

Casual Labor Rate Guide for Outside PoCs

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Outside of Protection of Civilians camps (PoCs) in 2017, humanitarians in South Sudan faced increasing difficulty implementing projects in South Sudan because of varying casual labor rate demands in the field. Therefore, the ICWG gathered rates and labor roles from implementing partners to set new rates for field teams working outside of PoCs. Given that each intervention is different, this document is a guide for field staff to use as a starting point and budgeting tool. It is a living document and can be edited at any time based on feedback from implementing partners. Updated guides will be released at the beginning of each month.

NOTE: Rates are listed in USD in order to circumvent frequent rate changes resulting from SSP inflation; however, **payments should be made in SSP** using the exchange rate found in the labor assessment (step #1 below).

Instructions:

1. Conduct 1-day labor assessment in the community of intervention to better understand roles, rates, and exchange rate.
2. Based on #1, assess if the fixed rates in the Cost Guide below are reasonable in the community of intervention. Convert rates to SSP using the community exchange rates as assessed in Step #1.
3. If the teams conclude that the community may not accept the rates provided, use this Considerations Table – and the comments in the Cost Guide – to guide negotiations and mitigate risks.

Considerations Table	
Consideration	Amount*
CCCM/ PoC (places where common services are provided)	3-6 USD/day
Task complexity/strain/hazards	(varies)
Context-specific	(The CWG will compile a casual labor rate map of South Sudan.)
Food basket	3 USD/day meals (Juba); meals 179 USD/mo for family size 6
Former ICWG threshold for casual labor	10 USD/day
Independent organizations	(to be researched)
Labor wage assessment	(to be researched)
Market survey	(to be researched)
NGO salaries for national staff	(varies)
Private sector	(to be researched)
Supply/Demand of type of worker	
Teachers	40 USD/month
WFP Market assessments	(emailed from WFP monthly/quarterly)

Cost Guide

****To be converted to SSP****

Role ⁺	Rate (USD)* / Guiding notes
Category A	5.00
Cleaners	
Cooks	
Crowd Controllers	
Guard	

Water Carrier	
Latrine cleaner	Note: health hazards could increase the rate
Digging (per 1 m3)	Note: physical strain could increase the rate
Truck Loaders	Load 1 truck: 25 USD
Truck Off-Loaders	Off-load 1 carton: 1 USD
	Load/Offload 10 kg: 1 USD
	Off-load 1 truck : 40 USD
Distributors	
Splitters (for distribution items)	
Scooper	
Store Keeper	
Porters	1 Item: 1 USD
Brick laying	Depending on project, location
Category B	9.00
Assistant Mason	
Announcer/master of ceremony	
Road maintenance and rehabilitation	
Community Hygiene Promoter	
Temporary extension worker	
Community mobilizer	
Data Entry clerks	
Community Nutrition Workers	
Translator	
Category C	13.00
Enumerators	Depends on the complexity
Masonry Work	Depends on tasks, complexity
Carpenters	Depends on tasks, complexity
Food (FSL) Monitors	
Hygiene promoters	
Mother Support Groups	
Nurse	
Nurse Aide	
Nutrition Assistant	
Plumbers	Depends on tasks, complexity

+ Categories grouped by average rates provided by implementing partners; the numbers they provided were based on a combination of what rates they paid with how much was demanded of them by communities

*Reminder that rates must be converted to SSP using the community exchange rate assessed in Step #1