DATA NOTES

Data Notes for “The Wage Blind Spot”

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Data Description

This study uses secondary, publicly accessible data to construct the Wage Data Availability Index (WDAI) for selected African and developed economies.

Primary Data Sources:

- Informality Data: ILOSTAT Labour Force Statistics, 2015–2024
- National Surveys: Labour Force Surveys and Integrated Household Surveys from national statistics offices (NBS Nigeria, KNBS Kenya, Stats SA, etc.)
- LMIS Data: Labour Market Information Systems and Employment Portals
- Private Sector Indicators: HR consulting firm reports, remuneration surveys, and market studies
- Transparency Regulations: National labour acts and employment equity regulations

Control Variables:

World Bank World Development Indicators, IMF World Economic Outlook, UNESCO Institute for Statistics, KPMG Global Tax Database, ITU, and GSMA datasets.

Sampling and Reliability:

The study employed purposive sampling to ensure representation across sub-regions and income levels in Africa. Reliability was enhanced through a double-coding approach for WDAI scoring, referencing multiple official and secondary sources per country.

Ethics Statement:

All research procedures adhered to ethical principles of confidentiality and responsible data use. No personally identifiable or proprietary data was collected. All data were aggregated and obtained from publicly available, reputable sources. Future research phases involving primary data will undergo institutional ethics review and comply with data protection laws.

Acknowledgement & Disclaimer

This study represents independent work by Mercy Itohan Ekoh under the Citadel Centre for Human Resources Research & Consulting (CCHRC). The interpretations, analyses, and conclusions presented are solely those of the author and do not reflect the positions of any affiliated institution or funding agency.

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