Our national survey of business owners served by microenterprise programs gives us a broad numeric picture of microenterprise jobs. In-depth interviews with 104 microenterprise workers help us get a more detailed picture of what those jobs are like. Is a median wage of $12.50 an hour enough? Does having a stable or flexible schedule provide sufficient balance to the lack of benefits? What do workers think about their opportunities for growth, their working environment, and other elements that make a job good? Are investments into microenterprise programs to support these jobs a good investment of philanthropic and public money? Take a look at the numbers …

A BROADER LOOK

Interviews conducted in 2012 with 1,757 business owners served by microenterprise programs show:

51% of microenterprises had paid workers, a mean of 1.8 paid workers per business.

$12 median and $18.50 mean hourly wage for paid workers.

54% made wages above the low-wage threshold.

53% of paid workers worked part time, or fewer than 35 hours a week.

WHAT WORKERS SAID

Highlights from 104 in-depth interviews:

63% made wages at or above President Obama’s proposed increase to the minimum wage.

48% of the workers reported hourly wages that exceeded the $11.73 low-wage threshold.

These jobs are important to economic security. 58% of workers noted that their salaries contributed more than 50% of total household income.

63% > $10.10/hour

Annual Job Compensation

<table>
<thead>
<tr>
<th></th>
<th>Median</th>
<th>Mean</th>
<th>Min</th>
<th>Max</th>
<th>$50.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly Wages</td>
<td>$12.50</td>
<td>$13.46</td>
<td>$3.39*</td>
<td></td>
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</tr>
</tbody>
</table>

44% of workers said that they were completely satisfied with their wages.

Contribution of Job to Household Income

<table>
<thead>
<tr>
<th></th>
<th>00%-25%</th>
<th>26%-50%</th>
<th>51%-75%</th>
<th>76%-100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>29%</td>
<td>13%</td>
<td>18%</td>
<td>40%</td>
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*Hourly wages were converted to 2010 dollars before being compared to the 2010 low-wage threshold of $11.73.

This fact sheet was prepared with data from MicroTracker, a project of FIELD at the Aspen Institute. It also highlights findings from a set of in-depth interviews with workers from Accion clients. The microbusinesses were located in five cities: New York, Miami, Chicago, Denver, and San Diego.
WHAT WORKERS SAID (continued)

Like many low-wage workers, relatively few of those interviewed received benefits such as paid time off and health insurance. However, they all noted they can take days off for personal reasons or due to illness without fear of losing their jobs. Some even noted an informal benefit policy that allowed them to receive pay for time they took off for sickness.

MANY WORKERS EXPLICITLY STATED A WILLINGNESS TO ACCEPT THE LEVEL OF WAGES AND BENEFITS IN RETURN FOR OTHER JOB ATTRIBUTES THEY FOUND IMPORTANT.

- 80% of workers say they have stable schedules and 87% say their schedules are flexible.
- 1/3 of workers cite their work environment and co-workers as the best part of their job.
- 67% see opportunities for growth at the microenterprise.
- 67% of workers 18-45 years old said they were interested in starting their own business.
- 29% work more than one job.
- 94% understood how their job directly contributed to the success of the business.

COSTS AND BENEFITS

THE COST BENEFIT ANALYSIS FOR MICROENTERPRISE DEVELOPMENT IS POSITIVE — $5 IN BENEFITS FOR EVERY $1 IN PROGRAM COSTS.

We calculate a cost benefit analysis for microenterprise programs based on: the change in business owner draw (personal or household compensation from the business) and wages paid to workers, compared to data on the expenses to programs that support microenterprises.

Our analysis of 689 businesses revealed these returns:

- 1.8 mean jobs per business, excluding the owner.
- 107% increase in net new jobs from intake to survey.
- $2,081 to $2,163 the cost of supporting a job for owners and workers.

For more information around microenterprise jobs, visit www.gainfuljobs.org.