28.1% in 2014 (ILFS, 2014), Manyatsi and others (2013) argue that, in rural areas, the actual figure is probably higher at more than 40%. Therefore, developing and implementing a living wage could help Swaziland mop tens, if not hundreds of thousands, of Swazis out of poverty.

The Swaziland MDG Report (MDGR) (2015) documents that to improve wellbeing in Swaziland beyond 2015 (i.e. beyond the MDGs) requires the country to accelerate progress in attaining lucrative employment and decent work for all, including women and young people. The provision of a living wage could be one way of making currently non-lucrative jobs in Swaziland, lucrative. This is truer in the handicraft sector, which provides employment to a significant proportion of almost all employed women, old people, and people living with disabilities in the rural sector of Swaziland. Handicraft activities are renowned for being labour intensive, which puts the sector – together with agriculture - at the heart of rural transformation.

The Ministry of Commerce, Industry and Trade (MCIT) (2013) reports that, in 2013, the handicraft sector ranked second in terms of source of income for rural households after the agriculture sector; generating around E35 million in annual sales and creating many jobs. However, workers complain that these jobs pay low wages; hence do not support a decent standard of living and are therefore non-lucrative. Therefore, organisations in fair trade, such

¹ A transformational roadmap articulating 17 goals and 169 targets and has as its overarching objective poverty eradication.

as Swaziland Fair Trade (SWIFT) recognise this and wish to play a central role in transforming the handicraft industry.

Fairtrade organisations understand that empowering the poor for gainful employment and for creating or taking advantage of employment opportunities in the handicraft sector is critical in reducing poverty. As part of reforming the sector and making its jobs more meaningful to employees, these organizations emphasize the need to introduce a living wage. Fair trade organisations have the responsibility to help producers achieve better trading conditions and to promote sustainability in all its dimensions (social, economic, and environmental). Yet to achieve sustainability goes beyond having profitable handicraft enterprises; it requires such companies to pay their employees socially and economically acceptable wages.

Given that Swaziland aspires to emerge as a developed country driven by sustainable development and inclusive growth where “all citizens are able to pursue their life goals sustainably, enjoy lives of value and dignity in a safe and secure environment in line with the objectives of Sustainable Development Goals” by the year 2022; conducting an academic study that will quantify a living wage in Swaziland will assist to align handicraft operations with the country’s development vision. It will also provide an informed estimate of the ideal living wage for the sector.

Against this backdrop, this study quantifies a living wage for rural and urban workers in the handicraft sector in Swaziland. It compares the resultant living wage in urban areas with that of the rural areas² and proposes strategies that could be undertaken to introduce a decent living wage in the sector and in Swaziland in general.

2. The handicraft industry

All around the World, the handicraft industry is known for, amongst other things, its ability to preserve and showcase cultural and traditional heritage, lifestyle, and artistry of a country or a people. Rogerson (2010) records that cultural industries augment the identity and distinctiveness of a country in the global environment. Others (see Nyawo and Mubangizi, 2015) have confirmed that cultural industries exhibit a component of the social and economic life of a nation. It is, therefore, not surprising that there is a strong correlation between tourism and the handicraft sector of any country (Nyawo and Mubangizi, 2015; Richard, 2007). Handicraft is a low cost enterprise that requires minimum infrastructural expenditure. It utilises local skills and available resources. It provides opportunities to economically marginalised social groupings such as women and youth at the community level (Richard, 2007; Rogerson, 2010). Because of its low cost nature, handicraft has gradually been integrated into the tourism sector and has fed into the concepts of rural tourism, contributing immensely towards the development and emergence of dynamic rural economies and livelihoods (Nyawo and Mubangizi, 2015).

Therefore, in developing countries like Swaziland, the handicraft sector is an important sector of the economy because of its contribution to gross geographic product (GGP), gross domestic product (GDP), job creation, and capacity for increasing exports and earning foreign exchange. Elsewhere, craft exports have grown to become an important source of forex. To be sure, in Columbia total craft exports amounted to about US\$40 million per

² Quantifying a sector’s living wage is in line with the proposed Swaziland Citizens Economic Empowerment Bill of 2015 (Bill No: 24 of 2015), which advocates for the development or facilitation of development of sector codes of good practice for economic empowerment.

month, with a yearly income of approximately US\$400 million. In Morocco handicraft production contributes 19% to GDP and handicraft exports are estimated at US\$63 million (Richard, 2007). This is a significant contribution to the overall economic development of a country.

2.1 Handicraft in Swaziland

The handicraft industry in Swaziland is both formal and informal, consisting of both self-employed and employed producers. The sector employs over 5,088 producers; where 97% are women and 3% are men (SWIFT, 2016). It is characterized by the production of commodities like basket-ware, jewellery, shoes, ornamental candles and glassware and it takes pride in advancing cultural heritage and domestic artistry (Swaziland Business yearbook, 2014). Swaziland's handicraft establishments include Ngwenya Glass, Swazi Candles, Gone Rural and the Ezulwini Handicraft Market, to mention but a few.

These establishments are integrated into the country's tourism industry and through Fair Trade, have benefited from international and local markets. However, the handicraft industry has been undermined by a lack of appreciation of the potential that craft has toward changing the economic status and livelihoods of the people (Bam, 2014). Challenges in the industry are associated with difficulties in competitively developing its capacities of production and obtaining sustainable supplies of raw materials.

The government and fair trade organisations such as SWIFT have played, and continue to play, a fundamental role in the improvement of Swaziland's handicraft industry. Income generation through producing handicrafts (which is often an important activity in rural communities) also contributes to cultural and social balance both at the household and community level. Consequently, the handicraft industry is seen as a solution to ending both rural and urban unemployment for orphans, the elderly and retired, widowed women, and people living with disabilities. The industry is also seen as a solution to curbing growing rural-urban immigration, particularly because it is suitably located in rural areas. Its low start-up capital requirements mean that it can act as a start-up enterprise for a number of currently unemployed youths and women in Swaziland.

2.1.1 Handicraft Median Monthly Wage

While the handicraft sector presents so many opportunities to the economy, an important question relates to how it compares to other sectors in terms of the wage price? Alternatively, how much does one stand to make by being employed in the handicraft sector of Swaziland? Answers to these questions are very important if we are to harness the burgeoning value of the sector in the economy.

Whereas the current gazetted minimum wage in Swaziland is \$60.50 (E842.77) a month for an unskilled worker, US\$76.50 (E1,065.65) per month for a domestic worker, and \$86.50 (E1,204.90) a month for a skilled worker (Nation Master, 2016); the median monthly earnings for the handicraft and related trade is US\$ 86.20 (E1,200) (Central Statistics Office, 2013). This suggests that at present the handicraft and related craft sector is paying an equivalent salary to the gazetted minimum wage for a skilled worker in the economy. This is depending on whose statistics one is using. For example, SWIFT (2016) documents that

presently; the median monthly wage in the handicraft sector alone is US\$199.35 (E2775) for employees and US\$68.53 (E954) for producers³.

As to whether this income meets the standard of living for handicraft workers and their families is unknown. It also raises the question of the size of a living wage for handicraft workers in Swaziland. Although there is little agreement about the precise employment effects of minimum wages, theoretically, it is not enough to pay workers a minimum wage as they will continue to be caught in a poverty trap. The alternative proposal is providing a living wage that will ensure that employees are able to cover their basic needs, health, education, sanitation, and retain savings. It is for this reason that SWIFT advocates for the payment of higher wages to artisans, and seeks to achieve an acceptable level of living standards, and improved social and environmental standards for the members involved in handicraft.

2.1.2 Swaziland Fair Trade

SWIFT was set up in 2007 by Swazi Candles, Tintsaba Crafts, and Gone Rural to create a network of businesses that work according to the principles of Fair Trade (Hlatshwayo, 2010). The organisation provides financial support, capacity building, training facilities, and raw material to producers, and international (first world country) market access for handicraft products produced, in Swaziland. It also assists owners of handicraft enterprises to manage effectively and sustainably handicraft enterprises.

However, beneficiation from handicraft in Swaziland is largely affected by economic unpredictability, which influences inflation rates especially the cost of basic commodities like food and clothing. This negatively affects the viability of a minimum wage that can sustain decent standards of living. Add the high prevalence of HIV in the country (26%) which has also affected household expenditures (Matsenjwa and Musiiwa, 2016), and the productivity of workers in the handicraft sector, the living conditions for salaried workers in the sector call for an urgent intervention.

2.2 Living wage

Wage employment and wages are central to the world of work, economic growth, and development, which are a major component of overall consumption and a key factor in the economic performance of countries (International Labour Organization - ILO, 2008). Given its effect on overall consumption (aggregate demand) and ultimately economic performance, wages are vital to improving economic dynamicity. Poor pay or low wages can have adverse impacts on economic growth by depressing consumption thereby stalling the growth of total output. Given its importance, the idea of a minimum wage has a long history. Winston Churchill is attributed with having said of poor pay (Churchill, 1906 as cited by Atkinson, 2015):

“it is a national evil that any class ... [of people] should receive less than a living wage in return for their utmost exertions...where these conditions prevail you have not a condition of progress, but a condition of progressive degeneration”

³ The assumed exchange rate is US\$ 1 = E13.92.

The importance of jobs and wages for economic prosperity has led British Economist Anthony Atkinson (2015:140) to propose that governments “should adopt an explicit target for preventing and reducing unemployment and underpin this ambition by offering guaranteed public employment at the minimum wage to those who seek it”.

Wages are regulated under the Wages Act, which guides the implementation of minimum wages and conditions of employment (Conciliation Mediation and Arbitration Commission-CMAC, 2011). To be sure, in Swaziland, wages are guided by the Wages Act of 1964, section 4 (1) which states that “the basic minimum wage to be paid to an employee shall, be calculated at a rate specified in the First Schedule hereto; and include a ration allowance”.

In general, wages come in distinct forms such as subsistence or minimum wages and a living wage (Cottle, 2014). Living wage decrees help create minimum standards that raise the income floor for low-wage workers and redirect the future path of the economy (Zabin and Martin, 1999). Therefore, living wages play a crucial role in improving the lives of low-income workers. It is for this reason that a living wage is a fundamental principle in fair trade.

In 1968 the ILO defined a living wage as the amount necessary to meet the reasonable needs (or basic needs) of an unskilled labourer with an average sized family (Cottle, 2014). It is basically a tool that ensures accountability and transparency by traders to consumers and producers. According to Women Working Worldwide (2013), the right to a decent wage for all is enshrined in the universal Declaration of Human Rights which states that “*Everyone who works has the right to just and favourable remuneration ensuring for him/herself and his/her family an existence worthy of human dignity.*” However, there is little literature in the public domain and few precedents to learn from in the implementation of living wage on price in fair trade (Williams, 2013).

A study by Women Working Worldwide (2013) evaluated the living wage for flower growers in Tanzania, Ghana, Ethiopia and Kenya. The study found that there were huge variations between countries. It showed that flower producers in Kenya earn US\$59 – US\$94 while monthly expenses are estimated at US\$220. In Tanzania and Uganda, it was US\$42-US\$84 and US\$33-US\$60 income and US\$42-US\$102 and US\$44-US\$228 monthly expenses, respectively. This shows that workers earn incomes that are generally less than their monthly expenditures, which compromises their standard of living. Scholars like Anker and Anker (2013; 2014) have thus advocated for the provision of a living wage to many small-scale producers and workers.

Fair trade principles require that commodities produced by small-scale producers and workers in developing countries are accorded prices higher than conventional prices in developed countries’ markets. The expectation is that the premium that developed country consumers pay for these commodities should be used to guarantee a living wage and sustainable livelihoods for small-scale producers (Elad, 2013). It is for this reason then, that SWIFT chose a more transparent and accountable living wage through quantifying the living wage for handicraft workers and producers in Swaziland: a direct line in real numbers between the producers and the consumers.

3. Method

The living wage concept focuses on providing a clear and meaningful picture of the costs associated with leading a decent life for a given family size in a particular socio-economic setting and geographic location. The calculation of a living wage estimates a monthly income to cover basic expenses for a decent life for a worker and their family. This comprise of food items, accommodation, health care, public transportation, education and other non-food items. In this regard, methods for calculating the living wage take due consideration of the key items as well as socio-economic settings and the general location of the target group for which the living wage is calculated. This study recognises that for a standard estimate of the living wage to be reliable and credible, the method used to estimate it must itself be reliable and robust.

3.1 Approaches for Calculating a Living Wage

The method used in this study is based on known sustainability standard systems that are piloted by Fairtrade International, Forest Stewardship Council (FSC), Good Weave, Sustainable Agriculture Network/Rainforest Alliance (SAN/RA), Social Accountability International (SAI), and UTZ Certified (Anker and Anker, 2013). It has been successfully used to estimate living wages for urban areas in ten countries for a multi-national corporation (Anker and Anker, 2013). The method has also been adopted to estimate living wages in rural area contexts like the wine growing community in the Western Cape, South Africa; tea growing community in Mulanje and Thyolo Districts in Southern Malawi; and banana growing community in Northern Dominican Republic, among others (Anker and Anker, 2013:2014).

The method views a living wage model as a market-based approach that draws upon geographically specific expenditure data related to a household's possibly minimum food, child care, health insurance, housing, transportation, and other basic necessities such as clothing, personal care items, etc. (Nadeau and Schultheis 2014). It draws heavily from the work of Anker and Anker (2013) and uses a step-by-step process which spells out how each cost component is derived as presented in the individual cost components' calculations.

The different cost components are then added together to give the overall living wage taking into account all the different components, as shown on equation .1 below:

$$\omega = \psi + \mathcal{H} + E + H + \Theta \quad .1$$

where ω denotes the living wage, ψ denotes the cost of a model (prototypical) diet for each member of a household, \mathcal{H} represents costs for health care, E signifies education costs, H represents housing costs, and Θ denotes other costs.

3.2 Data sources

The study uses primary and secondary data to estimate the expenditure components for a basic quality of life in Swaziland. Primary data was collected through surveys conducted in both rural and urban households in Swaziland. Handicraft sector employees (producers and support staff) were the primary respondents for the study. Primary price data was collected from neighbouring supermarkets, schools, and hospitals in the respective sampled communities in order to estimate food, education, and medical costs respectively. To estimate non-food and non-housing costs including health, transport and education, an extrapolation method was used. To guide the extrapolation process, data and expenditure proportions

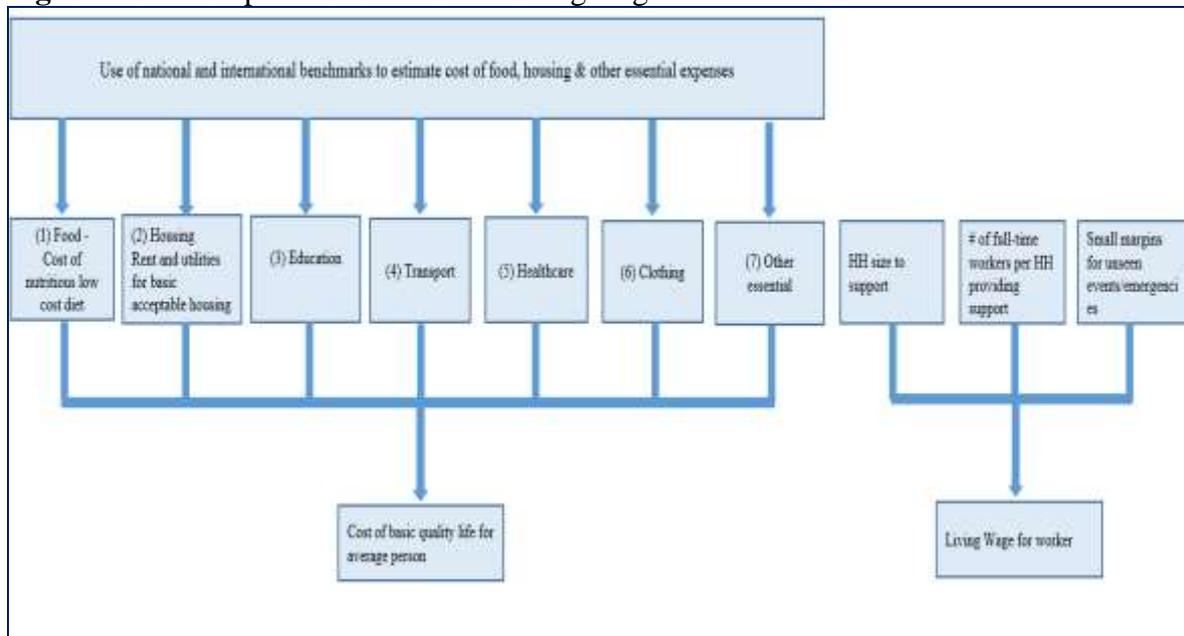
sourced from the SHIES (2010) are used as weights to estimate the cost components. Each of these are discussed in detail in the following sections.

3.3 Living Wage Estimation Procedure

The overall living wage is calculated by adding all the different cost components as presented in equation .1. The study starts with an analysis of the expenditure indicators for the cost of a basic but decent life style for a worker and their household. The focus is on quantifying the (1) food, (2) housing, (3) education, (4) healthcare, and (5) other non-food and non-housing expenditures (Figure. 3.1). National and international benchmarks are used to estimate costs for the assumed five indicators of a cost of basic quality life for an average person in Swaziland (Figure. 3.1). Figure 3.1 also shows how the size of the household (HH), the number of full-time workers per HH providing support and small contingencies for unseen events or emergencies are used to quantify the living wage.

The average family size in Swaziland is 5 in rural households⁴. In these households, it is assumed that 3 members are children and 2 are adults. For urban areas, the average family size is 3 (PHC, 2007), is further assumed that there are 2 adults and 1 child per household. The estimates of the study are mainly based on these family sizes; however, permutations of family sizes of 1 to 5 are also undertaken for information and reference purposes. Given the 41.8% unemployment rate (unrestricted definition) in the country (ILFS, 2014) and the seasonality of some jobs especially in the handicraft sector, the study makes an assumption that only one member of the household is working fulltime. However, it is acknowledged that in some families, both the father and the mother are working, especially those in urban areas.

Figure 3.1. Conceptual framework for living wage estimation



Source: own depiction

Notes: HH is an acronym for households.

⁴ This number is based on the results of the 2007 Population and Housing Census (PHC) in Swaziland. Note that the size of rural households in Swaziland can go up to 16 people.

3.3.1 Food Costs

Due to the absence of a local national food model or prototype, the study adopted the food model used by Anker and Anker (2013). The food model was applied in the Western Cape Province of the Republic of South Africa. We note that even though there may be variations in diet between the people of the Western Cape Province and the people in Swaziland, such are minor. To fully adapt the model to suit the dietary considerations for workers in the Swaziland handicraft sector, minor tweaks are made. The food items used to represent each food group are the lowest costs for food item/s per edible gram. This is done to emulate what households do to reduce food costs in rural Swaziland. The food prices are based on market survey of local prices where workers typically buy (e.g. grocery shops and supermarkets⁵). Drawing from Anker and Anker (2013) the household monthly food costs, ψ_m , are specified as follows:

$$\psi_m = FC_n \times N \times 30 \text{ days} \quad .2$$

where FC_n denotes food costs an individual per day, and N denotes the size of the household. A standard month of 30 days is assumed for the study.

3.3.2 Housing Costs

Since there are no national standards for decent housing in Swaziland, the study started by establishing points of reference for housing that will be considered as decent. These were adopted from regional and international standards and further localized to suite the Swazi context. The South African Basic Conditions of Employment Act No. 75 of 1997 provides some guidance for acceptable housing. It states that such a house should have: (i) A roof that is durable and waterproof; (ii) glass windows that can be opened; (iii) electricity available inside it; (iv) safe water available inside it or in close proximity, which is not more than 100m, from the house; (v) a flush toilet in, or pit latrine in close proximity to, the house; and that it should not be (vii) less than 30 square meters in size.

Based on the above mentioned standards, the following minimum acceptable housing standards were used for the case of Swaziland.

- (i) Security of tenure: The occupants of the house/home should not fear that they might, unexpectedly, be evicted from their home.
- (ii) Location: Exclude houses in slums or other areas that are considered unsafe; with for example high levels of crime; and/or have serious drainage problems; and/or have serious standing water problems.
- (iii) Materials for walls and roof: Roof has to be durable and without leaks (or be easy to repair). Walls have to be made of permanent materials such as cement, stone or brick (and not be made of mud, sticks, or corrugated metal).
- (iv) Condition of building: Dwelling needs to be in reasonable repair and condition or easy and inexpensive to bring up to standard such as applying some paint.

⁵ Supermarkets where data was collected include Pick & Pay, Shoprite, Boxer and Spar.

- (v) Ventilation: dwellings need to have adequate ventilation with glass windows that open.
- (vi) Amenities: Dwelling needs to have: electricity; toilet inside dwelling or in close proximity or an improved ventilated pit latrine in close proximity; safe piped water inside house or in close proximity.
- (vii) Size: (a) Dwelling needs to be at least 1 room and at least 4 square meters in size (international standard for minimum size room); and (b) ceiling/roof needs to be at least 2 meters high at lowest point (international standard).

The housing costs for urban employees were estimated based on rental costs for basic acceptable dwelling instead of housing ownership since most of the target group participants are low income earners and cannot afford to buy houses in towns. The housing cost estimate was based on the average of the lowest rental house that is commonly used by low income earners, and the lowest priced 2-bedroom house, that meets the standards of a decent dwelling place. Since most rural handicraft sector employees stay in their own homesteads and given that, currently, there are no imputed annual costs for owning a homestead in the rural areas of Swaziland, there was no cost attached except for housing maintenance costs.

Two key assumptions are made in regard to estimation of housing costs for employed rural producer households. That (i) the handicraft producer does not pay rent because they either own the homestead or live with relatives who do not require rent⁶ and; (ii) the household is decent enough to afford the producer and their family a decent living viewed in accordance to human rights principles for decent housing standard considered by the study and in the context of the country.

Secondary data was used for estimating utility costs (water and electricity) for urban employees. For rural employees, primary data from the survey was used to estimate water and electricity costs.

3.3.3 Non-Food and Non-Housing Cost Estimates

To estimate non-food and non-housing costs, the study uses Anker and Anker's (2013) extrapolation model. The extrapolation method estimates non-food and non-housing costs using the food cost and the percentages of food and non-food costs. The primary source of data for the model is the National Household Expenditure Structure presented in the Swaziland Household Income and Expenditure Survey (SHIES) (2010). Note that Figure 3.1 also includes calculating costs for clothing, which involve a lot of complexities in their calculation. To illustrate, Anker and Anker (2013) observe that it would be difficult to estimate enough expenditure on items like clothing since one would need standards on acceptable quality of clothing and the quantity of clothes that a person should buy per year.

Instead, the study uses the extrapolation method for these cost items. Anker and Anker (2013) used the expenditure for the 40th percentile scale group in South Africa. In this study, 40th percentile scale is not used since the Swaziland Household Income Expenditure Survey (SHIES, 2010) report does not fully provide for it.

⁶ There is a strong justification for this assumption. Extended families are still strong in the Swazi society, especially in rural areas.

Therefore, the non-food and non-housing cost, extrapolation model is specified as follows:

$$\text{Non – food and non – housing cost} = \text{Food costs} \left(\frac{\text{non-food and non-housing \% expenditure}}{\text{food costs \% expenditure}} \right)$$

3.3.4 Whether Funds Provided for Health and Public Education in Non-food and Non-Housing Costs Are Sufficient

The extrapolation method presented above also provides for health and education costs. However, since health and education are basic human rights in Swaziland and internationally, the study further determined the range of the top-up fees. This was meant to ensure that both education and health are adequately provided for in the estimation of the living wage.

3.3.4.1 Health Costs

Health costs considered in the model are for both private and public health facilities. A majority of the country's population uses public health facilities as they are heavily subsidized by the Government and are evenly located country-wide. As presented in the preceding sections, a survey was conducted to estimate health costs in both public and private hospitals.

3.3.4.2 Education Costs

To estimate the education costs, the study assumed that an average household in the rural areas has three children, two at high school level, and the other at primary school level. In urban areas, the assumption is that one child who is at high school level. It was also assumed that the children are enrolled in public schools, except for the pre-school since there are no public pre-schools. Primary education in all public schools is now free as the Free Primary Education programme covers the entire primary school level; however, some schools compel parents to pay top up fees which, according to the Government, is not allowed. Considering that parents are prohibited from paying top up fees for primary education, the study assigns a zero cost for primary education. Fees for "good" pre-school education are on average higher than that of primary school and almost equal or above the cost of secondary school level education in the country, hence the calculations would still hold even if one of the children was at preschool level. To estimate a comparable costs of education a survey was conducted in ten public high schools covering both lower and upper secondary levels.

3.3.5 Other Considerations

Overtime pay was excluded because a living wage needs to be earned in standard working hours (8 hours a day during a 5-day week). Productivity bonuses and allowances were also excluded because these are not guaranteed. Statutory deductions, such as the Swaziland National Provident Fund contribution and Income Tax, were factored into the living wage as they affect an employee's disposable income. Income Tax was calculated using the Swaziland Revenue Authority (SRA) tax calculator. Whereas other studies that quantify the living wage provide for emergencies by adding a percentage of the total costs in order to ensure that employees are not vulnerable to emergencies caused by sudden deaths, natural disasters, sharp spikes in living costs, and variations in food diet; these are left out because they are beyond the scope of this study.

4. Living Wage Estimates

4.1 Living costs for a basic but decent quality life

The cost of a basic living wage was arrived at by individually estimating food, housing, and non-housing and non-food costs. This section presents the estimations of the various cost components.

4.1.1 Food Costs Estimates

4.1.1.1 Food Costs for a Basic Acceptable Living for Employed Urban and Rural Producers

The food model presented in Table A.1 in the appendix indicates that the food cost per person per day is E15.38. This yields a daily food cost for a family size of 5 in a rural area of E76.90 ($E15.38 \times 5$), which translates to E2,307 per month ($5 \times E15.38 \times 30$ days). This calculation does not factor in food produced in the household because not all households in rural Swaziland are able to produce enough food for own consumption (see Manyatsi et al., 2013). In urban areas, where household sizes are a lot smaller than in rural areas (family size of 3), the cost of food translates to E46.14 per day ($E15.38 \times 3$ people) and for a month yields E1,384.20 ($E46.14 \times 30$ days). Note that the difference in food costs between rural and urban households is due to the differences in household sizes.

4.2 Housing Costs

4.2.1 Housing Cost Estimate for Employed Urban Producers

The average rental cost for one room houses in Swaziland, which are commonly used by low income earners, is E400. It is worth noting that this type of houses does not meet the assumed decent standard of living as described under section 3.2.2. However, since these houses are common amongst low income earners, the study considers them to make an informed guestimate of the cost of accommodation. These houses are usually found on informal residential areas located on the outskirts of urban areas. A large number of middle income families live in two bedroom houses which qualify as decent housing. The Swaziland National Housing Board (SNHB) provided inexpensive two-bedroom houses at a cost of **E1,230 per month** in 2015. Privately owned rental properties are usually priced at E2,500 which is way above the SNHB houses. Two bedroom houses at the SNBH rate are also scarce as people rarely move out of them because of the affordable cost and the supply of such houses is low compared to their demand. The E400 from the standard one room houses and the E1,230 for the cheapest two bedrooms gives an average of **E815** per month which is what the study used as the average monthly rental cost for purposes of these estimations.

4.2.2 Rental Cost Estimate for Rural Population

As explained in section 3.2.2 of the method, the study assigned no rental or ownership costs for self-owned rural homesteads since they are not paying for such. Only housing maintenance costs have been factored in for rural homesteads. Maintenance costs for rural dwellers were therefore estimated based on a survey of households in the rural sector given that there are no national estimates regarding rural households' maintenance costs. According to the survey, an average household spends between E250 and E350 on basic home maintenance per year, giving an average of E300, which translates to E25 per month.

4.2.3 Cost of Utilities for Urban Areas

In a Survey conducted by the United Nations Development Programme (UNDP) the utility cost in Mbabane was estimated to be **E311.69** per month per household (UNDP, 2012). Adjusting for inflation yields an estimated cost for utilities of **E400.82** per month, beginning from December 2015.

4.2.4 Cost of Utilities for Rural Areas

Water and electricity costs for rural employees were estimated through a survey in which workers were asked the amount they spend on water and electricity per month. The average electricity and water cost were E132.30 and E20, respectively amounting to E152.3 per household per month. It is worth noting that some households still do not have electricity and portable water sources hence these were not included in the averages. And would thus put the estimations on the higher side.

4.2.5 Summary of Housing Costs

The estimate for housing costs for urban handicraft sector employees is **E1215.82** per month (E815 for rent and E400.82 for utilities) for a decent standard of living as defined in preceding sections. The estimate for housing costs for rural handicraft employees is E177.30 per month (E152.30 for utilities and E25 for home maintenance). Note that the huge variations are caused by the differences in the ownership structure of the places of dwelling.

4.3 Non-Food and Non-Housing Cost Estimates

4.3.1 Non-Food and Non-Housing Cost Estimate for Urban Households

The SHIES (2010) records that households spend 30.7% and 69.3% on food and non-food items, respectively, and 19.9% on rentals costs. As explained in section 3.2.3, the non-food and non-housing cost are calculated using the extrapolation method as presented below;

$$\begin{aligned} \text{Non - food and non - housing cost} &= \text{Food costs} \left(\frac{\text{non-food and non-housing \% expenditure}}{\text{food costs \% expenditure}} \right) \\ &.3 \\ &= \text{E } 46.14 \times \frac{49.4}{30.7} \\ &= 74.24 \text{ per day} \end{aligned}$$

Therefore, the cost for non-food and non-housing for urban employees is E2,227.34 per month (E74.24*30 days).

4.3.2 Non-Food and Non-Housing Cost Estimate for Rural Households

The study used the extrapolation method described in 4.3.1 to estimate Non-food and Non-housing costs for rural households. As presented in our food model, the daily food cost per person is E15.38 and given an average household size of 5, the daily household food cost is E76.90 per day. The study makes adjustments given that the SHIES (2010), which was used as the basis for extrapolating non-food and non-housing costs, does not provide a housing cost estimate for rural households. No rental or ownership costs were assigned for rural employees because they do not pay rent as it is assumed that they live in own homesteads. The 19.9% (rental costs percentage expenditure) is therefore deducted from the 49.9% (non-

food expenditure) thus giving 29.5%. Based on the extrapolation method the non-food and non-housing cost for rural households are as follows;

$$\begin{aligned} &= \text{E } 76.90 \times (29.5/30.7) \\ &= \text{E}73.89 \text{ per day} \end{aligned}$$

Therefore, Non-food and Non-housing cost for rural producers is E2,216.70 per month (E73.89*30 days).

4.3.3 Whether funds provided for Health Care in non-food and non-housing costs are sufficient

There is currently no baseline data or report which indicates the frequency with which individuals on average visit hospitals annually. In South Africa, surveys suggest that approximately people aged less than 18 years take three visits on average per year (Anker and Anker, 2013). Based on the South African estimates and our survey, the study assumes that people on average visit hospitals at least five times a year, especially adults. Medical costs per person per visit to hospital in government health facilities in Swaziland is E10, inclusive of medication. Further payment is required to do other procedures such as X-ray, lab tests etc. There are also instances where patients are referred to private labs for specific tests and for quick results. However, the study does not factor in such special cases as they are not common. Lab tests costs in government health facilities are minimally priced, hence the study ignores such. Consultation fees in private hospitals range from E50 to E320 thus giving an average cost of E185. This excludes medication in most cases. The study allows for at least 1 visit per person per year to a private hospital.

The survey for this study indicated that prescribed medication which cannot be found in government health facilities or which is paid for in private health facilities range from E50 to E90, and that these costs vary from one household to another as per the health concern. The average prescription therefore is E70. The assumption is that an individual will buy prescribed medication which is not available in government hospitals' pharmacies once a year. Based on the above estimates, the estimated health care cost rural household (size of 5 people) is E1,900 per year ((5*E185 for consultation in private hospitals) + (5*E70 for average cost of prescription) + (5*E10 for average cost of consultation at government hospital*4 for visits per year) + (5*E85 for average cost of prescription not available in government hospitals)). This translates to E158.33 per month⁷.

For the urban population with a household size of 3, the estimated health cost is E1,185.00 per year ((3*E185 for consultation in private hospitals) + (3*E85 for average cost of prescription from private hospitals) + (5*E10 for average cost of consultation at government hospital*4 for visits per year) + (3*E85 for average cost of prescription not available in government hospitals)). This translates to E98.75 per month⁸.

⁷ This estimate is less than the extrapolated E191.52 derived from (0.028*6, 839.96) so we do not make adjustments in our extrapolated figures since it makes enough provision for medical costs in our calculations.

⁸ The estimate from the survey for medical costs is less than the extrapolated E144.16 derived from (0.028*5, 148.69) so we do not make adjustments in our provisions since the extrapolation method provides enough.

4.3.4 Whether funds provided for public education in non-food and non-housing costs are sufficient

Having estimated the non-food and non-housing costs, a question needing an answer is whether or not the funds provided for public education in these costs are sufficient? For urban areas, fees were obtained from ten (10) urban public lower and upper secondary schools which were then averaged. The fees ranged from E2,300 - E7,300 thus giving an average of E5,300 which is an estimate per year per child in an urban school which translates to E441.67 per month. The extrapolated education cost in an urban setting is E458.23 obtained from (5148.69×0.089) where the 0.089 is the weight for education as reported by SHIES (2010), the E5148.69 is the living wage estimate for an urban area. Since the extrapolated figures are higher than the estimates from the survey, the study used the costs from the extrapolated one as it provides sufficiently for education.

For rural households, the estimate for education costs from the survey is E3,454.55 per child per year which translates to E287.88 per month per child. For two children, the estimate is E6,909.09 year and E575.76 per month. The estimate is only for two children since education is free at primary level. These figures are from the survey of schools in the rural areas. On the other hand, the extrapolation process for the same rural gives a cost of E459.65 per month as cost of education for the family for the two children which translates to E5,515.80 per year. Therefore, given the high level of the margin between the two estimates which is E1,393.20 derived as E6,909.09 less E5,515.80, the study considers the estimate from the survey (E6,909.09) as it gives current figures yet the extrapolation uses 2010 weights from SHIES (2010) since education costs have escalated.

4.4.1 Living Wage Estimate for Urban Households

The estimated living wage for urban handicraft workers in Swaziland is **E5,148.69** per month for a household of three and rises to E8,201.72 for a household size of five (see Figure 4.1). The living wage for comprises food costs of **E1,384.20** per month for basic acceptable living for an average household of three, a non-food and non-housing costs of **E2,227.34** per month, and a housing cost of **E1,215.82** per month (E815 for rent and E400.82 for utilities). Statutory deductions include E210 for the Swaziland National Provident Fund contribution and income tax of E253.67.

4.4.2 Living Wage Estimate for Rural Households

The living wage estimate for employed rural handicraft workers starts from E1,241.66 and rises to E6,839.96 for a household size of 1 to a household size of five. To illustrate, the living wage estimate for a family size of five consists of food costs of E1,996.50, housing costs of E177.30, non-food and non-housing of E3,610.11, tax of E535.55, and a Swaziland National Provident Fund contribution of E210. Using a household size of three, the estimated living wage is found to be **E3,076.00**. Noteworthy is that employers do not consider the household size when offering employment.

4.4.3 Living Wage Comparative Discussions for Urban and Rural Households

The living wage estimates presented in the preceding two sections are for a household size of 1 - 5 people in both urban and rural areas. The study took the approach to provide a spectrum

of living wage estimates to demonstrate the effect that family size has on the cost of living and what might be determined as a decent wage price capable of supporting a decent standard of living for an employee and their dependents. According to the Population and Household Census of 2007 (the next population census will be in 2017) in Swaziland, family sizes differ in urban and rural areas. Rural households tend to have bigger family sizes while urban areas tend to have smaller family sizes. Assuming a household size of 3 for both rural and urban households yields a living wage of E3,076.29 and E5,148.69 for rural and urban households, respectively.

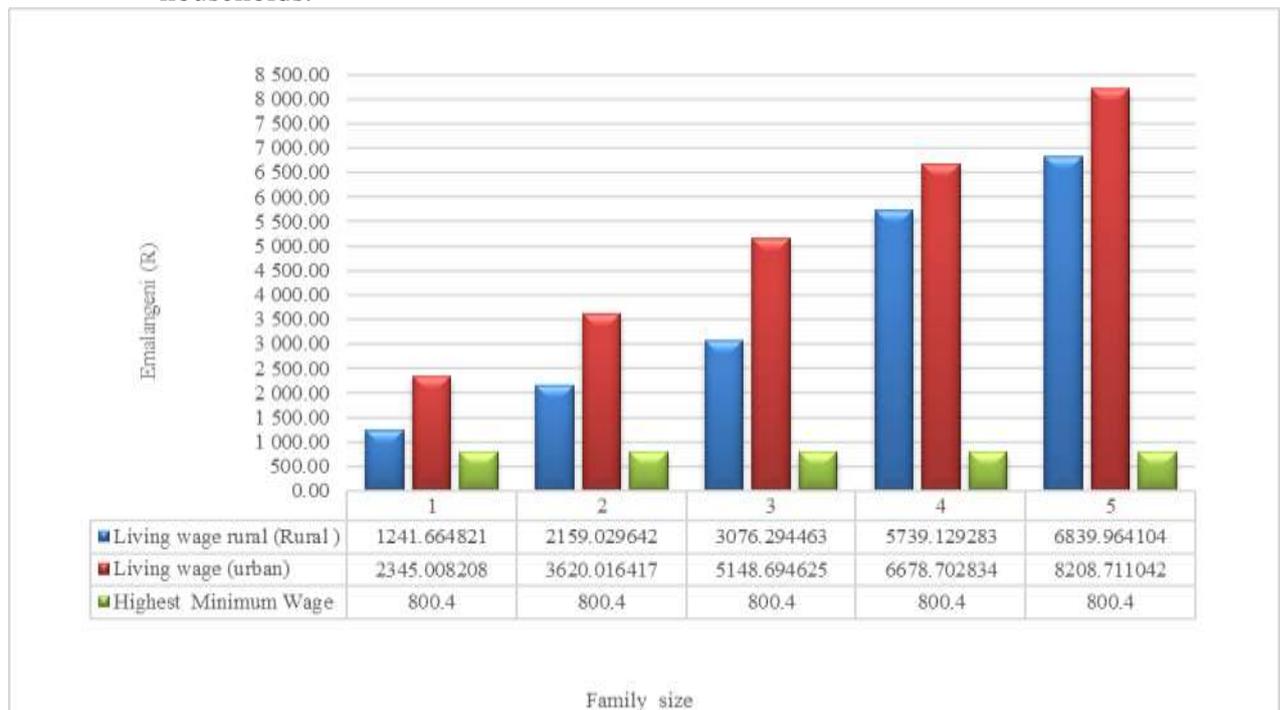
What do estimates for other household sizes (1 – 5) look like, assuming only one member of the family is employed? The results are presented on Figure 4.1. The estimates for the different family sizes indicate that the living wage increases with family size. Generally, for both rural and urban employees, the living wage is higher than the statutory minimum wage in Swaziland, confirming that statutory minimum wages are probably too low to warrant a decent standard of living for low income earners in Swaziland. However, worth noting is that family sizes are generally bigger and the bigger the household size, the higher the income required to sustain a decent standard of living for the household. Generally, the cost of living is higher in urban, than in rural, areas.

The living wage for urban employees is on average 40% higher than that of rural employees for household sizes less than or equal to three. For household sizes greater than three, the living wage for urban households is greater by an average of 15%, suggesting that as the household size increases it becomes costlier for households to lead a decent standard of living in urban areas. This is because of the higher rental, food, and utility costs of living in urban areas than in rural areas. Keep in mind that, in rural areas, housing costs were assumed to be zero. There is also a possibility for households to supplement food sourced in the cash economy through household food production.

However, for this study, the living wage for rural households is based on the premise that these households produce negligible amount of food for own consumption. This assumption is probably accurate in households found in the Lubombo, and in some parts of the Shiselweni, region of Swaziland where rainfall and water for household food production are scarce and as such a limiting factor. Still, in constituencies such as Siphofaneni where the government and its development partners is implementing the PRSAP's Lower Usuthu Irrigation Project (LUSIP), households have access to ample water and are currently involved in the production of food at the household level. All the same, it is also true that households in the LUSIP area are likely to be employed in agriculture related projects as opposed to handicraft sector jobs.

In the Hhohho region, the assumption that households do not produce food for own consumption is probably unrealistic considering that the Highveld and the Middleveld of Swaziland are usually endowed with good rains which act as a strong incentive for households to produce food. Yet, noting that low-income earners in urban areas live in rented houses that do not provide space for gardening and related activities, it is not unrealistic to conceive that they buy 100% of their food from shops. For some who have relatives in rural areas, it is possible that they send money back home for food production, which they, in turn, use to supplement their food needs in urban areas when harvested.

Figure 4.1. Estimated living wage for different household sizes in Swaziland: rural vs urban households.



Source : Own calculations using own data

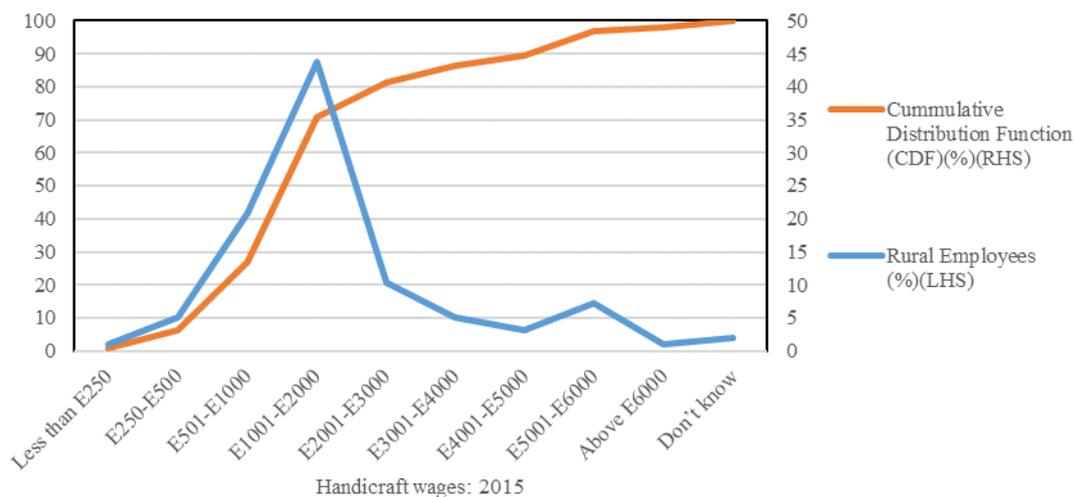
Notes : Family size based on Population and Housing Survey of 2007. Minimum wage sourced from government of Swaziland.

4.4.4 SWIFT Members Employees Income Bands

Comparing the living wage presented in the preceding section with the wages currently paid to workers employed by handicraft enterprises affiliated to SWIFT reveals that the estimated monthly living wages for both rural and urban workers are higher than what these employees are currently being paid in the industry. Figure 4.2 demonstrates that up to 70.9% of all employees are paid less than E2,000 which is 35% lower than the estimated living wage for a rural worker with a family size of 3 people. A bulk (43.8%) of all employees reported that they get paid between E1,001 and E2,000 per month. This finding is in line with the findings of the MCIT (2013) which revealed that the median monthly earnings for the handicraft sector was E1,200 in 2012.

Using a household size of five people per household yields a living wage that is E4,839.96 or 71% higher than the wage band for most employees. Only 1% of rural handicraft workers got paid more than E6,000. It is unclear as to whether or not the employees who fall within this band earned an income that is closer or not closer to the estimated living wage for a household size of five. Yet, given the small proportion of employees receiving wages in the more than E6,000 band, it is highly unlikely that handicraft enterprises would be able to make the jump from what they currently pay their employees to the estimated living wage for a rural employee with a household size of five. For example, only a small proportion (8.3%) of rural handicraft workers got paid a salary greater than E5,001. However, using the living wage for a household size of three in rural areas which is E3,076.29 per month takes up the proportion of households who got paid at least E3,001 and greater to 13.5%. This reveals that it could be possible to implement a living wage based on a household size of three, without hurting the enterprises' bottom line and risking job losses. We get back to this later.

Figure 4.2. Cumulative Distribution Function for Industry Wages for Rural Employees in the Handicraft sector of Swaziland



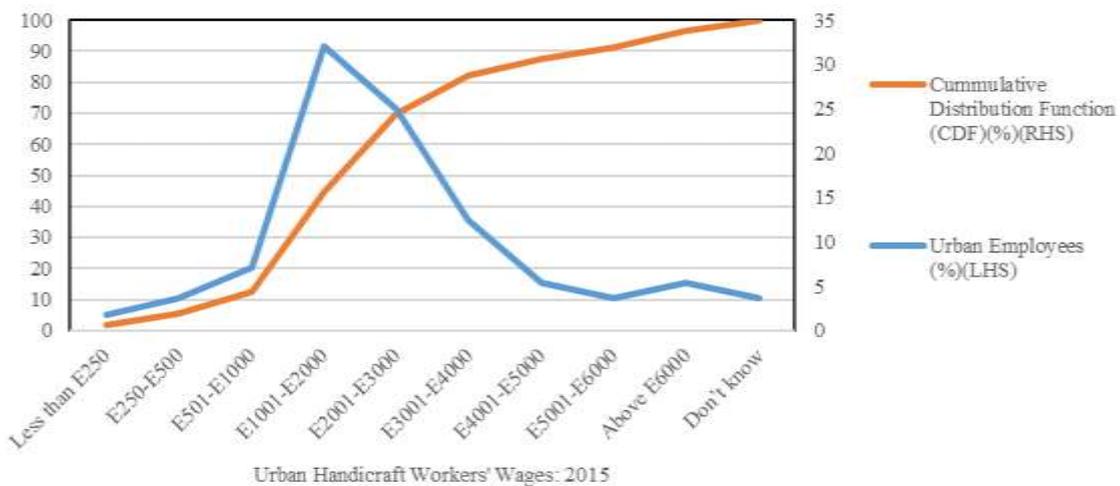
Source: Own calculation using primary data collected through a survey of handicraft workers in rural Swaziland.

Notes: All salaries are for one month. LHS = Left hand size axis, while RHS = right hand size axis.

For urban employees, Figure 4.3 demonstrates that up to 44.6% of all urban handicraft employees were paid less than E2,000 per month. Although a majority of urban handicraft employees (32.1%) fall in the E1,001 – E2,000 wage range, the number of employees who got paid higher salaries than E2,000 per month tails off as one moves from E2,001 to above E6,000. To illustrate, Figure 4.3 shows that 25% of urban employees earned a salary that fall between E2,001 and E3,000 while 12.5% earned between E3,001 and E4,000. A total of 5.4% earned between E4,001 and E5,000. Only 14.4% of all urban handicraft workers got a salary that was above E3,001 as shown in Figure 4.3.

The major drivers of costs in urban areas is accommodation and food, which cannot be removed from the equation. Other costs drivers include utilities like water and electricity. Households often circumvent these costs by settling in informal settlements and reducing the amount of food they consume. Others work more than one job. In other cases, utility providers such as the Swaziland Electricity Company (SEC) together with Swaziland Water Services Corporation (SWSC) have, in the past reported that, households in informal settlements do not pay for electricity and water, respectively. Instead, the utilities providers report that, such households steal water and electricity through illegal connections. What's worse is, because of rising costs of living in urban areas, low income earners are increasingly forced to find alternative accommodation in informal settlements, where the provision of the amenities for a decent lifestyle are limited.

Figure 4.3. Cumulative Distribution Function for Industry Wages for Urban Employees in the Handicraft sector of Swaziland



Source: Own calculation using primary data collected through a survey of handicraft workers in rural Swaziland.

Notes: All salaries are for one month, and do not include income tax. RHS = right hand-side while LHS = left hand-side.

5. Conclusion

The purpose of this study was to quantify a living wage for the handicraft sector in Swaziland. The study was motivated by the growing importance of the sector in the country given the magnitude of the jobs it creates and the number of people it employs, especially women, in the rural economy. The study comes at a time where the country has just launched the SDGs, which seek to finish the country's unfinished MDGs business. The SDG spotlights poverty eradication in the global community including Swaziland. However,

poverty and inequality levels have skyrocketed while a majority of international agencies and development partners have called on the government to rethink its development trajectory and focus on intensifying investments on pro-poor development initiatives. A recent UN country report (MDGR, 2015) advises that for Swaziland to turn the tide there is need for the creation of lucrative employment opportunities.

Whereas, the handicraft sector holds the potential to provide mass employment opportunities, such jobs do not pay lucrative salaries in the country. Implementing a living wage in the handicraft sector is one solution that the country could use to turn currently non-lucrative rural jobs into lucrative jobs and to change the employment landscape such that it begins to favour women - particularly in labour intensive industries that employ women. Therefore, the study sought to ascertain the appropriate living wage for the handicraft sector in Swaziland.

The study finds that because the socioeconomic realities that households face vary based on geographical location in Swaziland, even the living wage differs based on it. In particular, the size of rural households tends to be larger than that of urban households, which has a direct effect on the estimated size of the living wage in the respective geographical areas. Similarly, in rural areas, households are free to produce food and use it to supplement the food they procure in the cash economy while accommodation is free compared to a hefty cost attached to food and accommodation in urban areas.

Overall, the study finds that the living wage for a rural worker with a family of five people is E6,839.96 whilst that for an urban employee with a family of five is E8,208.71. For a rural worker with a family of three, the estimated living wage is E3,076.29 whilst that of an urban worker with the same family size, it is E5,148.69. Keep in mind that emphasis when quantifying the living wage was given to the family size. For Swaziland, the SHIES (2010) records that the average family size is three for urban households and five for rural households. While this computation of the living wage based on the size of the household is theoretically correct, it is probably one-sided as companies are seldom interested on the size of the family of a prospective employee at the point of employment. This is true for both rural and urban handicraft businesses in Swaziland.

As well, considering the current wages paid by handicraft businesses in rural and urban centres, a jump to the estimated living wage could have an effect on the sustainability of these enterprises and could end-up obliterating the very jobs that the industry provides and wishes to improve. However, since the understanding is that consumers in developed countries are willing to pay a premium price for handicraft commodities from SWIFT affiliated enterprises which should lead to a trickle-down effect, the estimated living wage can be gradually introduced, as per the family sizes.

Worth noting is that the SHIES (2010) declares, "Poverty is a rural phenomenon in Swaziland." The drought and growing need for rural households to escape poverty mean that even urban poverty is on the rise as rural-urban immigration escalates. Indeed, there is still a long way to go before Swaziland can be poverty free. The results of this study, and noting that poverty is a rural phenomenon, suggest that introducing the rural living wage of E3,076.29 as the prescribed minimum wage for both urban and rural handicraft workers could be a good place to start in Swaziland.

Handicraft businesses in Swaziland have an opportunity to lead by example. There are also opportunities for handicraft enterprises to help their employees, especially rural households,

by introducing programmes that are geared toward capacitating them to get back to food production at the household level.

Gone Rural, for example, started an agricultural development programme that helped women employed in the handicraft sector in rural areas set-up backyard gardens. Due to the drought, the programme was stopped and replaced with a water, sanitation, and hygiene (WASH) project. In the latter project, Gone Rural has helped rehabilitate nine boreholes and has drilled five new ones, in three communities covering 260 women handicraft workers. Gone Rural is also constructing a multi-purpose hall for the three communities which house a pre-school, a community library, and will provide business premises. Such programmes and projects go a long way in improving wellbeing at the household level. When well thought-out and implemented properly they have the potential to reduce and in some cases even halt rural-urban immigration.

On the other hand, devising a standard living wage will go a long way in affording handicraft workers a decent living. It will increase their purchasing power, saving capabilities; improve their access to adequate health, education and nutrition, thus leading to more creativity and productivity, which will contribute to the sustainability of the handicraft sector and economic expansion in Swaziland.

Implementing the living wage in the handicraft sector of Swaziland will aid in the attainment of SWIFT's goal of ensuring that handicraft enterprises play their role in the pursuit of sustainable development and inclusive growth in Swaziland. Indeed, there is a need for handicraft enterprises affiliated to SWIFT to ensure that the revenue from handicraft commodities trickles down to the lowest level of the beneficiary chain. Effecting a living wage will make the handicraft industry more appealing to the international market which will go a long way toward increasing tourism and handicraft exports. In the process this could help rural households produce their way out of poverty and increasing their participation in the labour markets.

6. Recommendations

The handicraft sector in Swaziland is encouraged to:

- Introduce a minimum wage of E3,076.29 in both rural and urban areas.
- Develop measures and guidelines to enforce and strengthen the implementation of the living (now minimum) wage amongst all SWIFT regulated handicraft enterprises in Swaziland.
- Advocate, and build the required capacities, for understanding the living wage in different sectors at both regional and national level, by engaging government on the possibility of introducing a living wage to all sectors.
- Empower workers with negotiation skills to obtain a living wage from their employers.
- Empower workers on the importance of small family sizes.

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APPENDIX

Table A.1. Model Diet Used for Estimating a Living Wage

Food	Grams per day purchased	Grams per day eaten	Average cost per food item (E)	Cost per gram (E)
Maize meal	90	90	10kg = 129,95	1,17
Rice	90	90	10 kg = 99,45	0.90
Flour	90	90	2.5 kg = 30,99	1.16
Bread	117	117	700g = 8,40	1,40
Potato	67	50	7kg = 81,64	0.58
Beans	25	25	2kg = 48,57	0.61
Milk	163	163	1l = 13,83	2.25
Egg	24	21	600g = 21,49	0.75
Frozen chicken	131	85	2kg = 62,19	2.64
Chicken livers	12	12	250 = 8,34	0,40
Vegetable 1 (cabbage)	73	58	2kg = 14,20	0.41
Vegetable 2 (carrot)	68	58	1kg = 11,17	0.65
Vegetable 3(pumpkin)	69	58	3kg = 36,58	0.71
Fruit (orange)	96	70	3kg = 17,49	0,41
Cooking oil	30	30	750g = 20,57	0.82
Sugar	30	30	3kg = 33,55	0.34
Tea	1.3	1.3	500g = 70,60	0.18
Salt			14,30	
TOTAL				15.38

Notes: Food costs were in March 2016 estimated from local supermarkets: Boxer Supermarket (Pigg's Peak and Manzini), Hub Spar (Manzini), Matata Spar (Big-Bend), Pick'n Pay (Matsapha and Mbabane)