« Job Quality and Well-Being: Evidence from DR Congo»

By

KAMENGA MAPURITA Christian

Université Nouveaux Horizons

Faculty of Management Sciences

Email : christian.kamenga@unhorizons.org

Abstract

In the context of dualism sector-informal labour market and formal labour market, this study has assessed the impact of job quality on worker's well-being. Using the phase 1 of the 2012 national survey data 1-2-3, the preliminary results have shown that among 1,443 of the employees, 85.44% are working in informal sector whereas 14.56% in formal sector. Given its multidimensionnal characteristics, the job quality was measured by six components such as job security, existence of union, training, employer's support, worked hours and promotion. In terms of contribution of each dimension, the Multiple Component Analysis was applied and the finding has conducted us to select the three first components with 46%, 39% and 15% of contribution respectively on constructing the job quality index. On other side, the well-being was measured by worker's income and two classes-rich employee and poor employee-were created using the 2012 monetary threshold according to the place of residence. We estimated afterwards the logit model. Our results have revealed that the effect of job quality is significantly positive on worker's well-being in both cases workers from Informal Sector and all workers irrespectively of their sector. In formal sector, the evidence of the significant impact of job quality was statistically rejected. The main explanation of this finding can be imputed to the job quality level which is already high in formal sector compared to informal sector. Furthermore, for all workers, this result is a consequence of the dominant effect of job quality on worker's well-being in informal sector on that in formal sector. In view of above findings, there is a need of controlling and strengthening the job quality in informal sector for an increase in job security index by one unit, the probability that worker's well-being increases is 0.38.

Key words: *Job quality, Welfare, Multidimensionnel Index, Logit model*

JEL Codes*: I31; C25; C43; J01; J81.*

I. Introduction

The worker's welfare is one of the most important drivers of productivity in work. To ensure the growth of enterprise, the manager has an interest to unlock the potential of his employees through their full participation in the tasks they are constantly devoted to perform. Since Aristote's works, it is well known that well-being is an overarching goal of all human actions (Kabote, 2017, p.28). Within the capitalism scheme, the overexploitation of working class has cleary demontrated its limit through the capitalism crisis. Ignoring the well-being of workers is a main source of conflict in work which might be translated into the strike, high absenteism rate, lower working hours, insastisfaction, and more importantly, declining in productivity. Recently, the public policy in developed country has centered their discussions to the decent work-defined by ILO as the sum of people's aspirations for opportunity and income; rights, voice and recognition; family stability and personal development; and fairness and gender equality' (ILO, 1999: 3)[1]. This debate remains out of the Africa policy agenda in general and spefically, in DR Congo.

The welfare can be significantly impacted if work is fulfilling, providing much more than the means to live (Warhurst & al, 2017, p.6). In terms of redistribution, the benefit seems to be widely inequitable depending on labour market segment –informal job or formal job. In general terms, the well-being is measured as of outcomes achieved in the two broad domains: material living conditions (income and wealth, jobs and earnings, housing conditions) and quality of life (health status, work-life balance, education and skills, social connections, civic engagement and governance, environmental quality, personal security and subjective well-being) (OECD, 2013,p.21). According to the objective view, the income is one of the main measure of the well-being (Western & Tomaszewski, 2016,p.8;)

The job quality refers to the extent to which a set of job attributes contributes to workers' well-being to improve or worsen it (Muñoz de Bustillo et al. 2011)[2]. Based on that point of view, it is undoubted that this concept is fundamentally multidimensional.

Warhurst & al. (2017, p.14) have identified two main approaches addressing the relationship between well-being and work: *well-being from work* (Bryson & al., 2012; Pharr &al., 2012; Wanberg, 2012; Nichols & al., 2013) and *well-being in work* (Grunberg & al., 2008; Osei-Bonsu, 2014;Chen & Hou, 2018)

On the opposite to the former which was concerned with the social psychological effects of not being in work through unemployment, the latter put a high emphasis on the effect of changes to work on employees. The detailed discussions on the second approach are beyond of the scope of this study.

[1] Quoted by Pereira & al.(2019, p.1)
[2] Quoted by Moroc & Bărnuțiu (2019, p.)

Unlike most of studies in literature, we analyze in the current paper the impact of the job quality with regard to labour market segment–informal and formal–on the employee's well-being. Given the lack of information on the employee's subjective well-being in our data set, we used the worker's income as the measure of objective well-being. Taking into account the dualism of the labour market is our main contribution to the literature on this area. In addition, we computed the weight to construct the job security index, one of the job quality components, from each of its dimension through the Multiple Correspondence Analysis. In doing so, we differ from the previous studies like Cassar (2010) who contructed a dichotomic variable to separate employee with full job protection from those in lack of protection.

The main question that this paper attempts to address is the following: how does the job quality in both informal and formal labour market affect the employee's well-being?

The central preoccupation of our paper is strongly connected to the segmentation theory; "*its basic argument is that instead of a single labour market functioning according to competitive rules of supply and demand, there are different segments which function with different rules*"[3] (Muñoz de Bustillo & al., 2011, p.55)

Instead of segmentation, we prefer to employ *dualism* as Doeringer and Piore (1970) where the primary sector opposed to the secondary sector offers good job, with high wages, secure employment and good prospects of career advancement and the latter, contains the bad jobs, with low wages and poor working conditions. In our context, dualism is referring *to informal labour market and formal labour market.*

The remainder of the paper is organizing as follows: the section II get a closer look upon the review of literature and the section III deals with methodology and data. In the section IV and Section V, we present (and discuss) the results and draw some concluding remarks respectively.

II. Review of literature

Nowadays, there is an increasingly much interest in empirical studies focusing on the link between Job quality and well-being. In line with this issue, Sivapragasam and Raya (2014) have conducted in India a pilot study involving a sample size of 240 randomly selected professionals working in IT Parks. They employed first and foremost various techniques to assess the psychometric properties such as internal consistency and construct validity and the results were found adequate.

Measuring the job quality by the job demographic variables – like the income level of the professionals, average working hours, total work experience, company type, sub-category and size– and well-being by WHO well-being index, they found using the Principal

[3] "The competitive form is only one mode of labour market organization, coexisting along other modes of organization' (Peck 1996, p. 47) " quoted by ..

Component Analysis that the good job quality was related to high well-being and the poor job quality was also related to poor well-being. Furthermore, the model of Structural Equations suggests that the Employee well-being plays a significant mediation effects between the job quality and the outcomes variables such as perceived efficacy and engaged employee.

In their paper entitled "A web survey analysis of subjective well-being", Pablo and Garcia (2015) have also explored the relationship between quality of work – such as type of contract, supervisory position, union membership, job qualification, working time schedule, work commuting, on-the-job search, job security and employment prospects– and subjective well-being (SWB) such as life satisfaction, job satisfaction and satisfaction with work-life balance. They used the Wage Indicator sample which counts 20,095 individuals aged from 15 to 64 years surveyed between 2005 and 2011. Based on that the dependent variable (SWB) is an ordinal response variable, the authors estimate the ordered logit model with various explanatory variables including the quality of work.

As a result, they found the negative correlation between permanent contracts and job satisfaction, holding a supervisory position has no association with life satisfaction, but has a positive effect on job satisfaction, union affiliation has a positive effect (referring to the importance of civic engagement) on life satisfaction and a negative effect (referring to the job dissatisfaction), the over-qualification influence negatively the worker's life and job satisfaction but positively the work-life balance, working more than 40 hours a week or having an irregular working schedule both display a negative association with all three well-being domains.

In addition, their results show that workers employed in jobs with less security are less satisfied in all three satisfaction domains. Similarly, individuals who are looking for another job while they have a job indicate disappointment with their current employment situation, and this too corresponds to lower SWB levels in all domains. In contrast, good career development opportunities in one's current place of work have a positive effect.

Using the 2010 Health Survey for England, Bryson & al. (2012) have examined the link between the well-being, health and work. As a measure of well-being, they used the Warwick-Edinburgh Mental Well-being Scale (WEMWBS) including psychological functioning, cognitive-evaluative dimensions and affective-emotional aspects of well-being. About the work, they were interested to the characteristics of jobs among those in paid employment which cover four dimensions with high, medium and low categories: autonomy, support, security and control. Regarding the health, they have used the 12-item General Health Questionnaire (GHQ12). We report here only the results between the well-being and the work (job quality). Given the nature of outcome (WEMWBS) which is a continous variable, the linear regression was applied. Having controlled for age and region, it draws from their results that each of these four dimensions of job quality was independently associated with employee well-being and that, taken together, they accounted for around one fifth of the well-being of employees as measured on the WEMWBS scale. Employee well-being rose with greater autonomy, support, security and control among both women and men.

By selecting 15 countries that formed the EU-15 after the incorporation of Austria, Finland and Sweden in 1995 from the European Working Conditions Survey (EWCS), Ariza-Montes and al.(2018) have also explored the link between job quality and well-being as one of the three objectives of their paper. To do so, the sample was segmented into two subsamples at different times, 2015 and 2010: 7867 workers (5548 in 2010) from the five Piigs countries (36.2%) and 13,894 (16,876 in 2010) from the 10 Farmers countries (63.8%). The World Health Organization's Well-Being Index (WHO-5 items) is the dependent variable and the explanatory variables are the differents dimensions of the Job Quality Index (JQI) such as : physical environnement, work intensity, working time quality, social environment, skills and discretion, prospects and finally, earnings. Having controlling the demographic variables (male, education, age), they estimated three different linear model with OLS technique: a)Farmers model, following by b) the Piigs model, and finaly c)Both the Piigs/Farmers model.

In the case of Farmers workers, these authors have mentionned that the influence of job quality dimensions seems wider and clearer,since up to five of the seven indicators show statistically significant results. On the one hand, as with the Piigs model, the well-being of Farmers workers is determined by a good social environment (in apositive sense) and by the skill and discretion index (in a negative sense). Finally, they have noted that the job quality indices that define the well-being of this common model are the social environment and the expectations of professional career (in a positive sense), and the working time quality and the skill and discretion index (in a negative sense).

Like the previous studies, Esenaliev and Ferguson (2019) have assessed the impact of job quality on well-being in Kyrgyzstan. From the fourth wave of the Life in Kyrgyzstan Survey (LiK), they have generated a sample of 2469 individuals who are engaged in work for monetary remuneration, either self-employed or as wageworkers. In additon to the Clark'works (2005,2010) who built five components of job quality (income; hours worked; job security; interestingness of work; and autonomy), they include job formality proxied by the presence of a written contract or "workbook" for wageworkers and by whether or not their business is registered with the Kyrgyz government for the self-employed. About the well-being, they used the subjective well-being capturing the individual self reported well-being. Combining the Ordinary Least Square and the ordered probit regression, they have shown no significant relationship between the sub-indices (income and hours worked) and self-reported wellbeing. For the full indices, they found a positive and significant relationship such that higher job quality is associated with greater subjective wellbeing. The authors conclude that their findings fit with the job-demands-control model, whilst suggesting that reward based models are insufficient to describe the relationship between work and welfare in Kyrgyzstan.

For the Africa case, most of the studies in this area have been conducted in South Africa and there is no yet related research in DR Congo in our best knowledge. In case of South Africa, for example, Mafini (2014) has examined the relationship between the job satisfaction-

measured by six components, namely, workplace flexibility, skills utilisation, teamwork, remuneration and autonomy- and the Life satisfaction as the cognitive element of the well-being. To collect his data, the autor has administered a three-section questionnaire to 192 purposively selected logistics practitioners in a South African steel-making company. Using the Principal Component Analysis and the non parametric correlation analysis, his findings have outlined, on one hand, the positive significant relationship between the life satisfation and the two dimensions of job satifaction, namely, skills utilization and remuneration. And on other hand, the weak positive relationship were found between the life satisfaction and the three remaining dimension such as workplace flexibility, teamwork, autonomy. In terms of contribution, mean score rankings showed that among the job satisfaction factors, skills utilisation was more important to logistics practitioners and autonomy the less important.

In the same line, Mafini and Dlodlo (2014) have explored the relationship between extrinsic motivation, job satisfaction and life satisfaction amongst employees in a public organisation. They conducted a survey to 246 employees in a South African public organisation through a questionnaire. Using the same methodology with a little bit difference than the previous research, except promotion[4] which was significantly related to life satisfaction and not to job satisfaction, the evidence of the significantly relationship between job satisfaction and the four components of extrinsic motivation- remuneration, quality of work life, supervision and teamwork- was not statistically rejected. With respect to the managerial implications, the authors advance that optimising the aforementionned extrinsic motivation factors could lead to a reduction in dysfunctional actions by public employees, such as absenteeism, high turnover, industrial action and unsatisfactory work performance.

Section III: Data and Methodology

In this research, we used the 2012 national survey data from the National Institute of Stastics which is entitled "survey 1-2-3". As the name indicated, the survey was organised in three phases: the first one covered the employment, the second one the informal sector and the third one the household. The sample size was 21, 454 household with the response rate of 98,2%. More precisely, we are limited to the data from the first phase that contains information on 111,679 individuals of which 1,443 are employed.
Based on the aforementionned studies in literature and the information we do have in our data set, the following dimensions refer to the job quality:
1) Promotion: it is a dummy variable which takes the value of 1 whether the employee was promoted and otherwise 0;
2) Training : like the previous, it is a dummy variable which takes the value of 1 if the employes has gained any training supported by his or her employer and 0 otherwise;
3) Worked hours: it is a constructed dummy variable which takes the value of 1whether the employee works more than 45h and otherwise 0.

[4] One of the job satisfaction dimensions.

4) Existence of union: it is a dummy variable which takes the value of 1 whether there is an union in enterprise where the employee is engaged and 0 otherwise.

5) Job protection: it is the formal arrangements which characterize an economic activity with the aim of protecting workers against negative shocks related to employment (Lugo, 2007)[5]. Following Cassar (2010), the dimensions of job protection are referring to :

- Signed a work contract: a dichotomic variable which takes the value of 1 if the employee has signed contract and 0 otherwise;
- Contractual relation: defening by a work contract status, either pemanent (value equals to 1) or temporary (value equals to 0);
- Paid maternity leave (hold for both men and women) : it refers to whether the employee is entitled to pay maternity leave (value equals to 1) or not (value equal to 0);
- Paid holidays: it refers to whether the employee is entitled to pay holiday (value equals to 1) or not (value equal to 0);
- Paid sick: it refers to wheter the employee is entitled to pay sick (value equals to 1) or not (value equal to 0);
- Retirement pension : it refers to whether the employee contribute to the social security (value equals to 1) or not (value equals to 0).
- Union membership: it refers to whether the employee belongs to the union (value equals to 1) or not (value equals to 0). We add this attribute here because there are some employees who are not member of union even though it does exist and consequently it is raisonnable to consider them less professionnaly protected.

Unlike Cassar (2010) who contructed a dummy indicator which equals to 1 whether the employee has a full job protection and 0 otherwise, we used the Multiple Correspondancee Analysis to contruct the job protection indicator. This approach has an advantage to compute the weight of each dimension.

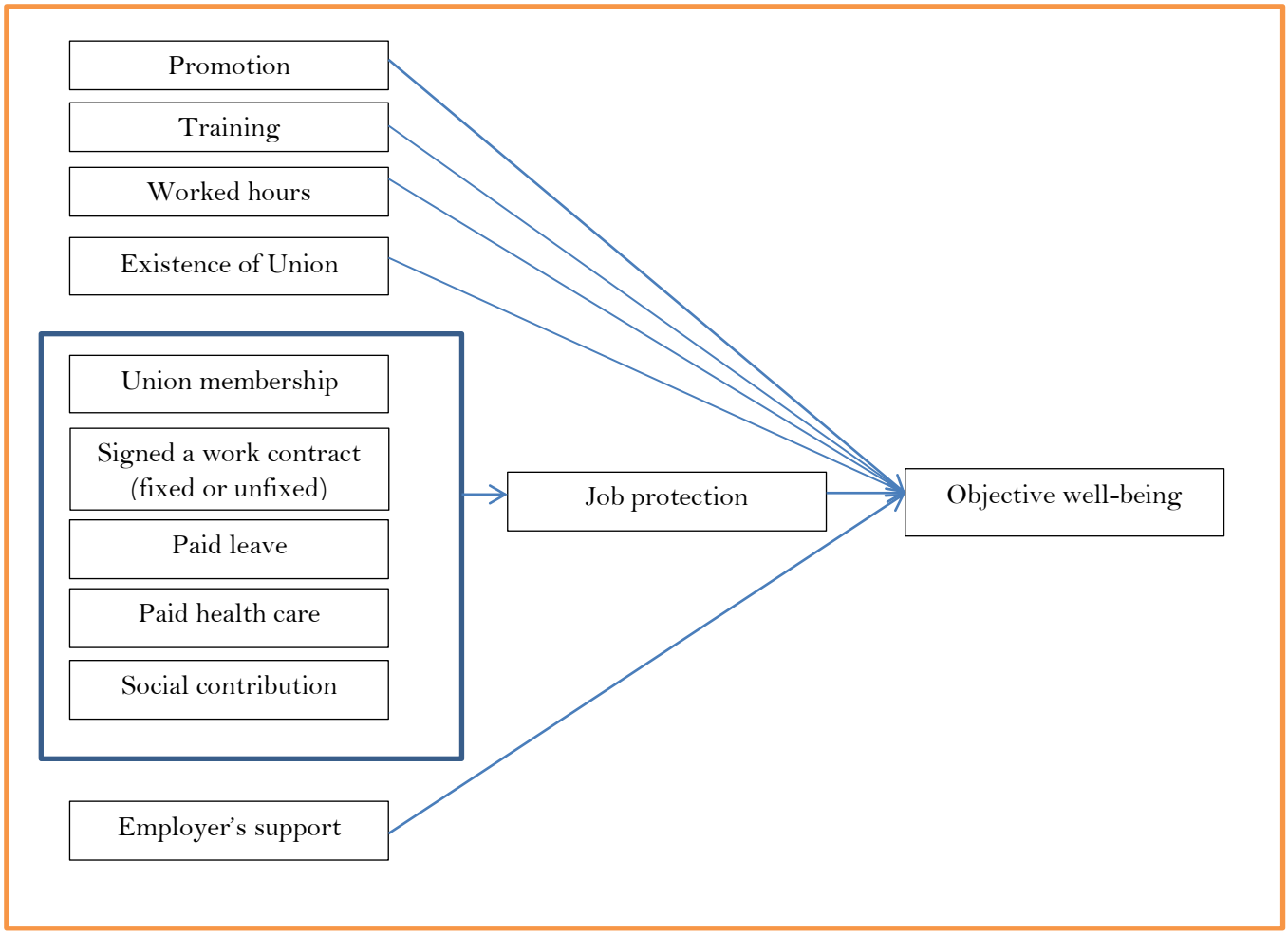
6) employer's support : it is referring to whether an employee get the support-in terms of transport and house allowance-from his or her employee. This is the new variable that we add among the job quality dimensions.

In order to avoid redundacy, we do not take into account remuneration among the job quality dimensions given the fact that the worker's income is capturing here the well-being. We create, afterwards, two classes distinguishing the poor workers from the rich workers. Futhermore, we do not also include the job informality which is used as a segmentation variable to disentagle the effect of job quality on employees working in formal labour market from those working in informal labour market.

About the methodology, we used the logit model with various explanatory variables including the job quality based on that the dependent variable (objective well-being) is a binary response variable. The scheme of our study can be summarized as follows:

[5] Quoted by Cassar (2010, p.5)

Figure 1: Relation between Job quality and Well-being



Source: author

From that scheme (conceptual model), we derive the following econometric model:

$$OWB = a_0 + a_1 Pr + a_2 Tr + a_3 Wh + a_4 Eu + a_5 Jb + a_6 Es + \mu \qquad (1)$$

With: −OWB[6]: Objective well-being= $\begin{cases} 0 \; if \; the \; employee \; is \; poor \\ 1 \; if \; the \; employee \; is \; rich \end{cases}$

−Pr: Promotion;
−Tr: Training;
−Wh: worked hours;
−Jb: Job protection;
−Es: Employer's support.

[6] We used the monetary threshold computed by the National Institute of Statistics in 2012. Indeed, the annual monetary threshold equals to 869 210.3 CDF for urban area and to 579 248.5 CDF for rural area. We divided both by 12 to get the monthly threshold for the worker's income in the survey was reported per month. If the worker's income is less than 72434.19 CDF and 48270.71 CDF in urban area and rural area respectively, then the employee is poor and otherwise, he is rich.

Section IV: Results of Study

As the Table 1 suggests, the labour market in DR Congo is dominated by female (53.64%) and their counterpart come after (46.36%). The distribution of workers in terms of place of residence is almost the same, 50.87 % of employees work in rural area against 49.13% in urban area. The employees are still young because the median age is comprised between 35 and 39 years. Regarding the education attainment, most of employees have not attended University (41,14%), apart from 6.10%, after being granted the diploma of secondary school. From that, we can draw that the congolese's workers are less skilled. As we get a close look to the job quality information, it is not surprising to highlight that most of employees have not been promoted (99.24%), neither participating to the training supported by their employers (88.35%) given their education background. Among those working in informal (85.44%), the majority spend less than 45h in work (80.56%) (see appendix). This fact sustain the evidence that the informal sector does not work in respect with the labour market regulations. The main feature of that job is characterized by the lack (or lowest) job protection, that is, no existence of union (92.13%), no signed a work contract (97.8%), no paid leave (99.42%), no paid health care (99.51%) and no social contribution (99.32%) (see appendix). Futhermore, those employees (informal) don't receive the support from ther employers (99.61%). On the opposite, the employees working in formal sector are covered by the high job security which is mainly featured by signed a work contract (64.57%) and union membership (37.87%).
Consequently, most of employees are poor (84.53%) and their income stand at 20216.47 CDF and 13582.15 at the mean and median level respectively. Only, 15.67% of congolese workers are rich and get, on average, 164472.3 CDF and 104362.9 CDF at the median level.

In table 2 and figure 2[7], we computed the weight of the Job security components. Following its dimensions, signed a work contract account for 40% and the paid leave come after with 20%. The other share the remaining, that is, the paid health care (20%), paid leave (14%) and social contribution (10%).
We then constructed the Job security index-with acceptable internal consistency for Cronbanch's alpha equals to 0.721- as the weighted average of its dimension as follows:

$$Js = 0.10 * Sw + 0.14 * Pl + 0.16 * Ph + 0.20 * Pl + 0.40 * Sw \quad (2)$$

Afterward, we discretized this index: above the mean, its value reflect the high job security and otherwise, the low job security. Behind that transformation, we have concerned by constructing the Job quality index of which the Job security is one of the component. Based on that all variables are nominal, we applied again the Multiple Correspondance Analysis not for the sub-index of the Job quality anymore but for all its components.

As a result, the Employer's support, worked hours and promotion are visibly the less significant components due to their weights which do not exceed 0.30 (Column 1, Table 3). This is highly consistent as we refer to the descriptive statistics. In accordance with literature, those factors are likely to be removed. The removal of those three components have improved

[7] We have normalized the weights of Job security components to sum up to unity following OECD (2008,p.90)

both the internal consistency and the total explained variance passing from 0.603 to 0.721 and from 33.5% to 64.7% respectively.

In terms of contribution, the Table 2 (column 2) and Figure 2, depict that the *job security* accounts for 46% and appear then the most important components of the job quality, followed by *existence of union* (39%) and *training* (15%).

Table 1: Descriptive Statistics

Sociodemographic	Attibutes	Frequency	Percentage	Mean	Median
Sexe	Male	669	46.36	–	–
	Female	774	53.64	–	–
Place of residence	Rural	734	50.87	–	–
	Urban	709	49.13	–	–
Age					35-39
Education attainment	Illiterate	320	22.42	–	–
	Primary	410	28.73	–	–
	Informel program	7	0.49	–	–
	Secondary	587	41.14	–	–
	Upper	87	6.10	–	–
	Professional (INPP)	16	1.11	–	–
Job information				–	–
Promotion	Yes	9	0.76	–	–
	No	1,182	99.24	–	–
Training	Yes	139	11.65	–	–
	No	1054	88.35	–	–
Worked hours	Less than 45h	914	64.91	–	–
	More than 45h	494	35.09	–	–
Existence of union	Yes	94	7.87	–	–
	No	1,101	92.13	–	–
Job protection				–	–
- Union membership	Yes	33	35.87	–	–
	No	59	64.13	–	–
- Signed a work contract	Yes	143	9.41	–	–
	No	1300	90.09	–	–
- Paid leave	Yes	31	2.58	–	–
	No	1,171	97.42	–	–
- Paid health care	Yes	16	1.33	–	–
	No	1,186	98.67	–	–
- Social contribution	Yes	19	1.58	–	–
	No	1,183	98.42	–	–
Employer's support				–	–
House, water and power allowances	Yes	10	0.83	–	–
	No	1,192	99.17	–	–
Job formality	Yes	175	14.56	–	–
	No	1027	85.44	–	–
Objective well-being	Poor	958	84.33	20216.47	13582.15
	Rich	178	15.67	164472.3	104362.9

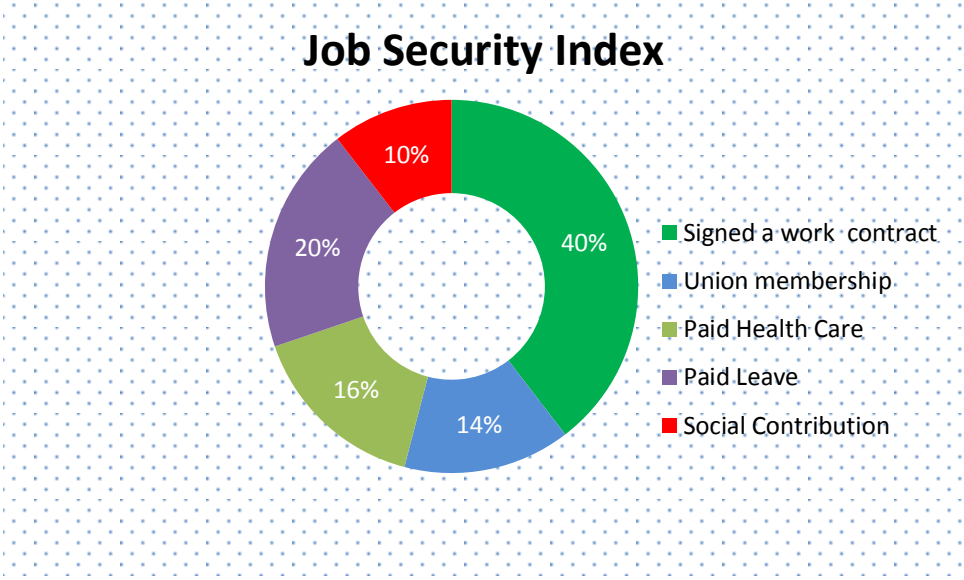
Source : author's own calculations based on 2012 survey 1-2-3

Table 2: Job Security Index

Components	Job Security
Signed work contract	0.684
Union membership	0.414
Paid Health Care	0.431
Paid Leave	0.483
Social Contribution	0.352
Cronbach's Alpha	0.721
Eigenvalue	2.364
Inertia	0.473

Source : author's own calculations based on 2012 survey 1-2-3

Figure 2: Contribution of Job Security Components (%)



Source : author's own calculations based on 2012 survey 1-2-3

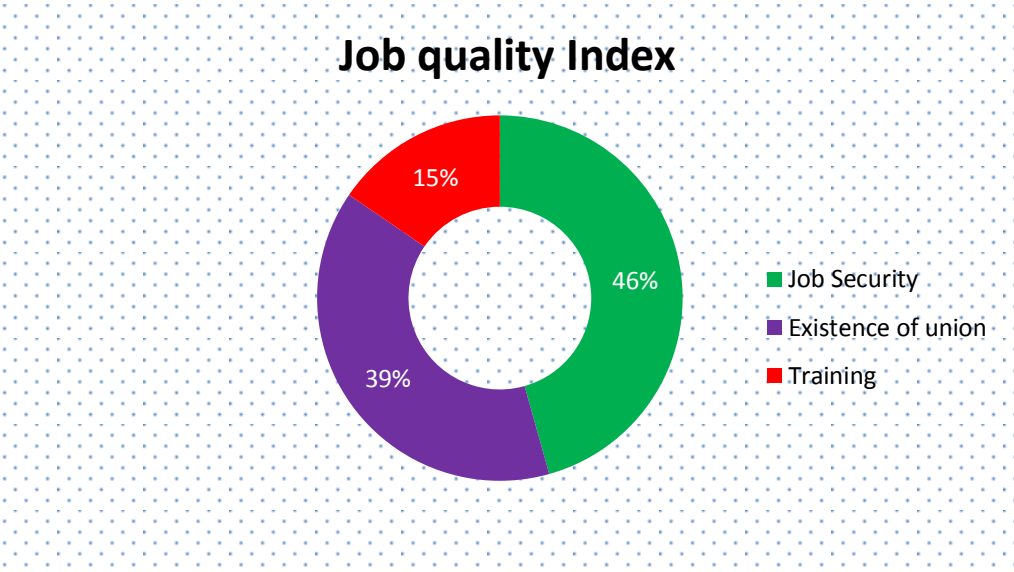
Table 2: Job quality Index (Jqi)

Components	Job Quality	Job Quality**
Job Security	0.741	0.782
Existence of union	0.687	0.711
Training	0.455	0.448
Employer's support	0.056	
Worked hours	0.039	
Promotion	0.031	
Cronbach's Alpha	0.603	0.727
Eigenvalue	2.009	1.941
Inertia	0.335	0.647

Source : author's own calculations based on 2012 survey 1-2-3

** : After removing the Employer's support, Worked hours and Promotion due to their lowest contributions to the Job quality index , i.e, less than 0,30 (references).

Figure 2: Contribution of Job Quality Components (%)



Source : author's own calculations based on 2012 survey 1-2-3

So, the job quality index is constructed as the weighted average of its all components except those that were removed:

$$Jqi = 0.15 * Tr + 0.39 * Eu + 0.46 * Js \qquad (3)$$

Following Casa (2010), the econometric model can be thus rewritten as follows:

$$OWB = a_0 + a_1\, Jqi + AX + \boldsymbol{\mu} \qquad \textbf{(4)}$$

With: −OWB[8]: Objective well-being= $\begin{cases} 0\ if\ the\ employee\ is\ poor \\ 1\ if\ the\ employee\ is\ rich \end{cases}$

−X: Vector of Socio-demographic variables.

Let now assessing the job quality effects on the worker's well-being. To do so, we have estimated the logit model as presented in equation 4. As suggest the Table 3, the effect of job quality is significantly positive on worker's well-being in both cases workers from Informal Sector (column 1) and all workers irrespectively of their sector (column 3). In the first case, that relation implies the need of controlling and strengthening the job quality in informal

[8] We used the monetary threshold computed by the National Institute of Statistics in 2012. Indeed, the annual monetary threshold equals to 869 210.3 CDF for urban area and to 579 248.5 CDF for rural area. We divided both by 12 to get the monthly threshold for the worker's income in the survey was reported per month. If the worker's income is less than 72434.19 CDF and 48270.71 CDF in urban area and rural area respectively, then the employee is poor and otherwise, he is rich.

sector; for an increase in job security index by one unit[9], the probability that worker's well-being increases is 0.38. This effect is divided approximately by half when the sample covers the all workers. On contrary, we did not find the significant relationship between the job quality and the worker's well-being in formal sector. This finding can be explained by the job quality level which is already high in formal sector compared to informal sector. For all workers, the effect of the job quality on worker's well-being in informal sector is dominant to that in formal sector, which explains the significant impact of the job quality, by and large.

Table 3: Estimation of econometric model

Dep. Variable: Well-being	Marginal effects		
	Workers from Informal Sector	Workers from Formal Sector	All workers
Job quality index	0.3776**	-0.0065****	0.1594*
	(2.41)	(-0.04)	(1.83)
Education	0.0249**	0.0040*	0.0428***
	(2.32)	(0.08)	(3.94)
Sexe	-0.1427***	0.0943****	-0.1121***
	(-5.04)	(1.09)	(-4.05)
Age	0.0124**	0.0263*	0.0144***
	(2.41)	(1.82)	(3.14)
Age squarre	-0.0001**	-0.0002*	-0.0001***
	(-2.23)	(-1.67)	(-2.80)
Place of Residence	-0.0136****	0.0463*****	-0.0135****
	(-0.51)	(0.45)	(-0.49)
Observations	734	158	892

Source : author's own calculations based on 2012 survey 1-2-3

***p<0.01 ; **p<0.05; *p<0.1 ; ****p>0.1

( ) : refer to the z-values.

[9] Scaled from 0 to 10 where 0 expresses very bad quality and 10 the highest quality.

V. Conclusion

In the context of dualism sector-informal labour market and formal labour market, this study has assessed the impact of job quality on worker's well-being. Using the phase 1 of the 2012 national survey data 1-2-3, the preliminary results have shown that among 1,443 of the employees, 85.44% are working in informal sector whereas 14.56% in formal sector. Given its multidimensionnal characteristics, the job quality was measured by six components such as job security, existence of union, training, employer's support, worked hours and promotion. In terms of contribution of each dimension, the Multiple Component Analysis was applied and the finding has conducted us to select the three first components with 46%, 39% and 15% of contribution respectively on contructing the job quality index. On other side, the well-being was measured by worker's income and two classes-rich employee and poor employee-were created using the 2012 monetary threshold according to the place of residence.

Based on that the dependent variable (well-being) is binary, we estimated the logit model. Our results have revealed that the effect of job quality is significantly positive on worker's well-being in both cases workers from Informal Sector and all workers irrespectively of their sector. In formal sector, the evidence of the significant impact of job quality was statistically rejected. The main explanation of this finding can be imputed to the job quality level which is already high in formal sector compared to informal sector. Furthermore, for all workers, this result is a consequence of the dominant effect of the job quality on worker's well-being in informal sector on that in formal sector.

In view of above findings, there is a need of controlling and strengthening the job quality in informal sector for an increase in job security index by one unit, the probability that worker's well-being increases is 0.38.

Taking into account the dualism sector-which is the common stylized feature in Africa's labour market and more specifically in DR Congo-in analyzing the effect of job quality on worker's well-being is the main contribution of this study in this area. In our modest knowledge, there is no yet kind of this study neither in Africa nor in DR Congo. As a limit, the well-being was measured on one dimension, that is, the worker's income. Since Sen's works, it is suitable to combine both monetary and non-monetary approach in capturing the well-being.

References

Ariza-Montes, A., Giorgi, G., Hernández-Perlines, F., & Fiz-Perez, J. (2018). Decent Work as a Necessary Condition for Sustainable Well-Being. A Tale of Pi(i)gs and Farmers. *Sustainability*, 19p.

Bryson, A., Green, F., Bridges, S., & Craig, R. (2012). Well-being, Health and Work. *National Institute of Economic and Social Research, Discussion Paper No. 387*, 36p.

Cassar, L. (2010). Quality of Employment and Job satisfaction: Evidence from Chile. *Oxford Poverty and Human Development Initiaves, Research Paper:17a*, 19p.

Chen, W.-H., & Hou, F. (2018). The Effect of Unemployment on Life Satisfaction: A Cross-national Comparison Between Canada, Germany, the United Kingdom and the United States. *Analytical Studies Branch Research Paper Series*, 28p.

Esenaliev, D., & Ferguson, N. (2019). The impact of Job Quality on Well-being: Evidence from Kyrgyzstan. *Social Indicators Research* , 337–378.

Grunberg, L., Moore, S., Greenberg, E., & Sikora, P. (2008). The Changing Workplace and Its Effects. *The Journal of Applied Behavioral Science*, 215-235.

Mafini, c. (2014). The Relationship Between Job Satisfaction and Life Satisfaction: Empirical Evidence From LogisticsLogistics Practitioners In A South AfricaAfrican Steel-Making Company. *International Business & Economics Research Journal* , 453-462.

Mafini, C., & Dlodlo, N. (2014). The relation between extrinsic motivation, job satisfaction and life satisfaction among empoyee in public organisation. *SA Journal of Industrial Psychology*, 13p.

Mohamud, D., Mohamed, A., & BedelKhalif, H. (2017). Examining Factors affecting the Quality of Life of Lecturers: Case study from University of Somalian in Mogadishu. *International Journal of Advance Engineering and Research Development*, 1117-1124.

Moroc, A., & Bărnuțiu, O. (2019). Job Quality, Innovation and Employment – AStructural Equation Modeling on Regional Level. *International Journal of Innovation and Economic Development*, 54-65.

Muñoz de Bustillo, R., Fernández-Macías, E., Antón, J.-I., & Esteve, F. (2011). *Measuring More thant Money: The Social Economics of Job Quality.* Cheltenham: Edward Elgar.

Nichols, A., Mitchell, J., & Lindner, S. (2013). *Consequences of Long-Term Unemployment.* Washington: Urban Institute.

OECD. (2008). Handbook on Constructing Composite Indicators: Methodolgy and User Guide. *OECD publishing*, 162p.

OECD. (2013). How's life? 2013: Measuring Well-being,. *OECD Publishing*, 216p.

Osei-Bonsu, N. (2014). The Impact of Change Management on Job Satisfaction on Employee's in GHANA'S Banking Sector. *Problems of Management in the 21st Century* , 140-149.

Pablo, G. M., & Garcia, P. (2015). A web survey analysis of subjective well-being. *International Journal of Manpower*, 48-67.

Pharr, R., Moonie, S., & Bungum, J. (2012). The Impact of Unemployment on Mental and Physical Health, Access to Health Care and Health Risk Behaviors. *ISRN Public Health*, 7p.

Sivapragasam, P., & Raya, R. (2014). Exploring the Link between Job Quality and the Employee Well-being: An Empirical Study. *Asia-Pacific Journal of Management Research and Innovation*, 267-277.

Wanberg, R. (2012). The Individual Experience of Unemployment. *Annual Review of Psychology*, 369-396.

Warhurst, C., Wright, S., & Lyonette, C. (2017). Understanding and measuring job quality. *Research Report, CIPD*, 42p.

Western, M., & Tomaszewski, W. (2016). Subjective Wellbeing, Objective Wellbeing and Inequality in Australia. *PLoS ONE* , 20p.

Appendix

Job informality * Job security categorical

			Job security categorical		
			Low Job Security	High Job Security	Total
Job informality	Formel	Count	43	131	174
		% within Job informality	24,7%	75,3%	100,0%
	Informel	Count	991	36	1027
		% within Job informality	96,5%	3,5%	100,0%
Total		Count	1034	167	1201
		% within Job informality	86,1%	13,9%	100,0%

Job informality * Job quality index

			Job quality index_2		
			Low quality	High quality	Total
Job informality	Formel	Count	74	100	174
		% within Job informality	42,5%	57,5%	100,0%
	Informel	Count	984	34	1018
		% within Job informality	96,7%	3,3%	100,0%
Total		Count	1058	134	1192
		% within Job informality	88,8%	11,2%	100,0%

Job informalit y	Worked hours less than 45h	more than 45h	Total
Formal	110	59	169
	65.09	34.91	100.00
Informal	804	194	998
	80.56	19.44	100.00
Total	914	253	1,167
	78.32	21.68	100.00

Job informality	signed work contract: No	Yes	Total
Formal	62	113	175
	35.43	64.57	100.00
Informal	997	30	1,027
	97.08	2.92	100.00
Total	1,059	143	1,202
	88.10	11.90	100.00

.

Job informality	Paid leave: Yes	No	Total
Formal	25	150	175
	14.29	85.71	100.00
Informal	6	1,021	1,027
	0.58	99.42	100.00
Total	31	1,171	1,202
	2.58	97.42	100.00

Job informality	Health care: Yes	No	Total
Formal	11	164	175
	6.29	93.71	100.00
Informal	5	1,022	1,027
	0.49	99.51	100.00
Total	16	1,186	1,202
	1.33	98.67	100.00

Job |

informalit y	Social contribution Yes	No	Total
Formal	12	163	175
	6.86	93.14	100.00
Informal	7	1,020	1,027
	0.68	99.32	100.00
Total	19	1,183	1,202
	1.58	98.42	100.00

Job

informalit y	Eployer's support Yes	No	Total
Formal	6	169	175
	3.43	96.57	100.00
Informal	4	1,023	1,027
	0.39	99.61	100.00
Total	10	1,192	1,202
	0.83	99.17	100.00

Job

informalit y	Union membership Yes	No	Total
Formal	27	48	75
	36.00	64.00	100.00
Informal	6	11	17
	35.29	64.71	100.00
Total	33	59	92
	35.87	64.13	100.00