

MOZAMBIQUE News reports & clippings

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Minimum wage & exchange rate charts, tables 1996-2022 <https://bit.ly/MozMinWage2022>

TSU (Tabela-Salarial-Unica) law, decrees, points system (2 Mb) <https://bit.ly/Moz-TSU>

Civil service minimum wage doubled to \$1,646 per year; President earns \$112,167

A unified government wage table (Tabela Salarial Única, TSU) was introduced on 13 July and then suspended on 19 July because of protests by civil servants about serious inconsistencies and conflicts over changes. But at the bottom and top there will be no changes.

The minimum wage, paid to 21,000 civil servants, was almost doubled, from \$70 per month to \$137 per month, and is being paid this month (July).

President Nyusi will have a wage of \$5193 per month plus subsidy of \$4154, totalling \$9347 per month or \$112,167 per year. Members of parliament get 80% of the presidential salary and a much smaller subsidy, coming to \$5323 per month. The Prime Minister earns just below that, \$5245. Governors and the mayor of Maputo receive around \$3700. A national director receives \$2346 per month. The director of Maputo Central Hospital is at \$1719, and a primary school head at \$769. More details are in the table below.

Selected salaries and subsidies in TSU

	Salary scale	Meticais (MT) per month			Annual income	
		Salary	Subsidy	Total	Meticais	\$ (USD)
President of Mozambique	2x21a	331,516	265,213	596,729	7,160,746	112,167
Member of Parliament	80% pres	265,213	74,591	339,804	4,077,647	63,873
Prime Minister	77% pres	255,267	79,564	334,831	4,017,974	62,938
University rector	70% pres	232,061	69,618	301,679	3,620,150	56,707
Member Elections Commission	65% pres	215,485	64,646	280,131	3,361,572	52,656
Prov governor; Prov sec of state	55% pres	182,334	54,700	237,034	2,844,407	44,555
Mayor of Maputo	55% pres	182,334	57,700	240,034	2,880,406	45,119
Presidential press aide	55% pres	182,334		182,334	2,188,006	34,273
District administrator	40% pres	132,606	39,782	172,388	2,068,661	32,404
National director	20a	149,758		149,758	1,797,096	28,150
Director Maputo central hospital	18	109,758		109,758	1,317,096	20,631
Secondary school director	16b	85,758		85,758	1,029,096	16,120
Primary school director	12b	48,758		48,758	585,096	9,165
Head nurse at hospital	12a	50,758		50,758	609,096	9,541
Head nurse at health centre	10a	37,758		37,758	453,096	7,097
civil service minimum wage	.1	8,758		8,758	105,096	1,646
						\$1 = MT 63.84

By Maputo standards these salaries are not high. Senior people in NGOs and commerce receive more than the Prime Minister, and some more than the President.

The single wage table is an attempt to pull together 108 different wages tables and a whole range of supplements and subsidies, which covers everyone from the President of Mozambique to those on the civil service minimum wage - and makes these salaries public. Senior officials with management responsibilities have received housing and other subsidies and these are now combined into a single subsidy table. For the most senior officials, wages and subsidies are a percentage of those received by the President.

The TSU has 21 wage levels, each with three subdivisions. All the wages have been announced, but so far job titles have only been given for levels 10-21 - those with management responsibilities. It is not yet public where ordinary teachers, nurses, etc are within levels 2-9.

This table and is based on the February TSU law and the tables announced on 13 July. The three key documents (in Portuguese) have been pulled together on <https://bit.ly/Moz-TSU> (2 Mb).

There are 382,728 employees in the public administration, but so far TSU wages have only been worked out for 80% of them (306,000). The government has promised that in no case will anyone earn less with the TSU than they were earning previously. (TVM 13 July, Savana 15 July)

Minimum wages up 10-14%, after three year freeze

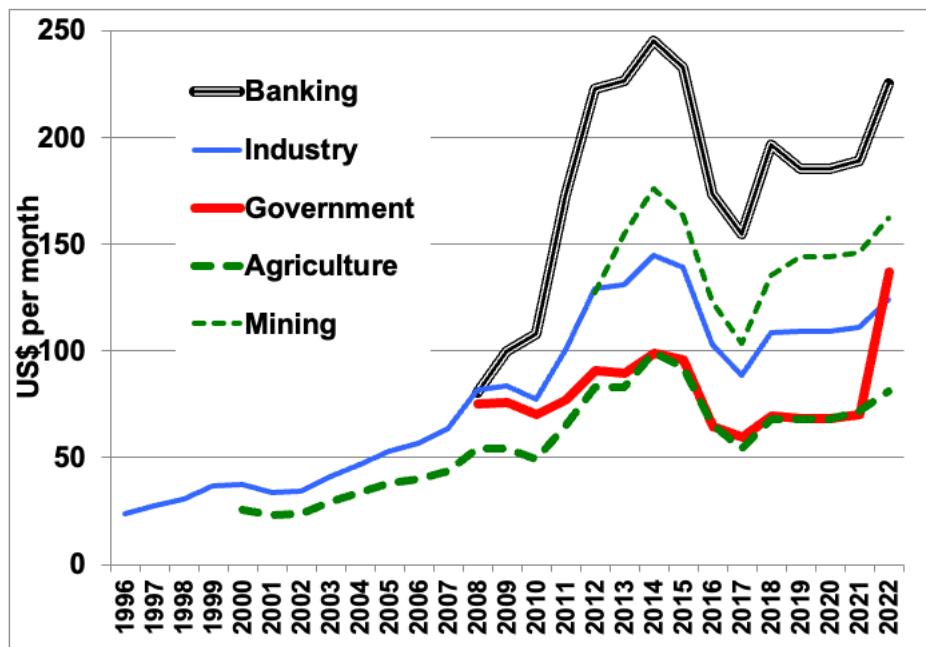
Non-government minimum wages were announced on 26 April, and were an increase in US dollar terms of 10-14% for most categories. Minimum wage increases for non-government workers only match the inflation rate, which reached 10.8% in June and will continue to rise, according to the Bank of Mozambique. (*Carta de Moçambique* 21 July) The civil service minimum was only announced on 13 July, and was a 97% increase.

Minimum wages peaked in 2014 and fell until 2017 due to the economic crisis and devaluation caused by the revelation of the \$2 bn secret debt. There was a partial recovery in 2018, then no increase for three years 2019-21. Most minimum wages are still 15-25% below the 2014 peak in \$ terms.

The civil service minimum wage was similar to industry in 2008-10, then was the same as the much lower agricultural wage until last year. The doubling brings it back to the level of the industrial wage.

The number of minimum wages has increased over two decades to 17, and the chart below gives minimum wages for a sample of five, range from the lowest - agriculture - to the highest - banking. The chart runs from 1996, when the IMF was forced by a donor protest to allow a minimum wage increase.

Mozambique minimum wage in US\$ per month



We delayed our annual minimum wage and exchange rate supplement until the civil service minimum wage was announced. The complete table of minimum wages going back to 1996 and US\$ and South African Rand exchange rates going back to 2006 is on <https://bit.ly/MozMinWage2022>. The dollar exchange rate has been kept constant at \$1 = MT63.8 for the past year.

How to value age and education causes TSU backlash and delay

Two issues arise with any salary scale. First is job equivalence - is job X more valuable than job Y? Is a member of parliament really worth more money than the Prime Minister?

Second is how experience and qualifications are valued, and the balance between them. In the previous system promotion was largely based on academic qualifications, so many people tried to gain Masters degrees simply to have a higher salary. And some private universities made that easy. Now these people complain that the new system gives them less extra salary for their degree, and studying was a waste of their time. On the other hand, one of the complaints against the old system was that it overvalued academic qualifications, and undervalued professional experience.

Despite complaints the academic qualifications are less valued, the new scale does seem intended to encourage young people with higher degrees to join the civil service. But this creates another issue - older people with substantial experience and tacit knowledge may earn less than younger subordinates with academic qualifications.

The points system: Although the TSU is meant to be a simplification, it contains a very complicated points system, which takes into account four factors. **Time in the public service** ranges up to 23 points for more than 15 years in the civil service. Similarly **time in a technical career** goes up to 16 points. But **age** is designed to benefit younger people - 18 to 28 years gains 20 points while over 50 gains only 5. In terms of **education**, basic schooling gains 0 to 5 points, but Licenciatura, Masters and PhD gain 31-34 points.

In the salary structure each category assumes a certain number of points. A job with a basic minimum wage assumes 28 points, a head nurse (scale 10) 55 points, and a national director (scale 20) 85. So a head nurse with more than 55 points would be moved up to a higher wage scale.

Experience is valued, but this is reduced because younger people can more easily gain promotion. The battle is over the balance, and the size of the outcry suggests there was not enough consultation.

The laws, tables, and an explanation of the points system, in all their complexity, are in <https://bit.ly/Moz-TSU> (2 Mb, in Portuguese).

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To cite for academic purposes, treat as a blog or a newspaper. Normal citation format would be: "Mozambique News Reports & Clippings, number XXX", DATE, bit.ly/Mozamb, accessed XXX.

Important external links

Minimum wage & exchange rate charts, tables 1996-2022 <https://bit.ly/MozMinWage2022>

TSU_Tabela-Salarial-Unica - law, decrees, points system (2 Mb) <https://bit.ly/Moz-TSU>

Daily debt trial press clippings in English: <https://bit.ly/Moz-Debt-Map-Trial>.

Trial hearings over, judgement postponed to 30 November 2022.

Covid-19 daily <https://covid19.ins.gov.mz/documentos-em-pdf/boletins-diarios/>

Daily flood and monthly dry season reports - <https://bit.ly/Moz-Flood-2022>

Cyclone trackers, <https://www.cyclocane.com/> and <https://www.metoc.navy.mil/jtvc/jtvc.html>

Previous editions of this newsletter: <https://bit.ly/MozNews2022> and <http://bit.ly/MozNews2021>

Downloadable books: <http://bit.ly/Hanlon-books> Election data: <http://bit.ly/MozEIData>

My Mozambique archive: <http://bit.ly/Mozamb>

Cabo Delgado

Cabo Ligado weekly report on civil war <https://www.caboligado.com/>

Archive with reports, detailed maps, and census data <https://bit.ly/Moz-CDq>

Special reports on the war

Evolution of the war: global vs local. 27 Feb 2020 <http://bit.ly/CDelgadoOrigins>

Religion is shaping Cabo Delgado civil war. 30 April 2020 <https://bit.ly/CDelgadoReligion>

Intensifying argument over roots of war. 28 June 2020 <https://bit.ly/Moz-492>

Are the drums of war silencing any hope of peace? 26 July 2020 <http://bit.ly/Moz-496>

A history of violence presages the insurgency. 13 August 2020 <http://bit.ly/Moz-498>

Military & economic intervention. 3 Sept 2020 <https://bit.ly/CDelgadoIntervene>

Cabo-Delgado-Free-for-all. 20 Apr 2022. <https://bit.ly/Moz-593>

Mozambique heroin transit trade

English - LSE - 2018 - <http://bit.ly/Moz-heroin>

Portuguese - CIP- 2018 - <http://bit.ly/HeroinaPT>

2001 first article- Metical - English and Portuguese <https://bit.ly/MozHeroin2001>

Gas for development?

Gas_for_development_or_just_for_money?_2015 <bit.ly/MozGasEng>

Gás_para_desenvolvimento_ou_apenas_dinheiro?_2015 <bit.ly/MozGasPt>

Background reading

Special reports

Social protection report - 2017 Mozambique - <http://bit.ly/MozSocPro>

Special report on four poverty surveys: bit.ly/MozPoverty

\$2bn secret debt - in English

Secret debt trial (Aug-Oct 2021) press reports <https://bit.ly/Moz-secret-debt>

Kroll - Full report on \$2bn debt - <http://bit.ly/Kroll-Moz>

Kroll report summary - <http://bit.ly/Kroll-sum>

Key points of Mozambique parliament report - Nov 2016 - <http://bit.ly/MozAR-debt-En>

Following the donor-designed path to Mozambique's \$2.2 bn debt - <http://bit.ly/3WQ-hanlon>

In Portuguese:

Parliamentary Report on the Secret Debt (complete) bit.ly/MozAR-debt

2018 Constitution - <http://bit.ly/2KF588T>

Election study collaboration: We have detailed election data from 1999 through 2014 and are inviting scholars to use this data collaboratively. <http://bit.ly/MozEIData>
Election newsletters are on <http://bit.ly/2H066Kg>

Ten books by Joseph Hanlon can be downloaded, free: <http://bit.ly/Hanlon-books>

Bangladesh confronts climate change (2016)

Chickens and beer: A recipe for agricultural growth in Mozambique (2014) is on <https://bit.ly/Chickens-Beer>

Há Mais Bicicletas – mas há desenvolvimento? (2008)

Civil War Civil Peace (2006): <https://bit.ly/Civil-War-Civil-Peace>

Moçambique e as grandes cheias de 2000 (2001)

Mozambique and the Great Flood of 2000 (2001)

Paz Sem Benefício: Como o FMI Bloqueia a Reconstrução (1997)

Peace Without Profit: How the IMF Blocks Rebuilding (1996)

Mozambique: Who Calls the Shots (1991)

Mozambique: The Revolution Under Fire (1984)

Apartheid's 2nd Front (1986) <available shortly>

These are still available for sale:

Galinhas e cerveja: uma receita para o crescimento (2014) (free in English)

Zimbabwe takes back its land (2013)

Just Give Money to the Poor: The Development Revolution from the Global South (2010)

Do bicycles equal development in Mozambique? (2008) (free in Portuguese)

Beggar Your Neighbours: Apartheid Power in Southern Africa (1986)

Mozambique media websites, English:

Club of Mozambique (free): <http://clubofmozambique.com/>

Zitamar (paywall): <http://zitamar.com/>

Mozambique media websites, Portuguese (all with partial paywall):

Notícias: www.jornalnoticias.co.mz

O País: www.opais.co.mz

@Verdade: <http://www.verdade.co.mz>

Carta de Moçambique <https://cartamz.com>

Mozambique think tanks and pressure groups, Portuguese:

Centro de Integridade Pública: CIP <https://cipmoz.org/>

Observatório do Meio Rural: OMR <https://omrmz.org/>

Instituto de Estudos Sociais e Económicos: IESE <https://www.iese.ac.mz/>

Centro Para Democracia e Desenvolvimento CDD <https://cddmoz.org/> (some CDD in English)

Also CDD now controls Fórum de Monitoria do Orçamento - FMO (main debt group) <http://www.fmo.org.mz> and RMDDH - Rede Moçambicana dos Defensores dos Direitos Humanos (a human rights group).

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