REFERENCE DOCUMENT · CÔTE D'IVOIRE

Collective Agreement Minimum Wage Scale 2023

Revised minimum wages by business sector and job category

EFFECTIVE 1 JANUARY 2023

Source: CGECI (Côte d'Ivoire Employers' Federation)

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Legal Basis of the Scale

DECREE

Decree No. 2022-986 of 21 December 2022

revising the Guaranteed Interprofessional Minimum Wage (SMIG)

- SMIG set at 75,000 FCFA per month as from 1 January 2023 (Art. 1)
- Repeals Decree No. 2013-791 of 20 November 2013 (SMIG of 60,000 FCFA)

ORDER

Order No. 50/MEPS/CAB of 19 May 2023

implementing the collective agreement minimum wage scale by category

- Increases of 9% to 29% depending on the sector, effective 1 January 2023 (Art. 1)
- Repeals Order No. 2015-855/MEMEASFP/CAB of 30 December 2015 (2015 scale)

Article 2 of the Order: pay increases granted by the employer since 2015, as well as advances on future increases, are offset against the new scale.

Article 3 of the Order: the scale extends to sectors not governed by the Interprofessional Collective Agreement of 20 July 1977.

Calculation basis: official 2015 collective agreement minimum wage scale by category, published by CGECI.

How to Read the Grid

01

2015 Scale

Category minimum wage under the official 2015 CGECI scale.

02

2023 Rate

Rate set by Order No. 50 of 19 May 2023: from 9% to 29% depending on the sector.

03

2023 Minimum

2015 Scale × (1 + rate), never below the SMIG. Reference column.

SMIG

75,000

FCFA / month

i.e. 432.7 FCFA per hour: the floor for Category 1.

Units and Notations

F/hr hourly wage (workers, drivers)

F/day daily wage (kroomen)

173.33 h monthly calculation basis

Amounts in FCFA. Monthly amounts rounded to the nearest franc; hourly and daily amounts to the nearest centime. Increases granted since 2015 are offset against the new scale (Art. 2, Order No. 50).

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INDUSTRIAL SECTOR · SCALE 1 / 29

Mechanical Engineering and Other Industries



General mechanical engineering · Food industries · Oils and fats · Chemical industries · Transport and other industries · extended to GIPAME

2023 Increase	Categories	2015 Base
+12.5%	35	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Mechanical Engineering and Other Industries (1/3)

2015 Base
CGECI Scale

2023 Increase
+12.5%

General mechanical engineering · Food industries · Oils and fats · Chemical industries · Transport and other industries · extended to GIPAME

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
1A	153,699	+12.5%	19,212	**172,911**
1B	176,935	+12.5%	22,117	**199,052**
2A	185,836	+12.5%	23,230	**209,066**
2B	210,906	+12.5%	26,363	**237,269**
3A	219,239	+12.5%	27,405	**246,644**
3B	328,731	+12.5%	41,091	**369,822**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
MNP (entry level)	105,213	+12.5%	13,152	**118,365**
M1	119,345	+12.5%	14,918	**134,263**
M2	127,712	+12.5%	15,964	**143,676**
M3	152,531	+12.5%	19,066	**171,597**
M4	165,946	+12.5%	20,743	**186,689**
M5	179,778	+12.5%	22,472	**202,250**

Mechanical Engineering and Other Industries (2/3)

2015 Base
CGECI Scale

2023 Increase
+12.5%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	76,728	+12.5%	9,591	**86,319**
3	77,266	+12.5%	9,658	**86,924**
4	82,104	+12.5%	10,263	**92,367**
5	97,942	+12.5%	12,243	**110,185**
6	111,003	+12.5%	13,875	**124,878**
7A	112,166	+12.5%	14,021	**126,187**
7B	120,472	+12.5%	15,059	**135,531**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	69,889	+12.5%	8,736	**78,625**
B – Heavy goods vehicle, 3 to 5 t	73,480	+12.5%	9,185	**82,665**
C – Heavy goods vehicle > 5 t / semi-trailer	76,152	+12.5%	9,519	**85,671**
D – Public transport	76,710	+12.5%	9,589	**86,299**

Mechanical Engineering and Other Industries (3/3)

2015 Base
CGECI Scale

2023 Increase
+12.5%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	399 F/hr	+12.5%	49.88	**448.88 F/hr**
3A	401 F/hr	+12.5%	50.12	**451.12 F/hr**
3B	413 F/hr	+12.5%	51.62	**464.62 F/hr**
4A	414 F/hr	+12.5%	51.75	**465.75 F/hr**
4B	429 F/hr	+12.5%	53.62	**482.62 F/hr**
5A	436 F/hr	+12.5%	54.50	**490.50 F/hr**
5B	447 F/hr	+12.5%	55.88	**502.88 F/hr**
6A	456 F/hr	+12.5%	57	**513 F/hr**
6B	509 F/hr	+12.5%	63.62	**572.62 F/hr**
7	634 F/hr	+12.5%	79.25	**713.25 F/hr**

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INDUSTRIAL SECTOR · SCALE 2 / 29

Mining and Quarrying

Extractive industries and mineral exploration



2023 Increase	Categories	2015 Base
+12.5%	35	CGECI Scale

The 2015 scale groups extractive industries with the mechanical engineering industry: same base grid, 2023 rate of 12.5%.

Mining and Quarrying (1/3)

2015 Base
CGECI Scale

2023 Increase
+12.5%

Extractive industries and mineral exploration · The 2015 scale groups extractive industries with the mechanical engineering industry: same base grid, 2023 rate of 12.5%.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
1A	153,699	+12.5%	19,212	**172,911**
1B	176,935	+12.5%	22,117	**199,052**
2A	185,836	+12.5%	23,230	**209,066**
2B	210,906	+12.5%	26,363	**237,269**
3A	219,239	+12.5%	27,405	**246,644**
3B	328,731	+12.5%	41,091	**369,822**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
MNP (entry level)	105,213	+12.5%	13,152	**118,365**
M1	119,345	+12.5%	14,918	**134,263**
M2	127,712	+12.5%	15,964	**143,676**
M3	152,531	+12.5%	19,066	**171,597**
M4	165,946	+12.5%	20,743	**186,689**
M5	179,778	+12.5%	22,472	**202,250**

Mining and Quarrying (2/3)

2015 Base
CGECI Scale

2023 Increase
+12.5%

The 2015 scale groups extractive industries with the mechanical engineering industry: same base grid, 2023 rate of 12.5%.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	76,728	+12.5%	9,591	**86,319**
3	77,266	+12.5%	9,658	**86,924**
4	82,104	+12.5%	10,263	**92,367**
5	97,942	+12.5%	12,243	**110,185**
6	111,003	+12.5%	13,875	**124,878**
7A	112,166	+12.5%	14,021	**126,187**
7B	120,472	+12.5%	15,059	**135,531**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	69,889	+12.5%	8,736	**78,625**
B – Heavy goods vehicle, 3 to 5 t	73,480	+12.5%	9,185	**82,665**
C – Heavy goods vehicle > 5 t / semi-trailer	76,152	+12.5%	9,519	**85,671**
D – Public transport	76,710	+12.5%	9,589	**86,299**

Mining and Quarrying (3/3)

2015 Base
CGECI Scale

2023 Increase
+12.5%

The 2015 scale groups extractive industries with the mechanical engineering industry: same base grid, 2023 rate of 12.5%.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	399 F/hr	+12.5%	49.88	**448.88 F/hr**
3A	401 F/hr	+12.5%	50.12	**451.12 F/hr**
3B	413 F/hr	+12.5%	51.62	**464.62 F/hr**
4A	414 F/hr	+12.5%	51.75	**465.75 F/hr**
4B	429 F/hr	+12.5%	53.62	**482.62 F/hr**
5A	436 F/hr	+12.5%	54.50	**490.50 F/hr**
5B	447 F/hr	+12.5%	55.88	**502.88 F/hr**
6A	456 F/hr	+12.5%	57	**513 F/hr**
6B	509 F/hr	+12.5%	63.62	**572.62 F/hr**
7	634 F/hr	+12.5%	79.25	**713.25 F/hr**

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INDUSTRIAL SECTOR · SCALE 3 / 29

Wood Industry

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+12%	35	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Wood Industry (1/3)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
1A	151,984	+12%	18,238	**170,222**
1B	176,112	+12%	21,133	**197,245**
2A	184,974	+12%	22,197	**207,171**
2B	209,925	+12%	25,191	**235,116**
3A	218,219	+12%	26,186	**244,405**
3B	327,262	+12%	39,271	**366,533**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
MNP (entry level)	104,723	+12%	12,567	**117,290**
M1	118,790	+12%	14,255	**133,045**
M2	127,118	+12%	15,254	**142,372**
M3	151,822	+12%	18,219	**170,041**
M4	165,174	+12%	19,821	**184,995**
M5	178,941	+12%	21,473	**200,414**

Wood Industry (2/3)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	74,921	+12%	8,991	**83,912**
3	76,196	+12%	9,144	**85,340**
4	81,721	+12%	9,807	**91,528**
5	97,486	+12%	11,698	**109,184**
6	110,487	+12%	13,258	**123,745**
7A	111,644	+12%	13,397	**125,041**
7B	119,912	+12%	14,389	**134,301**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	69,564	+12%	8,348	**77,912**
B – Heavy goods vehicle, 3 to 5 t	73,138	+12%	8,777	**81,915**
C – Heavy goods vehicle > 5 t / semi-trailer	75,798	+12%	9,096	**84,894**
D – Public transport	76,844	+12%	9,221	**86,065**

Wood Industry (3/3)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	390 F/hr	+12%	46.80	**436.80 F/hr**
3A	391 F/hr	+12%	46.92	**437.92 F/hr**
3B	400 F/hr	+12%	48	**448 F/hr**
4A	401 F/hr	+12%	48.12	**449.12 F/hr**
4B	422 F/hr	+12%	50.64	**472.64 F/hr**
5A	432 F/hr	+12%	51.84	**483.84 F/hr**
5B	447 F/hr	+12%	53.64	**500.64 F/hr**
6A	459 F/hr	+12%	55.08	**514.08 F/hr**
6B	511 F/hr	+12%	61.32	**572.32 F/hr**
7	691 F/hr	+12%	82.92	**773.92 F/hr**

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INDUSTRIAL SECTOR · SCALE 4 / 29

Textile Industry

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+13%	35	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Textile Industry (1/3)

2015 Base
CGECI Scale

2023 Increase
+13%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
1A	147,266	+13%	19,145	**166,411**
1B	169,529	+13%	22,039	**191,568**
2A	178,059	+13%	23,148	**201,207**
2B	202,078	+13%	26,270	**228,348**
3A	210,061	+13%	27,308	**237,369**
3B	315,027	+13%	40,954	**355,981**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
MNP (entry level)	101,787	+13%	13,232	**115,019**
M1	115,460	+13%	15,010	**130,470**
M2	123,554	+13%	16,062	**139,616**
M3	147,565	+13%	19,183	**166,748**
M4	160,543	+13%	20,871	**181,414**
M5	173,924	+13%	22,610	**196,534**

Textile Industry (2/3)

2015 Base
CGECI Scale

2023 Increase
+13%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	74,280	+13%	9,656	**83,936**
3	75,483	+13%	9,813	**85,296**
4	80,958	+13%	10,525	**91,483**
5	96,576	+13%	12,555	**109,131**
6	109,455	+13%	14,229	**123,684**
7A	110,601	+13%	14,378	**124,979**
7B	118,791	+13%	15,443	**134,234**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	68,914	+13%	8,959	**77,873**
B – Heavy goods vehicle, 3 to 5 t	72,454	+13%	9,419	**81,873**
C – Heavy goods vehicle > 5 t / semi-trailer	75,090	+13%	9,762	**84,852**
D – Public transport	75,572	+13%	9,824	**85,396**

Textile Industry (3/3)

2015 Base
CGECI Scale

2023 Increase
+13%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	386 F/hr	+13%	50.18	**436.18 F/hr**
3A	387 F/hr	+13%	50.31	**437.31 F/hr**
3B	396 F/hr	+13%	51.48	**447.48 F/hr**
4A	397 F/hr	+13%	51.61	**448.61 F/hr**
4B	418 F/hr	+13%	54.34	**472.34 F/hr**
5A	428 F/hr	+13%	55.64	**483.64 F/hr**
5B	443 F/hr	+13%	57.59	**500.59 F/hr**
6A	455 F/hr	+13%	59.15	**514.15 F/hr**
6B	507 F/hr	+13%	65.91	**572.91 F/hr**
7	685 F/hr	+13%	89.05	**774.05 F/hr**

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INDUSTRIAL SECTOR · SCALE 5 / 29

Tuna Processing Industry



Collective agreement minimum wages by category

2023 Increase	Categories	2015 Base
+15%	35	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Tuna Processing Industry (1/3)

2015 Base
CGECI Scale

2023 Increase
+15%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
1A	150,124	+15%	22,519	**172,643**
1B	172,821	+15%	25,923	**198,744**
2A	181,516	+15%	27,227	**208,743**
2B	206,001	+15%	30,900	**236,901**
3A	214,140	+15%	32,121	**246,261**
3B	321,144	+15%	48,172	**369,316**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
MNP (entry level)	102,765	+15%	15,415	**118,180**
M1	116,570	+15%	17,486	**134,056**
M2	124,742	+15%	18,711	**143,453**
M3	148,984	+15%	22,348	**171,332**
M4	162,087	+15%	24,313	**186,400**
M5	175,596	+15%	26,339	**201,935**

Tuna Processing Industry (2/3)

2015 Base
CGECI Scale

2023 Increase
+15%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	73,579	+15%	11,037	**84,616**
3	74,772	+15%	11,216	**85,988**
4	80,194	+15%	12,029	**92,223**
5	95,664	+15%	14,350	**110,014**
6	108,422	+15%	16,263	**124,685**
7A	109,557	+15%	16,434	**125,991**
7B	117,670	+15%	17,650	**135,320**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	68,264	+15%	10,240	**78,504**
B – Heavy goods vehicle, 3 to 5 t	71,771	+15%	10,766	**82,537**
C – Heavy goods vehicle > 5 t / semi-trailer	74,382	+15%	11,157	**85,539**
D – Public transport	74,927	+15%	11,239	**86,166**

Tuna Processing Industry (3/3)

2015 Base
CGECI Scale

2023 Increase
+15%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	382 F/hr	+15%	57.30	**439.30 F/hr**
3A	383 F/hr	+15%	57.45	**440.45 F/hr**
3B	392 F/hr	+15%	58.80	**450.80 F/hr**
4A	393 F/hr	+15%	58.95	**451.95 F/hr**
4B	414 F/hr	+15%	62.10	**476.10 F/hr**
5A	424 F/hr	+15%	63.60	**487.60 F/hr**
5B	438 F/hr	+15%	65.70	**503.70 F/hr**
6A	450 F/hr	+15%	67.50	**517.50 F/hr**
6B	501 F/hr	+15%	75.15	**576.15 F/hr**
7	678 F/hr	+15%	101.70	**779.70 F/hr**

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INDUSTRIAL SECTOR · SCALE 6 / 29

Sugar Industry

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+11% / SMIG rule	**35**	**CGECI Scale**

Workers cat. 2 to 5A: hourly SMIG (432.7 F), then a 1.5% step between categories (**); 11% for all other categories.

Sugar Industry (1/3)

2015 Base
CGECI Scale

2023 Increase
+11% / SMIG rule

Workers cat. 2 to 5A: hourly SMIG (432.7 F), then a 1.5% step between categories (**); 11% for all other categories.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
1A	150,071	+11%	16,508	**166,579**
1B	172,760	+11%	19,004	**191,764**
2A	181,452	+11%	19,960	**201,412**
2B	205,928	+11%	22,652	**228,580**
3A	214,064	+11%	23,547	**237,611**
3B	321,031	+11%	35,313	**356,344**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
MNP (entry level)	102,729	+11%	11,300	**114,029**
M1	116,529	+11%	12,818	**129,347**
M2	124,698	+11%	13,717	**138,415**
M3	148,931	+11%	16,382	**165,313**
M4	162,030	+11%	17,823	**179,853**
M5	175,535	+11%	19,309	**194,844**

Sugar Industry (2/3)

2015 Base
CGECI Scale

2023 Increase
+11% / SMIG rule

Workers cat. 2 to 5A: hourly SMIG (432.7 F), then a 1.5% step between categories (**); 11% for all other categories.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	73,553	+11%	8,091	**81,644**
3	74,745	+11%	8,222	**82,967**
4	80,166	+11%	8,818	**88,984**
5	95,630	+11%	10,519	**106,149**
6	108,383	+11%	11,922	**120,305**
7A	109,518	+11%	12,047	**121,565**
7B	117,630	+11%	12,939	**130,569**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	68,239	+11%	7,506	**75,745**
B – Heavy goods vehicle, 3 to 5 t	71,746	+11%	7,892	**79,638**
C – Heavy goods vehicle > 5 t / semi-trailer	74,355	+11%	8,179	**82,534**
D – Public transport	74,902	+11%	8,239	**83,141**

Sugar Industry (3/3)

2015 Base
CGECI Scale

2023 Increase
+11% / SMIG rule

Workers cat. 2 to 5A: hourly SMIG (432.7 F), then a 1.5% step between categories (**); 11% for all other categories.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	382 F/hr	1.5% step	57.19	**439.19 F/hr ****
3A	384 F/hr	1.5% step	61.78	**445.78 F/hr ****
3B	392 F/hr	1.5% step	60.47	**452.47 F/hr ****
4A	393 F/hr	1.5% step	66.26	**459.26 F/hr ****
4B	414 F/hr	1.5% step	52.15	**466.15 F/hr ****
5A	424 F/hr	1.5% step	49.14	**473.14 F/hr ****
5B	438 F/hr	+11%	48.18	**486.18 F/hr**
6A	450 F/hr	+11%	49.50	**499.50 F/hr**
6B	501 F/hr	+11%	55.11	**556.11 F/hr**
7	678 F/hr	+11%	74.58	**752.58 F/hr**

Gave AGENCY

INDUSTRIAL SECTOR · SCALE 7 / 29

Graphic Arts Industry

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+12%	23	CGECI Scale

Driver A: 69,889 F (the 2015 scale shows 68,889 F, which is inconsistent with the hourly rate of 403 F).

Graphic Arts Industry (1/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Driver A: 69,889 F (the 2015 scale shows 68,889 F, which is inconsistent with the hourly rate of 403 F).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
Cat. 1 (SMIG)	60,000	SMIG	–	**75,000**
Cat. 2	76,728	+12%	9,207	**85,935**
Cat. 3	77,266	+12%	9,272	**86,538**
Cat. 4	82,104	+12%	9,852	**91,956**
Cat. 5	97,942	+12%	11,753	**109,695**
Cat. 6	111,003	+12%	13,320	**124,323**
Cat. 7A	112,166	+12%	13,460	**125,626**
Cat. 7B	120,472	+12%	14,457	**134,929**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	69,889	+12%	8,387	**78,276**
B – Heavy goods vehicle, 3 to 5 t	73,480	+12%	8,818	**82,298**
C – Heavy goods vehicle > 5 t / semi-trailer	76,152	+12%	9,138	**85,290**
D – Public transport	76,710	+12%	9,205	**85,915**

Graphic Arts Industry (2/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Driver A: 69,889 F (the 2015 scale shows 68,889 F, which is inconsistent with the hourly rate of 403 F).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	420 F/hr	+12%	50.40	**470.40 F/hr**
3A	422 F/hr	+12%	50.64	**472.64 F/hr**
3B	423 F/hr	+12%	50.76	**473.76 F/hr**
4A	424 F/hr	+12%	50.88	**474.88 F/hr**
4B	428 F/hr	+12%	51.36	**479.36 F/hr**
5A	437 F/hr	+12%	52.44	**489.44 F/hr**
5B	448 F/hr	+12%	53.76	**501.76 F/hr**
6	453 F/hr	+12%	54.36	**507.36 F/hr**
7	511 F/hr	+12%	61.32	**572.32 F/hr**
HC	695 F/hr	+12%	83.40	**778.40 F/hr**

Gave AGENCY

INDUSTRIAL SECTOR · SCALE 8 / 29

Graphic Arts – Printing (Supervisory)

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+12%	27	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Graphic Arts – Printing (Supervisory) (1/3)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
FOREMEN				
CM 1 A	82,646	+12%	9,918	**92,564**
CM 1 B	91,263	+12%	10,952	**102,215**
CM 1 C	100,243	+12%	12,029	**112,272**
CM 1 D	105,383	+12%	12,646	**118,029**
CM 2 A	89,727	+12%	10,767	**100,494**
CM 2 B	98,559	+12%	11,827	**110,386**
CM 2 C	108,454	+12%	13,014	**121,468**
CM 2 D	106,028	+12%	12,723	**118,751**
CM 3 A	95,232	+12%	11,428	**106,660**
CM 3 B	104,796	+12%	12,576	**117,372**

Graphic Arts – Printing (Supervisory) (2/3)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
FOREMEN (continued)				
CM 3 C	114,348	+12%	13,722	**128,070**
CM 3 D	124,607	+12%	14,953	**139,560**
CM 4 A	100,648	+12%	12,078	**112,726**
CM 4 B	111,370	+12%	13,364	**124,734**
CM 4 C	120,436	+12%	14,452	**134,888**
CM 4 D	131,167	+12%	15,740	**146,907**
WORKSHOP MANAGERS				
CA 1 A	114,348	+12%	13,722	**128,070**
CA 1 B	126,292	+12%	15,155	**141,447**
CA 1 C	137,229	+12%	16,467	**153,696**

Graphic Arts – Printing (Supervisory) (3/3)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKSHOP MANAGERS (continued)				
CA 1 D	150,258	+12%	18,031	**168,289**
CA 2 A	120,436	+12%	14,452	**134,888**
CA 2 B	132,505	+12%	15,901	**148,406**
CA 2 C	144,256	+12%	17,311	**161,567**
CA 2 D	157,688	+12%	18,923	**176,611**
PRODUCTION MANAGERS				
CF 1	136,911	+12%	16,429	**153,340**
CF 2	150,939	+12%	18,113	**169,052**
CF 3	164,350	+12%	19,722	**184,072**

Gave AGENCY

INDUSTRIAL SECTOR · SCALE 9 / 29

Graphic Arts – Binding & Gilding (Supervisory)



Collective agreement minimum wages by category

2023 Increase	Categories	2015 Base
+12%	18	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Graphic Arts – Binding & Gilding (Supervisory) (1/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
FOREMEN				
CM 1 A	82,646	+12%	9,918	**92,564**
CM 1 B	91,264	+12%	10,952	**102,216**
CM 2 A	89,727	+12%	10,767	**100,494**
CM 2 B	98,559	+12%	11,827	**110,386**
CM 3 A	95,232	+12%	11,428	**106,660**
CM 3 B	104,796	+12%	12,576	**117,372**
CM 4 A	100,648	+12%	12,078	**112,726**
CM 4 B	111,370	+12%	13,364	**124,734**
WORKSHOP MANAGERS				
CA 1 A	114,348	+12%	13,722	**128,070**
CA 1 B	126,292	+12%	15,155	**141,447**

Graphic Arts – Binding & Gilding (Supervisory) (2/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKSHOP MANAGERS (continued)				
CA 2 A	120,436	+12%	14,452	**134,888**
CA 2 B	132,505	+12%	15,901	**148,406**
PRODUCTION MANAGERS				
CF 1 A	118,156	+12%	14,179	**132,335**
CF 1 B	141,912	+12%	17,029	**158,941**
CF 2 A	127,848	+12%	15,342	**143,190**
CF 2 B	156,292	+12%	18,755	**175,047**
CF 3 A	137,540	+12%	16,505	**154,045**
CF 3 B	170,354	+12%	20,442	**190,796**

Gave AGENCY

INDUSTRIAL SECTOR · SCALE 10 / 29

Graphic Arts – Photoengraving (Supervisory)

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+12%	12	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Graphic Arts – Photoengraving (Supervisory) (1/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
FOREMEN				
CM 1 A	104,999	+12%	12,600	**117,599**
CM 1 B	113,719	+12%	13,646	**127,365**
CM 1 C	124,796	+12%	14,976	**139,772**
CM 2 A	112,742	+12%	13,529	**126,271**
CM 2 B	122,622	+12%	14,715	**137,337**
CM 2 C	135,146	+12%	16,218	**151,364**
WORKSHOP MANAGERS				
CA 1 B	145,417	+12%	17,450	**162,867**

Graphic Arts – Photoengraving (Supervisory) (2/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKSHOP MANAGERS (continued)				
CA 1 C	160,637	+12%	19,276	**179,913**
CA 2 B	160,637	+12%	19,276	**179,913**
CA 2 C	173,587	+12%	20,830	**194,417**
PRODUCTION MANAGERS				
CF 1 B	165,043	+12%	19,805	**184,848**
CF 1 C	182,568	+12%	21,908	**204,476**

Gave AGENCY

INDUSTRIAL SECTOR · SCALE 11 / 29

Hotel Industry

Hotel Industry – Tourism



2023 Increase	Categories	2015 Base
+12%	12	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Hotel Industry (1/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Hotel Industry – Tourism

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1A (SMIG)	60,000	SMIG	–	**75,000**
1B	72,518	+12%	8,702	**81,220**
2	72,940	+12%	8,753	**81,693**
3	75,922	+12%	9,111	**85,033**
4	78,578	+12%	9,429	**88,007**
5	83,676	+12%	10,041	**93,717**
6	96,017	+12%	11,522	**107,539**

Hotel Industry (2/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SUPERVISORS				
7	111,984	+12%	13,438	**125,422**
8	128,660	+12%	15,439	**144,099**
MANAGERS				
9	148,410	+12%	17,809	**166,219**
10	176,917	+12%	21,230	**198,147**
11	196,343	+12%	23,561	**219,904**

Gave AGENCY

INDUSTRIAL SECTOR · SCALE 12 / 29

Tourism

Hotel Industry – Tourism



2023 Increase	Categories	2015 Base
+12%	12	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Tourism (1/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Hotel Industry – Tourism

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1A (SMIG)	60,000	SMIG	–	**75,000**
1B	71,841	+12%	8,621	**80,462**
2	72,257	+12%	8,671	**80,928**
3	75,212	+12%	9,025	**84,237**
4	77,843	+12%	9,341	**87,184**
5	82,895	+12%	9,947	**92,842**
6	95,120	+12%	11,414	**106,534**

Tourism (2/2)

2015 Base
CGECI Scale

2023 Increase
+12%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SUPERVISORS				
7	110,938	+12%	13,313	**124,251**
8	127,458	+12%	15,295	**142,753**
MANAGERS				
9	147,024	+12%	17,643	**164,667**
10	175,263	+12%	21,032	**196,295**
11	194,508	+12%	23,341	**217,849**

Gave AGENCY

TRANSPORT · SCALE 13 / 29

Transport Ancillary Services

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+9%	32	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Transport Ancillary Services (1/3)

2015 Base
CGECI Scale

2023 Increase
+9%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS, MANAGERS AND EQUIVALENT				
C1 A	183,579	+9%	16,522	**200,101**
C1 B	194,999	+9%	17,550	**212,549**
C2 A	204,736	+9%	18,426	**223,162**
C2 B	221,797	+9%	19,962	**241,759**
C2 C	234,708	+9%	21,124	**255,832**
C3	285,642	+9%	25,708	**311,350**
SUPERVISORS				
M1 A	111,635	+9%	10,047	**121,682**
M1 B	127,513	+9%	11,476	**138,989**
M2 A	129,641	+9%	11,668	**141,309**
M2 B	132,721	+9%	11,945	**144,666**
M3	155,825	+9%	14,024	**169,849**

Transport Ancillary Services (2/3)

2015 Base
CGECI Scale

2023 Increase
+9%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SUPERVISORS (continued)				
M4	170,826	+9%	15,374	**186,200**
M5	185,066	+9%	16,656	**201,722**
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	77,399	+9%	6,966	**84,365**
3	82,260	+9%	7,403	**89,663**
4	88,120	+9%	7,931	**96,051**
5	102,632	+9%	9,237	**111,869**
6	114,413	+9%	10,297	**124,710**
7A	115,609	+9%	10,405	**126,014**
7B	127,468	+9%	11,472	**138,940**

Transport Ancillary Services (3/3)

2015 Base
CGECI Scale

2023 Increase
+9%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS AND FIELD SERVICES (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	402 F/hr	+9%	36.18	**438.18 F/hr**
3A	417 F/hr	+9%	37.53	**454.53 F/hr**
3B	442 F/hr	+9%	39.78	**481.78 F/hr**
4A	454 F/hr	+9%	40.86	**494.86 F/hr**
4B	474 F/hr	+9%	42.66	**516.66 F/hr**
5A	496 F/hr	+9%	44.64	**540.64 F/hr**
5B	515 F/hr	+9%	46.35	**561.35 F/hr**
6A	523 F/hr	+9%	47.07	**570.07 F/hr**
6B	571 F/hr	+9%	51.39	**622.39 F/hr**
7	743 F/hr	+9%	66.87	**809.87 F/hr**

Gave AGENCY

TRANSPORT · SCALE 14 / 29

Cash and Valuables Transport

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+10%	26	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Cash and Valuables Transport (1/2)

2015 Base
CGECI Scale

2023 Increase
+10%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MANAGERS				
C1 A	190,441	+10%	19,044	**209,485**
C1 B	202,288	+10%	20,229	**222,517**
C2 A	212,388	+10%	21,239	**233,627**
C2 B	230,085	+10%	23,009	**253,094**
C3	286,101	+10%	28,610	**314,711**
SUPERVISORS				
M1 A	123,806	+10%	12,381	**136,187**
M1 B	125,792	+10%	12,579	**138,371**
M2 A	128,145	+10%	12,814	**140,960**
M2 B	132,485	+10%	13,248	**145,734**
M3 A	158,231	+10%	15,823	**174,054**
M3 B	165,190	+10%	16,519	**181,709**
M4	172,148	+10%	17,215	**189,363**
M5	185,268	+10%	18,527	**203,795**

Cash and Valuables Transport (2/2)

2015 Base
CGECI Scale

2023 Increase
+10%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	79,595	+10%	7,960	**87,554**
3	80,155	+10%	8,016	**88,170**
4	85,172	+10%	8,517	**93,689**
5A	93,386	+10%	9,339	**102,725**
5B	101,603	+10%	10,160	**111,763**
5C	104,614	+10%	10,461	**115,075**
6A	108,269	+10%	10,827	**119,096**
6B	115,152	+10%	11,515	**126,667**
6C	115,794	+10%	11,579	**127,373**
7A	116,357	+10%	11,636	**127,993**
7B	124,974	+10%	12,497	**137,471**
7C	127,779	+10%	12,778	**140,557**

Gave AGENCY

TRANSPORT · SCALE 15 / 29

Air Transport

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+14%	**See collective agreement**	**Sector grid**

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Air Transport

Increase rule as of 1 January 2023

All categories

+14%

Application

Rate set by Order No. 50 of 19 May 2023 (8% in 2015). The 2015 CGECI scale does not publish this sector's grid: the rate applies to the 2015 category minimum wages under the Air Transport Collective Agreement.

Floor: no monthly wage may fall below the SMIG of 75,000 FCFA (432.7 F/hr).

Gave AGENCY

CONSTRUCTION · SCALE 16 / 29

Building, Public Works and Related Activities



Collective agreement minimum wages by category

2023 Increase	Categories	2015 Base
+15%	37	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Building, Public Works and Related Activities (1/3)

2015 Base
CGECI Scale

2023 Increase
+15%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
ENGINEERS AND EQUIVALENT MANAGERS				
1A	155,475	+15%	23,321	**178,796**
1B	175,634	+15%	26,345	**201,979**
2A	191,051	+15%	28,658	**219,709**
2B	212,718	+15%	31,908	**244,626**
3A	229,466	+15%	34,420	**263,886**
3B	344,127	+15%	51,619	**395,746**
SUPERVISORS, TECHNICIANS AND EQUIVALENT				
M1	120,715	+15%	18,107	**138,822**
M2	129,457	+15%	19,419	**148,876**
M3	151,726	+15%	22,759	**174,485**
M4	166,087	+15%	24,913	**191,000**
M5	176,701	+15%	26,505	**203,206**
EMPLOYEES				
SMIG	60,000	SMIG	–	**75,000**

Building, Public Works and Related Activities (2/3)

2015 Base
CGECI Scale

2023 Increase
+15%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES (continued)				
Cat. 1	65,400	+15%	9,810	**75,210**
Cat. 2	72,575	+15%	10,886	**83,461**
Cat. 3	76,396	+15%	11,459	**87,855**
Cat. 4	82,974	+15%	12,446	**95,420**
Cat. 5	97,617	+15%	14,643	**112,260**
Cat. 6	112,684	+15%	16,903	**129,587**
Cat. 7A	113,956	+15%	17,093	**131,049**
Cat. 7B	125,628	+15%	18,844	**144,472**
DRIVERS (monthly, 173.33-hour basis)				
A – Passenger car / vehicle < 3 t	72,787	+15%	10,918	**83,705**
B – Heavy goods vehicle, 3 to 5 t	76,183	+15%	11,427	**87,610**
C – Heavy goods vehicle > 5 t / semi-trailer	77,669	+15%	11,650	**89,319**
D – Public transport	78,518	+15%	11,778	**90,296**

Building, Public Works and Related Activities (3/3)

2015 Base
CGECI Scale

2023 Increase
+15%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS (monthly wages, 173.33-hour basis)				
SMIG	60,000	SMIG	–	**75,000**
1A	66,112	+15%	9,917	**76,029**
1B	67,272	+15%	10,091	**77,363**
2	67,694	+15%	10,154	**77,848**
3A	68,969	+15%	10,345	**79,314**
3B	72,151	+15%	10,823	**82,974**
4A	72,787	+15%	10,918	**83,705**
4B	76,821	+15%	11,523	**88,344**
5A	77,882	+15%	11,682	**89,564**
5B	81,914	+15%	12,287	**94,201**
6A	83,822	+15%	12,573	**96,395**
6B	92,736	+15%	13,910	**106,646**
HC	124,461	+15%	18,669	**143,130**

Gave AGENCY

TRADE · SCALE 17 / 29

Trade, Distribution and Liberal Professions



Extended to GIPAME for its activities falling within this sector

2023 Increase	Categories	2015 Base
+11%	18	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Trade, Distribution and Liberal Professions (1/2)

2015 Base
CGECI Scale

2023 Increase
+11%

Extended to GIPAME for its activities falling within this sector

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MANAGERS				
8C	124,284	+11%	13,671	**137,955**
9A	125,820	+11%	13,840	**139,660**
9B	141,550	+11%	15,570	**157,120**
10A	148,593	+11%	16,345	**164,938**
10B	166,426	+11%	18,307	**184,733**
10C	187,229	+11%	20,595	**207,824**
11	208,034	+11%	22,884	**230,918**
EMPLOYEES AND SUPERVISORS				
1A (SMIG)	60,000	SMIG	–	**75,000**
1B	75,085	+11%	8,259	**83,344**

Trade, Distribution and Liberal Professions (2/2)

2015 Base
CGECI Scale

2023 Increase
+11%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES AND SUPERVISORS (continued)				
2	80,518	+11%	8,857	**89,375**
3	82,959	+11%	9,125	**92,084**
4	89,645	+11%	9,861	**99,506**
5	106,970	+11%	11,767	**118,737**
6 (M1)	116,132	+11%	12,775	**128,907**
7A (M2)	116,498	+11%	12,815	**129,313**
7B (M3)	122,470	+11%	13,472	**135,942**
8A (M4)	122,470	+11%	13,472	**135,942**
8B (M5)	124,284	+11%	13,671	**137,955**

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BANKING AND INSURANCE · SCALE 18 / 29

Banking

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+18%	16	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Banking (1/2)

2015 Base
CGECI Scale

2023 Increase
+18%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SUPERVISORS AND MANAGERS				
Class 1	113,220	+18%	20,380	**133,600**
Class 2	113,547	+18%	20,438	**133,985**
Class 3	121,172	+18%	21,811	**142,983**
Class 4	123,948	+18%	22,311	**146,259**
Class 5-1	139,872	+18%	25,177	**165,049**
Class 5-2	139,872	+18%	25,177	**165,049**
Class 6	154,898	+18%	27,882	**182,780**
Class 7	176,227	+18%	31,721	**207,948**
Class 8	199,410	+18%	35,894	**235,304**

Banking (2/2)

2015 Base
CGECI Scale

2023 Increase
+18%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
Cat. 1	60,000	SMIG	–	**75,000**
Cat. 2	66,600	+18%	11,988	**78,588**
Cat. 3	67,250	+18%	12,105	**79,355**
Cat. 4	76,662	+18%	13,799	**90,461**
Cat. 5	95,493	+18%	17,189	**112,682**
Cat. 6	106,019	+18%	19,083	**125,102**
Cat. 7	113,146	+18%	20,366	**133,512**

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BANKING AND INSURANCE · SCALE 19 / 29

Insurance

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+18%	16	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Insurance (1/2)

2015 Base
CGECI Scale

2023 Increase
+18%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SUPERVISORS AND MANAGERS				
Class 1	107,052	+18%	19,269	**126,321**
Class 2	113,573	+18%	20,443	**134,016**
Class 3	121,172	+18%	21,811	**142,983**
Class 4	122,822	+18%	22,108	**144,930**
Class 5-1	138,600	+18%	24,948	**163,548**
Class 5-2	138,600	+18%	24,948	**163,548**
Class 6	156,373	+18%	28,147	**184,520**
Class 7	177,905	+18%	32,023	**209,928**
Class 8	201,310	+18%	36,236	**237,546**

Insurance (2/2)

2015 Base
CGECI Scale

2023 Increase
+18%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
Cat. 1	60,000	SMIG	–	**75,000**
Cat. 2	66,600	+18%	11,988	**78,588**
Cat. 3	67,250	+18%	12,105	**79,355**
Cat. 4	76,662	+18%	13,799	**90,461**
Cat. 5	95,493	+18%	17,189	**112,682**
Cat. 6	106,019	+18%	19,083	**125,102**
Cat. 7	113,146	+18%	20,366	**133,512**

Gave AGENCY

OIL SECTOR · SCALE 20 / 29

Oil – Exploration and Production

Oil exploration and production companies



2023 Increase	Categories	2015 Base
+10%	21	CGECI Scale

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Oil – Exploration and Production (1/2)

2015 Base
CGECI Scale

2023 Increase
+10%

Oil exploration and production companies

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MANAGERS				
C1	319,786	+10%	31,979	**351,765**
C2	365,472	+10%	36,547	**402,019**
C3	456,839	+10%	45,684	**502,523**
C4	593,890	+10%	59,389	**653,279**
SUPERVISORS				
M1	220,010	+10%	22,001	**242,011**
M2	249,499	+10%	24,950	**274,449**
M3	299,984	+10%	29,998	**329,982**
M4	336,269	+10%	33,627	**369,896**
WORKERS – EMPLOYEES				
1A (SMIG)	60,000	SMIG	–	**75,000**
1B	85,320	+10%	8,532	**93,852**
2	100,662	+10%	10,066	**110,728**

Oil – Exploration and Production (2/2)

2015 Base
CGECI Scale

2023 Increase
+10%

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS – EMPLOYEES (continued)				
3	102,301	+10%	10,230	**112,531**
4	112,980	+10%	11,298	**124,278**
5	128,336	+10%	12,834	**141,170**
6	156,341	+10%	15,634	**171,975**
7	174,843	+10%	17,484	**192,327**
8	206,896	+10%	20,690	**227,586**
DRIVERS				
CH 1	107,608	+10%	10,761	**118,369**
CH 2	112,929	+10%	11,293	**124,222**
CH 3	114,585	+10%	11,459	**126,044**
CH 4	128,336	+10%	12,834	**141,170**

Gave AGENCY

OIL SECTOR · SCALE 21 / 29

Oil – Distribution

Oil distribution companies



2023 Increase	Categories	2015 Base
+10%	21	CGECI Scale

Manager C4: 600,384 F (the 2015 scale shows 500,384 F, lower than C3; value restored based on the 8.17% rate).

Oil – Distribution (1/2)

2015 Base
CGECI Scale

2023 Increase
+10%

Oil distribution companies · Manager C4: 600,384 F (the 2015 scale shows 500,384 F, lower than C3; value restored based on the 8.17% rate).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MANAGERS				
C1	323,282	+10%	32,328	**355,610**
C2	369,469	+10%	36,947	**406,416**
C3	461,834	+10%	46,183	**508,017**
C4	600,384	+10%	60,038	**660,422**
SUPERVISORS				
M1	222,416	+10%	22,242	**244,658**
M2	252,228	+10%	25,223	**277,451**
M3	303,264	+10%	30,326	**333,590**
M4	339,946	+10%	33,995	**373,941**
WORKERS – EMPLOYEES				
1A (SMIG)	60,000	SMIG	–	**75,000**
1B	86,253	+10%	8,625	**94,878**
2	101,763	+10%	10,176	**111,939**

Oil – Distribution (2/2)

2015 Base
CGECI Scale

2023 Increase
+10%

Manager C4: 600,384 F (the 2015 scale shows 500,384 F, lower than C3; value restored based on the 8.17% rate).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
WORKERS – EMPLOYEES (continued)				
3	103,419	+10%	10,342	**113,761**
4	114,216	+10%	11,422	**125,638**
5	129,739	+10%	12,974	**142,713**
6	158,050	+10%	15,805	**173,855**
7	176,755	+10%	17,676	**194,431**
8	209,159	+10%	20,916	**230,075**
DRIVERS				
CH 1	108,784	+10%	10,878	**119,662**
CH 2	114,164	+10%	11,416	**125,580**
CH 3	115,838	+10%	11,584	**127,422**
CH 4	129,739	+10%	12,974	**142,713**

Gave AGENCY

RESEARCH INSTITUTES · SCALE 22 / 29

Research Institutes

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+12.5% / 14%	**22**	**CGECI Scale**

Rate of 12.5%; 14% for workers in categories 2 and 3A and for category A drivers.

Research Institutes (1/2)

2015 Base
CGECI Scale

2023 Increase
+12.5% / 14%

Rate of 12.5%; 14% for workers in categories 2 and 3A and for category A drivers.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	83,061	+12.5%	10,383	**93,444**
3	90,789	+12.5%	11,349	**102,138**
4	105,630	+12.5%	13,204	**118,834**
5	117,498	+12.5%	14,687	**132,185**
6	129,235	+12.5%	16,154	**145,389**
Above-Scale A	131,522	+12.5%	16,440	**147,962**
VEHICLE DRIVERS (hourly wages)				
A	389 F/hr	+14%	54.46	**443.46 F/hr**
B	414 F/hr	+12.5%	51.75	**465.75 F/hr**
C	433 F/hr	+12.5%	54.12	**487.12 F/hr**
D	435 F/hr	+12.5%	54.38	**489.38 F/hr**

Research Institutes (2/2)

2015 Base
CGECI Scale

2023 Increase
+12.5% / 14%

Rate of 12.5%; 14% for workers in categories 2 and 3A and for category A drivers.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
LABOURERS AND WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	386 F/hr	+14%	54.04	**440.04 F/hr**
3A	389 F/hr	+14%	54.46	**443.46 F/hr**
3B	414 F/hr	+12.5%	51.75	**465.75 F/hr**
4A	416 F/hr	+12.5%	52	**468 F/hr**
4B	441 F/hr	+12.5%	55.12	**496.12 F/hr**
5A	445 F/hr	+12.5%	55.62	**500.62 F/hr**
5B	478 F/hr	+12.5%	59.75	**537.75 F/hr**
6	483 F/hr	+12.5%	60.38	**543.38 F/hr**
Above-Scale A	512 F/hr	+12.5%	64	**576 F/hr**
Above-Scale B	717 F/hr	+12.5%	89.62	**806.62 F/hr**

PRIVATE SECURITY · SCALE 23 / 29

Private Security

Security – Guarding – Surveillance



2023 Increase	Categories	2015 Base
+20% / 9%	**15**	**CGECI Scale**

20% for categories 2 and 3; 9% from category 4 to 11 (drivers: 9%).

Private Security (1/2)

2015 Base
CGECI Scale

2023 Increase
+20% / 9%

Security – Guarding – Surveillance · 20% for categories 2 and 3; 9% from category 4 to 11 (drivers: 9%).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES, SUPERVISORS AND MANAGERS				
1	60,000	SMIG	–	**75,000**
2	63,000	+20%	12,600	**75,600**
3	67,073	+20%	13,415	**80,488**
4	74,063	+9%	6,666	**80,729**
5	83,250	+9%	7,492	**90,742**
6	99,356	+9%	8,942	**108,298**
7	114,668	+9%	10,320	**124,988**
8	125,216	+9%	11,269	**136,485**

Private Security (2/2)

2015 Base
CGECI Scale

2023 Increase
+20% / 9%

20% for categories 2 and 3; 9% from category 4 to 11 (drivers: 9%).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES, SUPERVISORS AND MANAGERS (continued)				
9	140,414	+9%	12,637	**153,051**
10	149,714	+9%	13,474	**163,188**
11	208,239	+9%	18,742	**226,981**
VEHICLE DRIVERS (hourly wages)				
A	405 F/hr	+9%	36.45	**441.45 F/hr**
B	423 F/hr	+9%	38.07	**461.07 F/hr**
C	441 F/hr	+9%	39.69	**480.69 F/hr**
D	460 F/hr	+9%	41.40	**501.40 F/hr**

DOCK WORKERS · SCALE 24 / 29

Dockers (SEMPA-BMOD)

Autonomous Ports of Abidjan and San-Pedro



2023 Increase	Categories	2015 Base
+18% to 9%	**7**	**CGECI Scale**

18% (cat. 2 to 4), 17% (cat. 5), 15% (cat. 6A), 9% from 6B upwards; the 2015 category 7 is treated as 6B and above.

Dockers (SEMPA-BMOD)

2015 Base
CGECI Scale

2023 Increase
+18% to 9%

Autonomous Ports of Abidjan and San-Pedro · 18% (cat. 2 to 4), 17% (cat. 5), 15% (cat. 6A), 9% from 6B upwards; the 2015 category 7 is treated as 6B and above.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
DOCK WORKERS (hourly rates)				
1st – Transit labourer	346 F/hr	SMIG	–	**432.70 F/hr**
2nd – Semi-skilled dock worker	371 F/hr	+18%	66.78	**437.78 F/hr**
3rd – Specialist, winch operator	382 F/hr	+18%	68.76	**450.76 F/hr**
4th – Team leader	394 F/hr	+18%	70.92	**464.92 F/hr**
5th – Tally clerk, driver	411 F/hr	+17%	69.87	**480.87 F/hr**
6th – Stevedore, supervisor	442 F/hr	+15%	66.30	**508.30 F/hr**
7th – Quay supervisor	677 F/hr	+9%	60.93	**737.93 F/hr**

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DOMESTIC WORKERS · SCALE 25 / 29

Domestic Workers

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+14% (18% cat. 2)	**7**	**CGECI Scale**

Rate of 14%, raised to 18% for category 2.

Domestic Workers

2015 Base
CGECI Scale

2023 Increase
+14% (18% cat. 2)

Rate of 14%, raised to 18% for category 2.

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
DOMESTIC WORKERS				
Cat. 1 (SMIG): general domestic worker with no specialisation	60,000	SMIG	–	**75,000**
Cat. 2: house help performing only part of the household tasks, excluding laundry	66,000	+18%	11,880	**77,880**
Cat. 3: house help performing all indoor tasks, over 2 years' experience; cook with 2 years' experience	73,322	+14%	10,265	**83,587**
Cat. 4: house help and cook; qualified, over 4 years' experience; laundry worker, ironer	75,004	+14%	10,501	**85,505**
Cat. 5: qualified cook with pastry skills	76,965	+14%	10,775	**87,740**
Cat. 6: qualified cook, pastry or charcuterie	79,931	+14%	11,190	**91,121**
Cat. 7: butler	83,250	+14%	11,655	**94,905**

CLEANING · SCALE 26 / 29

Cleaning and Sanitation

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+12%	20	Sector grid

2015 grid taken from the sector-specific grid (sector not included in the 2015 CGECI scale).

Cleaning and Sanitation (1/2)

2015 Base
Sector grid

2023 Increase
+12%

2015 grid taken from the sector-specific grid (sector not included in the 2015 CGECI scale).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
EMPLOYEES				
1 (SMIG)	60,000	SMIG	–	**75,000**
2	77,084	+12%	9,250	**86,334**
3	77,084	+12%	9,250	**86,334**
4	82,485	+12%	9,898	**92,383**
5	98,398	+12%	11,808	**110,206**
6	111,520	+12%	13,382	**124,902**
7A	112,687	+12%	13,522	**126,209**
7B	121,032	+12%	14,524	**135,556**
DRIVERS (hourly wages)				
A	405 F/hr	+12%	48.60	**453.60 F/hr**
B	426 F/hr	+12%	51.12	**477.12 F/hr**
C	441 F/hr	+12%	52.92	**493.92 F/hr**

Cleaning and Sanitation (2/2)

2015 Base
Sector grid

2023 Increase
+12%

2015 grid taken from the sector-specific grid (sector not included in the 2015 CGECI scale).

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
DRIVERS (hourly wages) (continued)				
D	472 F/hr	+12%	56.64	**528.64 F/hr**
WORKERS (hourly wages)				
1 (SMIG)	346 F/hr	SMIG	–	**432.70 F/hr**
2	444 F/hr	+12%	53.28	**497.28 F/hr**
3	448 F/hr	+12%	53.76	**501.76 F/hr**
4	476 F/hr	+12%	57.12	**533.12 F/hr**
5	568 F/hr	+12%	68.16	**636.16 F/hr**
6	644 F/hr	+12%	77.28	**721.28 F/hr**
7A	650 F/hr	+12%	78	**728 F/hr**
7B	699 F/hr	+12%	83.88	**782.88 F/hr**

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MARITIME SECTOR · SCALE 27 / 29

Maritime Sector

Merchant navy (coastal navigation, deep-sea shipping, national and international cabotage, kroomen) · Sea fishing (fresh-catch fishing)



2023 Increase	Sub-sectors	2015 Base
+9%	6	Sector grid

Merchant navy: indicative 9% rate (not expressly covered by Order No. 50). Fresh-catch fishing: 9%.

Maritime Sector: Sub-sectors

Each sub-sector has its own grid: please refer to the page indicated.

1 MERCHANT NAVY

Coastal Navigation

8 categories · +9% (indicative) · p. 91

2 MERCHANT NAVY

Deep-Sea Shipping

8 categories · +9% (indicative) · p. 92

3 MERCHANT NAVY

National Cabotage

6 categories · +9% (indicative) · p. 93

4 MERCHANT NAVY

International Cabotage

6 categories · +9% (indicative) · p. 94

5 MERCHANT NAVY

Kroomen

7 categories · +9% (indicative) · p. 95

6 SEA FISHING

Fresh-Catch Fishing

40 categories · +9% · p. 96

Maritime Sector – Coastal Navigation

2015 Base
Sector grid

2023 Increase
+9% (indicative)

*Sub-sector: Merchant Navy – Coastal Navigation · Merchant navy: not expressly covered by Order No. 50; indicative 9% rate. * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MERCHANT NAVY – COASTAL NAVIGATION				
Novice	60,000	SMIG	–	**75,000**
Deckhand-Cleaner	60,000	SMIG	–	**75,000**
Greaser - Deckhand - C.A.M, Cook	60,000	SMIG	–	**75,000**
Senior Greaser	60,000	SMIG	–	**75,000**
Boatswain	60,000	SMIG	–	**75,000**
Officer of the Watch	61,486	+9%	13,514	**75,000 ***
Engineer	65,313	+9%	9,687	**75,000 ***
Captain	66,501	+9%	8,499	**75,000 ***

Maritime Sector – Deep-Sea Shipping

2015 Base
Sector grid

2023 Increase
+9% (indicative)

*Sub-sector: Merchant Navy – Deep-Sea Shipping · Merchant navy: not expressly covered by Order No. 50; indicative 9% rate. * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MERCHANT NAVY – DEEP-SEA SHIPPING				
Novice without CAM	60,000	SMIG	–	**75,000**
Ordinary Seaman - Junior Steward	76,526	+9%	6,887	**83,413**
Junior Cleaner Seaman - Cleaner Steward	82,323	+9%	7,409	**89,732**
Able Seaman - Greaser Baker (Cook)	87,090	+9%	7,838	**94,928**
Boatswain's Mate - Carpenter	91,875	+9%	8,269	**100,144**
Boatswain - Electrician - Engine Room Petty Officer - Chief Cook - Purser - Storekeeper Commercial Petty Officer - Chief Steward	91,619	+9%	8,246	**99,865**
Officer - Cadet	92,251	+9%	8,303	**100,554**
Officer of the Watch - Radio Officer	124,451	+9%	11,201	**135,652**

Maritime Sector – National Cabotage

2015 Base
Sector grid

2023 Increase
+9% (indicative)

*Sub-sector: Merchant Navy – National Cabotage · Merchant navy: not expressly covered by Order No. 50; indicative 9% rate. * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MERCHANT NAVY – NATIONAL CABOTAGE				
Novice	60,000	SMIG	–	**75,000**
Seaman - Steward - Cook's Assistant and Cleaner	64,048	+9%	10,952	**75,000 ***
Seaman - CAM - Greaser	67,205	+9%	7,795	**75,000 ***
Boatswain - Chief Cook and Electrician	72,049	+9%	6,484	**78,533**
Lieutenant - Engineer Officer	83,606	+9%	7,525	**91,131**
Chief Officer - Chief Engineer Captain (Contractual Salary)	91,708	+9%	8,254	**99,962**

Maritime Sector – International Cabotage

2015 Base
Sector grid

2023 Increase
+9% (indicative)

*Sub-sector: Merchant Navy – International Cabotage · Merchant navy: not expressly covered by Order No. 50; indicative 9% rate. * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MERCHANT NAVY – INTERNATIONAL CABOTAGE				
Novice (SMIG)	60,000	SMIG	–	**75,000**
Seaman - Steward - Cook's Assistant and Cleaner	70,655	+9%	6,359	**77,014**
Seaman - CAM - Greaser	76,205	+9%	6,858	**83,063**
Boatswain - Chief Cook and Electrician	80,543	+9%	7,249	**87,792**
Lieutenant - Engineer Officer	109,404	+9%	9,846	**119,250**
Chief Officer - Chief	140,678	+9%	12,661	**153,339**

Maritime Sector – Kroomen

2015 Base
Sector grid

2023 Increase
+9% (indicative)

*Sub-sector: Merchant Navy – Kroomen · Merchant navy: not expressly covered by Order No. 50; indicative 9% rate. * Raised to the daily SMIG (432.7 F/hr × 8 h).*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
MERCHANT NAVY – KROOMEN (daily wages)				
Cat. 1: Labourer	1,613 F/day	+9%	1,848.60	**3,461.60 F/day ***
Cat. 2: Cook responsible for crew meals	2,062 F/day	+9%	1,399.60	**3,461.60 F/day ***
Cat. 3: Winch operator, hatch foreman	2,195 F/day	+9%	1,266.60	**3,461.60 F/day ***
Cat. 4: Boat master	2,226 F/day	+9%	1,235.60	**3,461.60 F/day ***
Cat. 5: 3rd cacatois, head of …	2,261 F/day	+9%	1,200.60	**3,461.60 F/day ***
Cat. 6: 2nd cacatois, team leader	2,319 F/day	+9%	1,142.60	**3,461.60 F/day ***
Cat. 7: 1st cacatois, head of kroomen on board	2,479 F/day	+9%	982.60	**3,461.60 F/day ***

Maritime Sector – Fresh-Catch Fishing (1/3)

2015 Base
Sector grid

2023 Increase
+9%

*Sub-sector: Sea Fishing – Fresh-Catch Fishing · Fresh-catch fishing: 9% (deck and engine novices: 21% to 9% depending on category). * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SEA FISHING – FRESH-CATCH FISHING				
Refrigeration Electrician (Deep-Sea Fishing)	83,014	+9%	7,471	**90,485**
Engineer Officer (Deep-Sea Fishing)	111,214	+9%	10,009	**121,223**
2nd Engineer (Deep-Sea Fishing)	120,483	+9%	10,843	**131,326**
Chief Engineer (Offshore Fishing)	120,483	+9%	10,843	**131,326**
Chief Engineer (Deep-Sea Fishing)	135,484	+9%	12,194	**147,678**
Radio Officer (Deep-Sea Fishing)	111,214	+9%	10,009	**121,223**
Lieutenant (Deep-Sea Fishing)	111,214	+9%	10,009	**121,223**
Second Captain (Offshore Fishing)	119,347	+9%	10,741	**130,088**
Second Captain (Deep-Sea Fishing)	134,207	+9%	12,079	**146,286**
Captain - Skipper (Coastal Fishing)	110,165	+9%	9,915	**120,080**
Captain - Skipper (Deep-Sea Fishing)	161,047	+9%	14,494	**175,541**
Novice (Coastal Fishing) – SMIG	60,000	SMIG	–	**75,000**
Novice (Offshore Fishing) – SMIG	60,000	SMIG	–	**75,000**
Novice (Deep-Sea Fishing)	60,000	SMIG	–	**75,000**

Maritime Sector – Fresh-Catch Fishing (2/3)

2015 Base
Sector grid

2023 Increase
+9%

*Sub-sector: Sea Fishing – Fresh-Catch Fishing · Fresh-catch fishing: 9% (deck and engine novices: 21% to 9% depending on category). * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SEA FISHING – FRESH-CATCH FISHING (continued)				
Ordinary Seaman (Coastal Fishing)	60,000	SMIG	–	**75,000**
Ordinary Seaman (Offshore Fishing)	60,000	SMIG	–	**75,000**
Ordinary Seaman (Deep-Sea Fishing)	60,000	SMIG	–	**75,000**
Seaman without CAM (Coastal Fishing)	60,000	SMIG	–	**75,000**
Cook's Assistant - Steward (Offshore Fishing)	60,000	SMIG	–	**75,000**
Cook's Assistant - Steward (Deep-Sea Fishing)	60,000	SMIG	–	**75,000**
Seaman - CAM (Coastal Fishing)	60,000	SMIG	–	**75,000**
Seaman - CAM (Offshore Fishing)	60,000	SMIG	–	**75,000**
Seaman - CAM (Deep-Sea Fishing)	60,000	SMIG	–	**75,000**
Helmsman - Icer (Coastal Fishing)	60,110	+9%	14,890	**75,000 ***
Boatman - Hold Hand (Offshore Fishing)	62,336	+9%	12,664	**75,000 ***
Boatman - Hold Hand (Deep-Sea Fishing)	64,563	+9%	10,437	**75,000 ***
2nd Bosun, Cadet Lieutenant (Coastal Fishing)	69,015	+9%	6,211	**75,226**
2nd Bosun, Cadet Lieutenant (Offshore Fishing)	71,243	+9%	6,412	**77,655**

Maritime Sector – Fresh-Catch Fishing (3/3)

2015 Base
Sector grid

2023 Increase
+9%

*Sub-sector: Sea Fishing – Fresh-Catch Fishing · Fresh-catch fishing: 9% (deck and engine novices: 21% to 9% depending on category). * Raised to the SMIG.*

Category	2015 Scale (FCFA)	2023 Rate	Increase (FCFA)	2023 Category Minimum Wage
SEA FISHING – FRESH-CATCH FISHING (continued)				
2nd Bosun, Cadet Lieutenant (Deep-Sea Fishing)	75,695	+9%	6,813	**82,508**
1st Bosun (Coastal Fishing)	75,695	+9%	6,813	**82,508**
1st Bosun (Offshore Fishing)	77,921	+9%	7,013	**84,934**
1st Bosun (Deep-Sea Fishing)	80,147	+9%	7,213	**87,360**
Cook (Offshore Fishing)	69,430	+9%	6,249	**75,679**
Cook (Deep-Sea Fishing)	73,769	+9%	6,639	**80,408**
Cleaner (Offshore Fishing)	60,000	SMIG	–	**75,000**
Cleaner (Deep-Sea Fishing)	60,000	SMIG	–	**75,000**
Greaser (Coastal Fishing)	60,000	SMIG	–	**75,000**
Greaser (Offshore Fishing)	60,752	+9%	14,248	**75,000 ***
Greaser (Deep-Sea Fishing)	62,921	+9%	12,079	**75,000 ***
Chief Motorman (Coastal Fishing)	80,939	+9%	7,285	**88,224**

EDUCATION AND TRAINING · SCALE 28 / 29

Education and Training – Private Secular Schools



Collective agreement minimum wages by category

2023 Increase	Categories	2015 Base
+29% / 24%	**See collective agreement**	**Sector grid**

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Education and Training – Private Secular Schools

Increase rule as of 1 January 2023

Category 2

+29%

Categories 3 to 6

+24%

Application

Increase applied to the 1992 wage scale for private secular education (Order No. 50 of 19 May 2023). This sector-specific scale is not included in the 2015 CGECI scale: the rates apply to the amounts of the 1992 grid.

Floor: no monthly wage may fall below the SMIG of 75,000 FCFA (432.7 F/hr).

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EDUCATION AND TRAINING · SCALE 29 / 29

Education and Training – Faith-Based Schools

Collective agreement minimum wages by category



2023 Increase	Categories	2015 Base
+10%	See collective agreement	Sector grid

Effective 1 January 2023 · Order No. 50/MEPS/CAB of 19 May 2023

Education and Training – Faith-Based Schools

Increase rule as of 1 January 2023

All categories

+10%

Application

Rate set by Order No. 50 of 19 May 2023 for faith-based education and training. The base grid for this sector is not published in the 2015 CGECI scale.

Floor: no monthly wage may fall below the SMIG of 75,000 FCFA (432.7 F/hr).

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