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## Language, education and identity in Africa

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## Appendices

### Appendix – Chapter 3.4: Hierarchical clusters and dendrogram<sup>1</sup>

*Countries, number of ethnolinguistic groups, cluster membership*

Country	Country code	Number of groups	Cluster number(s)	Largest number of groups in one cluster:
Algeria	DZ	2	3b	2
Bénin	BJ	7	8c, 24a, 32	4
Botswana	BW	9	13	9
Burkina Faso	BF	3	17a	3
Burundi	BI	1	1a	1
Cameroon	CM	4	2c	4
Cape Verde	CV	1	2a	1
Côte d'Ivoire	CI	5	8b, 24b	4
Egypt	EG	1	3b	1
Eswatini	SZ	1	6a	1
Ghana	GH	5	25b, 30a	4
Guinea	GN	5	11a, 20b, 20d	2
Kenya	KE	11	16a, 26, 28, 31	5
Lesotho	LS	7	16b	7
Liberia	LR	12	9	12
Madagascar	MG	6	14a	6
Malawi	MW	7	15a, 20a	5
Mali	ML	7	17b, 25a, 27	4
Mauritius	MU	4	22	4
Morocco	MA	2	3b	2
Mozambique	MZ	10	3a, 5b, 18a, 35	4
Namibia	NA	5	18c	5
Niger	NE	4	21a	4
Nigeria	NG	6	6b, 11b, 33b	4
São Tomé and Príncipe	ST	1	5c	1

<sup>1</sup> This information has also been published in Pinxteren, Bert van (2020a).

Senegal	SN	3	20c	3
Sierra Leone	SL	6	15c, 20c	5
South Africa	ZA	13	7a, 12b, 12d	8
Sudan	SD	1	4	1
Tanzania	TZ	14	1b, 10a, 15b, 19b,	6
Togo	TG	8	8a, 8c, 24a	4
Tunisia	TN	1	7b	1
Uganda	UG	14	1a, 1c, 5a, 10b, 18b,	3
Zambia	ZM	4	2b, 12a, 12c, 33a	1
Zimbabwe	ZW	8	14b, 16c, 29a	6

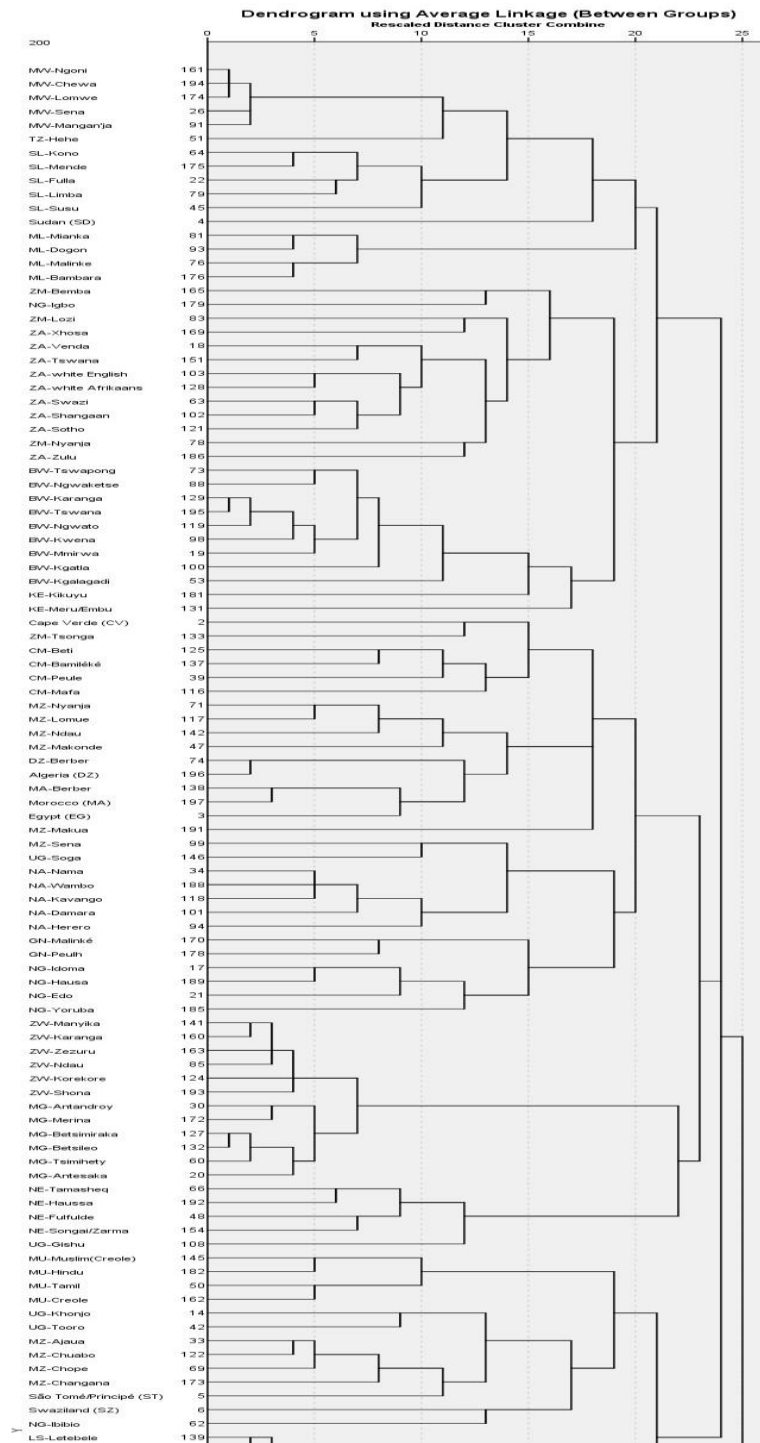
*Ethnolinguistic group clusters*

Cluster	Subcluster	Groups
1	1a	<b>Burundi</b> ; Kenya, Kalenjin; Uganda: Acholi, Ateso
	1b	Tanzania: Fipa, Makonde, Ngoni, Nyakyusa, Nyamwezi
	1c	Uganda: Ganda
2	2a	<b>Cape Verde</b>
	2b	Zambia: Tsonga
	2c	<b>Cameroon</b> : Bamiléké, Beti, Mafa, Peule
3	3a	Mozambique: Lomue, Ndau, Makonde, Nyanya
	3b	<b>Algeria</b> , Algeria-Berber; <b>Egypt</b> ; <b>Morocco</b> , Morocco-Berber
4		<b>Sudan</b>
5	5a	Uganda: Khonjo, Tooro
	5b	Mozambique: Ajaua, Chuabo, Chope, Changana
	5c	<b>São Tomé/Príncipe</b>
6	6a	<b>Eswatini</b>
	6b	Nigeria: Ibibio
7	7a	South Africa: "Coloured" Afrikaans, "Coloured" English, Indian, Pedi
	7b	<b>Tunisia</b>
8	8a	Togo: Ben (Mola), Kabye, Nawdem (Losso), Tem
	8b	Côte d'Ivoire: Akan, Gur, Mandé-Sud, Mandé-Nord
	8c	Benin: Beriba, Ditanari, Peulh, Yao; Togo: Lama
9		<b>Liberia</b> : Bassa, Gio, Gola, Grebo, Krahn, Kissi, Kpelle, Kru, Lorma, Mandingo, Mano, Vai
10	10a	Tanzania: Gogo, Ha, Haya, Iraqw, Sambia, Sukuma
	10b	Uganda: Alur

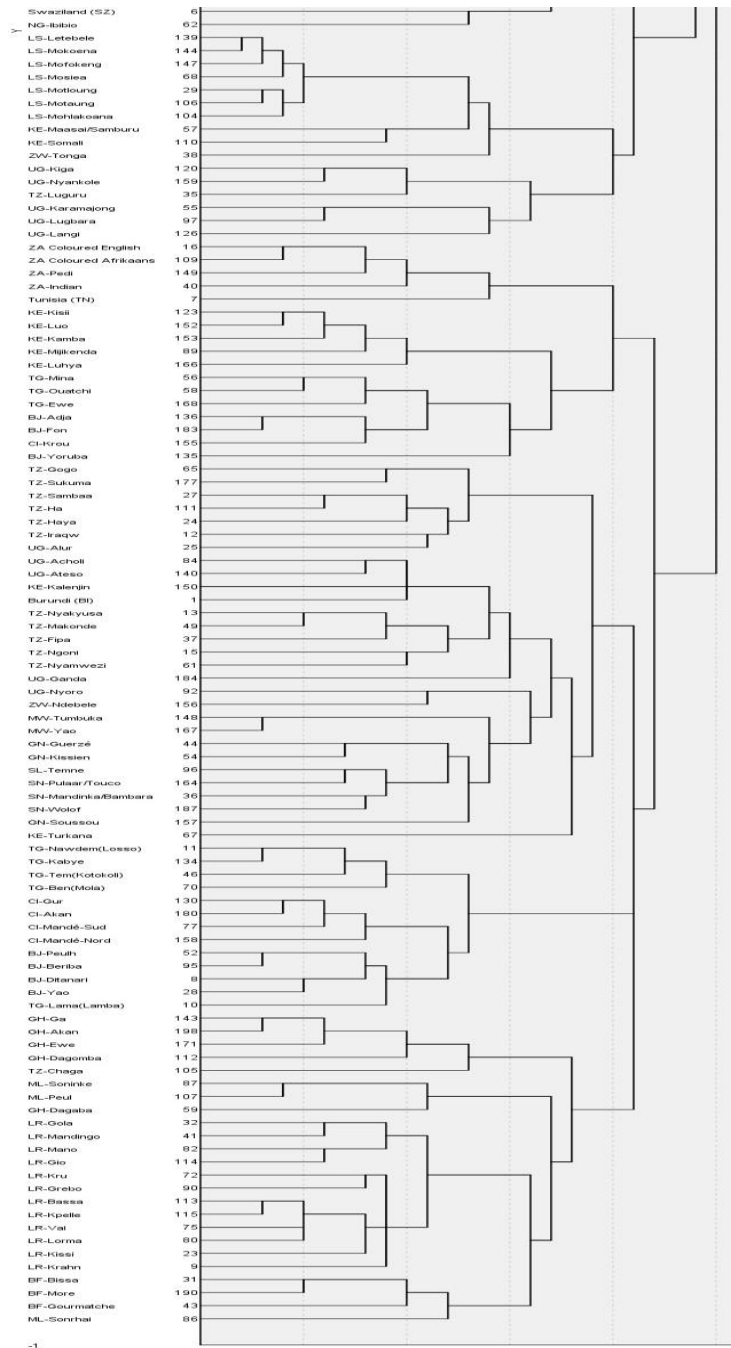
11	11a	Guinea: Malinké, Peulh
	11b	Nigeria: Edo, Hausa, Idoma, Yoruba
12	12a	Zambia: Lozi
	12b	South Africa: Shangaan, Sotho, Swazi, Tswana, Venda, "White" Afrikaans, "White" English, Xhosa
	12c	Zambia: Nyanja
	12d	South Africa: Zulu
13		<b>Botswana:</b> Karanga, Kgalagadi, Kgatla, Kwena, Mmirwa, Ngwaketse, Ngwato, Tswana, Tswapong
14	14a	<b>Madagascar:</b> Antandroy, Antesaka, Betsileo, Betsimaraka, Merina, Tsimihety
	14b	Zimbabwe: Karanga, Korekore, Manyika, Nda, Shona, Zezuru
15	15a	Malawi: Chewa, Lomwe, Mangan'ja, Ngoni, Sena
	15b	Tanzania: Hehe
	15c	Sierra Leone: Fulla, Limba, Kono, Mende, Susu
16	16a	Kenya: Maasai/Samburu, Somali
	16b	<b>Lesotho:</b> Letebele, Mofokeng, Mohlakoana, Mokoena, Mosiea, Motaung, Motloung
	16c	Zimbabwe: Tonga
17	17a	<b>Burkina Faso:</b> Bissa, Gourmatche, More
	17b	Mali: Sonrhai
18	18a	Mozambique: Sena
	18b	Uganda: Soga
	18c	<b>Namibia:</b> Damara, Herero, Kavango, Nama, Wambo
19	19a	Uganda: Kiga, Nyankole
	19b	Tanzania: Luguru
20	20a	Malawi: Tumbuka, Yao
	20b	Guinea: Guerzé, Kissien
	20c	<b>Senegal:</b> Mandinka/Bambara, Pulaar/Toucouleur, Wolof; Sierra Leone: Temne
	20d	Guinea: Soussou
21	21a	<b>Niger:</b> Fulfulde, Hausa, Songai/Zarma, Tamasheq
	21b	Uganda: Gishu
22		<b>Mauritius:</b> Creole, Hindu, Muslim(Creole), Tamil
23		Uganda: Karamajong, Langi, Lugbara
24	24a	Benin: Adja, Fon; Togo: Ewe, Mina, Ouatchi
	24b	Côte d'Ivoire: Krou

260 Language, Education and Identity in Africa

25	25a	Mali: Peul, Soninke
	25b	Ghana: Dagaba
26		Kenya: Turkana
27		Mali: Bambara, Dogon, Malinke, Mianka
28		Kenya: Kamba, Kisii, Luo, Luhya, Mijikenda
29	29a	Zimbabwe: Ndebele
	29b	Uganda: Nyoro
30	30a	Ghana: Akan, Dagomba, Ewe, Ga
	30b	Tanzania: Chaga
31		Kenya: Meru/Embu
32		Benin: Yoruba
33	33a	Zambia: Bemba
	33b	Nigeria: Igbo
34		Kenya: Kikuyu
35		Mozambique: Makua



## 262 Language, Education and Identity in Africa



## Appendix – Chapter 3.5 - a: scores per country and per ethnolinguistic group

The data for Ethiopia and Rwanda are taken from the analysis of the World Values Survey data.

Country/ethnolinguistic group	'Fix vs Flex'	IVR	IDV	PDI
<b>Algeria</b>	96	30	65	61
Algeria-Berber	96	11	69	65
<b>Benin</b>	72	33	96	86
Benin-Adja	79	43	78	88
Benin-Beriba	77	31	87	74
Benin-Ditanari	77	4	88	74
Benin-Fon	78	56	95	84
Benin-Peulh	78	12	88	78
Benin-Yao	82	4	88	70
Benin-Yoruba	84	33	93	76
<b>Botswana</b>	51	22	65	71
Botswana-Karanga	52	15	68	72
Botswana-Kgalagadi	96	-4	60	68
Botswana-Kgatla	47	30	59	71
Botswana-Khurutshe	72	14	73	75
Botswana-Kwena	77	13	72	73
Botswana-Mmirwa	45	18	70	77
Botswana-Morolong	95	17	73	69
Botswana-Ngwaketse	73	11	58	66
Botswana-Ngwato	36	15	62	72
Botswana-Sarwa	96	-16	57	63
Botswana-Tswana	49	28	66	71
Botswana-Tswapong	44	9	59	73
<b>Burkina Faso</b>	79	20	79	69
Burkina Faso -Fulfulde	76	48	68	60
Burkina Faso-Bissa	51	5	77	74
Burkina Faso-Gourmatche	71	11	56	73
Burkina Faso-Gourounsi	71	40	95	85
Burkina Faso-Marka	74	2	95	70
Burkina Faso-More	78	11	75	67
<b>Burundi</b>	106	9	93	76
<b>Cameroon</b>	85	52	70	68

<b>Country/ethnolinguistic group</b>	<b>'Fix vs Flex'</b>	<b>IVR</b>	<b>IDV</b>	<b>PDI</b>
Cameroon-Bamileké	77	53	76	72
Cameroon-Bassa	77	41	72	70
Cameroon-Beti	84	71	72	64
Cameroon-Kapsiki	100	59	57	50
Cameroon-Mafa	96	18	69	71
Cameroon-Peule	120	42	95	61
<b>Cape Verde</b>	51	37	59	61
<b>Côte d'Ivoire</b>	82	38	78	68
CdI-Akan	80	25	94	67
CdI-Gur	73	10	78	67
CdI-Krou	73	38	69	76
CdI-Mandé-Nord	79	5	79	67
CdI-Mandé-Sud	72	19	91	68
<b>Egypt</b>	98	6	65	63
<b>Ethiopia</b>	60	37	64	
<i>Ethiopia-Amharic</i>	63	49	62	
<i>Ethiopia-Gurage</i>	73	49	55	
<i>Ethiopia-Oromo</i>	58	50	68	
<i>Ethiopia-Sidama</i>	56	30	58	
<i>Ethiopia-Tigrinya</i>	69	52	72	
<b>Ghana</b>	106	72	87	89
Ghana-Akan	108	84	89	90
Ghana-Dagaba	101	58	86	74
Ghana-Dagomba	98	39	84	86
Ghana-Ewe	114	79	94	70
Ghana-Frafra	91	37	71	77
Ghana-Ga	100	77	90	86
Ghana-Gonja	75	44	82	86
Ghana-Kusaal	77	72	85	65
<b>Guinea</b>	73	39	94	75
Guinea-Guerzé	96	55	86	78
Guinea-Kissien	92	49	75	69
Guinea-Malinké	73	20	84	70
Guinea-Peulh	84	15	75	89
Guinea-Soussou	50	15	82	86
<b>Kenya</b>	80	29	67	69
Kenya-Kalenjin	75	37	94	71

<b>Country/ethnolinguistic group</b>	<b>'Fix vs Flex'</b>	<b>IVR</b>	<b>IDV</b>	<b>PDI</b>
Kenya-Kamba	83	29	60	72
Kenya-Kikuyu	51	29	70	70
Kenya-Kisii	74	60	67	77
Kenya-Luhya	76	65	66	71
Kenya-Luo	81	37	67	78
Kenya-Maasai/Samburu	71	40	66	71
Kenya-Meru/Embu	67	11	53	68
Kenya-Mijikenda	50	20	48	74
Kenya-Somali	108	29	64	60
Kenya-Turkana	78	14	64	65
<b>Lesotho</b>	94	-1	58	69
Lesotho-Letebele	82	0	56	72
Lesotho-Mofokeng	77	-4	60	67
Lesotho-Mohlakoana	116	-11	59	70
Lesotho-Mokoena	77	12	55	70
Lesotho-Mosiea	74	-7	59	63
Lesotho-Motaung	75	12	51	72
Lesotho-Motlounng	107	-20	55	68
<b>Liberia</b>	73	31	78	87
Liberia-Bassa	96	34	75	76
Liberia-Belle	40	37	67	87
Liberia-Gbandi	51	38	96	91
Liberia-Gio	71	36	78	87
Liberia-Gola	91	42	83	88
Liberia-Grebo	46	63	91	88
Liberia-Kissi	66	21	60	87
Liberia-Kpelle	80	22	91	87
Liberia-Krahn	49	48	70	85
Liberia-Kru	77	61	74	87
Liberia-Lorma	48	43	96	88
Liberia-Mandingo	72	43	92	87
Liberia-Mano	71	29	82	87
Liberia-Vai	78	53	76	91
<b>Malagasy</b>	42	30	58	78
<b>Malawi</b>	45	41	65	72
Malawi-Chewa	35	51	62	71
Malawi-Lomwe	48	56	64	71

<b>Country/ethnolinguistic group</b>	<b>'Fix vs Flex'</b>	<b>IVR</b>	<b>IDV</b>	<b>PDI</b>
Malawi-Mangan'ja	77	53	70	70
Malawi-Ngoni	50	32	61	75
Malawi-Sena	44	56	62	66
Malawi-Tumbuka	50	40	76	65
Malawi-Yao	50	69	64	73
<b>Mali</b>	82	29	92	87
Mali-Bambara	83	48	82	87
Mali-Bozo	75	60	76	88
Mali-Dogon	72	29	94	87
Mali-Malinke	81	32	88	88
Mali-Mianka	81	12	74	85
Mali-Peul	75	29	96	87
Mali-Senufo	107	31	95	86
Mali-Soninke	78	36	84	88
Mali-Sonrhai	71	11	54	88
<b>Mauritius</b>	108	44	76	73
Mauritius-Creole	110	20	93	68
Mauritius-Hindu	111	24	77	76
Mauritius-Muslim(Creole)	111	30	76	89
Mauritius-Tamil	122	40	76	78
<b>Morocco</b>	75	0	66	62
Morocco-Berber	113	-15	60	55
<b>Mozambique</b>	79	22	51	63
Mozambique-Ajaua	21	-10	54	46
Mozambique-Bitonga	105	52	61	53
Mozambique-Changana	91	31	61	54
Mozambique-Chope	73	49	63	52
Mozambique-Chuabo	79	-3	38	52
Mozambique-Lomue	65	0	34	49
Mozambique-Makonde	100	-2	60	55
Mozambique-Makua	73	15	58	51
Mozambique-Ndau	73	-8	53	51
Mozambique-Nyanja	66	-22	27	48
Mozambique-Sena	82	-4	49	50
<b>Namibia</b>	76	-2	76	74
Namibia-Damara	74	8	70	68
Namibia-Herero	100	-8	77	72

<b>Country/ethnolinguistic group</b>	<b>'Fix vs Flex'</b>	<b>IVR</b>	<b>IDV</b>	<b>PDI</b>
Namibia-Kavango	70	-8	96	75
Namibia-Nama	77	-2	74	65
Namibia-Wambo	78	-4	77	76
<b>Niger</b>	73	2	93	72
Niger-Fulfulde	71	11	72	68
Niger-Haussa	71	7	92	75
Niger-Kanuri	83	-7	72	76
Niger-Songai/Zarma	78	-3	88	76
Niger-Tamasheq	98	-12	74	78
<b>Nigeria</b>	90	59	78	89
Nigeria-Edo	71	47	71	88
Nigeria-Efik	93	62	71	63
Nigeria-Hausa	97	59	71	87
Nigeria-Ibibio	74	66	77	76
Nigeria-Idoma	98	62	73	75
Nigeria-Igbo	97	67	94	89
Nigeria-Ijaw	99	55	59	71
Nigeria-Nupe	135	23	78	101
Nigeria-Urhobo	78	56	92	89
Nigeria-Yoruba	99	67	86	88
<b>Rwanda</b>	84	46	66	87
<b>São Tomé and Príncipe</b>	82	61	68	60
<b>Senegal</b>	73	37	69	69
Senegal-Diola	79	19	73	73
Senegal-Mandinka/Bambara	75	44	61	88
Senegal-Pulaar/Toucouleur	76	26	69	71
Senegal-Wolof	70	47	69	69
<b>Sierra Leone</b>	104	62	94	68
Sierra Leone-Fulla	99	47	88	63
Sierra Leone-Kono	74	21	72	46
Sierra Leone-Limba	112	48	84	75
Sierra Leone-Mende	96	60	97	61
Sierra Leone-Susu	121	87	74	71
Sierra Leone-Temne	113	70	95	76
<b>South Africa</b>	78	34	56	86
South Africa Coloured-Afr	74	34	49	87
South Africa Coloured-English	82	60	42	87

<b>Country/ethnolinguistic group</b>	<b>'Fix vs Flex'</b>	<b>IVR</b>	<b>IDV</b>	<b>PDI</b>
South Africa-Black	75	38	58	86
South Africa-Indian	78	68	56	89
South Africa-Pedi	77	29	49	88
South Africa-Shangaan	83	39	60	87
South Africa-Sotho	72	33	64	88
South Africa-Swazi	68	34	53	89
South Africa-Tswana	51	29	55	78
South Africa-Venda	51	37	60	87
South Africa-white-Afrikaans	72	73	53	88
South Africa-white-English	52	88	47	89
South Africa-Xhosa	79	40	59	78
South Africa-Zulu	74	37	56	74
<b>Eswatini</b>	77	29	71	72
<b>Tanzania</b>	107	35	73	75
Tanzania_Zigua	98	20	67	76
Tanzania-Chaga	102	24	74	85
Tanzania-Fipa	72	26	95	72
Tanzania-Gogo	135	6	62	75
Tanzania-Ha	115	12	69	86
Tanzania-Haya	95	54	78	73
Tanzania-Hehe	100	-5	63	68
Tanzania-Iraqw	77	54	79	77
Tanzania-Luguru	144	-29	62	60
Tanzania-Makonde	109	25	75	84
Tanzania-Mwera	121	6	95	86
Tanzania-Ngoni	92	2	77	74
Tanzania-Nyakyusa	95	38	94	76
Tanzania-Nyamwezi	102	10	59	77
Tanzania-Nyiha	91	17	92	74
Tanzania-Pare	109	53	71	77
Tanzania-Sambaa	121	17	77	72
Tanzania-Sukuma	123	29	71	87
<b>Togo</b>	84	37	82	72
Togo-Adja	66	47	82	67
Togo-Ben(Mola)	75	-5	88	68
Togo-Ewe	74	73	91	73
Togo-lfe(Ana)	80	68	82	75

<b>Country/ethnolinguistic group</b>	<b>'Fix vs Flex'</b>	<b>IVR</b>	<b>IDV</b>	<b>PDI</b>
Togo-Iposso	74	59	95	68
Togo-Kabye	72	38	86	68
Togo-Lama(Lamba)	82	26	82	69
Togo-Mina	66	68	93	87
Togo-Nawdem(Losso)	71	35	83	67
Togo-Ouatchi	74	53	93	86
Togo-Tem(Kotokoli)	79	35	91	68
<b>Tunisia</b>	51	68	63	88
<b>Uganda</b>	74	27	70	66
Uganda-Acholi	69	30	74	68
Uganda-Alur	97	-5	72	65
Uganda-Ateso	49	11	91	67
Uganda-Ganda	68	37	72	66
Uganda-Gishu	83	17	73	72
Uganda-Karamajong	97	-5	58	61
Uganda-Khonjo	97	11	64	64
Uganda-Kiga	131	-9	57	69
Uganda-Langi	73	23	75	71
Uganda-Lugbara	84	-3	73	65
Uganda-Nyankole	103	0	62	71
Uganda-Nyoro	73	5	93	63
Uganda-Soga	71	47	73	62
Uganda-Tooro	94	11	64	70
<b>Zambia</b>	104	32	65	75
Zambia-Bemba	104	36	68	71
Zambia-Kaonde	97	39	66	78
Zambia-Lala	126	41	54	71
Zambia-Lozi	104	29	66	85
Zambia-Namwanga	124	83	66	76
Zambia-Ngoni	78	14	52	88
Zambia-Nyanja	101	35	56	89
Zambia-Tsonga	103	39	66	75
<b>Zimbabwe</b>	101	37	77	72
Zimbabwe-Ndebele	93	28	79	71
Zimbabwe-Shona	102	29	76	73
Zimbabwe-Tonga	107	-1	71	64

## **Appendix - Chapter 3.5 - b: technical information on the analysis**

For the analysis, the latent variable (the Hofstede/Minkov dimension) is taken as a given and variables in the new data set are sought that correlate in larger or smaller measure with these dimensions. They are then given different weights (somewhat comparable to factor analysis), with a view to maximising the correlation.

Variables may correlate with a dimension in an imperfect way: it could be that, for example, lower values are structurally too low or too high. In order to (partly) compensate for that, it is possible to assign different weighing factors to different parts of the scale at the variable level. In addition, it is possible that the scale that results from combining the constituent variables shows a similar imperfection that can be (partly) compensated by assigning different weighing factors to different parts of the scale. These weights are given below.

However, before any of this can be done, it is important to first get a data set with as large a number of overlapping countries or groups as possible. For the Afrobarometer data and the published Hofstede/Minkov data, that is not directly possible: the number of overlapping countries is not more than a handful, and that only for the dimension of IVR. Therefore, an indirect approach was necessary, using the World Values Survey as intermediary step. World Values Survey data are appropriate, because there are between 31 and 47 countries for which both World Values Survey data and Hofstede/Minkov scores are available.

This led to a four step – approach:

- 1) replicating the Hofstede/Minkov dimensions in the WVS data for overlapping countries;<sup>1</sup>
- 2) using this replication for calculating scores for countries and ethnolinguistic groups for which no Hofstede/Minkov dimension data are available yet;
- 3) replicating this information in the Afrobarometer data for overlapping countries and groups; and lastly,
- 4) using this replication for calculating scores for new countries and ethnolinguistic groups.

For the dimensions of PDI, MAS, UAI and IVR, I used as starting point the scores as normalized to a range between zero and 100 as published on the website of Geert Hofstede.<sup>2</sup> For IDV and Fixed versus Flexible (LTO), the latest data are based on a new study done by Minkov et al in 54 countries. I used the factor scores as published in Minkov et al (2017) and (2018a).

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<sup>1</sup> Compared to Hofstede/Minkov, I have reversed the scores for IDV and Fix-Flex (LTO), making for better scale alignment (i.e. extreme scores all oriented towards the same end of the scale).

<sup>2</sup> <http://geerthofstede.com/wp-content/uploads/2016/08/6-dimensions-for-website-2015-12-08-0-100.xls> retrieved 13 February 2018

A detailed description of steps 1 and 2 is available from the author, but it is basically the same as that followed for steps 3 and 4, detailed below. In these steps, it turned out to be possible to correlate four out of the six Hofstede/Minkov dimensions to data from WVS, at correlations  $r$  of between .87 and .90, all with  $p < 0.001$ . These were the dimensions of Fixed versus Flexible (LTO), IVR, IDV and PDI. Unfortunately, it was not possible to establish clear correlations between WVS data and the MAS and UAI dimensions. Step three led to information on between 29 and 41 countries or ethnolinguistic groups that are included both in the WVS data and in Afrobarometer round 6 data. In order to distinguish ethnolinguistic groups the same method was used as that employed in the previous section.

#### **Fixed versus Flexible (or LTO)**

There are 41 countries and ethnolinguistic groups that are both in the WVS and in the Afrobarometer survey with sufficient sample sizes.

It turned out to be possible to construct a scale for this dimension based on ten Afrobarometer questions:

- Q4b. Your present living conditions
- Q10a. How often felt unsafe walking in neighbourhood
- Q26b. Citizens avoid criticizing government
- Q35. Opposition parties examine government vs. cooperate
- Q42b. People must obey the law
- Q52k. Trust traditional leaders
- Q69a. Who responsible: MPs do jobs
- Q69c. Who responsible: president does job
- Q71a. People can fight corruption
- Q75a. Right or wrong: not paying for the government services

Those who feel less safe walking in the neighbourhood also tend to be less 'fixed'. On the other hand, those who are more 'fixed' are more likely to disapprove not paying for government services. Conceptually, it seems that those who are more 'fixed' seem to feel more secure as part of the community and place a higher absolute value on community norms. These Afrobarometer items seem to measure this.

The best individual correlation between a question and the index was Q75a,  $r = .56$ . The lowest correlation was with Q42b,  $r = -.01$ . However, removing that question from the set gave lower overall correlations. The correlation that was achieved between the WVS-derived data and the Afrobarometer data was .87,  $p < 0.001$ .

Theoretically, it is of course possible that adding new countries will lead to scores that are outside of the zero to 100 range. For LTO, this is what happened. Several countries show as being outside this range. In the Afrobarometer data, country scores above 100 were registered for Ghana (106), Mauritius (108), Sierra Leone (104), Tanzania (107), Zambia (104) and Zimbabwe (101). The

highest-scoring ethnolinguistic group were the Lala of Zambia, with a score of 126.<sup>3</sup>

### **Indulgence versus Restraint (IVR)**

There are 42 countries and ethnolinguistic groups that are both in the WVS and in the Afrobarometer survey with sufficient sample sizes.

It turned out to be possible to construct a scale for IVR based on three questions:

- Q4a. Country's present economic condition
- Q5. Your living conditions vs. others
- Q38. President free to act vs. obey the laws and courts

Those who are more indulgent tend to be more optimistic about their own living conditions, but less optimistic about the economy as a whole.

The best individual correlation between a question and the index was Q4a,  $r = -.57$ . The lowest correlation was Q38,  $r = -.28$ . Removing that question from the set and replacing it by other questions gave lower overall correlations. The correlation that was achieved was .91,  $p < 0.001$ .

Whereas for 'Fixed versus Flexible' the top part of the scale was too low (leading to scores of above 100), the reverse was true for IVR. Several African countries show as more restrained than what can be shown at the minimum of the scale: Namibia scored -2. Again, this effect was stronger at the ethnolinguistic group level. The lowest score was for the Luguru of Tanzania, with a score of -29.

### **Individualism versus Collectivism (IDV)**

As with 'Fix vs Flex' (LTO), there are 41 countries and ethnolinguistic groups that are both in the WVS and in the Afrobarometer survey with sufficient sample sizes.

It turned out to be possible to construct a scale based on four questions:

- Q10a. How often felt unsafe walking in neighbourhood
- Q26d. Citizens request personal assistance from elected leaders
- Q52k. Trust traditional leaders
- Q89e. Neighbours: immigrants and foreign workers

Statistically, comparing many countries, IDV and PDI are related, although the two scores can be different from each other in individual countries. Like with PDI, in more collectivist countries citizens expect personal assistance from leaders more (Q26d). They place more trust in traditional leaders (Q52k). Who their neighbours are is more important to them (Q89e).

The best individual correlation between a question and the WVS scale was Q89e,  $r = .73$ . The lowest correlation was Q52k,  $r = -.44$ . The correlation that was achieved was .92,  $p < 0.001$ .

### **Power Distance Index (PDI)**

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<sup>3</sup> Sample size is minimal,  $n=39$

For PDI, there are 29 countries and ethnolinguistic groups that are both in the WVS and in the Afrobarometer survey with sufficient sample sizes.

It turned out to be possible to construct a scale based on seven questions:

- Q3. Overall direction of the country
- Q26d. Citizens request personal assistance from elected leaders
- Q26f. Citizens agree with community on political issues
- Q37. Parliament makes laws vs. president does
- Q68a. Performance: President
- Q69c. Who responsible: president does job
- Q75a. Right or wrong: not paying for the government services

Conceptually, there seems to be a clear relationship between these questions and PDI. Groups that value power distance more seem to be more inclined to expect personal assistance from leaders. They are less inclined to hold the President responsible for not doing his job.

The best individual correlation between a question and the WVS scale was Q37,  $r = -.71$ . The lowest correlation was Q75a  $r = -.02$ . The correlation achieved was .89,  $p < 0.001$ .

Not every question was asked in every country. In case of missing values, I used a value for my calculation that was taken from the country or ethnolinguistic group that scored the most similar on all the other questions relevant for that dimension. This same value was then used for all ethnolinguistic groups from that country. This means that the scores for certain dimensions in a few countries should be treated with some caution.

Specifically, this concerns:

- Burkina Faso, Mozambique, Eswatini and Tunisia for PDI;
- Algeria, Cape Verde, Egypt, Mauritius, São Tomé and Sudan for IDV;
- Cape Verde, Mauritius, Mozambique, São Tomé and Príncipe and Eswatini for 'Fix versus Flex'.

For all these countries there was only one missing value, with the exception of 'Fix versus Flex' for Eswatini, for which there were three missing values.

In most cases, the scores on the individual variables are the statistical mean for that variable, as calculated in SPSS. Raw scores were calculated by multiplying the scores with their weights and then taking the average. The general formula for converting these scores to a range that fits with a scale running from zero to 100 is:

$$S_{Dim} = Min_{ref} + ((R - Min_{raw})/F)$$

In this formula,  $S_{Dim}$  stands for the score on a particular dimension;  $Min_{ref}$  stands for the minimum Hofstede/Minkov score for the range of countries and groups that overlap (meaning either the overlap between Hofstede/Minkov countries and the WVS countries, or the overlap between WVS countries and ethnolinguistic groups and Afrobarometer countries and ethnolinguistic groups).  $R$  stands for the raw score.  $Min_{raw}$  is the lowest raw score for the range of countries and groups that overlap.

$F$  in this formula is  $\Delta_{raw}/\Delta_{ref}$ , where  $\Delta_{raw}$  is the difference between the highest and the lowest value in the range of raw scores for overlapping countries and groups and  $\Delta_{ref}$  is the difference between the highest and lowest value in the range of Hofstede/Minkov or WVS scores for overlapping countries and groups.

The Hofstede scores are already in a zero to 100 range. The Minkov scores were converted to that same range.

The effect of this is that the minimum WVS score on any dimension is equal to the minimum score on that dimension in the overlapping group of countries for which I have a Hofstede/Minkov score.

Each score was then multiplied by a final factor, depending on its position in relation to one or more tipping points for the scale of that dimension.

In some cases, I preferred to reverse the scale. There,  $S_{Dim} = 100 - (R - Min_{raw})/F$ .

The table below shows which Afrobarometer round 6 variables were included and the weight given to the variables. Column 1 shows the variable. For every dimension, column TP shows the 'tipping point' for those variables where this is applicable: values above this point were multiplied by the factor in column W1, values at or below with the factor in column W2.

Dim:	'Fix vs Flex'			IVR			IDV			PDI		
Var:	W1	W2	TP	W1	W2	TP	W1	W2	TP	W1	W2	TP
Q3										-2.00	-1.00	1.60
Q4a				1.30	1.40	1.90						
Q4b	0.50											
Q5				-1.75								
Q10a	2.00	2.50	1.30				-1.15					
Q26b	-1.50											
Q26d							-1.30			-3.10		
Q26f										0.25		
Q35	2.25											
Q37										-2.70	-4.10	2.30
Q38				0.60								
Q42b	1.00											
Q52k	-0.50						-0.25					
Q68a										-0.75	1.00	2.70
Q69a	2.00											
Q69c	-0.80	-0.30	2.10							-6.00		
Q71a	1.00											
Q75a	-2.50									4.10	3.80	2.50
Q89e							0.40	0.30	2.70			

*Variable weights and tipping points*

The table below gives the scale tipping points and the weights, used after the calculation of the raw scores.

	'Fix vs Flex'		IVR		IDV		PDI	
	TP	W	TP	W	TP	W	TP	W
>	90	1	55	0.95	87	0.94	86	1.01
>	81	0.87	38	0.75	82	1.11	81	1.04
>	61	1.05	28	1.00				
remaining		0.85		1.75		0.97		0.97

*Scale tipping points and weights*

### Appendix - Chapter 3.6: Full list of country scores used and their sources

The country scores for Africa are those given in chapter 3.5. Scores for Ethiopia and Rwanda (in bold) have been calculated from World Values Survey data. The scores in *italic* (for the non-African countries) are the latest Minkov factor scores for the LTO and IDV dimensions, recalculated to a scale from zero to 100. The scores for the IVR and PDI dimensions are taken from the Hofstede website.<sup>4</sup> However, compared to Hofstede/Minkov, I have reversed the scores for IDV and LTO (Fix-Flex), making for better scale alignment (i.e. extreme scores all oriented towards the same end of the scale).

Africa	Dimension			
	LTO	IVR	IDV	PDI
Benin	72	33	96	86
Burundi	106	9	93	76
Botswana	51	22	65	71
Burkina Faso	79	20	79	69
Cameroon	85	52	70	68
Cape Verde	51	37	59	61
Côte d'Ivoire	82	38	78	68
Ethiopia	<b>60</b>	<b>37</b>	<b>64</b>	
Ghana	106	72	87	89
Guinea	73	39	94	75
Kenya	80	29	67	69
Lesotho	94	-1	58	69
Liberia	73	31	78	87
Malagasy	42	30	58	78
Malawi	45	41	65	72
Mali	82	29	92	87
Mauritius	108	44	76	73
Mozambique	79	22	51	63
Namibia	76	-2	76	74
Nigeria	90	59	78	89
Rwanda	<b>84</b>	<b>46</b>	<b>66</b>	<b>87</b>
São Tomé and Príncipe	82	61	68	60
Senegal	73	37	69	69

<sup>4</sup> <https://geerthofstede.com/wp-content/uploads/2016/08/6-dimensions-for-website-2015-12-08-0-100.xls> accessed 11 May 2020.

Sierra Leone	104	62	94	68
South Africa	78	34	56	86
Eswatini	77	29	71	72
Tanzania	107	35	73	75
Togo	84	37	82	72
Uganda	74	27	70	66
Zambia	104	32	65	75
Zimbabwe	101	37	77	72
Arab region				
Algeria	96	30	65	61
Egypt	98	6	65	63
Morocco	75	0	66	62
Tunisia	51	68	63	88
Iraq		17		
Jordan		43		
Asia				
China	22	24	45	80
Hong Kong	8	17	40	68
India	48	26	60	77
Indonesia	38	38	86	78
Iran	86	40	59	58
Japan	0	42	30	54
Kyrgyzstan		39		
Malaysia	52	57	57	100
Pakistan	50	0	86	55
Philippines	52	42	65	94
Singapore	32	46	45	74
South Korea	13	29	33	60
Taiwan	13	49	48	58
Thailand	32	45	64	64
Turkey	63	49	42	66
Vietnam	43	35	80	70
Europe				
Azerbaijan		22		
Belarus		15		

## 278 Language, Education and Identity in Africa

Cyprus		70		
Estonia	18	16	40	40
Finland	62	57	37	33
France	37	48	29	68
Georgia		32		
Germany	41	40	17	35
Hungary	42	31	20	46
Italy	39	30	24	50
Moldova		19		
Netherlands	32	68	0	38
Norway	65	55	31	31
Poland	50	29	42	68
Romania	66	20	42	90
Russia	41	20	43	93
Serbia	48	28	75	86
Slovenia	51	48	73	71
Spain	51	44	26	57
Sweden	47	78	10	31
Switzerland	26	66	32	34
Ukraine	47	14	36	
United Kingdom	49	69	11	35
Latin America				
Argentina	69	62	40	49
Brazil	70	59	50	69
Chile	85	68	40	63
Colombia	92	83	56	67
Mexico	75	97	52	81
Peru	93	46	63	64
Trinidad and Tobago	87	80	84	47
Uruguay	74	53	64	61