



REPUBLIC OF MAURITIUS

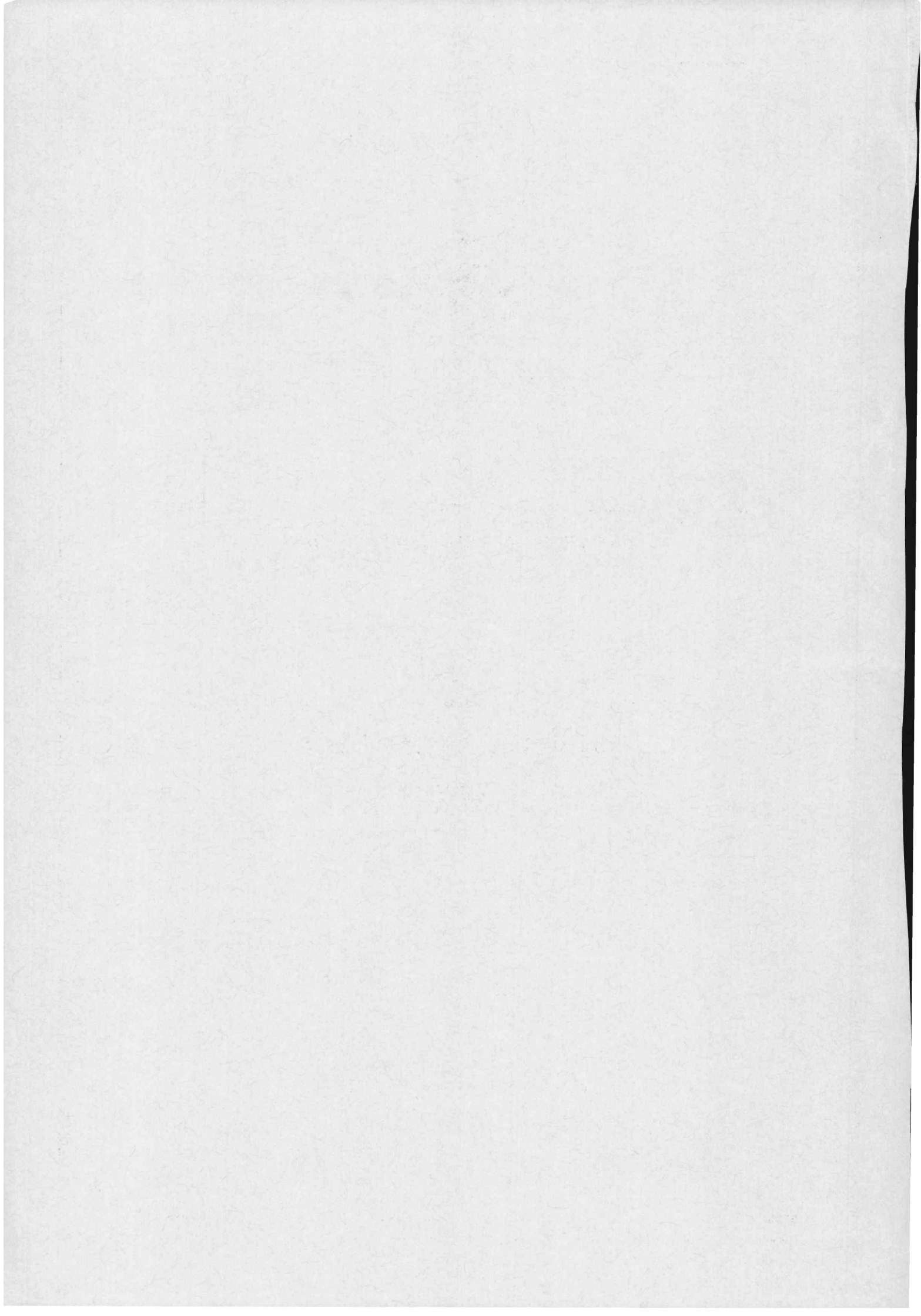
Ministry of Economic Development, Financial Services and Corporate Affairs

CENTRAL STATISTICAL OFFICE

Digest
OF
LABOUR STATISTICS
2000

March 2001

(Price Rs. 100.00)



Ministry of Economic Development, Financial Services and Corporate Affairs

CENTRAL STATISTICAL OFFICE

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OF
LABOUR STATISTICS
2000



FOREWORD

This is the seventh issue of the Digest of Labour Statistics, a regular publication of the Central Statistical Office. This digest seeks to bring together data relating to labour force, employment and unemployment for the Republic of Mauritius for the year 2000. Updated corresponding data for previous years are also given for comparison purposes.

Chapter 1 presents a set of estimates of labour force, employment and unemployment worked out on the basis of data obtained at the 1990 Population Census, the 1995 Labour Force Sample Survey and other enquiries carried out by the Central Statistical Office. These data refer to the middle of the years mentioned.

Data from the March 2000 Survey of Employment and Earnings, given in chapter 2, show the level of employment and earnings in large establishments.

The third chapter gives an analysis of the September 1999 Survey of Employment, Earnings and Hours of work. Occupational wage rates and average hours of work in different sectors of the economy are worked out on the basis of data collected from a sample of large establishments. Wage rate indices with base year 1992 are also presented.

Copies of the various questionnaires used in the surveys are given in the appendix. It is to be noted that the reference period as well as the coverage of the various surveys described are not the same. Please refer to explanatory notes preceding each chapter.

It is hoped that the statistics published in this report will be helpful to the public in general and to planners and policy makers in particular.

To all organisations, both public and private, which have provided information enabling the computation of these statistics, grateful acknowledgment is expressed herewith.

(H. Bundhoo)

Director of Statistics

Central Statistical Office

Ministry of Economic Development, Financial Services and Corporate Affairs

Port Louis, Mauritius

March 2001

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CHAPTER 1

Chapter 1

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT YEAR 2000

1. INTRODUCTION

This publication consists of a set of estimates of labour force, employment and unemployment. All the data presented here relate to the Republic of Mauritius (including Rodrigues) and are mid-year estimates. Figures for the year 2000 are provisional, and those for 1999 are revised estimates.

2. COVERAGE

The population considered in estimating the size of the Mauritian labour force comprises all Mauritian residents aged 12 years and above.

Employment figures comprise employment in large establishments, that is, those employing 10 or more persons, as well as employment outside the large establishments. Own-account workers are covered in employment outside the large establishments. To show a complete picture of the total size of the workforce, foreigners working on contractual basis in Mauritius have also been included.

3. SOURCES OF DATA

Estimates of labour force (total of all persons at work as well as those looking for work) have been worked out using activity rates derived from the 1995 Labour Force Sample Survey (LFSS) and annual mid-year estimates of population size by age group.

Mid-year estimates of employment in large establishments are averages of the March and September figures obtained from the recurrent surveys of employment and earnings carried out by the office. Employment in establishments other than those covered by the recurrent surveys has been estimated on the basis of (i) the 1995 Labour Force Sample Survey, (ii) the 1997 Census of Economic Activities in small establishments, (iii) administrative records of permits and licenses and (iv) area under cultivation in the agricultural sector.

4. LABOUR FORCE

The size of the Mauritian labour force is estimated by applying age-sex specific activity rates to the population figures. These rates have been worked out on the basis of data available from the 1995 LFSS (Table 1.1).

The total labour force (including 14,600 foreigners) is estimated at 542,000 at mid-2000, showing an increase of 11,300 (2.1%) over the 1999 figure of 530,700. The male labour force stood at 352,400 while the female labour force numbered 189,600, showing respectively increases of 5,900 (1.7%) and 5,400 (2.9%) from their levels in 1999. Table 1.2 gives further details by age group since 1998.

5. EMPLOYMENT LEVEL

Total employment has increased by 4,000 (0.8%) over the 1999 figure of 495,800, to reach 499,800 in 2000. Foreign workers numbering 14,600 in 2000 and 12,900 in 1999 are included in the estimates.

Total male employment is estimated to have increased by 0.3%, that is, from 331,700 in 1999 to 332,800 in 2000. Female employment grew by 1.8% to reach 167,000 as compared to 164,100 estimated for 1999 (Table 1.3).

Employment level in large establishments decreased by 400 (0.1%) from 297,400 in 1999 to 297,000 in 2000.

Estimates of employment outside the large establishments indicate an increase of 4,400 (2.2%) workers in 2000. The number of persons engaged in that sector rose from 198,400 in 1999 to reach 202,800 in 2000 (Table 1.4).

6. UNEMPLOYMENT

The number of unemployed persons (those not working but looking for work) was obtained as the difference of the estimated total number of persons working in the different sectors and the total labour force. This estimate stood at 42,200 (19,600 males and 22,600 females) at mid-2000. The unemployment rate (number of unemployed persons as a percentage of the Mauritian labour force) was estimated at 8.0% in 2000, the rates being 5.6% for males and 12.6 % for females (Table 1.5).

Table 1.1 - Activity rates by age-group and sex , 1998 - 2000

| Age (years) | MALE | | | FEMALE | | |
|----------------|------|------|------|--------|------|------|
| | 1998 | 1999 | 2000 | 1998 | 1999 | 2000 |
| 12 - 14 | 5.1 | 4.3 | 4.2 | 2.0 | 1.5 | 1.4 |
| 15 - 19 | 34.0 | 31.7 | 31.1 | 19.9 | 18.4 | 18.0 |
| 20 - 24 | 88.1 | 86.9 | 85.9 | 51.2 | 51.5 | 51.6 |
| 25 - 29 | 95.5 | 95.5 | 95.6 | 46.6 | 47.1 | 47.4 |
| 30 - 34 | 96.6 | 96.8 | 97.0 | 49.0 | 50.0 | 50.6 |
| 35 - 39 | 97.1 | 97.3 | 97.5 | 57.2 | 58.5 | 59.3 |
| 40 - 44 | 96.6 | 96.8 | 97.0 | 54.6 | 55.8 | 56.5 |
| 45 - 49 | 95.6 | 95.8 | 96.0 | 47.6 | 48.6 | 49.3 |
| 50 - 54 | 92.7 | 92.9 | 93.1 | 40.0 | 40.8 | 41.4 |
| 55 - 59 | 84.4 | 84.7 | 85.0 | 30.8 | 31.4 | 31.7 |
| 60 - 64 | 36.2 | 36.6 | 37.0 | 9.5 | 9.5 | 9.5 |
| 65 - 69 | 26.9 | 27.0 | 27.0 | 7.4 | 7.4 | 7.4 |
| 70 - 74 | 14.1 | 14.0 | 14.0 | 3.0 | 3.0 | 3.0 |
| 75 and above | 10.1 | 9.8 | 9.8 | 0.9 | 0.9 | 0.9 |
| 12 and above | 74.2 | 74.3 | 74.6 | 37.2 | 37.8 | 38.2 |
| 15 and above | 78.8 | 78.9 | 79.2 | 39.4 | 40.0 | 40.5 |

Table 1.2 - Labour force by age group and sex , 1998 - 2000 (in thousands)

| Age (years) | MALE | | | FEMALE | | |
|------------------------|-------|-------|-------|--------|-------|-------|
| | 1998 | 1999 | 2000 | 1998 | 1999 | 2000 |
| 12 - 14 | 1.5 | 1.2 | 1.2 | 0.5 | 0.4 | 0.4 |
| 15 - 19 | 19.4 | 17.5 | 16.3 | 11.1 | 9.9 | 9.1 |
| 20 - 24 | 47.1 | 47.9 | 48.7 | 26.6 | 27.7 | 28.7 |
| 25 - 29 | 45.1 | 46.2 | 46.4 | 20.6 | 21.5 | 22.0 |
| 30 - 34 | 51.7 | 50.4 | 49.8 | 24.8 | 24.6 | 24.3 |
| 35 - 39 | 48.2 | 50.0 | 50.8 | 27.2 | 28.7 | 29.6 |
| 40 - 44 | 41.4 | 42.6 | 44.4 | 22.6 | 23.9 | 25.0 |
| 45 - 49 | 35.0 | 36.6 | 37.2 | 17.4 | 18.4 | 19.0 |
| 50 - 54 | 22.8 | 23.9 | 25.6 | 10.5 | 11.2 | 12.0 |
| 55 - 59 | 14.2 | 15.3 | 16.2 | 5.8 | 6.3 | 6.7 |
| 60 - 64 | 5.4 | 5.3 | 5.5 | 1.6 | 1.6 | 1.7 |
| 65 - 69 | 2.9 | 3.0 | 3.1 | 1.0 | 1.0 | 1.0 |
| 70 - 74 | 1.3 | 1.3 | 1.3 | 0.4 | 0.4 | 0.4 |
| 75 and above | 0.8 | 0.9 | 0.9 | 0.1 | 0.1 | 0.1 |
| Mauritian labour force | 336.8 | 342.1 | 347.4 | 170.2 | 175.7 | 180.0 |
| Foreign labour force | 3.7 | 4.4 | 5.0 | 6.3 | 8.5 | 9.6 |
| Total labour force | 340.5 | 346.5 | 352.4 | 176.5 | 184.2 | 189.6 |

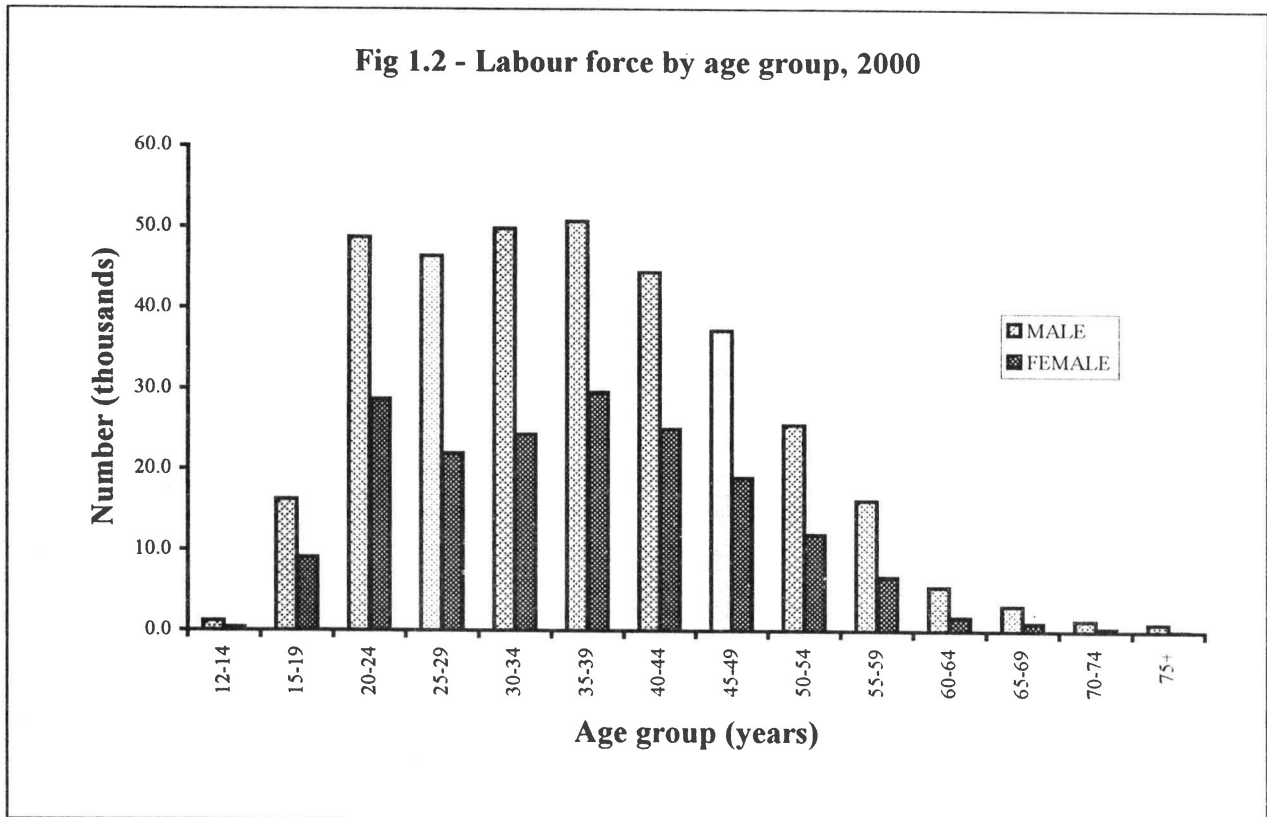
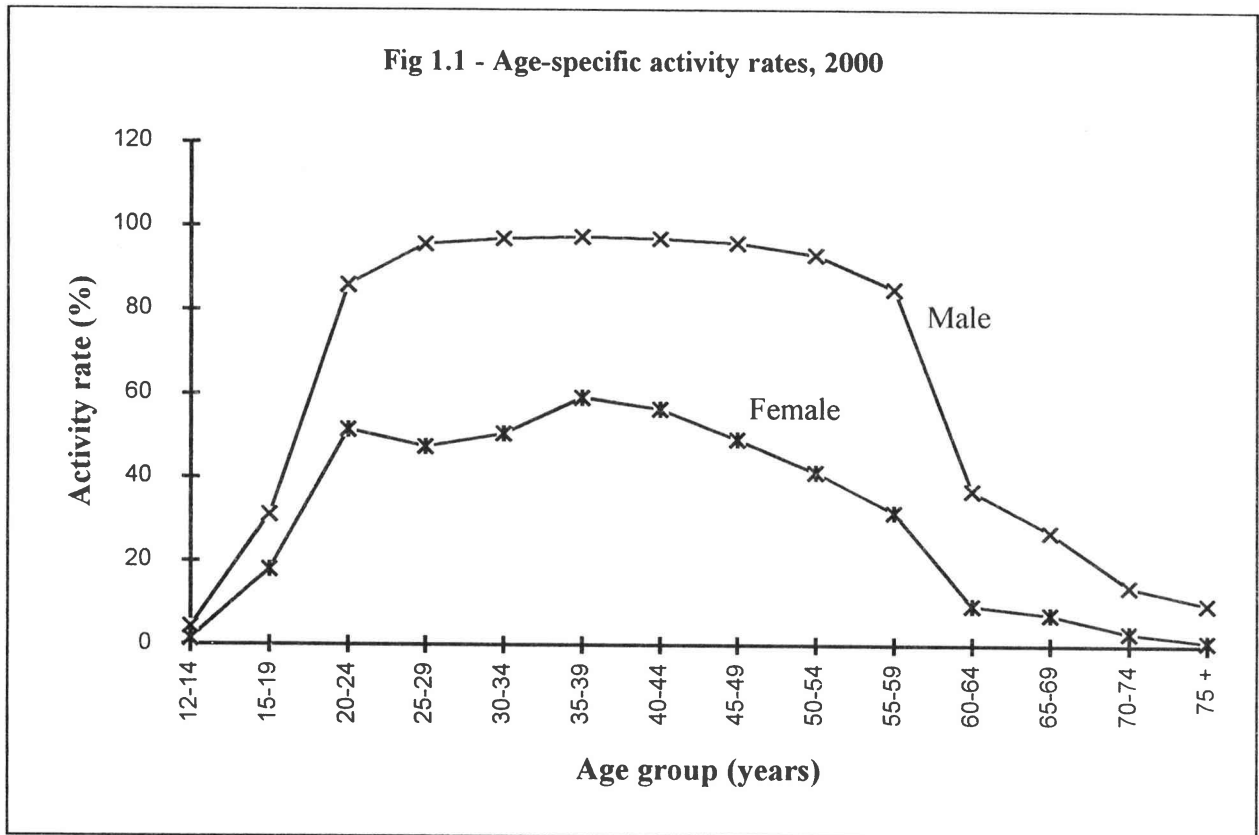


Table 1.3 - Employment¹ by industry and sex, 1997 - 2000

| Industry | 1997 | | | 1998 | | | 1999 ² | | | 2000 ³ | | |
|---|-------------------------|-------------------------|--------------------------|-------------------------|-------------------------|--------------------------|--------------------------|--------------------------|---------------------------|--------------------------|--------------------------|---------------------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) |
| Agriculture & fishing of which sugar cane | 43.5 (24.6) | 15.8 (9.3) | 59.3 (33.9) | 42.2 (23.5) | 15.5 (9.2) | 57.7 (32.7) | 41.0 (22.3) | 14.3 (8.6) | 55.3 (30.9) | 40.3 (21.6) | 14.0 (7.7) | 54.3 (29.3) |
| Mining & quarrying | 1.3 | 0.1 | 1.4 | 1.3 | 0.1 | 1.4 | 1.3 | 0.1 | 1.4 | 1.3 | 0.1 | 1.4 |
| Manufacturing of which sugar EPZ | 70.3 (4.3) (25.4) | 66.4 (0.1) (55.9) | 136.7 (4.4) (81.3) | 74.1 (4.0) (27.7) | 69.9 (0.1) (59.0) | 144.0 (4.1) (86.7) | 75.3 (3.86) (29.5) | 72.5 (0.04) (60.8) | 147.8 (3.90) (90.3) | 75.3 (3.33) (29.1) | 72.5 (0.04) (60.2) | 147.8 (3.37) (89.3) |
| Electricity & water | 3.1 | 0.2 | 3.3 | 3.1 | 0.2 | 3.3 | 3.0 | 0.2 | 3.2 | 2.9 | 0.2 | 3.1 |
| Construction | 36.6 | 0.2 | 36.8 | 36.6 | 0.2 | 36.8 | 37.4 | 0.2 | 37.6 | 37.2 | 0.3 | 37.5 |
| Wholesale & retail trade, restaurants & hotels | 52.5 | 22.8 | 75.3 | 54.8 | 24.5 | 79.3 | 56.9 | 26.4 | 83.3 | 58.9 | 28.1 | 87.0 |
| Transport, storage, & communication | 27.1 | 2.8 | 29.9 | 27.1 | 3.0 | 30.1 | 27.6 | 3.1 | 30.7 | 27.9 | 3.3 | 31.2 |
| Financing, insurance, real estate & business services | 10.8 | 5.2 | 16.0 | 11.2 | 5.6 | 16.8 | 11.9 | 5.6 | 17.5 | 12.1 | 5.9 | 18.0 |
| Community, social and personal services of which : Central government Local government | 74.7 (43.4) (5.1) | 39.6 (12.6) (0.7) | 114.3 (56.0) (5.8) | 74.9 (43.3) (4.8) | 40.4 (13.2) (0.8) | 115.3 (56.5) (5.6) | 75.3 (43.1) (5.0) | 41.6 (13.5) (0.8) | 116.9 (56.6) (5.8) | 74.9 (42.1) (5.3) | 42.5 (13.5) (0.8) | 117.4 (55.6) (6.1) |
| Activities n.e.c | 2.4 | 0.1 | 2.5 | 2.4 | 0.1 | 2.5 | 2.0 | 0.1 | 2.1 | 2.0 | 0.1 | 2.1 |
| Total | 322.3 | 153.2 | 475.5 | 327.7 | 159.5 | 487.2 | 331.7 | 164.1 | 495.8 | 332.8 | 167.0 | 499.8 |

¹ Employment figures include foreign workers² Revised³ Provisional

Table 1.4 - Employment¹ by industry and size of establishment, 1997 - 2000

| Industry | 1997 | | | 1998 | | | 1999 ² | | | 2000 ³ | | |
|--|--------------------------|------------------------|--------------------------|--------------------------|------------------------|--------------------------|--------------------------|------------------------|--------------------------|--------------------------|------------------------|--------------------------|
| | Large | Other | Total | Large | Other | Total | Large | Other | Total | Large | Other | Total |
| | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) | (thousands) |
| Agriculture & fishing of which sugar cane | 32.8 (29.3) | 26.5 (4.6) | 59.3 (33.9) | 31.1 (28.0) | 26.6 (4.7) | 57.7 (32.7) | 29.3 (26.5) | 26 (4.4) | 55.3 (30.9) | 28.1 (25.0) | 26.2 (4.3) | 54.3 (29.3) |
| Mining & quarrying | 0.2 | 1.2 | 1.4 | 0.2 | 1.2 | 1.4 | 0.2 | 1.2 | 1.4 | 0.2 | 1.2 | 1.4 |
| Manufacturing of which sugar EPZ | 105.9 (4.4) (79.9) | 30.8 (0.0) (1.4) | 136.7 (4.4) (81.3) | 112.2 (4.1) (85.3) | 31.8 (0.0) (1.4) | 144.0 (4.1) (86.7) | 114.8 (3.9) (88.7) | 33.0 (0.0) (1.6) | 147.8 (3.9) (90.3) | 114.0 (3.4) (87.7) | 33.8 (0.0) (1.6) | 147.8 (3.4) (89.3) |
| Electricity & water | 3.3 | 0.0 | 3.3 | 3.3 | 0.0 | 3.3 | 3.2 | 0.0 | 3.2 | 3.1 | 0.0 | 3.1 |
| Construction | 9.4 | 27.4 | 36.8 | 8.9 | 27.9 | 36.8 | 9.1 | 28.5 | 37.6 | 9.1 | 28.4 | 37.5 |
| Wholesale & retail trade, restaurants & hotels | 26.3 | 49.0 | 75.3 | 27.9 | 51.4 | 79.3 | 28.8 | 54.5 | 83.3 | 30.3 | 56.7 | 87.0 |
| Transport, storage & communication | 15.1 | 14.8 | 29.9 | 14.9 | 15.2 | 30.1 | 14.9 | 15.8 | 30.7 | 14.8 | 16.4 | 31.2 |
| Financing, insurance, real estate & business services | 13.0 | 3.0 | 16.0 | 13.6 | 3.2 | 16.8 | 14.1 | 3.4 | 17.5 | 14.6 | 3.4 | 18.0 |
| Community, social and personal services | 79.3 (56.0) | 35.0 (0.0) | 114.3 (56.0) | 80.1 (56.5) | 35.2 (0.0) | 115.3 (56.5) | 80.9 (56.6) | 36.0 (0.0) | 116.9 (56.6) | 80.7 (55.6) | 36.7 (0.0) | 117.4 (55.6) |
| of which : Central government Local government | (5.8) | (0.0) | (5.8) | (5.6) | (0.0) | (5.6) | (5.8) | (0.0) | (5.8) | (6.1) | (0.0) | (6.1) |
| Activities n.e.c | 2.5 | 0.0 | 2.5 | 2.5 | 0.0 | 2.5 | 2.1 | 0.0 | 2.1 | 2.1 | 0.0 | 2.1 |
| Total | 287.8 | 187.7 | 475.5 | 294.7 | 192.5 | 487.2 | 297.4 | 198.4 | 495.8 | 297.0 | 202.8 | 499.8 |

¹ Employment figures include foreign workers² Revised³ Provisional

Fig 1.3 - Employment by size of establishment and sex, 1992-2000

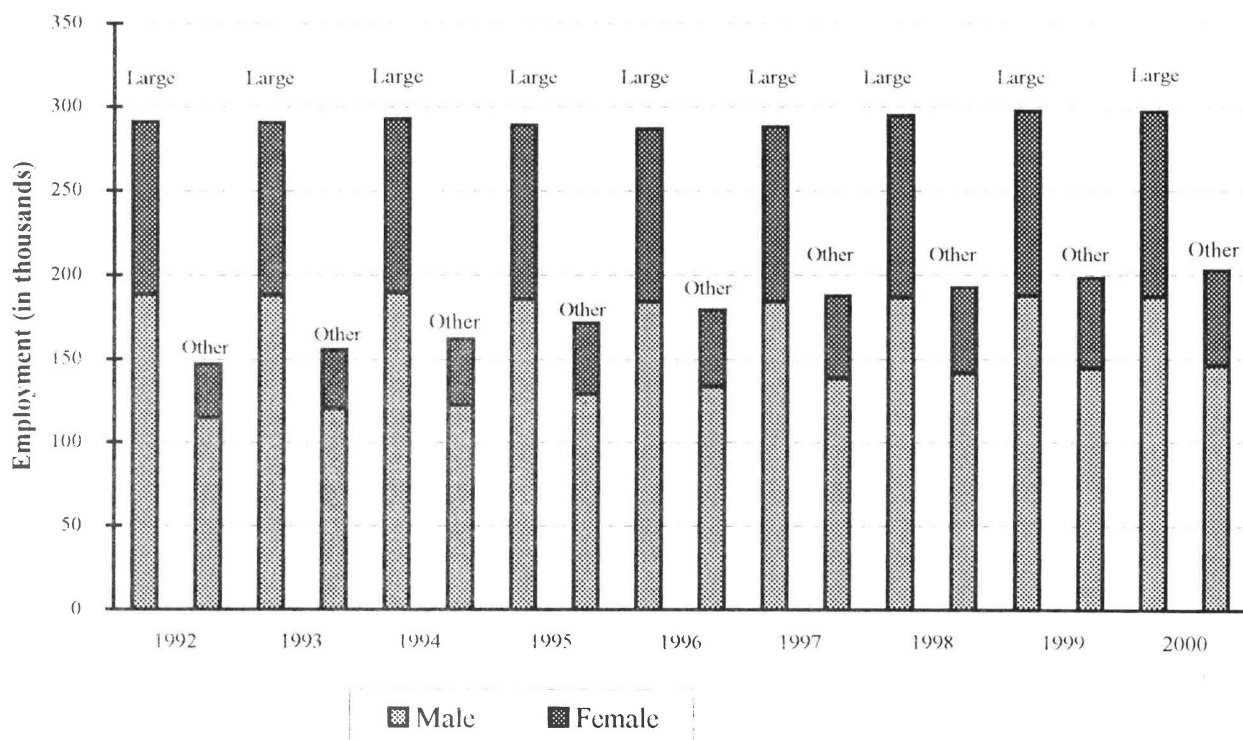


Fig 1.4 - Employment by industry, 2000

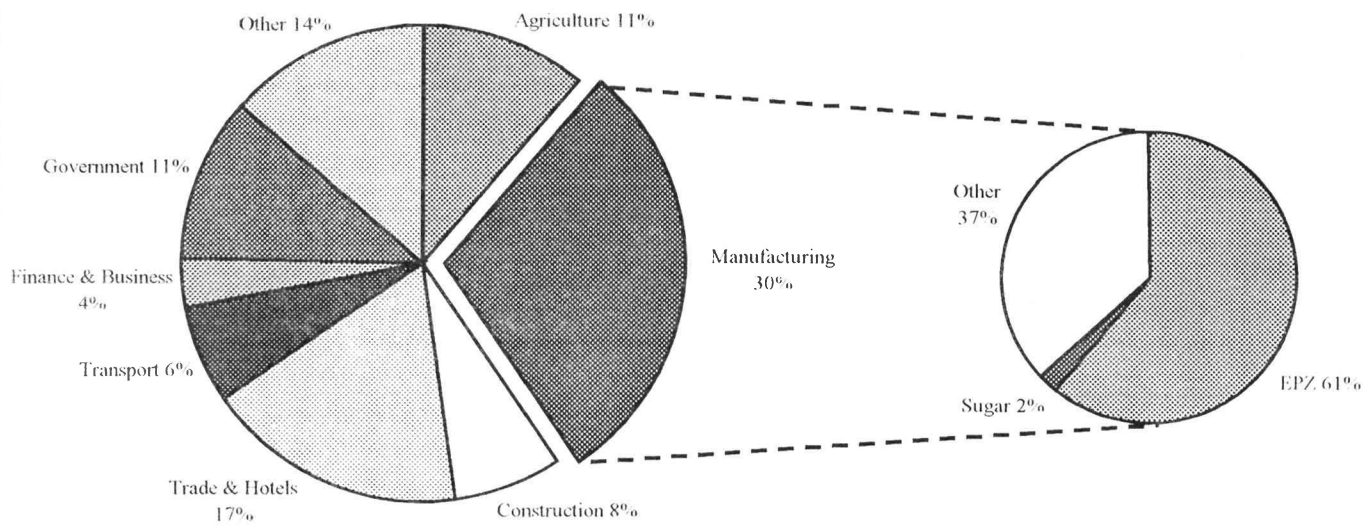


Table 1.5 - Labour force, Employment and Unemployment, 1992 - 2000 (thousands)

| Year | Labour force | | | Employment ¹ | | | Unemployment | |
|-------------------|--------------|-----------------|-------|--------------------------------------|------------------------------|-------|--------------|-----------------------|
| | Mauritian | Foreign workers | Total | in large establishments ² | outside large establishments | Total | Number | Rate ³ (%) |
| Both sexes | | | | | | | | |
| 1992 | 448.8 | 4.1 | 452.9 | 291.0 | 146.9 | 437.9 | 15.0 | 3.3 |
| 1993 | 457.0 | 6.9 | 463.9 | 290.5 | 155.4 | 445.9 | 18.0 | 3.9 |
| 1994 | 467.5 | 8.3 | 475.8 | 292.7 | 162.1 | 454.8 | 21.0 | 4.5 |
| 1995 | 475.0 | 9.8 | 484.8 | 289.2 | 171.3 | 460.5 | 24.3 | 5.1 |
| 1996 | 484.6 | 8.2 | 492.8 | 286.8 | 179.2 | 466.0 | 26.8 | 5.5 |
| 1997 | 496.2 | 8.6 | 504.8 | 287.8 | 187.7 | 475.5 | 29.3 | 5.9 |
| 1998 | 507.0 | 10.0 | 517.0 | 294.7 | 192.5 | 487.2 | 29.8 | 5.9 |
| 1999 | 517.8 | 12.9 | 530.7 | 297.4 | 198.4 | 495.8 | 34.9 | 6.7 |
| 2000 | 527.4 | 14.6 | 542.0 | 297.0 | 202.8 | 499.8 | 42.2 | 8.0 |
| Male | | | | | | | | |
| 1992 | 309.8 | 3.4 | 313.2 | 188.4 | 114.8 | 303.2 | 10.0 | 3.2 |
| 1993 | 313.8 | 4.9 | 318.7 | 187.9 | 119.8 | 307.7 | 11.0 | 3.5 |
| 1994 | 318.6 | 5.2 | 323.8 | 189.6 | 122.2 | 311.8 | 12.0 | 3.8 |
| 1995 | 321.7 | 5.6 | 327.3 | 185.7 | 128.5 | 314.2 | 13.1 | 4.1 |
| 1996 | 326.0 | 4.2 | 330.2 | 184.4 | 133.2 | 317.6 | 12.6 | 3.9 |
| 1997 | 331.7 | 3.7 | 335.4 | 184.3 | 138.0 | 322.3 | 13.1 | 3.9 |
| 1998 | 336.8 | 3.7 | 340.5 | 186.4 | 141.3 | 327.7 | 12.8 | 3.8 |
| 1999 | 342.1 | 4.4 | 346.5 | 187.7 | 144.0 | 331.7 | 14.8 | 4.3 |
| 2000 | 347.4 | 5.0 | 352.4 | 187.0 | 145.8 | 332.8 | 19.6 | 5.6 |
| Female | | | | | | | | |
| 1992 | 139.0 | 0.7 | 139.7 | 102.6 | 32.1 | 134.7 | 5.0 | 3.6 |
| 1993 | 143.2 | 2.0 | 145.2 | 102.6 | 35.6 | 138.2 | 7.0 | 4.9 |
| 1994 | 148.9 | 3.1 | 152.0 | 103.1 | 39.9 | 143.0 | 9.0 | 6.0 |
| 1995 | 153.3 | 4.2 | 157.5 | 103.5 | 42.8 | 146.3 | 11.2 | 7.3 |
| 1996 | 158.6 | 4.0 | 162.6 | 102.4 | 46.0 | 148.4 | 14.2 | 9.0 |
| 1997 | 164.5 | 4.9 | 169.4 | 103.5 | 49.7 | 153.2 | 16.2 | 9.8 |
| 1998 | 170.2 | 6.3 | 176.5 | 108.3 | 51.2 | 159.5 | 17.0 | 10.0 |
| 1999 | 175.7 | 8.5 | 184.2 | 109.7 | 54.4 | 164.1 | 20.1 | 11.4 |
| 2000 | 180.0 | 9.6 | 189.6 | 110.0 | 57.0 | 167.0 | 22.6 | 12.6 |

Note: 2000 figures are provisional

1999 figures are revised estimates

¹ Includes foreign workers² Average of March and September figures³ Unemployment total as a percentage of Mauritian labour force

Fig 1.5 - Mauritian Population aged 12 years and above by activity status, 1992 and 2000

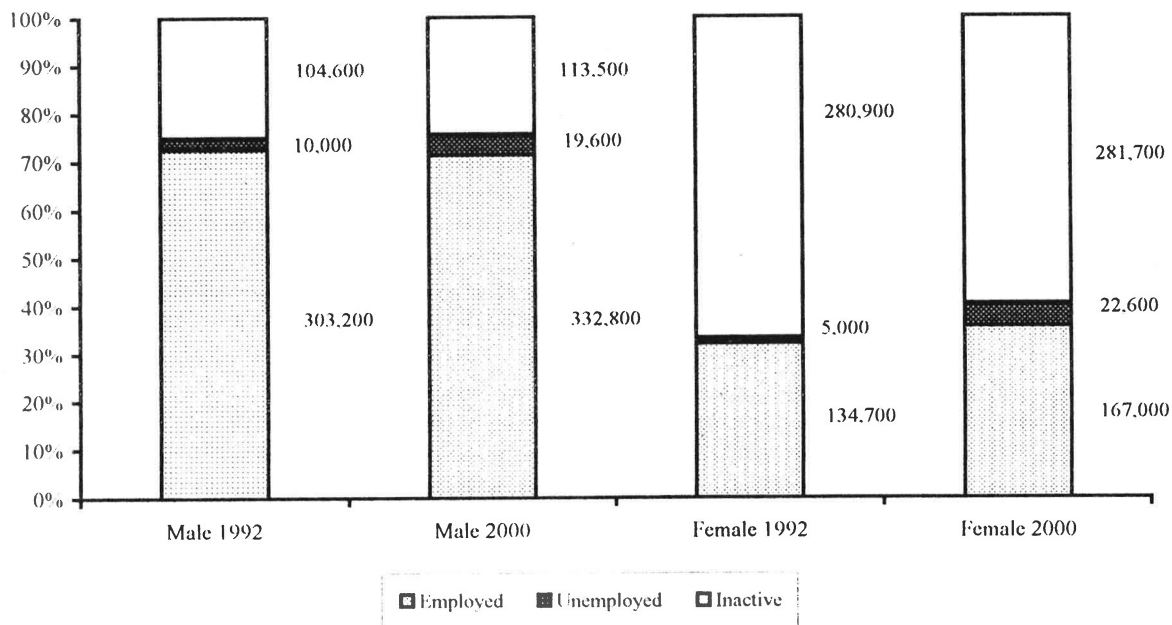
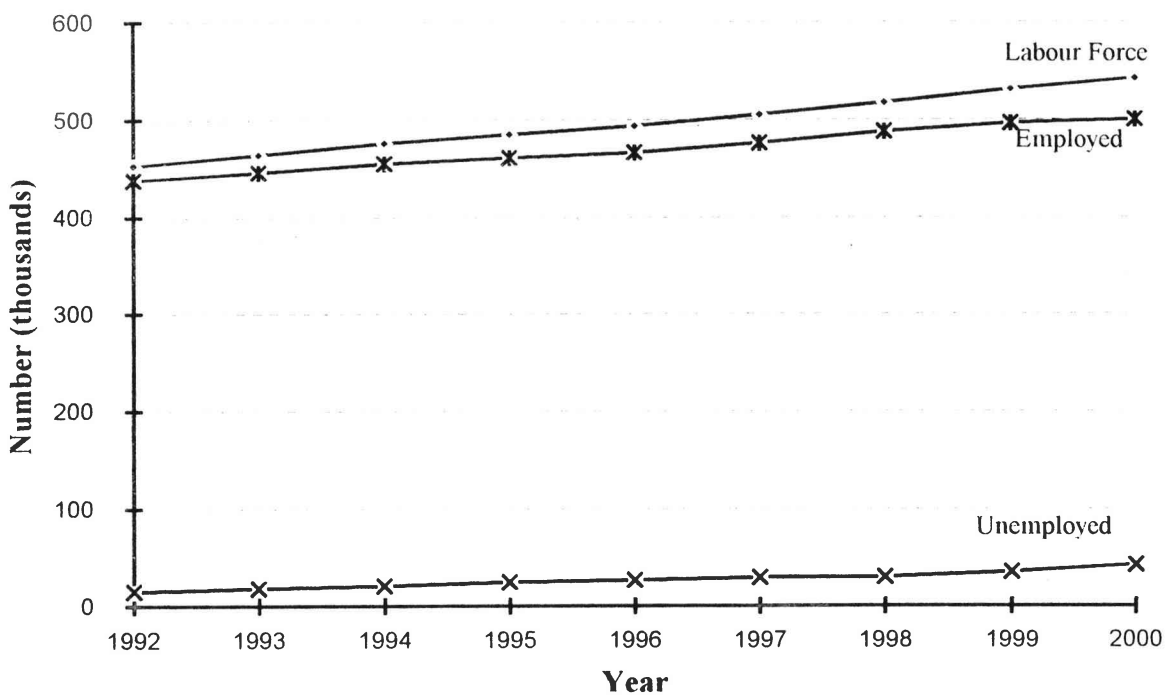


Fig 1.6 - Labour force, Employment and Unemployment, 1992 - 2000



CHAPTER 2

Chapter 2

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS MARCH 2000

1. INTRODUCTION

Every year in March the Central Statistical Office (C.S.O) carries out a Survey of Employment and Earnings in 'large' establishments so as to obtain a continuous series of comparable data on the level of employment in these 'large' establishments. This chapter presents the results of the survey carried out in March 2000. To help analysis, comparative figures for previous years are also provided.

For the purpose of the survey, employees are classified into one of the following five specific categories, according to type of pay:

- (i) monthly rate
- (ii) daily rate
- (iii) piece rate
- (iv) hourly rate
- (v) other rates

2. COVERAGE

As in previous rounds, the 2000 survey covered only the following types of establishment:

(a) Agricultural establishments comprising:

- (i) sugar cane plantations of 10 hectares or more;
- (ii) tea plantations of 2 hectares or more;
- (iii) all 'flue-cured' tobacco establishments, irrespective of acreage;
- (iv) other agricultural establishments employing at least 10 persons during the reference period (March 2000).

(b) Non-agricultural establishments employing at least 10 persons during the reference month. It is to be noted that 'outworkers' are excluded. Outworkers are piece-rate workers who, although remunerated by an establishment, work in their own homes on materials provided by the establishment.

(c) All central and local government departments.

3. DATA COLLECTION

The questionnaires (published as an appendix to this report) were mailed to some 5,600 establishments with the request that they be completed and returned by 14 April 2000.

Reminder letters were issued to all establishments which had not replied within the set time limit. Furthermore, almost all establishments employing more than 100 persons (based on previous survey), and who had not replied by the end of May 2000 were visited by our staff.

4. THE REPORTING UNIT

The reporting unit was the establishment, defined for the purpose of the survey as an economic unit engaged in one, or predominantly one, kind of economic activity for which separate figures of employment could be supplied.

5. FRAME USED FOR THE SURVEY

The frame used for the survey is the list of employers which is continuously revised and updated on the basis of information that become available through various sources. The mailing list of 5,630 establishments, which included 63 establishments in Rodrigues, was made up of:

- (a) all the 2,509 establishments which, at the preceding round of the survey in March 1999, had been found to fall within the scope of the survey;
- (b) 3,121 additional establishments which, according to available information, could fall within the scope of the survey.

6. THE REFERENCE PERIOD

In Section I of the survey questionnaire, employers were asked to report on the total number of employees who were paid for the last Thursday of March 2000. This use of a specific date is necessary to avoid double counts, as employees may move from one establishment to another during any given period or may work for different employers on different days, as in the case of casual employees.

In Section II, employers had to report the number of employees on monthly rates of pay appearing on the payroll at the end of March 2000, and their corresponding earnings.

In Sections III and IV, employers were asked to state the number of employees who were on daily rates of pay and piece rates of pay respectively. They were also requested to supply the earnings and the number of man-days paid to these employees during the last payroll period in March 2000.

In Section V, they were asked to report the number of employees who were exclusively on hourly rates of pay, their corresponding earnings and the number of man-hours paid during the last payroll in March 2000.

It should be noted that the number of employees on the different types of rates of pay (Tables 2.11 and 2.12) do not necessarily add up to the total number of employees reported in Tables 2.6 and 2.7 because they relate to periods and not to a specific date.

7. DEFINITIONS

The term 'employees' covers all persons in regular or casual employment and includes:-

- (a) persons temporarily absent on paid sick or vacation leave;
and
- (b) persons holding managerial posts, family workers receiving wages or salaries, and paid apprentices.

The term 'Earnings' covers all payments in cash made to employees in connection with work done. Amounts reported include overtime, productivity bonuses, commissions, travelling allowances, attendance bonuses, housing and rent allowances and other regular cash payments before any deductions such as taxes, insurance and pension contributions paid by the employees. They exclude pension payments, family allowances and other similar special benefits paid by the employers. Also excluded are arrears payments made at the end of March in respect of previous pay periods.

8. RESPONSE

Among establishments mentioned in Section 5(a), 158 no longer fall within the scope of the survey either because they had ceased operation or their employment had shrunk to less than 10. As regards the second category of

establishments mentioned in Section 5, of the 959 responses, only 183 were found to fall within the scope of the survey

Of the 2,534 establishments which have been found to fall within the scope of the survey in March 2000, 69% responded, representing about 84% of total employment in such establishments.

9. CLASSIFICATION OF INDUSTRY

The International Standard Industrial Classification has been used to classify establishments by their major type of industrial activity. Whenever an enterprise cannot give separate employment figures for its various establishments engaged in different activities, the whole enterprise is classified according to its main activity.

All government departments are classified under the group 'Central government'. Details of employment and earnings in government services are shown in Tables 2.9 and 2.10

Public enterprises are also classified under the appropriate industrial group. However, the Development Works Corporation and the Outer Islands Development Corporation are classified under the group 'Activities not elsewhere specified'.

All municipalities and district councils are grouped under 'Local government'.

10. SUMMARY OF RESULTS

It is important to note that

- (i) the following analysis of employment relates only to 'large' establishments falling within the scope of the survey as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,440 has been included, of which 73% (3,258) are government employees.
- (iii) employment figures given in this report also include about 14,570 foreigners employed by large establishments.

10.1 Employment level, March 1999 - March 2000

Total employment in establishments covered by the survey decreased by 645 (0.2%) from 297,670 in March 1999 to 297,025 in March 2000. The number of male workers declined by 1,203 while among females, an increase of 558 was noted.

Foreign workers numbering 14,574 (4,992 males and 9,582 females), mainly engaged in the manufacturing sector, are included in the employment figures. Compared to 12,904 in March 1999, the figure shows an increase of 1,670 (13%)

10.2 Employment by industry

Analysis of the employment figures by industry group shows a continuous decrease in the primary sector. The tertiary sector employment has kept an upward trend. However a change is observed in the secondary sector where employment which had been on the rise for the last two years is seen to have declined this year.

Between March 1999 and March 2000, all sectors have registered a decline in employment, except 'Wholesale, retail trade, restaurants and hotels' and 'Financing, insurance, real estate and business services' where increases of about 1,840 and 610 were noted respectively. The 'Hotels' sub-sector, with an increase of 1,550, is the main contributor to the rise in 'Wholesale, retail trade, restaurants and hotels'.

The largest fall in employment (1,240) occurred in 'Agriculture and fishing'. The second main contributor to the decline in employment in large establishments is the 'Manufacturing' industry, with a net loss of some 830 employees. This fall is the combined effect of employment reductions of about 760 in the EPZ and 530 in sugar manufacturing, coupled with an increase of about 460 in manufacturing sectors other than EPZ and sugar. A decrease of 680 was also noted in 'Community, social and personal services' resulting from a decline of about 1,190 employees in the 'Central Government', and increases of about 330 in the 'Local Government' and 180 in 'Other services' sub-group.

As regards distribution by sex, male employment shows an overall decrease of 1203, the main contributing sectors are: 'Agriculture' (910), 'Manufacturing' (570), and 'Community, social and personal services' (960). The only two sectors indicating increases in male employment are 'Wholesale, retail trade, restaurants and hotels' (1,440) and 'Financing, insurance, real estate and business services' (270).

Overall female employment has increased by around 560 between March 1999 and March 2000, the main contributors coming from 'Wholesale, retail trade, restaurants and hotels' and 'Financing, insurance, real estate and business services' which registered increases of about 400 and 330 respectively. Marginal increases were observed in 'Community, social and personal services' and 'Transport, storage and communication'. These increases were however mitigated by decreases of 330 in 'Agriculture and fishing' and 260 in 'Manufacturing'.

10.3 Employment in the EPZ sector

The number of persons employed by large EPZ firms was around 89,200 (75,530 Mauritians and 13,670 foreigners) in March 2000, showing a decrease of about 750 (0.8%) over the March 1999 figure of 89,950. Male employment which stood at 29,540 in March 1999, fell to 29,190 in March 2000 while female employment dropped from 60,410 to 60,010 during the same period.

The fall in the employment level of the EPZ sector occurred mainly in enterprises manufacturing wearing apparel, where a decrease of about 1,100 was noted between March 1999 and March 2000. Small decreases varying from 10 to 100 were observed in the manufacture of 'food', 'footwear and leather products' and 'wood and furniture'. On the other hand, increases were registered in the manufacture of 'textiles' (270), 'professional/scientific measuring equipment & optical goods' (130), and 'jewellery and related articles' (50).

A large proportion (52%) of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 38,540 Mauritians employed in these firms were piece- or hourly- rate workers. The corresponding figure was 40,260 in March 1999.

10.4 Earnings

It should be noted that apart from increases in basic salaries and wages, fluctuations in average earnings may be due to:

- (a) Changes in the mix of employees of various categories or with various lengths of service. For instance, a large intake of professionals by, say, an architectural firm can cause a sudden jump in the average monthly earnings. On the other hand, a large intake of employees at the lower end of a wage scale may lower the average earnings.
- (b) Changes in overtime, regular bonuses and commissions.

10.4.1 Earnings in all 'large' establishments

Average monthly earnings for employees exclusively on monthly rates of pay in all sectors covered by the survey have increased by about 9% over the March 1999 figure of Rs 8,820 to reach around Rs 9,585 in March 2000.

A general upward trend was observed in the average earnings of all industry groups. The largest increase (14%) was noted in 'Transport, storage and communication', mainly as a result of a salary revision for employees of bus companies. Relatively important increases were also observed in the following sectors :

'Agriculture' (11%), 'Manufacturing' (9%), 'Electricity and water' (12%), 'Community, social and personal services' (8%), and 'Construction' (6%).

Earnings of employees exclusively on daily rates of pay increased by 7% from Rs 184 per day in March 1999 to Rs 197 in March 2000.

10.4.2 Earnings in 'large' establishments of the EPZ

In the EPZ sector, average earnings went up by 8% for monthly rate employees, while among daily rate employees, the increase was 4%.

Piece rate workers, found mostly in large manufacturing establishments of EPZ, earned an average of Rs 172 per day in March 2000 compared to Rs 169 in March 1999, which represents an increase of 2%. Earnings of hourly rate workers, also found mostly in large EPZ manufacturing establishments, rose by 13% from Rs 15 to reach Rs 17 per hour in March 2000.

11. SURVEY OF VACANCIES

All establishments except central and local government services were also requested to supply information on unfilled vacancies as at the last Thursday of March 2000. A total of around 2,330 (1,140 males and 1,190 females) was reported as compared to 2,460 (1,360 males and 1,100 females) in March 1999. It is to be noted that about 40% of these vacancies occurred in the occupational group 'Machine operators and assemblers' (mainly in manufacturing establishments), followed by 15% in each of the two occupational groups, 'Elementary occupations' and 'Craft and related trade workers'. Table 2.30 shows the vacancies classified by industry, occupation and sex.

| Industrial group | No. of establishments covered by the survey in: | | |
|--------------------------------------|---|------------|------------|
| | March 1998 | March 1999 | March 2000 |
| <u>Agriculture and fishing</u> | <u>298</u> | <u>280</u> | <u>300</u> |
| Sugarcane | 187 | 183 | 180 |
| Tea | 10 | 7 | 7 |
| Tobacco | 46 | 35 | 55 |
| Fishing | 6 | 6 | 6 |
| Flower growing | 24 | 25 | 27 |
| Other | 25 | 24 | 25 |
| <u>Mining and quarrying</u> | <u>5</u> | <u>5</u> | <u>5</u> |
| <u>Manufacturing</u> | <u>927</u> | <u>924</u> | <u>934</u> |
| Food: | | | |
| Bread | 28 | 24 | 29 |
| Biscuits and confectionery | 16 | 16 | 17 |
| Meat | 8 | 8 | 9 |
| Sugar | 16 | 16 | 15 |
| Tea processing | 5 | 5 | 3 |
| Other | 41 | 43 | 40 |
| Beverage and tobacco: | | | |
| Distilleries & cigarette manufacture | 7 | 7 | 6 |
| Wine and beer | 4 | 4 | 4 |
| Soft drinks | 4 | 4 | 4 |
| Textiles | 50 | 48 | 52 |
| Wearing apparel (except footwear) | 352 | 361 | 361 |
| Leather products | 9 | 7 | 8 |
| Footwear | 14 | 12 | 13 |
| Wood and furniture | 43 | 40 | 42 |
| Paper products | 16 | 18 | 19 |
| Printing and publishing | 49 | 48 | 49 |

Table 2.1 (cont'd) - The coverage of the survey

| Industrial group | No. of establishments covered by the survey in: | | |
|--|---|------------|------------|
| | March 1998 | March 1999 | March 2000 |
| Rubber products | 9 | 9 | 10 |
| Miscellaneous chemical products | 32 | 32 | 32 |
| Plastic products | 32 | 32 | 32 |
| Non-metallic mineral products: | | | |
| Stone and concrete | 32 | 31 | 29 |
| Other | 6 | 7 | 7 |
| Iron and steel basic industries | 9 | 8 | 7 |
| Metal products | 36 | 38 | 38 |
| Machinery: | | | |
| Electrical | 18 | 18 | 17 |
| Non-electrical | 13 | 12 | 14 |
| Transport equipment | 11 | 8 | 8 |
| Watches and clocks | 5 | 5 | 5 |
| Jewellery and related articles | 25 | 24 | 27 |
| Miscellaneous manufacturing industries | 37 | 39 | 37 |
| <u>Electricity and water</u> | <u>5</u> | <u>6</u> | <u>6</u> |
| <u>Construction</u> | <u>84</u> | <u>87</u> | <u>85</u> |
| <u>Wholesale, retail trade, restaurants and hotels</u> | | | |
| Wholesale and retail trade | 359 | 344 | 342 |
| Restaurants | 55 | 51 | 46 |
| Hotels | 77 | 79 | 81 |

Table 2.1 (cont'd) - The coverage of the survey

| Industrial group | No. of establishments covered by the survey in: | | |
|--|---|--------------|--------------|
| | March 1998 | March 1999 | March 2000 |
| <u>Transport, storage & communication</u> | <u>97</u> | <u>95</u> | <u>97</u> |
| Road transport: | | | |
| Buses | 12 | 12 | 11 |
| Other | 18 | 17 | 15 |
| Docks and stevedoring | 13 | 13 | 13 |
| Travel and tourism | 37 | 37 | 40 |
| Other | 17 | 16 | 18 |
| <u>Financing, insurance, real estate and business services</u> | <u>191</u> | <u>193</u> | <u>196</u> |
| Banks ¹ and other financial institutions | 38 | 40 | 42 |
| Insurance | 23 | 25 | 26 |
| Engineering and architectural services | 33 | 30 | 31 |
| Advertising services | 13 | 14 | 13 |
| Other business services | 84 | 84 | 84 |
| <u>Community, social and personal services</u> | <u>426</u> | <u>441</u> | <u>438</u> |
| Government: | | | |
| (a) Central | 133 | 138 | 137 |
| (b) Local | 9 | 9 | 9 |
| Private education services | 145 | 151 | 144 |
| Private health services | 12 | 11 | 12 |
| Repair of motor vehicles | 13 | 15 | 14 |
| Amusement and recreational services | 37 | 35 | 39 |
| Other services | 77 | 83 | 84 |
| <u>Activities not elsewhere specified</u> | <u>3</u> | <u>3</u> | <u>3</u> |
| Total | 2,527 | 2,509 | 2,534 |

¹ branches of banking institutions and sub-offices of certain public enterprises have not been counted as separate establishments

Table 2.2 - Number of establishments¹ by district and industrial group, March 2000

| District | Industry | Agriculture | Mining and quarrying | Manufacturing | Electricity and water | Construction | Wholesale, retail trade, restaurants and hotels | Transport, storage and communication | Financing, insurance, real estate services | Community, social and personal services | Activities not elsewhere specified | Total |
|--------------------|----------|-------------|----------------------|---------------|-----------------------|--------------|---|--------------------------------------|--|---|------------------------------------|-------|
| Port- Louis | | 19 | - | 238 | 2 | 23 | 224 | 59 | 148 | 88 | 3 | 804 |
| Pamplemousses | | 11 | - | 101 | - | 12 | 35 | 6 | 3 | 22 | - | 190 |
| Riviere du Rempart | | 55 | - | 59 | - | 1 | 27 | 1 | - | 12 | - | 155 |
| Flacq | | 78 | - | 46 | - | - | 18 | 2 | 1 | 11 | - | 156 |
| Grand Port | | 25 | - | 42 | - | - | 10 | 2 | 2 | 13 | - | 94 |
| Savanne | | 41 | - | 33 | - | - | 3 | - | - | 6 | - | 83 |
| Plaine Wilhems | | 25 | - | 283 | 3 | 35 | 103 | 16 | 26 | 118 | - | 609 |
| Moka | | 13 | - | 106 | - | 7 | 23 | 6 | 8 | 23 | - | 186 |
| Black River | | 33 | 5 | 22 | - | 4 | 16 | 1 | 1 | 2 | - | 84 |
| Rodrigues | | - | - | 4 | 1 | 3 | 10 | 4 | 7 | 7 | - | 36 |
| Total | | 300 | 5 | 934 | 6 | 85 | 469 | 97 | 196 | 302 | 3 | 2,397 |

¹ excluding central government departments.² branches of banking institutions and sub-offices of certain public enterprises have not been counted as separate establishments and have been classified according to the addresses of their head offices.

Table 2.3 - Employment ¹ by district and industrial group, March 2000

| Both sexes | | | | | | | | | | | | |
|--------------------|---------------|-------------|----------------------|---------------|-----------------------|---------------|---|--------------------------------------|---|---|------------------------------------|-------|
| District | Industry | Agriculture | Mining and quarrying | Manufacturing | Electricity and water | Construction | Wholesale, retail trade, restaurants and hotels | Transport, storage and communication | Financing, insurance, real estate and business services | Community, social and personal services | Activities not elsewhere specified | Total |
| | | Port- Louis | 1,238 | - | 14,944 | 88 | 3,373 | 10,278 | 8,516 | 10,856 | 6,370 | 2,081 |
| Pamplemousses | 1,526 | - | 11,382 | - | 1,893 | 3,466 | 945 | 1,905 | 2,378 | - | 23,495 | |
| Riviere du Rempart | 3,238 | - | 9,865 | - | 26 | 2,024 | 54 | - | 446 | - | 15,653 | |
| Flacq | 6,350 | - | 6,417 | - | - | 3,894 | 22 | 17 | 649 | - | 17,349 | |
| Grand Port | 5,601 | - | 7,516 | - | - | 1,379 | 658 | 43 | 887 | - | 16,084 | |
| Savanne | 4,246 | - | 6,986 | - | - | 92 | - | - | 202 | - | 11,526 | |
| Plaine Wilhems | 1,244 | - | 32,972 | 2,973 | 2,276 | 3,694 | 4,034 | 1,168 | 9,500 | - | 57,861 | |
| Moka | 1,578 | - | 9,171 | - | 459 | 1,973 | 359 | 493 | 4,213 | - | 18,246 | |
| Black River | 2,569 | 180 | 1,242 | - | 571 | 2,962 | 10 | 16 | 193 | - | 7,743 | |
| Rodrigues | - | - | 141 | 53 | 140 | 373 | 148 | 63 | 264 | - | 1,182 | |
| Total | 27,590 | 180 | 100,636 | 3,114 | 8,738 | 30,135 | 14,746 | 14,561 | 25,102 | 2,081 | 226,883 | |

¹ because of lack of detailed information the following exceptions have been made:

- (a) employees of central government and foreign workers have been excluded
- (b) employees working in branches of banking institutions and sub-offices of certain public enterprises have been classified according to the addresses of their head offices.

Table 2.3 (cont'd) - Employment¹ by district and industrial group, March 2000

| Male | | Industry | Agriculture | Mining and quarrying | Manufacturing | Electricity and water | Construction | Wholesale, retail trade, restaurants and hotels | Transport, storage and communication | Financing, insurance, real estate and business services | Community, social and personal services | Activities not elsewhere specified | Total |
|--------------------|--|---------------|-------------|----------------------|---------------|-----------------------|---------------|---|--------------------------------------|---|---|------------------------------------|-------|
| District | | | | | | | | | | | | | |
| Port- Louis | | 1,032 | - | 9,385 | 78 | 3,288 | 7,626 | 6,686 | 7,088 | 4,423 | 2,022 | 41,628 | |
| Pamplemousses | | 1,193 | - | 4,574 | - | 1,848 | 2,877 | 886 | 1,865 | 1,961 | - | 15,204 | |
| Riviere du Rempart | | 2,248 | - | 3,632 | - | 26 | 1,492 | 54 | - | 239 | - | 7,691 | |
| Flacq | | 4,444 | - | 1,624 | - | - | 3,181 | 21 | 7 | 427 | - | 9,704 | |
| Grand Port | | 3,964 | - | 2,241 | - | - | 1,087 | 538 | 34 | 611 | - | 8,475 | |
| Savanne | | 3,077 | - | 2,891 | - | - | 72 | - | - | 127 | - | 6,167 | |
| Plaine Wilhems | | 818 | - | 14,983 | 2,813 | 2,170 | 2,227 | 3,678 | 763 | 6,085 | - | 33,537 | |
| Moka | | 1,023 | - | 4,557 | - | 443 | 1,401 | 309 | 383 | 2,530 | - | 10,646 | |
| Black River | | 2,010 | 84 | 720 | - | 560 | 2,333 | 4 | 7 | 164 | - | 5,882 | |
| Rodrigues | | - | - | 125 | 49 | 130 | 269 | 140 | 40 | 185 | - | 938 | |
| Total | | 19,809 | 84 | 44,732 | 2,940 | 8,465 | 22,565 | 12,316 | 10,187 | 16,752 | 2,022 | 139,872 | |

¹ because of lack of detailed information the following exceptions have been made:

(a) employees of central government and foreign workers have been excluded.

(b) employees working in branches of banking institutions and sub-offices of certain public enterprises have been classified according to the addresses of their head offices.

Table 2.3 (cont'd) - Employment¹ by district and industrial group, March 2000

| Female | | Industry | Agriculture | Mining and quarrying | Manufacturing | Electricity and water | Construction | Wholesale, retail trade, restaurants and hotels | Transport, storage and communication | Financing, insurance, real estate and business services | Community, social and personal services | Activities not elsewhere specified | Total |
|--------------------|--|--------------|-------------|----------------------|---------------|-----------------------|--------------|---|--------------------------------------|---|---|------------------------------------|-------|
| District | | | | | | | | | | | | | |
| Port- Louis | | 206 | - | 5,559 | 10 | 85 | 2,652 | 1,830 | 3,768 | 1,947 | 59 | 16,116 | |
| Pamplemousses | | 333 | - | 6,808 | - | 45 | 589 | 59 | 40 | 417 | - | 8,291 | |
| Riviere du Rempart | | 990 | - | 6,233 | - | - | 532 | - | - | 207 | - | 7,962 | |
| Flacq | | 1,906 | - | 4,793 | - | - | 713 | 1 | 10 | 222 | - | 7,645 | |
| Grand Port | | 1,637 | - | 5,275 | - | - | 292 | 120 | 9 | 276 | - | 7,609 | |
| Savanne | | 1,169 | - | 4,095 | - | - | 20 | - | - | 75 | - | 5,359 | |
| Plaine Wilhems | | 426 | - | 17,989 | 160 | 106 | 1,467 | 356 | 405 | 3,415 | - | 24,324 | |
| Moka | | 555 | - | 4,614 | - | 16 | 572 | 50 | 110 | 1,683 | - | 7,600 | |
| Black River | | 559 | 96 | 522 | - | 11 | 629 | 6 | 9 | 1 | - | 1,833 | |
| Rodrigues | | - | - | 16 | 4 | 10 | 104 | 8 | 23 | 107 | - | 272 | |
| Total | | 7,781 | 96 | 55,904 | 174 | 273 | 7,570 | 2,430 | 4,374 | 8,350 | 59 | 87,011 | |

¹ because of lack of detailed information the following exceptions have been made:

- (a) employees of central government and foreign workers have been excluded.
- (b) employees working in branches of banking institutions and sub-offices of certain public enterprises have been classified according to the addresses of their head offices.

Table 2.4 - Changes in employment by industrial group and sex, March 1999 - March 2000

| Industrial group | Employment | | Change | | |
|---|-------------------------|----------------|-------------|---------------|------------|
| | March 1999 ¹ | March 2000 | Both Sexes | Male | Female |
| | Number | Number | Both Sexes | Male | Female |
| Agriculture and fishing | 28,831 | 27,591 | -1,240 | -914 | -326 |
| Mining and quarrying | 212 | 180 | -32 | -13 | -19 |
| Manufacturing | 115,309 | 114,477 | -832 | -572 | -260 |
| Electricity and water | 3,163 | 3,114 | -49 | -55 | 6 |
| Construction | 9,227 | 9,038 | -189 | -207 | 18 |
| Wholesale, retail trade, restaurants and hotels | 28,476 | 30,318 | 1,842 | 1,440 | 402 |
| Transport, storage & communication | 15,065 | 14,870 | -195 | -321 | 126 |
| Financing, insurance, real estate and business services | 14,024 | 14,630 | 606 | 273 | 333 |
| Community, social and personal services | 81,405 | 80,726 | -679 | -962 | 283 |
| of which: Central government | (56,759) | (55,568) | (-1191) | (-1233) | (42) |
| Local government | (5,775) | (6,108) | (333) | (321) | (12) |
| Activities not elsewhere specified | 1,958 | 2,081 | 123 | 128 | -5 |
| Total | 297,670 | 297,025 | -645 | -1,203 | 558 |

¹ revised

Table 2.5 - Number of establishments¹ and employees by size of employment, March 2000

| Size of employment | Agriculture | | Manufacturing | | Other | | Total | |
|--------------------|--------------------------|------------|--------------------------|------------|--------------------------|------------|--------------------------|------------|
| | Number of Establishments | Employment | Number of Establishments | Employment | Number of Establishments | Employment | Number of Establishments | Employment |
| Less than 10 | 149 | 763 | - | - | - | - | 149 | 763 |
| 10 - 19 | 61 | 805 | 232 | 3,227 | 411 | 5,679 | 704 | 9,711 |
| 20 - 29 | 24 | 576 | 140 | 3,352 | 183 | 4,424 | 347 | 8,352 |
| 30 - 39 | 8 | 267 | 99 | 3,422 | 115 | 3,922 | 222 | 7,611 |
| 40 - 49 | 6 | 265 | 65 | 2,859 | 77 | 3,419 | 148 | 6,543 |
| 50 - 59 | 4 | 218 | 53 | 2,939 | 52 | 2,785 | 109 | 5,942 |
| 60 - 79 | 8 | 556 | 53 | 3,666 | 72 | 4,912 | 133 | 9,134 |
| 80 - 99 | 5 | 456 | 40 | 3,647 | 64 | 5,661 | 109 | 9,764 |
| 100 - 199 | 9 | 1,140 | 115 | 16,972 | 85 | 12,161 | 209 | 30,273 |
| 200 - 299 | 3 | 745 | 44 | 11,274 | 33 | 8,141 | 80 | 20,160 |
| 300 - 399 | 6 | 1,957 | 34 | 12,474 | 23 | 8,046 | 63 | 22,477 |
| 400 - 499 | 2 | 920 | 11 | 5,220 | 13 | 5,717 | 26 | 11,857 |
| 500 - 999 | 5 | 3,570 | 38 | 26,276 | 15 | 9,735 | 58 | 39,581 |
| 1,000 & over | 10 | 15,353 | 10 | 19,149 | 11 | 18,679 | 31 | 53,181 |
| Total | 300 | 27,591 | 934 | 114,477 | 1,154 | 93,281 | 2,388 | 235,349 |

¹ excluding Central and Local Government

Table 2.6 - Employment by industrial group and sex, March 1999 and March 2000

| Industrial group | March 1999 ¹ | | | March 2000 | | |
|--------------------------------------|-------------------------|---------------|----------------|---------------|---------------|----------------|
| | Male | Female | Both sexes | Male | Female | Both sexes |
| <u>Agriculture and fishing</u> | <u>20,724</u> | <u>8,107</u> | <u>28,831</u> | <u>19,810</u> | <u>7,781</u> | <u>27,591</u> |
| Sugarcane | 18,727 | 7,334 | 26,061 | 17,797 | 6,989 | 24,786 |
| Tea | 130 | 123 | 253 | 118 | 122 | 240 |
| Tobacco | 64 | 145 | 209 | 96 | 167 | 263 |
| Fishing | 285 | 13 | 298 | 354 | 14 | 368 |
| Flower growing | 196 | 271 | 467 | 194 | 274 | 468 |
| Other | 1,322 | 221 | 1,543 | 1,251 | 215 | 1,466 |
| <u>Mining and quarrying</u> | <u>97</u> | <u>115</u> | <u>212</u> | <u>84</u> | <u>96</u> | <u>180</u> |
| <u>Manufacturing</u> | <u>49,639</u> | <u>65,670</u> | <u>115,309</u> | <u>49,067</u> | <u>65,410</u> | <u>114,477</u> |
| Food: | | | | | | |
| Bread | 399 | 53 | 452 | 510 | 58 | 568 |
| Biscuits and confectionery | 292 | 363 | 655 | 316 | 429 | 745 |
| Meat | 1,057 | 267 | 1,324 | 1,086 | 298 | 1,384 |
| Sugar | 3,861 | 25 | 3,886 | 3,331 | 27 | 3,358 |
| Tea processing | 386 | 43 | 429 | 175 | 41 | 216 |
| Other | 1,930 | 1,470 | 3,400 | 1,933 | 1,449 | 3,382 |
| Beverage and tobacco: | | | | | | |
| Distilleries & cigarette manufacture | 349 | 151 | 500 | 255 | 82 | 337 |
| Wine and beer | 710 | 82 | 792 | 736 | 114 | 850 |
| Soft drinks | 1,348 | 73 | 1,421 | 1,418 | 77 | 1,495 |
| Textiles | 4,141 | 1,396 | 5,537 | 4,377 | 1,513 | 5,890 |
| Wearing apparel (except footwear) | 22,238 | 54,793 | 77,031 | 21,690 | 54,245 | 75,935 |
| Leather products | 201 | 658 | 859 | 193 | 580 | 773 |
| Footwear | 329 | 240 | 569 | 318 | 243 | 561 |
| Wood and furniture | 1,360 | 212 | 1,572 | 1,477 | 220 | 1,697 |
| Paper products | 645 | 291 | 936 | 693 | 295 | 988 |
| Printing and publishing | 1,345 | 662 | 2,007 | 1,450 | 696 | 2,146 |
| Rubber products | 196 | 32 | 228 | 194 | 34 | 228 |

¹ revised

Table 2.6 - (cont'd) - Employment by industrial group and sex, March 1999 and March 2000

| Industrial group | March 1999 ¹ | | | March 2000 | | |
|--|-------------------------|--------------|---------------|---------------|--------------|---------------|
| | Male | Female | Both sexes | Male | Female | Both sexes |
| Miscellaneous chemical products | 1,627 | 404 | 2,031 | 1,669 | 438 | 2,107 |
| Plastic products | 886 | 402 | 1,288 | 903 | 412 | 1,315 |
| Non-metallic mineral products : | | | | | | |
| Stone and concrete | 1,077 | 93 | 1,170 | 1,067 | 90 | 1,157 |
| Other | 144 | 58 | 202 | 130 | 52 | 182 |
| Iron and steel basic industries | 436 | 20 | 456 | 418 | 19 | 437 |
| Metal products | 1,349 | 169 | 1,518 | 1,469 | 171 | 1,640 |
| Machinery | | | | | | |
| Electrical | 498 | 205 | 703 | 416 | 192 | 608 |
| Non-electrical | 596 | 44 | 640 | 555 | 45 | 600 |
| Transport equipment | 403 | 20 | 423 | 392 | 18 | 410 |
| Watches and clocks | 247 | 440 | 687 | 219 | 500 | 719 |
| Jewellery and related articles | 825 | 1,027 | 1,852 | 829 | 1,054 | 1,883 |
| Miscellaneous manufacturing industries | 764 | 1,977 | 2,741 | 848 | 2,018 | 2,866 |
| <u>Electricity and water</u> | <u>2,995</u> | <u>168</u> | <u>3,163</u> | <u>2,940</u> | <u>174</u> | <u>3,114</u> |
| <u>Construction</u> | <u>8,971</u> | <u>256</u> | <u>9,227</u> | <u>8,764</u> | <u>274</u> | <u>9,038</u> |
| <u>Wholesale, retail trade, restaurants and hotels</u> | <u>21,267</u> | <u>7,209</u> | <u>28,476</u> | <u>22,707</u> | <u>7,611</u> | <u>30,318</u> |
| Wholesale and retail trade | 10,813 | 4,660 | 15,473 | 11,128 | 4,789 | 15,917 |
| Restaurants | 1,043 | 245 | 1,288 | 901 | 233 | 1,134 |
| Hotels | 9,411 | 2,304 | 11,715 | 10,678 | 2,589 | 13,267 |
| <u>Transport, storage & communication</u> | <u>12,758</u> | <u>2,307</u> | <u>15,065</u> | <u>12,437</u> | <u>2,433</u> | <u>14,870</u> |
| Road transport: | | | | | | |
| Buses | 5,253 | 55 | 5,308 | 5,002 | 56 | 5,058 |
| Other | 923 | 128 | 1,051 | 912 | 152 | 1,064 |
| Docks and stevedoring | 1,806 | 115 | 1,921 | 1,733 | 101 | 1,834 |
| Travel and tourism | 2,628 | 1,480 | 4,108 | 2,648 | 1,522 | 4,170 |
| Other | 2,148 | 529 | 2,677 | 2,142 | 602 | 2,744 |

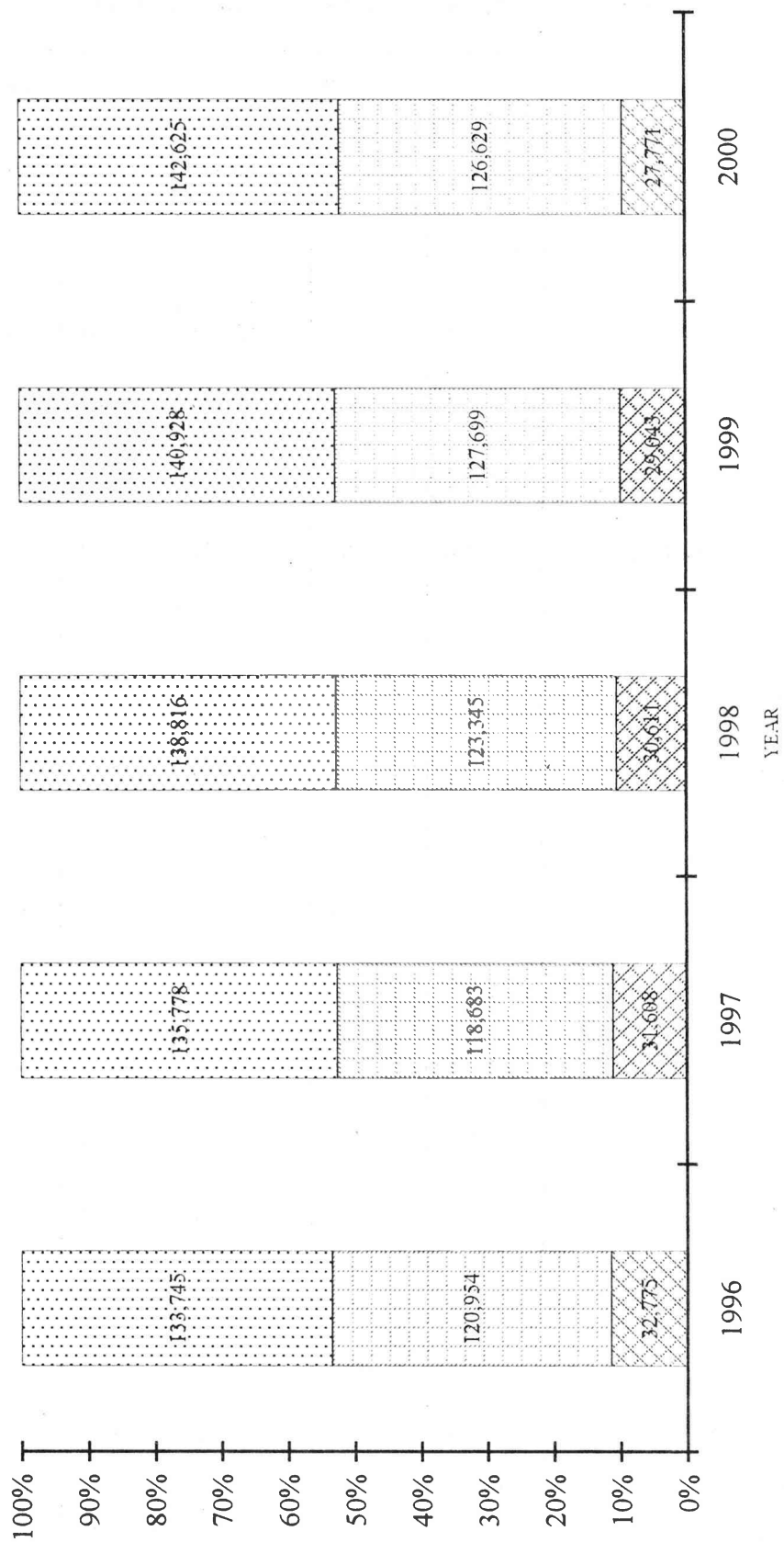
¹ revised

Table 2.6 (cont'd) - Employment by industrial group and sex, March 1999 and March 2000

| Industrial group | March 1999 ¹ | | | March 2000 | | |
|--|-------------------------|---------------|---------------|---------------|---------------|---------------|
| | Male | Female | Both sexes | Male | Female | Both sexes |
| <u>Financing, insurance, real estate and business services</u> | <u>9,974</u> | <u>4,050</u> | <u>14,024</u> | <u>10,247</u> | <u>4,383</u> | <u>14,630</u> |
| Banks and other financial institutions | 2,841 | 1,655 | 4,496 | 2,907 | 1,741 | 4,648 |
| Insurance | 1,162 | 817 | 1,979 | 1,157 | 868 | 2,025 |
| Engineering and architectural services | 938 | 183 | 1,121 | 1,142 | 191 | 1,333 |
| Advertising services | 156 | 118 | 274 | 157 | 110 | 267 |
| Other business services | 4,877 | 1,277 | 6,154 | 4,884 | 1,473 | 6,357 |
| <u>Community, social and personal services</u> | <u>59,509</u> | <u>21,544</u> | <u>81,053</u> | <u>58,823</u> | <u>21,903</u> | <u>80,726</u> |
| Government services: | | | | | | |
| (a) Central | 43,270 | 13,489 | 56,759 | 42,037 | 13,531 | 55,568 |
| (b) Local | 4,999 | 776 | 5,775 | 5,320 | 788 | 6,108 |
| Private education services | 4,709 | 3,838 | 8,547 | 4,696 | 3,920 | 8,616 |
| Private health services | 199 | 727 | 926 | 229 | 760 | 989 |
| Repair of motor vehicles | 687 | 94 | 781 | 630 | 88 | 718 |
| Amusement and recreational services | 1,277 | 426 | 1,703 | 1,308 | 452 | 1,760 |
| Other services | 4,644 | 2,270 | 6,742 | 4,603 | 2,364 | 6,967 |
| <u>Activities not elsewhere specified</u> | <u>1,894</u> | <u>64</u> | <u>1,958</u> | <u>2,022</u> | <u>59</u> | <u>2,081</u> |
| Total | 188,104 | 109,566 | 297,670 | 186,901 | 110,124 | 297,025 |

¹ revised

FIG. 2.1 - EMPLOYMENT BY SECTOR, MARCH 1996 - MARCH 2000



PRIMARY SECONDARY TERTIARY

Figures for large establishments only

Table 2.7 - Employment by major industrial group, March 1996 - March 2000

| Both sexes | 1996 | 1997 | 1998 | 1999 ¹ | 2000 |
|--|----------------|----------------|----------------|-------------------|----------------|
| Industrial group | | | | | |
| <u>Agriculture and fishing</u> | <u>32,547</u> | <u>31,386</u> | <u>30,393</u> | <u>28,831</u> | <u>27,591</u> |
| Sugarcane | 29,066 | 28,173 | 27,516 | 26,061 | 24,786 |
| Tea | 398 | 308 | 269 | 253 | 240 |
| Tobacco | 339 | 241 | 274 | 209 | 263 |
| Other | 2,744 | 2,664 | 2,334 | 2,308 | 2,302 |
| <u>Mining and quarrying</u> | <u>228</u> | <u>222</u> | <u>218</u> | <u>212</u> | <u>180</u> |
| <u>Manufacturing</u> | <u>107,354</u> | <u>105,849</u> | <u>111,226</u> | <u>115,309</u> | <u>114,477</u> |
| Sugar | 5,039 | 4,346 | 4,090 | 3,886 | 3,358 |
| EPZ ² | 79,467 | 79,617 | 84,031 | 88,920 | 88,157 |
| Other | 22,848 | 21,886 | 23,105 | 22,503 | 22,962 |
| <u>Electricity and water</u> | <u>3,406</u> | <u>3,288</u> | <u>3,220</u> | <u>3,163</u> | <u>3,114</u> |
| <u>Construction</u> | <u>10,194</u> | <u>9,546</u> | <u>8,899</u> | <u>9,227</u> | <u>9,038</u> |
| <u>Wholesale, retail trade, restaurants and hotels</u> | <u>25,046</u> | <u>26,285</u> | <u>27,812</u> | <u>28,476</u> | <u>30,318</u> |
| <u>Transport, storage & communication</u> | <u>14,597</u> | <u>15,019</u> | <u>15,076</u> | <u>15,065</u> | <u>14,870</u> |
| <u>Financing, insurance, real estate and business services</u> | <u>12,533</u> | <u>13,183</u> | <u>13,680</u> | <u>14,024</u> | <u>14,630</u> |
| <u>Community, social and personal services</u> | <u>78,435</u> | <u>78,844</u> | <u>79,678</u> | <u>81,405</u> | <u>80,726</u> |
| Government: | | | | | |
| (a) Central | 56,828 | 56,077 | 56,126 | 56,759 | 55,568 |
| (b) Local | 5,508 | 5,652 | 5,630 | 5,775 | 6,108 |
| Other | 16,099 | 17,115 | 17,922 | 18,871 | 19,050 |
| <u>Activities not elsewhere specified</u> | <u>3,134</u> | <u>2,447</u> | <u>2,570</u> | <u>1,958</u> | <u>2,081</u> |
| Total | 287,474 | 286,069 | 292,772 | 297,670 | 297,025 |

¹ revised² excluding non-manufacturing EPZ establishments

Table 2.7 (Cont'd) - Employment by major industrial group, March 1996 - March 2000

| Male | Industrial group | 1996 | 1997 | 1998 | 1999 ¹ | 2000 |
|------|--|---------------|---------------|---------------|-------------------|---------------|
| | <u>Agriculture and fishing</u> | <u>22,644</u> | <u>22,000</u> | <u>21,521</u> | <u>20,724</u> | <u>19,810</u> |
| | Sugarcane | 20,323 | 19,696 | 19,485 | 18,727 | 17,797 |
| | Tea | 139 | 148 | 125 | 130 | 118 |
| | Tobacco | 107 | 76 | 87 | 64 | 96 |
| | Other | 2,075 | 2,080 | 1,824 | 1,803 | 1,799 |
| | <u>Mining and quarrying</u> | <u>100</u> | <u>93</u> | <u>101</u> | <u>97</u> | <u>84</u> |
| | <u>Manufacturing</u> | <u>46,343</u> | <u>45,639</u> | <u>47,644</u> | <u>49,639</u> | <u>49,067</u> |
| | Sugar | 4,984 | 4,289 | 4,038 | 3,861 | 3,331 |
| | EPZ ² | 23,735 | 24,782 | 26,418 | 29,054 | 28,695 |
| | Other | 17,624 | 16,568 | 17,188 | 16,724 | 17,041 |
| | <u>Electricity and water</u> | <u>3,242</u> | <u>3,129</u> | <u>3,053</u> | <u>2,995</u> | <u>2,940</u> |
| | <u>Construction</u> | <u>9,967</u> | <u>9,299</u> | <u>8,652</u> | <u>8,971</u> | <u>8,764</u> |
| | <u>Wholesale, retail trade, restaurants and hotels</u> | <u>18,756</u> | <u>19,714</u> | <u>20,857</u> | <u>21,267</u> | <u>22,707</u> |
| | <u>Transport, storage & communication</u> | <u>12,712</u> | <u>12,913</u> | <u>12,810</u> | <u>12,758</u> | <u>12,437</u> |
| | <u>Financing, insurance, real estate and business services</u> | <u>8,836</u> | <u>9,309</u> | <u>9,434</u> | <u>9,974</u> | <u>10,247</u> |
| | <u>Community, social and personal services</u> | <u>59,194</u> | <u>58,769</u> | <u>59,042</u> | <u>59,785</u> | <u>58,823</u> |
| | Government: | | | | | |
| | (a) Central | 44,496 | 43,508 | 43,264 | 43,270 | 42,037 |
| | (b) Local | 4,847 | 4,988 | 4,869 | 4,999 | 5,320 |
| | Other | 9,851 | 10,273 | 10,909 | 11,516 | 11,466 |
| | Activities not elsewhere specified | <u>3,077</u> | <u>2,388</u> | <u>2,506</u> | <u>1,894</u> | <u>2,022</u> |
| | Total | 184,871 | 183,253 | 185,620 | 188,104 | 186,901 |

¹ revised² excluding non-manufacturing EPZ establishments.

Table 2.7 (Cont'd) - Employment by major industrial group, March 1996 - March 2000

| Female | Industrial group | 1996 | 1997 | 1998 | 1999 ¹ | 2000 |
|--------|--|---------------|---------------|---------------|-------------------|---------------|
| | <u>Agriculture and fishing</u> | <u>9,902</u> | <u>9,386</u> | <u>8,872</u> | <u>8,107</u> | <u>7,781</u> |
| | Sugarcane | 8,743 | 8,477 | 8,031 | 7,334 | 6,989 |
| | Tea | 259 | 160 | 144 | 123 | 122 |
| | Tobacco | 232 | 165 | 187 | 145 | 167 |
| | Other | 669 | 584 | 510 | 505 | 503 |
| | <u>Mining and quarrying</u> | <u>128</u> | <u>129</u> | <u>117</u> | <u>115</u> | <u>96</u> |
| | <u>Manufacturing</u> | <u>61,011</u> | <u>60,210</u> | <u>63,582</u> | <u>65,670</u> | <u>65,410</u> |
| | Sugar | 55 | 57 | 52 | 25 | 27 |
| | EPZ ² | 55,732 | 54,835 | 57,613 | 59,866 | 59,462 |
| | Other | 5,224 | 5,318 | 5,917 | 5,779 | 5,921 |
| | <u>Electricity and water</u> | <u>164</u> | <u>159</u> | <u>167</u> | <u>168</u> | <u>174</u> |
| | <u>Construction</u> | <u>227</u> | <u>247</u> | <u>247</u> | <u>256</u> | <u>274</u> |
| | <u>Wholesale, retail trade, restaurants and hotels</u> | <u>6,290</u> | <u>6,571</u> | <u>6,955</u> | <u>7,209</u> | <u>7,611</u> |
| | <u>Transport, storage & communication</u> | <u>1,885</u> | <u>2,106</u> | <u>2,266</u> | <u>2,307</u> | <u>2,433</u> |
| | <u>Financing, insurance, real estate and business services</u> | <u>3,697</u> | <u>3,874</u> | <u>4,246</u> | <u>4,050</u> | <u>4,383</u> |
| | <u>Community, social and personal services</u> | <u>19,241</u> | <u>20,075</u> | <u>20,636</u> | <u>21,620</u> | <u>21,903</u> |
| | Government: | | | | | |
| | (a) Central | 12,332 | 12,569 | 12,862 | 13,489 | 13,531 |
| | (b) Local | 661 | 664 | 761 | 776 | 788 |
| | Other | 6,248 | 6,842 | 7,013 | 7,355 | 7,584 |
| | <u>Activities not elsewhere specified</u> | <u>57</u> | <u>59</u> | <u>64</u> | <u>64</u> | <u>59</u> |
| | Total | 102,603 | 102,816 | 107,152 | 109,566 | 110,124 |

¹ revised² excluding non-manufacturing EPZ establishments.

Thousands

FIG. 2.2 - Employment by sex, March 1996 - March 2000

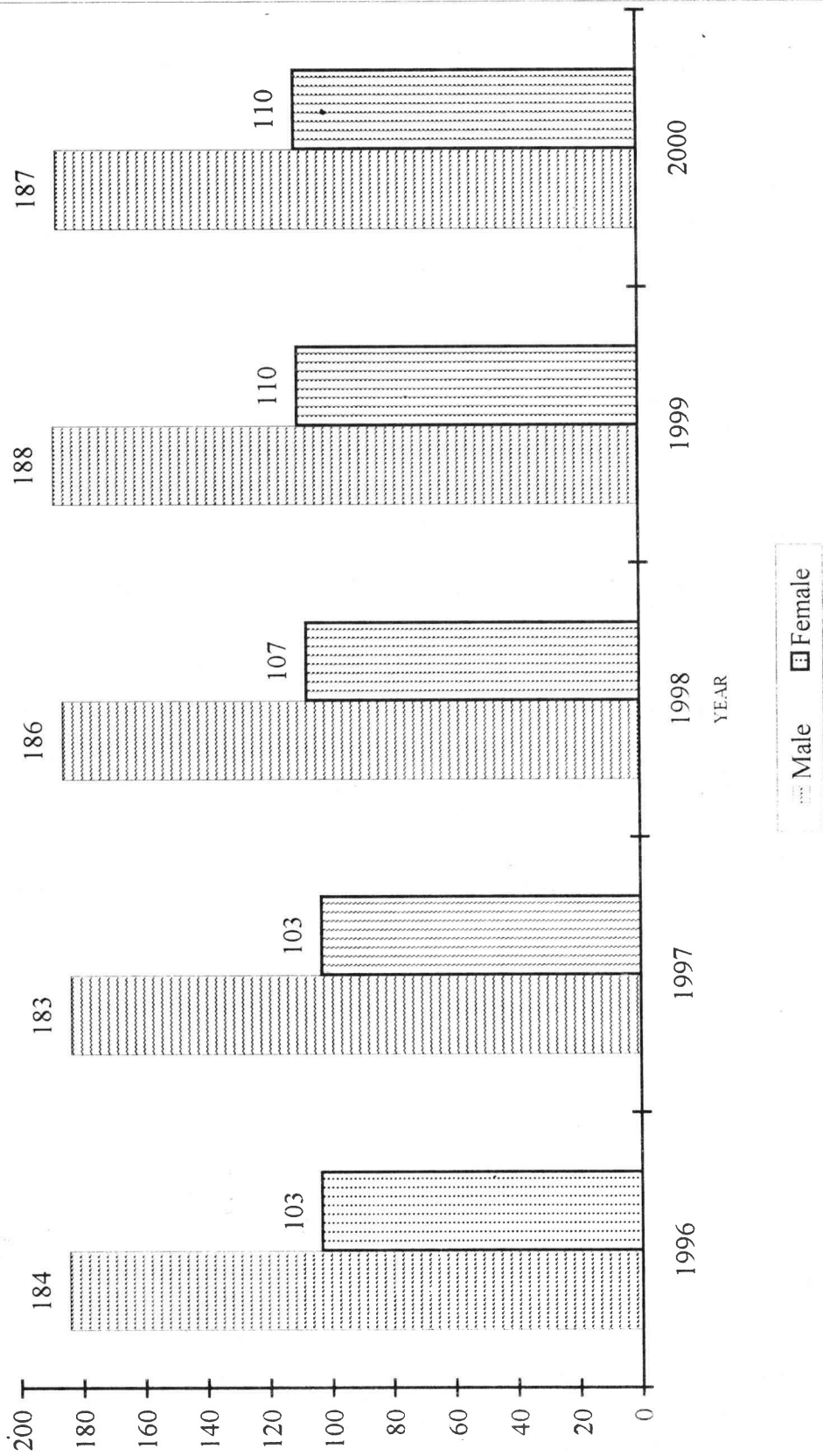


Table 2.8 - Employment¹ by industrial group and sex in the public sector, March 1999 and March 2000

| Industrial group | March 1999 | | | March 2000 | | |
|---|------------|----------|------------|------------|----------|------------|
| | Male | Female | Both sexes | Male | Female | Both sexes |
| Agriculture and fishing | 1,487 | 496 | 1,983 | 1,423 | 446 | 1,869 |
| Manufacturing | 558 | 12 | 570 | 328 | 6 | 334 |
| Electricity and water | 2,909 | 161 | 3,070 | 2,829 | 162 | 2,991 |
| Construction | - | - | - | - | - | - |
| Wholesale, retail trade, restaurants and hotels | 588 | 82 | 670 | 610 | 108 | 718 |
| Transport, storage & communication | 5,741 | 470 | 6,211 | 5,713 | 480 | 6,193 |
| Financing, insurance, real estate and business services | 1,353 | 862 | 2,215 | 1,365 | 899 | 2,264 |
| Community, social and personal services | 52,935 | 16,529 | 69,464 | 51,972 | 16,585 | 68,557 |
| of which: Central government | (43,270) | (13,489) | (56,759) | (42,037) | (13,531) | (55,568) |
| Local government | (4,999) | (776) | (5,775) | (5,320) | (788) | (6,108) |
| Activities not elsewhere specified | 1,894 | 64 | 1,958 | 2,022 | 59 | 2,081 |
| Total | 67,465 | 18,676 | 86,141 | 66,262 | 18,745 | 85,007 |

¹ including Rodrigues

Table 2.9 - Government services : Employment by Ministry and sex, March 2000

| Government Services | Male | Female | Both sexes |
|---|--------|--------|------------|
| <u>1. CENTRAL GOVERNMENT</u> | | | |
| Office of the President, Judicial, National Assembly, etc. | 426 | 146 | 572 |
| Prime Minister's Office | 10,389 | 728 | 11,117 |
| Ministry of Finance | 1,827 | 890 | 2,717 |
| Audit, Public & Police Service Commissions, Ombudsman's Office, etc. | 224 | 199 | 423 |
| Ministry of Agriculture, Food Technology & Natural Resources | 4956 | 409 | 5,365 |
| Ministry of Public Infrastructure | 2,265 | 119 | 2,384 |
| Ministry of Education & Scientific Research | 6,287 | 3,950 | 10,237 |
| Ministry of Health and Quality of life | 5,455 | 4,196 | 9,651 |
| Ministry of Local Government, Outer Islands Development and Small & Medium Enterprises and Handicraft | 2,117 | 112 | 2,229 |
| Ministry of Housing and Lands | 279 | 114 | 393 |
| Deputy Prime Minister's Office and Ministry of Foreign Affairs, & International Trade | 86 | 96 | 182 |
| Ministry of Social Security and National Solidarity and Senior Citizens Welfare | 564 | 481 | 1,045 |
| Ministry of Economic Development, Productivity and Regional Development | 187 | 156 | 343 |
| Ministry of Youth and Sports | 319 | 73 | 392 |

Table 2.9 (cont'd) - Government services : Employment by Ministry and sex, March 2000

| Government Services | Male | Female | Both sexes |
|--|--------|--------|------------|
| Ministry of Public Utilities | 1,177 | 201 | 1,378 |
| Ministry for Rodrigues | 2,856 | 449 | 3,305 |
| Ministry of Industry and Commerce, Corporate Affairs & Financial Services | 139 | 116 | 255 |
| Ministry of Tourism and Leisure | 22 | 27 | 49 |
| Ministry of Arts and Culture | 170 | 89 | 259 |
| Ministry of Women, Family welfare & Child Development | 57 | 70 | 127 |
| Attorney General and Ministry of Justice, Human Rights and Reform Institutions | 128 | 138 | 266 |
| Ministry of Labour & Industrial Relations, Employment & Human Resource Development | 274 | 175 | 449 |
| Ministry of Civil Service Affairs and Administrative Reform | 118 | 178 | 296 |
| Ministry of Land Transport, Shipping and Port Development | 258 | 119 | 377 |
| Ministry of Environment and Urban & Rural Development | 845 | 74 | 919 |
| Ministry of Telecommunications & Information Technology | 81 | 137 | 218 |
| Ministry of Fisheries and Cooperatives | 531 | 89 | 620 |
| Total Central Government | 42,037 | 13,531 | 55,568 |
| 2. LOCAL GOVERNMENT | | | |
| Municipalities | 3,650 | 534 | 4,184 |
| District Councils | 1,670 | 254 | 1,924 |
| Total Local Government | 5,320 | 788 | 6,108 |
| Total General Government Services | 47,357 | 14,319 | 61,676 |

Table 2.10 - Government services: Employment and earnings, March 2000

| Government Services | Monthly rates of pay | | Daily rates of pay | |
|---|----------------------|----------------------------------|---------------------|--|
| | Number of employees | Earnings for March 2000 (Rs 000) | Number of employees | Earnings per day ¹ (Rs 000) |
| 1. CENTRAL GOVERNMENT | | | | |
| Office of the President, Judicial, National Assembly, etc. | 556 | 8,200.04 | 6 | 1.83 |
| Prime Minister's Office | 10,939 | 117,555.93 | 54 | 8.83 |
| Ministry of Finance | 2,642 | 35,527.36 | - | - |
| Audit, Public & Police Service Commissions, Ombudsman's Office, etc. | 393 | 5,381.39 | 2 | 0.36 |
| Ministry of Agriculture, Food Technology & Natural Resources | 5,144 | 42,036.43 | - | - |
| Ministry of Public Infrastructure | 2,327 | 22,519.40 | - | - |
| Ministry of Education & Scientific Research | 9,869 | 109,937.11 | 70 | 11.18 |
| Ministry of Health and Quality of life | 9,220 | 114,492.31 | 41 | 12.13 |
| Ministry of Local Government, Outer Islands Development and Small & Medium Enterprises and Handicraft | 2,208 | 20,538.87 | - | - |
| Ministry of Housing and Lands | 380 | 4,082.77 | - | - |
| Deputy Prime Minister's Office and Ministry of Foreign Affairs, & International Trade | 173 | 2,354.16 | - | - |
| Ministry of Social Security and National Solidarity and Senior Citizens Welfare | 956 | 9,718.41 | 27 | 15.39 |
| Ministry of Economic Development, Productivity & Regional Development | 306 | 4,667.43 | - | - |
| Ministry of Youth and Sports | 380 | 4,327.83 | - | - |

¹ Average per day worked out from the last payroll of March 2000

Table 2.10 (cont'd) - Government services: Employment and earnings, March 2000

| Government Services | Monthly rates of pay | | Daily rates of pay | |
|--|----------------------|----------------------------------|---------------------|--|
| | Number of employees | Earnings for March 2000 (Rs 000) | Number of employees | Earnings per day ¹ (Rs 000) |
| Ministry of Public Utilities | 1,331 | 11,773.38 | - | - |
| Ministry for Rodrigues | 3,305 | 24,849.88 | - | - |
| Ministry of Industry and Commerce, Corporate Affairs & Financial Services | 253 | 3,071.45 | - | - |
| Ministry of Tourism and Leisure | 48 | 670.78 | - | - |
| Ministry of Arts and Culture | 249 | 2,538.75 | 2 | 0.45 |
| Ministry of Women, Family Welfare & Child Development | 118 | 1,252.14 | - | - |
| Attorney General and Ministry of Justice, Human Rights and Reform Institutions | 259 | 3,589.82 | - | - |
| Ministry of Labour & Industrial Relations, Employment & Human Resource Development | 430 | 4,770.59 | - | - |
| Ministry of Civil Service Affairs and Administrative Reform | 283 | 3,933.40 | - | - |
| Ministry of Land Transport, Shipping and Port Development | 372 | 4,218.03 | - | - |
| Ministry of Environment and Urban & Rural Development | 902 | 7,509.73 | - | - |
| Ministry of Telecommunication and Information Technology | 209 | 2,744.58 | - | - |
| Ministry of Fisheries and Cooperatives | 602 | 6,594.70 | - | - |
| Total Central Government ² | 53,854 | 578,856.67 | 202 | 50.17 |
| 2. LOCAL GOVERNMENT | | | | |
| Municipalities | 4,136 | 32,661.20 | 48 | 8.03 |
| District Councils | 1,724 | 11,921.06 | 200 | 29.43 |
| Total Local Government | 5,860 | 44,582.26 | 248 | 37.46 |
| Total General Government Services | 59,714 | 623,438.93 | 450 | 87.63 |

¹ Average per day worked out from the last payroll of March 2000

² Employees on leave without pay are **not** included here

Table 2.11 - Employment and earnings for employees on monthly and daily rates of pay, March 2000

| Industrial group | Monthly rates of pay | | Daily rates of pay | |
|--------------------------------------|----------------------|----------------------------------|---------------------|--|
| | Number of employees | Earnings for March 2000 (Rs 000) | Number of employees | Earnings ¹ per day (Rs 000) |
| <u>Agriculture and fishing</u> | <u>19,567</u> | <u>126,062.60</u> | <u>6,701</u> | <u>1,419.61</u> |
| Sugar cane | 18,393 | 115,279.16 | 5,477 | 1,221.57 |
| Tea | 36 | 414.83 | 129 | 23.86 |
| Tobacco | 32 | 121.95 | 220 | 22.22 |
| Fishing | 112 | 953.57 | 80 | 16.88 |
| Flower growing | 163 | 1,167.57 | 295 | 36.58 |
| Other | 831 | 8,125.52 | 500 | 98.50 |
| <u>Mining and quarrying</u> | <u>14</u> | <u>153.55</u> | <u>169</u> | <u>19.27</u> |
| <u>Manufacturing</u> | <u>36,306</u> | <u>277,303.87</u> | <u>24,779</u> | <u>4,318.59</u> |
| Food: | | | | |
| Bread | 150 | 1,226.10 | 395 | 104.67 |
| Biscuits and confectionery | 407 | 1,856.73 | 308 | 43.74 |
| Meat | 1,337 | 10,113.07 | 47 | 8.32 |
| Sugar | 3,063 | 26,158.02 | 356 | 100.71 |
| Tea | 91 | 621.35 | 125 | 26.75 |
| Other | 1,476 | 13,636.76 | 772 | 147.45 |
| Beverage and tobacco: | | | | |
| Distilleries & cigarette manufacture | 330 | 4,398.24 | 5 | 1.17 |
| Wine and beer | 603 | 6,852.49 | 247 | 47.92 |
| Soft drinks | 1,398 | 11,987.85 | 100 | 23.40 |
| Textiles | 3,607 | 25,267.04 | 1,143 | 224.03 |
| Wearing apparel (except footwear) | 12,340 | 84,084.76 | 15,203 | 2,310.86 |
| Leather products | 107 | 1,028.27 | 622 | 100.76 |
| Footwear | 249 | 1,462.13 | 205 | 37.93 |

¹ earnings per day worked out from the last payroll for the month of March 2000

Table 2.11 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 2000

| Industrial group | Monthly rates of pay | | Daily rates of pay | |
|--|----------------------|----------------------------------|---------------------|--|
| | Number of employees | Earnings for March 2000 (Rs 000) | Number of employees | Earnings ¹ per day (Rs 000) |
| <u>Manufacturing (cont'd)</u> | | | | |
| Wood and furniture | 588 | 4,410.00 | 942 | 223.25 |
| Paper products | 830 | 5,601.67 | 172 | 23.91 |
| Printing & publishing | 1,787 | 16,992.58 | 243 | 66.10 |
| Rubber products | 156 | 1,036.93 | 69 | 11.59 |
| Miscellaneous chemical products | 1,873 | 15,809.99 | 145 | 23.49 |
| Plastic products | 860 | 6,002.80 | 147 | 18.38 |
| Non-metallic mineral products: | | | | |
| Stone and concrete | 376 | 4,293.92 | 749 | 217.21 |
| Other | 89 | 587.84 | 78 | 18.72 |
| Iron and steel basic industries | 364 | 2,799.16 | 56 | 12.04 |
| Metal products | 948 | 7,100.52 | 603 | 158.59 |
| Machinery | | | | |
| Electrical | 413 | 3,142.10 | 183 | 65.88 |
| Non-electrical | 421 | 4,755.20 | 25 | 4.53 |
| Transport equipment | 302 | 2,272.25 | 108 | 23.11 |
| Watches and clocks | 273 | 1,737.10 | 107 | 18.72 |
| Jewellery and related articles | 955 | 5,709.95 | 479 | 79.03 |
| Miscellaneous manufacturing industries | 913 | 6,359.05 | 1,145 | 176.33 |
| <u>Electricity and water</u> | <u>3,109</u> | <u>41,881.34</u> | <u>26</u> | <u>7.23</u> |
| <u>Construction</u> | <u>1,988</u> | <u>26,144.19</u> | <u>5,237</u> | <u>1,534.44</u> |
| <u>Wholesale, retail trade, restaurants and hotels</u> | <u>29,294</u> | <u>253,395.84</u> | <u>733</u> | <u>137.07</u> |
| Wholesale and retail trade | | | | |
| Wholesale and retail trade | 15,174 | 148,492.77 | 654 | 125.57 |
| Restaurants | 1,101 | 7,299.63 | 17 | 1.95 |
| Hotels | 13,019 | 97,603.44 | 62 | 9.55 |

¹earnings per day worked out from the last payroll for the month of March 2000

Table 2.11 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 2000

| Industrial group | Monthly rates of pay | | Daily rates of pay | |
|--|----------------------|----------------------------------|---------------------|--|
| | Number of employees | Earnings for March 2000 (Rs 000) | Number of employees | Earnings ¹ per day (Rs 000) |
| <u>Transport, storage & communication</u> | <u>13,394</u> | <u>167,156.51</u> | <u>1,602</u> | <u>375.69</u> |
| Road transport: | | | | |
| Buses | 4,098 | 29,521.99 | 1,310 | 301.30 |
| Other | 867 | 9,270.83 | 196 | 53.12 |
| Docks and stevedoring | 1,691 | 29,639.85 | 41 | 11.73 |
| Travel and tourism | 4,015 | 56,073.49 | 36 | 5.72 |
| Other | 2,723 | 42,650.35 | 19 | 3.82 |
| <u>Financing, insurance, real estate and business services</u> | <u>13,197</u> | <u>168,245.14</u> | <u>1,200</u> | <u>210.00</u> |
| Banks and other financial institutions | 4,615 | 71,800.17 | - | - |
| Insurance | 2,016 | 26,216.06 | - | - |
| Engineering and architectural services | 1,090 | 12,337.71 | 200 | 43.00 |
| Advertising services | 265 | 3,373.72 | - | - |
| Other business services | 5,211 | 54,517.48 | 1,000 | 167.00 |
| <u>Community, social and personal services</u> | <u>77,786</u> | <u>808,740.43</u> | <u>1,100</u> | <u>174.74</u> |
| Government services : | | | | |
| (a) Central ² | 53,854 | 578,876.64 | 202 | 50.09 |
| (b) Local | 5,860 | 44,582.88 | 248 | 37.45 |
| Private education services | 8,548 | 99,002.94 | - | - |
| Private health services | 974 | 6,112.82 | 9 | 1.54 |
| Repair of motor vehicles | 660 | 6,212.58 | 44 | 7.13 |
| Amusement and other recreational services | 1,624 | 15,033.37 | 70 | 7.91 |
| Other services | 6,266 | 58,919.20 | 527 | 70.62 |
| <u>Activities not elsewhere specified</u> | <u>1,591</u> | <u>11,961.14</u> | <u>490</u> | <u>102.90</u> |
| Total | 196,246 | 1,881,044.61 | 42,037 | 8,299.54 |

¹ earnings per day worked out from the last payroll for the month of March 2000² employees on leave without pay are **not** included here

Table 2.12 - Employment and earnings¹ for employees on piece and hourly rates of pay, March 2000

| Industrial group | Piece rates of pay | | Hourly rates of pay | |
|-----------------------------------|---------------------|---------------------------|---------------------|----------------------------|
| | Number of employees | Earnings per day (Rs 000) | Number of employees | Earnings per hour (Rs 000) |
| <u>Agriculture and fishing</u> | | | | |
| Sugar cane | <u>1,279</u> | <u>364.17</u> | <u>169</u> | <u>4.34</u> |
| Other | 1,009 | 235.10 | - | - |
| | 270 | 129.07 | 169 | 4.34 |
| <u>Manufacturing</u> | <u>20,986</u> | <u>3,640.03</u> | <u>18,852</u> | <u>309.87</u> |
| Textiles | 11 | 2.83 | 654 | 13.81 |
| Wearing apparel (except footwear) | 20,541 | 3,533.05 | 15,169 | 236.79 |
| Wood and furniture | 110 | 29.26 | 8 | 0.25 |
| Jewellery and related articles | - | - | 426 | 8.45 |
| Other | 324 | 74.89 | 2,595 | 50.57 |
| <u>Construction</u> | <u>1,188</u> | <u>373.03</u> | <u>325</u> | <u>10.55</u> |
| <u>Services</u> | <u>270</u> | <u>163.84</u> | <u>444</u> | <u>21.97</u> |
| Total | 23,723 | 4,541.07 | 19,790 | 346.73 |

¹ earnings per day/hour worked out from the last payroll for the month of March 2000

Table 2.13 - Average monthly earnings¹ by industrial group, March 1996 - March 2000

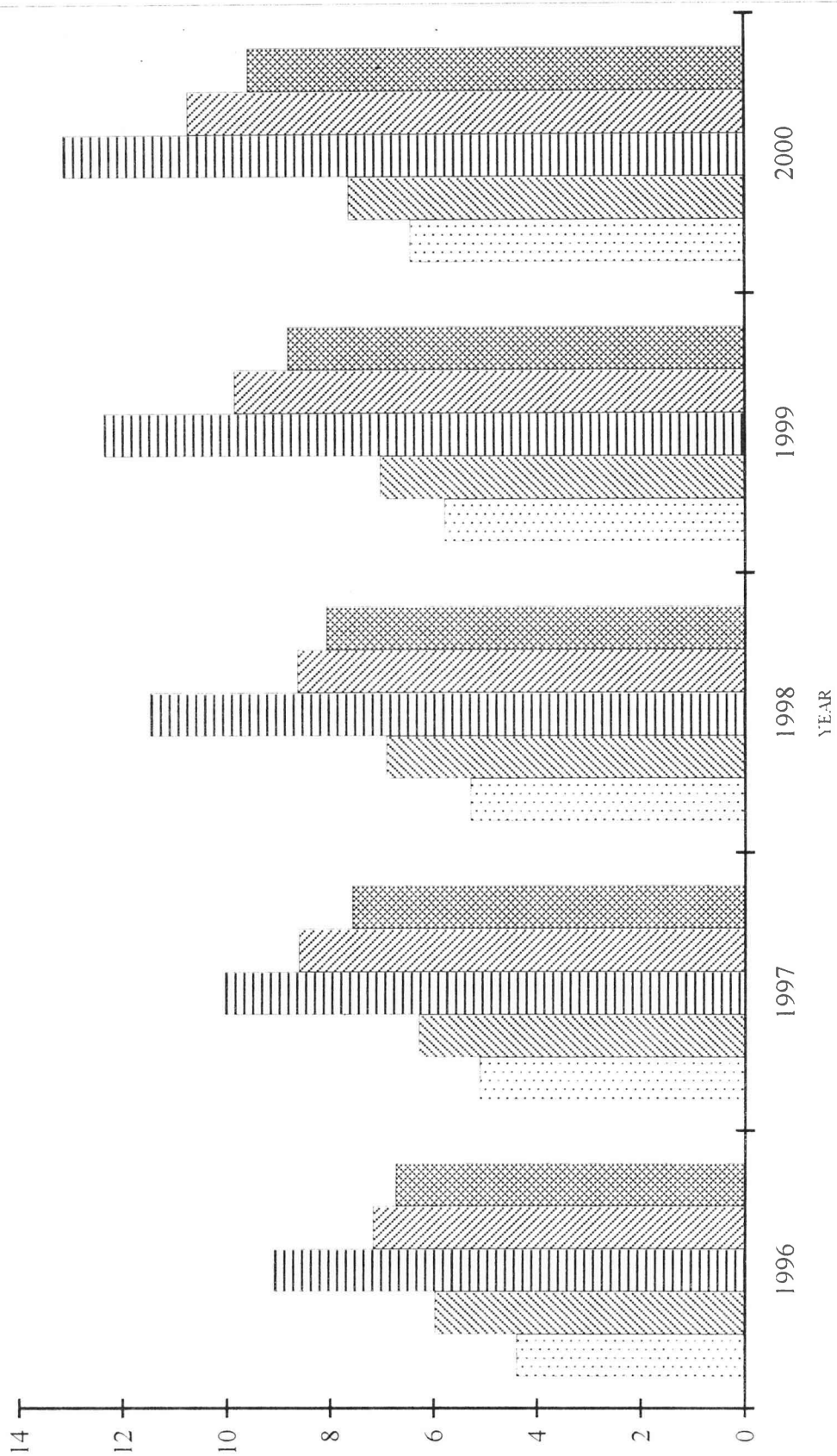
| Industrial group | (Rupees) | | | | |
|---|----------|--------|--------|--------|--------|
| | 1996 | 1997 | 1998 | 1999 | 2000 |
| Agriculture and fishing | 4,252 | 4,888 | 5,161 | 5,608 | 6,254 |
| <i>of which</i> Sugar cane | 4,217 | 4,863 | 5,109 | 5,516 | 6,156 |
| Mining and quarrying | 2,851 | 3,071 | 3,134 | 3,344 | 3,576 |
| Manufacturing | 4,272 | 4,558 | 4,913 | 5,087 | 5,437 |
| <i>of which</i> EPZ ² | 3,730 | 4,015 | 4,306 | 4,440 | 4,697 |
| Electricity and water | 9,695 | 10,108 | 12,448 | 12,061 | 13,419 |
| Construction | 6,433 | 7,271 | 8,078 | 8,296 | 8,919 |
| Wholesale, retail trade, restaurants and hotels | 6,629 | 6,981 | 7,421 | 8,152 | 8,557 |
| Transport, storage & communication | 7,725 | 8,387 | 10,071 | 10,309 | 11,851 |
| Financing, insurance, real estate and business services | 8,897 | 9,602 | 10,157 | 11,570 | 12,035 |
| Community, social and personal services | 7,032 | 8,249 | 8,442 | 9,533 | 10,319 |
| <i>of which</i> Central government | 7,172 | 8,605 | 8,621 | 9,850 | 10,733 |
| Activities not elsewhere specified | 4,514 | 5,428 | 5,670 | 6,367 | 7,033 |
| All sectors | 5,767 | 6,461 | 6,883 | 7,479 | 8,116 |

¹ earnings of daily, hourly, and piece rate workers have been converted to a monthly basis and included in this table.

² excluding non-manufacturing EPZ establishments

FIG. 2.3 - Average Monthly Earnings, March 1996 - March 2000

Rs (Thousands)



Legend: Agriculture and fishing (Dotted), Manufacturing (Diagonal lines), Construction (Horizontal lines), Central Government (Cross-hatch), All sectors (Vertical lines)

Table 2.14 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1996 - March 2000
(Rupees)

| Industrial group | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|--------|--------|--------|--------|--------|
| Agriculture and fishing | 4,396 | 5,116 | 5,289 | 5,792 | 6,443 |
| <i>of which Sugarcane</i> | 4,294 | 5,004 | 5,147 | 5,625 | 6,268 |
| Mining and quarrying | 8,207 | 8,524 | 10,060 | 10,617 | 10,968 |
| Manufacturing | 5,972 | 6,282 | 6,912 | 7,034 | 7,638 |
| <i>of which EPZ¹</i> | 5,493 | 5,777 | 6,376 | 6,371 | 6,904 |
| Electricity and water | 9,707 | 10,112 | 12,448 | 12,067 | 13,471 |
| Construction | 9,096 | 10,038 | 11,479 | 12,368 | 13,151 |
| Wholesale, retail trade, restaurants and hotels | 6,735 | 7,042 | 7,510 | 8,221 | 8,650 |
| Transport, storage & communication | 8,122 | 8,766 | 10,647 | 10,938 | 12,480 |
| Financing, insurance, real estate and business services | 10,096 | 11,010 | 11,550 | 12,300 | 12,749 |
| Community, social and personal services | 7,079 | 8,296 | 8,502 | 9,609 | 10,397 |
| <i>of which Central Government</i> | 7,176 | 8,612 | 8,643 | 9,864 | 10,749 |
| Activities not elsewhere specified | 4,704 | 5,623 | 6,313 | 6,875 | 7,518 |
| All sectors | 6,731 | 7,572 | 8,080 | 8,820 | 9,585 |

¹ excluding non-manufacturing EPZ establishments

FIG. 2.4 - Average Daily Earnings, March 1996 - March 2000

Rs

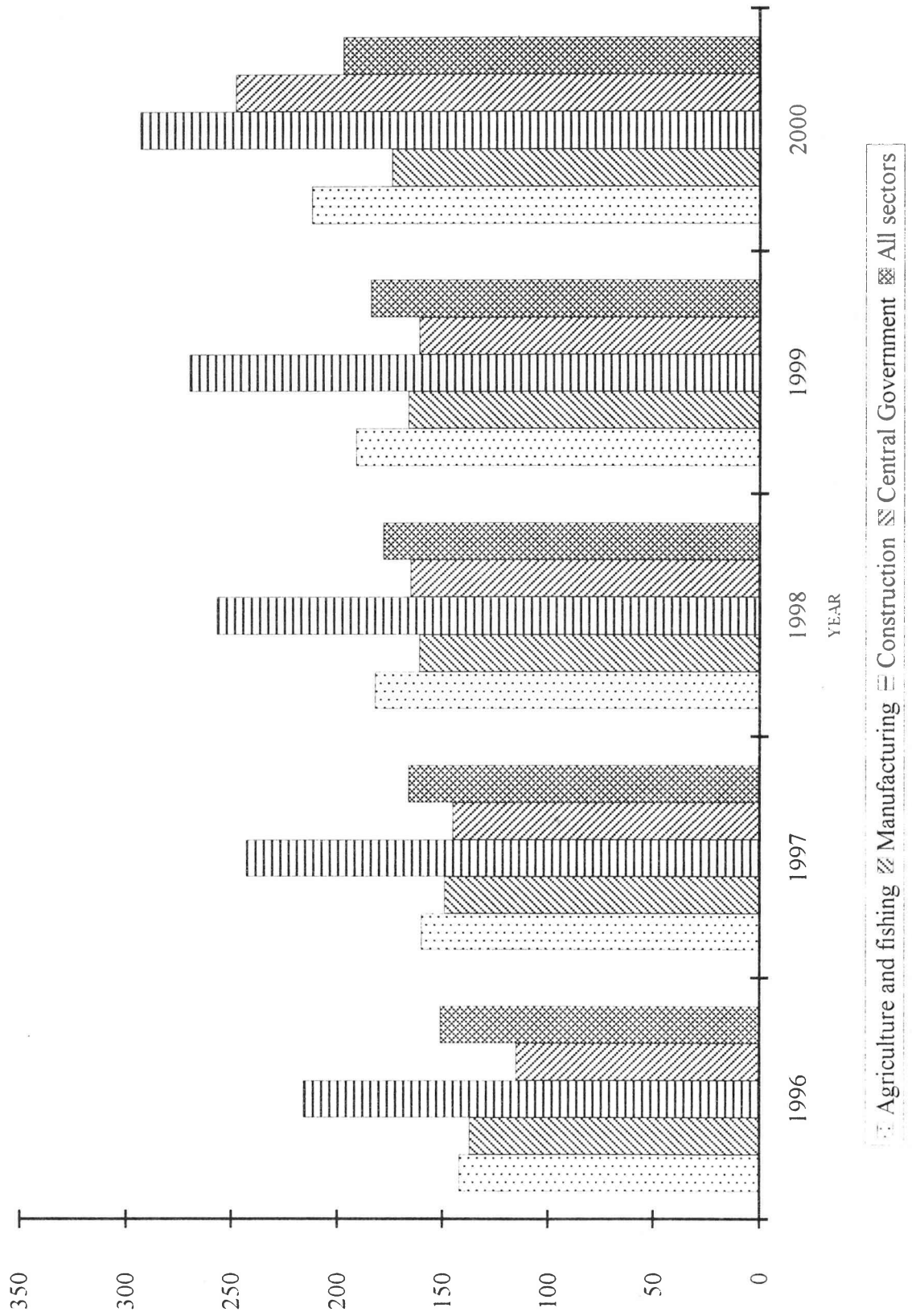


Table 2.15 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1996 - March 2000
(Rupees)

| Industrial group | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|------|------|------|------------------|------|
| Agriculture and fishing | 142 | 160 | 182 | 191 | 212 |
| <i>of which</i> Sugarcane | 148 | 168 | 192 | 201 | 223 |
| Mining and quarrying | 92 | 104 | 103 | 107 | 114 |
| Manufacturing | 137 | 149 | 161 | 166 | 174 |
| <i>of which</i> EPZ ¹ | 125 | 137 | 146 | 151 | 157 |
| Electricity and water ² | 107 | 127 | - | 296 | 278 |
| Construction | 216 | 243 | 257 | 270 | 293 |
| Wholesale, retail trade, restaurants and hotels | 152 | 155 | 159 | 178 | 187 |
| Transport, storage & communication | 185 | 215 | 220 | 220 | 235 |
| Financing, insurance, real estate and business services | 146 | 159 | 162 | 178 | 175 |
| Community, social and personal services | 131 | 139 | 139 | 141 | 159 |
| <i>of which</i> Central Government | 115 | 145 | 165 | 161 | 248 |
| Activities not elsewhere specified | 159 | 178 | 169 | 165 ³ | 210 |
| All sectors | 151 | 166 | 178 | 184 | 197 |

¹ excluding non-manufacturing EPZ establishments

² no employees on daily rates of pay for 1998

³ revised

Table 2.16 - Average daily earnings by industrial group for employees on piece rates of pay, March 1996 - March 2000

| Industrial group | (Rupees) | | | | |
|-----------------------------------|------------|------------|------------|------------|------------|
| | 1996 | 1997 | 1998 | 1999 | 2000 |
| <u>Agriculture and fishing</u> | <u>155</u> | <u>197</u> | <u>240</u> | <u>208</u> | <u>285</u> |
| <u>Manufacturing</u> | <u>145</u> | <u>156</u> | <u>159</u> | <u>170</u> | <u>173</u> |
| Wearing apparel (except footwear) | 144 | 155 | 158 | 169 | 172 |
| Wood & furniture | 194 | 200 | 191 | 234 | 266 |
| Jewellery and related articles | 237 | 269 | 135 | 142 | - |
| Other | 167 | 176 | 199 | 219 | 232 |
| <u>Construction</u> | <u>306</u> | <u>333</u> | <u>374</u> | <u>297</u> | <u>314</u> |
| <u>Other sectors</u> | <u>287</u> | <u>357</u> | <u>308</u> | <u>401</u> | <u>607</u> |
| All sectors | 154 | 167 | 175 | 181 | 191 |

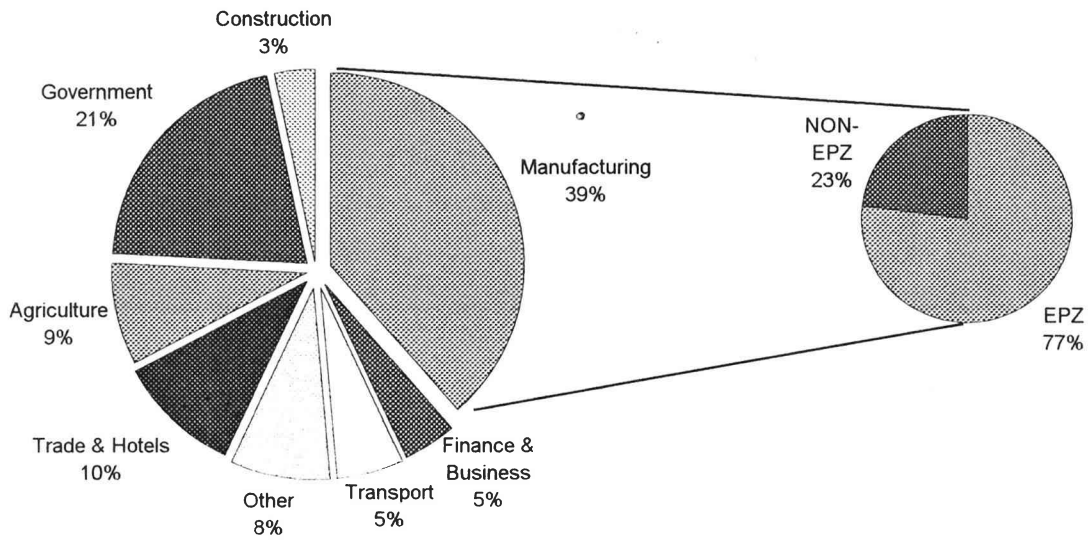
Table 2.17 - Average hourly earnings by industrial group for employees on hourly rates of pay, March 1996 - March 2000

| Industrial group | (Rupees) | | | | |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|
| | 1996 | 1997 | 1998 | 1999 | 2000 |
| <u>Agriculture and fishing</u> | <u>20</u> | <u>19</u> | <u>19</u> | <u>22</u> | <u>26</u> |
| <u>Manufacturing</u> | <u>13</u> | <u>14</u> | <u>15</u> | <u>15</u> | <u>16</u> |
| Textiles | 19 | 20 | 19 | 21 | 21 |
| Wearing apparel (except footwear) | 12 | 13 | 14 | 14 | 16 |
| Wood & furniture | - | - | 12 | - | 31 |
| Jewellery and related articles | 14 | 15 | 18 | 20 | 20 |
| Other | 16 | 16 | 17 | 18 | 19 |
| <u>Construction</u> | <u>26</u> | <u>29</u> | <u>29</u> | <u>29</u> | <u>32</u> |
| <u>Other sectors</u> | <u>29</u> | <u>34</u> | <u>36</u> | <u>47</u> | <u>49</u> |
| All sectors | 13 | 13 | 14 | 16 | 18 |

Table 2.18 - Number of establishments and employees by industrial group and size of employment in the EPZ sector - March 2000

| Industrial Group | 10 - 49 | | 50 - 99 | | 100 - 499 | | 500 & over | | Total | |
|--|--------------------------|--------------|--------------------------|--------------|--------------------------|---------------|--------------------------|---------------|--------------------------|---------------|
| | Number of Establishments | Employment | Number of Establishments | Employment | Number of Establishments | Employment | Number of Establishments | Employment | Number of Establishments | Employment |
| <u>Manufacturing</u> | <u>179</u> | <u>4,776</u> | <u>82</u> | <u>5,865</u> | <u>144</u> | <u>33,308</u> | <u>44</u> | <u>44,208</u> | <u>449</u> | <u>88,157</u> |
| Food | 5 | 147 | 1 | 59 | - | - | 1 | 1,393 | 7 | 1,599 |
| Textiles | 17 | 422 | 13 | 986 | 7 | 1,667 | 3 | 2,482 | 40 | 5,557 |
| Wearing apparel (except footwear) | 95 | 2,632 | 52 | 3,625 | 117 | 27,806 | 39 | 39,818 | 303 | 73,881 |
| Footwear & leather products | 3 | 109 | 2 | 132 | 1 | 421 | - | - | 6 | 662 |
| Wood and furniture | 5 | 111 | 1 | 55 | 1 | 111 | - | - | 7 | 277 |
| Professional/scientific measuring equipment & optical goods | 2 | 55 | 4 | 294 | 5 | 1,132 | - | - | 11 | 1,481 |
| Jewellery & related articles | 7 | 189 | 4 | 320 | 4 | 1,004 | - | - | 15 | 1,513 |
| Other | 45 | 1,111 | 5 | 394 | 9 | 1,167 | 1 | 515 | 60 | 3,187 |
| <u>Non-manufacturing</u> | <u>26</u> | <u>464</u> | - | - | <u>3</u> | <u>580</u> | - | - | <u>29</u> | <u>1,044</u> |
| Total | 205 | 5,240 | 82 | 5,865 | 147 | 33,888 | 44 | 44,208 | 478 | 89,201 |

Fig. 2.5 - Employment by sector, March 2000



A cross-section of EPZ employment

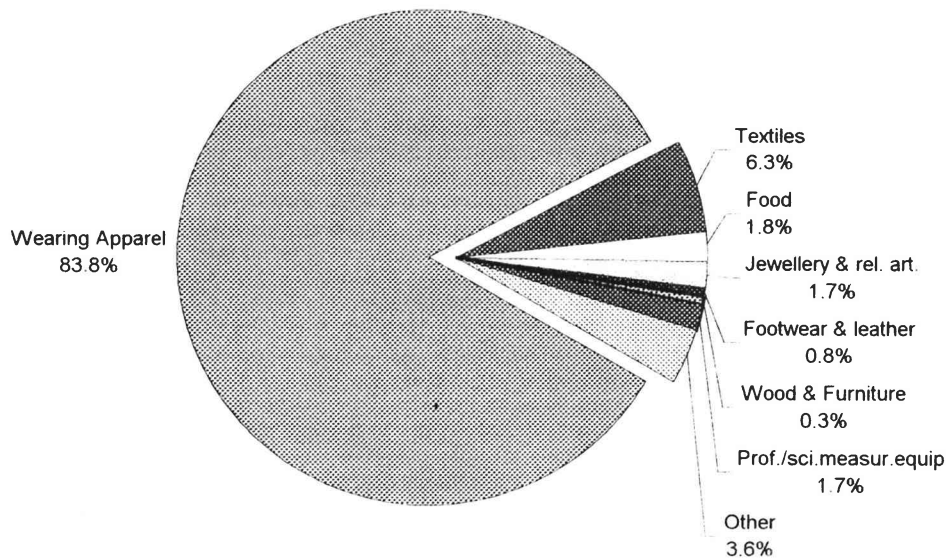


Table 2.19 - Employment¹ in large establishments of EPZ by industrial group and sex, March 1998 - March 2000

| Industrial group | March 1998 | | | March 1999 | | | March 2000 | | |
|--|----------------------|--------|------------|------------|--------|------------|------------|--------|------------|
| | Male | Female | Both sexes | Male | Female | Both sexes | Male | Female | Both sexes |
| | <u>Manufacturing</u> | 26,418 | 57,613 | 84,031 | 29,054 | 59,866 | 88,920 | 28,695 | 59,462 |
| Food | 633 | 978 | 1,611 | 627 | 1,010 | 1,637 | 588 | 1,011 | 1,599 |
| Textiles | 3,916 | 1,156 | 5,072 | 4,070 | 1,220 | 5,290 | 4,264 | 1,293 | 5,557 |
| Wearing apparel (except footwear) | 19,092 | 51,003 | 70,095 | 21,666 | 53,314 | 74,980 | 21,112 | 52,769 | 73,881 |
| Footwear & leather products | 195 | 800 | 995 | 158 | 600 | 758 | 143 | 519 | 662 |
| Wood and furniture | 247 | 63 | 310 | 227 | 58 | 285 | 222 | 55 | 277 |
| Professional/scientific measuring equipment & optical goods | 543 | 671 | 1,214 | 571 | 779 | 1,350 | 594 | 887 | 1,481 |
| Jewellery and related articles | 661 | 885 | 1,546 | 598 | 863 | 1,461 | 609 | 904 | 1,513 |
| Other | 1,131 | 2,057 | 3,188 | 1,137 | 2,022 | 3,159 | 1,163 | 2,024 | 3,187 |
| <u>Non-manufacturing</u> | 438 | 516 | 754 | 487 | 546 | 1,033 | 493 | 551 | 1,044 |
| TOTAL | 26,856 | 57,929 | 84,785 | 29,541 | 60,412 | 89,953 | 29,188 | 60,013 | 89,201 |

¹ employment data : (a) exclude 800 outworkers in March 1998, 1,111 in March 1999 and 1,170 in March 2000

(b) include 9,126 foreign workers in March 1998, 12,110 in March 1999 and 13,669 in March 2000

Table 2.20 - Employment and earnings in the EPZ sector for employees on monthly and daily rates of pay, March 2000

| Industrial group | Monthly rates of pay | | Daily rates of pay | |
|---|----------------------|----------------------------------|---------------------|--|
| | Number of employees | Earnings for March 2000 (Rs 000) | Number of employees | Earnings per day (Rs 000) ¹ |
| <u>Manufacturing</u> | <u>17,997</u> | <u>124,248.50</u> | <u>18,183</u> | <u>2,854.54</u> |
| Food | 330 | 2,778.93 | 109 | 22.45 |
| Textiles | 3,450 | 24,277.65 | 1,012 | 202.40 |
| Wearing apparel (except footwear) | 11,543 | 79,565.90 | 14,404 | 2,199.49 |
| Footwear & leather products | 82 | 849.68 | 473 | 77.80 |
| Wood and furniture | 101 | 805.58 | 126 | 27.40 |
| Professional/scientific measuring equipment & optical goods | 339 | 2,962.18 | 705 | 117.30 |
| Jewellery and related articles | 605 | 3,641.49 | 479 | 78.93 |
| Other | 1,547 | 9,367.09 | 875 | 128.77 |
| <u>Non-manufacturing</u> | <u>496</u> | <u>3,201.18</u> | <u>271</u> | <u>33.43</u> |
| Total | 18,493 | 127,449.68 | 18,454 | 2,887.97 |

Table 2.21 - Employment and earnings in the EPZ sector for employees on piece and hourly rates of pay, March 2000

| Industrial group | Piece rates of pay | | Hourly rates of pay | |
|---|---------------------|--|---------------------|----------------------------|
| | Number of employees | Earnings per day (Rs 000) ¹ | Number of employees | Earnings per hour (Rs 000) |
| <u>Manufacturing</u> | <u>20,507</u> | <u>3,528.00</u> | <u>18,033.00</u> | <u>292.05</u> |
| Food | 35 | 4.00 | 901 | 16.75 |
| Textiles | 11 | 2.83 | 595 | 12.85 |
| Wearing apparel (except footwear) | 20,413 | 3,511.04 | 14,876 | 232.51 |
| Footwear & leather products | - | - | 118 | 1.74 |
| Wood and furniture | 45 | 9.19 | - | - |
| Professional/scientific measuring equipment & optical goods | 3 | 0.94 | 434 | 8.65 |
| Jewellery and related articles | - | - | 426 | 8.45 |
| Other | - | - | 683 | 11.10 |
| <u>Non-manufacturing</u> | <u>-</u> | <u>-</u> | <u>281</u> | <u>11.53</u> |
| Total | 20,507 | 3,528.00 | 18,314 | 303.58 |

¹ earnings per day worked out from the last payroll for the month of March 2000

Table 2.22 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay March 1996 - March 2000

(Rupees)

| Industrial group | 1996 | 1997 | 1998 | 1999 ⁱ | 2000 |
|---|--------------|--------------|--------------|-------------------|--------------|
| <u>Manufacturing</u> | <u>5,493</u> | <u>5,777</u> | <u>6,376</u> | <u>6,371</u> | <u>6,904</u> |
| Food | 7,032 | 7,409 | 6,220 | 7,025 | 8,421 |
| Textiles | 5,632 | 5,951 | 6,733 | 6,920 | 7,037 |
| Wearing apparel (except footwear) | 5,463 | 5,758 | 6,452 | 6,256 | 6,893 |
| Footwear & leather products | 8,288 | 8,394 | 9,210 | 9,559 | 10,362 |
| Wood and furniture | 5,284 | 5,345 | 5,967 | 7,802 | 7,976 |
| Professional/scientific measuring equipment & optical goods | 5,700 | 6,851 | 7,748 | 7,766 | 8,738 |
| Jewellery and related articles | 4,670 | 4,936 | 4,772 | 5,039 | 6,019 |
| Other | 4,975 | 4,907 | 5,193 | 5,836 | 6,055 |
| <u>Non-manufacturing</u> | <u>5,902</u> | <u>6,527</u> | <u>8,100</u> | <u>6,177</u> | <u>6,454</u> |
| All sectors | 5,497 | 5,787 | 6,395 | 6,368 | 6,892 |

Table 2.23 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay, March 1996 - March 2000

(Rupees)

| Industrial group | 1996 | 1997 | 1998 | 1999 ⁱ | 2000 |
|---|------------|------------|------------|-------------------|------------|
| <u>Manufacturing</u> | <u>125</u> | <u>137</u> | <u>146</u> | <u>151</u> | <u>157</u> |
| Food | 115 | 121 | 141 | 164 | 206 |
| Textiles | 165 | 176 | 194 | 191 | 200 |
| Wearing apparel (except footwear) | 119 | 134 | 143 | 149 | 153 |
| Footwear & leather products | 137 | 137 | 136 | 144 | 164 |
| Wood and furniture | 148 | 162 | 223 | 223 | 217 |
| Professional/scientific measuring equipment & optical goods | 138 | 141 | 159 | 158 | 166 |
| Jewellery and related articles | 186 | 150 | 137 | 151 | 165 |
| Other | 140 | 163 | 145 | 133 | 147 |
| <u>Non-manufacturing</u> | <u>108</u> | <u>89</u> | <u>98</u> | <u>119</u> | <u>123</u> |
| All sectors | 125 | 137 | 145 | 151 | 157 |

ⁱ revised

Table 2.24 - Average daily earnings in EPZ by industrial group for employees exclusively on piece rates of pay, March 1996 - March 2000

(Rupees)

| Industrial group | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|------------|------------|------------|------------|------------|
| <u>Manufacturing</u> | <u>145</u> | <u>156</u> | <u>159</u> | <u>169</u> | <u>172</u> |
| Food | - | 185 | 228 | 228 | 114 |
| Textiles | - | - | 196 | 219 | 257 |
| Wearing apparel (except footwear) | 144 | 155 | 158 | 169 | 172 |
| Footwear & leather products | - | - | - | - | - |
| Wood and furniture | 233 | 218 | 212 | 226 | 204 |
| Professional/scientific measuring equipment and optical goods | 97 | 137 | 224 | 303 | 312 |
| Jewellery and related articles | 242 | 271 | - | - | - |
| Other | 95 | - | - | - | - |
| <u>Non-manufacturing</u> | - | - | - | - | - |
| All sectors | 145 | 156 | 159 | 169 | 172 |

Table 2.25 - Average hourly earnings in EPZ by industrial group for employees exclusively on hourly rates of pay, March 1996 - March 2000

(Rupees)

| Industrial group | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|-----------|-----------|-----------|-----------|-----------|
| <u>Manufacturing</u> | <u>13</u> | <u>14</u> | <u>14</u> | <u>15</u> | <u>16</u> |
| Food | - | 11 | 15 | 17 | 19 |
| Textiles | 19 | 20 | 20 | 22 | 22 |
| Wearing apparel (except footwear) | 12 | 13 | 14 | 14 | 16 |
| Footwear & leather products | 16 | 17 | 16 | 14 | 15 |
| Wood and furniture | - | - | - | - | - |
| Professional/scientific measuring equipment and optical goods | 15 | 17 | 19 | 18 | 20 |
| Jewellery and related articles | 14 | 15 | 18 | 20 | 20 |
| Other | 13 | 13 | 15 | 15 | 16 |
| <u>Non-manufacturing</u> | <u>20</u> | <u>29</u> | <u>39</u> | <u>39</u> | <u>41</u> |
| All sectors | 13 | 14 | 15 | 15 | 17 |

Table 2.26 - Sugar Industry: Employment by size of plantations and sex, March 2000

| Employer | Size class (hectares) | Male | Female | Both sexes |
|----------------------------------|-----------------------|--------|--------|------------|
| Planters (including metayers) | 10 - 19 | 339 | 314 | 653 |
| | 20 - 29 | 112 | 140 | 252 |
| | 30 - 39 | 107 | 83 | 190 |
| | 40 & over | 1,032 | 539 | 1,571 |
| Total employed by : | | | | |
| (i) planters | | 1,590 | 1,076 | 2,666 |
| (ii) millers estates and annexes | | 16,207 | 5,913 | 22,120 |
| (iii) factories | | 3,331 | 27 | 3,358 |
| Total | | 21,128 | 7,016 | 28,144 |

Table 2.27 - Employment and earnings in the Sugar Industry, March 2000

| Employer | Monthly rates of pay | | Daily rates of pay | |
|-------------------------------------|----------------------|----------------------------------|--------------------|--|
| | Number of workers | Earnings for March 2000 (Rs 000) | Number of workers | Earnings per day ¹ (Rs 000) |
| Millers estates and annexes | <u>20,400</u> | <u>135,294.44</u> | <u>4,337</u> | <u>1,054.00</u> |
| Factories | 3,063 | 26,158.02 | 356 | 100.71 |
| Plantations | 17,337 | 109,136.42 | 3,981 | 953.29 |
| Other planters (including metayers) | <u>1,056</u> | <u>6,142.74</u> | <u>1,496</u> | <u>268.28</u> |
| Total | 21,456 | 141,437.18 | 5,833 | 1,322.28 |

¹ average per day worked out from the last payroll of March 2000

Table 2.28 - Sugar Industry: Employment by geographical region and area harvested - March 2000

| Region | Number employed by planters and metayers by area harvested (hectares) | | | | | No. employed by millers' estates and annexes ¹ | Total employment |
|---|---|------------|------------|--------------|--------------|---|------------------|
| | 10 - 19 | 20-29 | 30-39 | 40 & over | Total | | |
| North: Beau Plan, Belle Vue, Mon Loisir, Mount, St Antoine, Solitude | 104 | 15 | 14 | 805 | 938 | 4,229 | 5,167 |
| South: Bel Ombre, Britannia, Mon Trésor- Mon-Désert, Riche-en-Eau, Rose Belle, St. Félix, Savannah, Union St. Aubin | 218 | 51 | 66 | 478 | 813 | 10,068 | 10,881 |
| East: Beau Champ, Constance, F.U.E.L | 203 | 130 | 54 | 30 | 417 | 6,356 | 6,773 |
| West & Central Plateau: Médine, Highlands, Mon Désert Alma | 128 | 56 | 56 | 258 | 498 | 4,825 | 5,323 |
| Total | 653 | 252 | 190 | 1,571 | 2,666 | 25,478 | 28,144 |

¹ include factories

Table 2.29 - Foreign workers employed in large establishments by industry & sex, 1994 - 2000

Both sexes

| Industry | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|-------|-------|-------|-------|--------|--------|--------|
| Agriculture and fishing | 125 | 100 | - | 1 | 18 | 1 | 1 |
| Manufacturing | 4,350 | 6,145 | 6,115 | 7,051 | 9,233 | 12,227 | 13,841 |
| Electricity and water | 50 | - | - | 1 | - | - | - |
| Construction | 3,000 | 2,400 | 1,400 | 950 | 350 | 300 | 300 |
| Wholesale, retail trade, restaurants & hotels | 300 | 400 | 200 | 210 | 196 | 143 | 183 |
| Transport, storage & communication | 300 | 400 | 200 | 103 | 123 | 119 | 124 |
| Financing, insurance, real estate & business services | 50 | 150 | 200 | 201 | 55 | 69 | 69 |
| Community, social & personal services | 100 | 200 | 100 | 100 | 67 | 45 | 56 |
| Total | 8,275 | 9,795 | 8,215 | 8,617 | 10,042 | 12,904 | 14,574 |

Male

| Industry | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|-------|-------|-------|-------|-------|-------|-------|
| Agriculture and fishing | 125 | 100 | - | 1 | 18 | 1 | 1 |
| Manufacturing | 1,300 | 1,975 | 2,091 | 2,215 | 2,941 | 3,819 | 4,335 |
| Electricity and water | 50 | - | - | 1 | - | - | - |
| Construction | 3,000 | 2,400 | 1,400 | 950 | 350 | 299 | 299 |
| Wholesale, retail trade, restaurants & hotels | 250 | 350 | 175 | 178 | 158 | 116 | 142 |
| Transport, storage & communication | 300 | 400 | 200 | 100 | 121 | 117 | 121 |
| Financing, insurance, real estate & business services | 50 | 150 | 200 | 197 | 47 | 61 | 60 |
| Community, social & personal services | 100 | 200 | 100 | 72 | 39 | 30 | 34 |
| Total | 5,175 | 5,575 | 4,166 | 3,714 | 3,674 | 4,443 | 4,992 |

Female

| Industry | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 |
|---|-------|-------|-------|-------|-------|-------|-------|
| Agriculture and fishing | - | - | - | - | - | - | - |
| Manufacturing | 3,050 | 4,170 | 4,024 | 4,836 | 6,292 | 8,408 | 9,506 |
| Electricity and water | - | - | - | - | - | - | - |
| Construction | - | - | - | - | - | 1 | 1 |
| Wholesale, retail trade, restaurants & hotels | 50 | 50 | 25 | 32 | 38 | 27 | 41 |
| Transport, storage & communication | - | - | - | 3 | 2 | 2 | 3 |
| Financing, insurance, real estate & business services | - | - | - | 4 | 8 | 8 | 9 |
| Community, social & personal services | - | - | - | 28 | 28 | 15 | 22 |
| Total | 3,100 | 4,220 | 4,049 | 4,903 | 6,368 | 8,461 | 9,582 |

Table 2.30 - Job vacancies by occupation, industry and sex as at last Thursday of March, 2000

| Male | | Agriculture | Mining and quarrying | Manufacturing | Electricity and water | Construction | Wholesale, retail trade, restaurants and hotels | Transport, storage and communication | Finance, insurance, real estate services | Community, social and personal services | Total |
|--|----------|-------------|----------------------|---------------|-----------------------|--------------|---|--------------------------------------|--|---|-------|
| Occupation | Industry | | | | | | | | | | |
| Senior officials and managers | | - | - | 4 | - | - | 5 | 1 | 1 | 21 | 32 |
| Professionals | | - | - | 3 | - | 1 | 1 | - | 39 | 58 | 102 |
| Technicians & associate professionals | | - | - | 12 | - | - | 6 | 5 | 17 | 36 | 76 |
| Clerks | | - | - | 7 | - | - | 6 | 1 | 15 | 15 | 44 |
| Service workers & sales workers | | - | - | 2 | - | - | 89 | 59 | 3 | 2 | 155 |
| Skilled agricultural & fishery workers | | 1 | - | - | - | - | 1 | - | - | 5 | 7 |
| Craft & related trades workers | | - | - | 105 | 2 | - | 7 | 1 | 1 | 5 | 121 |
| Extraction & building trades workers | | (-) | (-) | (15) | (-) | (-) | (3) | (-) | (1) | (2) | (21) |
| Metal, machinery, & related trades workers | | (-) | (-) | (5) | (2) | (-) | (3) | (1) | (-) | (-) | (11) |
| Precision, handicraft, printing & related trades workers | | - | - | (22) | (-) | (-) | (-) | (-) | (-) | (3) | (25) |
| Other craft & related trades workers | | - | - | (63) | (-) | (-) | (1) | (-) | (-) | (-) | (64) |
| Plant & machine operators & assemblers | | - | - | 310 | 5 | - | 9 | 58 | - | 1 | 383 |
| Stationary plant & related operators | | (-) | (-) | (7) | (-) | (-) | (-) | (-) | (-) | (-) | (7) |
| Machine operators & assemblers | | (-) | (-) | (298) | (-) | (-) | (-) | (-) | (-) | (-) | (298) |
| Drivers & mobile plant operators | | (-) | (-) | (5) | (5) | (-) | (9) | (58) | (-) | (1) | (78) |
| Elementary occupations | | 10 | - | 79 | 3 | - | 8 | - | 68 | 56 | 224 |
| Total | | 11 | - | 522 | 10 | 1 | 132 | 125 | 144 | 199 | 1,144 |

Table 2.30(Cont'd) - Job vacancies by occupation, industry and sex as at last Thursday of March, 2000

Female

| Occupation | Industry | Agriculture | Mining and quarrying | Manufacturing | Electricity and water | Construction | Wholesale, retail trade, restaurants and hotels | Transport, storage and communication | Finance, real estate and business services | Community, social and personal services | Total |
|--|----------|-------------|----------------------|---------------|-----------------------|--------------|---|--------------------------------------|--|---|-------|
| Senior officials and managers | | - | - | - | - | - | - | - | - | 7 | 7 |
| Professionals | | - | - | 1 | - | 2 | - | - | 22 | 36 | 61 |
| Technicians & associate professionals | | - | - | - | - | - | 4 | - | 12 | 34 | 50 |
| Clerks | | - | - | 4 | - | 5 | 3 | 1 | 14 | 56 | 83 |
| Service workers & sales workers | | - | - | 3 | - | - | 23 | - | - | - | 26 |
| Skilled agricultural & fishery workers | | - | - | - | - | - | - | - | - | - | - |
| Craft & related trades workers | | - | - | 204 | - | - | 3 | - | - | - | 207 |
| Extraction & building trades workers | | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) |
| Metal, machinery & related trades workers | | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) |
| Precision, handicraft, printing & related trades workers | | (-) | (-) | (20) | (-) | (-) | (-) | (-) | (-) | (-) | (20) |
| Other craft & related trades workers | | (-) | (-) | (184) | (-) | (-) | (3) | (-) | (-) | (-) | (187) |
| Plant & machine operators & assemblers | | - | - | 576 | - | - | - | - | - | - | 576 |
| Stationary plant & related operators | | (-) | (-) | (5) | (-) | (-) | (-) | (-) | (-) | (-) | (5) |
| Machine operators & assemblers | | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) | (-) |
| Drivers & mobile plant operators | | (-) | (-) | (571) | (-) | (-) | (-) | (-) | (-) | (-) | (571) |
| Elementary occupations | | 7 | - | 145 | - | - | 5 | - | 5 | 15 | 177 |
| Total | | 7 | - | 933 | - | 7 | 38 | 1 | 53 | 148 | 1,187 |

CHAPTER 3

Chapter 3

SURVEY OF EMPLOYMENT, EARNINGS AND HOURS OF WORK IN LARGE ESTABLISHMENTS

SEPTEMBER 1999

1. INTRODUCTION

Up to 1991, the Central Statistical Office used to carry out a survey to collect data on wages, earnings and hours of work for the main occupations in the different industrial sectors of the country. The data collected were mainly intended for the International Labour Office (ILO) October Inquiry.

As from 1992, the scope and coverage of the survey has been extended to include a wider range of occupations and industries. The occupational data thus obtained, are used as inputs in the computation of wage indices. The establishments surveyed are also requested to report their number of employees and total earnings paid for the month of September. This information enables us to estimate the level of employment and average earnings in large establishments as at September of each year.

This chapter shows the results of the survey carried out in September 2000. Comparative figures for previous years are also presented to facilitate analysis.

2. COVERAGE

2.1 Industrial groups

All industrial groups that are important to the national economy were covered. The criterion used for including an industry group in the survey, is the number of establishments and the number of persons employed therein.

2.2 Occupations

In addition to the occupations for which data are required by the ILO, the survey covers a selection of occupations based on their numerical importance in terms of employees, as found in previous surveys and in the 1990 Population Census.

2.3 Establishment

For the purpose of the survey, only 'large' establishments, i.e., those falling within the scope of the Survey of Employment and Earnings, as defined in chapter 2, are considered.

2.4 Employee

Time-rated as well as piece-rated wage earners and salaried employees of both sexes were covered. Employees such as apprentices, workers on probation, part-time workers and employees working on a temporary basis have been excluded.

3. THE REPORTING UNIT

The reporting unit is the establishment defined as an economic unit engaged in one or **predominantly one** kind of economic activity.

4. SAMPLE DESIGN

The frame consisted of a complete list of 'large' establishments as at March 1992.

The establishments have been stratified according to industry. An overall sample of around 500 establishments (about 20%) was surveyed. In the two largest industry groups, i.e., manufacture of wearing apparel and wholesale & retail trade, only 10% of the number of establishments was chosen. Within the strata, selection was proportional to size (number of employees) of the establishments.

5. DATA COLLECTION

Questionnaires (published as an annex to this report) were mailed to the selected establishments with the request that these be completed and returned within the time limit specified. Non-respondents were visited by officers to assist in the filling of the questionnaires.

6. CONCEPTS AND DEFINITIONS

6.1 Wages

The term 'wages' here covers all payments made to employees (including salaried employees), in connection with work done during normal hours. These payments comprise basic wages/salaries, cost of living allowances, other guaranteed and **regularly paid** allowances and bonuses at the end of each pay period.

6.2 Earnings

Earnings comprise all items of pay included in wages above, as well as overtime payment.

6.3 Normal hours of work

Normal hours of work refer to the hours of work laid down by the establishment, in excess of which any time worked is remunerated at overtime rates.

6.4 Overtime hours

These comprise hours worked for which overtime premium is paid because the hours are outside normal hours of work.

7. WAGE RATE INDICES

Wage rate indices for years 1996 to 1999 with base year 1992 are published in this report.

Wage rate indices measure changes in the price of labour (i.e. changes over time in remuneration for the same job). The rates have been worked out from wages/salaries data for normal time work and comprise basic wages/salaries, salary compensation and other guaranteed and regularly paid allowances. Overtime payments are therefore excluded.

7.1 Index calculation

A fixed base-weighted formula (the Laspeyres type) has been used, where the occupational structure and distribution of employees of the base year are kept constant. The changes in wage rates at the occupational level, as measured from the survey, are weighted to give a combined measure of the change (the index) for the industry group.

7.2 Weights

The weight of a given occupation is the product of the number of employees and the wage rate of that occupation in the base year.

To obtain indices of a higher level or for the economy as a whole, wages and salaries paid to all employees within each industry group have been used to weight the individual industry group indices.

7.3 Changes in the index

Between September 1998 and September 1999, the wage index has risen by 13.5 points, from 177.5 to 191.0. The corresponding rise between September 1997 and September 1998 was 16.8 points. Table 3.6 gives the subindices for all major industry groups. A general upward movement of the index is noted for all industry groups, except for 'Agriculture and Fishing' where the subindex shows only a slight rise of 0.5 point as a result of an increase of 0.3% in the wage rate. This marginal increase is explained by low earnings due

to prevailing drought in the year 1998-1999. The value of the subindices ranges between 161.7 in 'Wholesale, retail trade, restaurants and hotels' and 267.3 in 'Transport, storage & communication'. Subindices for 'Manufacturing' and 'Community, social and personal services', which have a strong effect on the overall index because of their important weights, were 175.3 and 195.5 respectively.

7.4. Contribution of the industry groups to the index

The contribution of each industry group to the overall index is shown in Table 3.7. Industry groups which contribute most to the increase of 13.5 points in the overall index were (i) 'Community, social and personal services', 3.4 points (ii) 'Manufacturing, mining & quarrying', 3.2 points and (iii) 'Transport, storage & communication', 3.1 points. 'Agriculture & fishing' brought negligible contributions to the change in the index, while the contributions of the remaining sectors range between 0.4 and 1.4 points.

7.5. Change in wage rates by industry

For the period September 1998 to September 1999, important increases in wage rates were observed in the sectors 'Transport, storage & communication' (20.6%) and 'Construction' (14.0%). 'Agriculture & fishing' showed the least change in the wage rate with an increase of 0.3%. The remaining sectors registered increases ranging between 6.0% for 'Community, social and personal services' and 9.4% for 'Electricity & water'. Table 3.8 displays the changes in the wage rates by industry group.

7.6. Limitations

To show genuine changes in the price of labour, it would be necessary for wages of specific individual workers at specific establishments to be measured over time. This exercise is practically impossible. In this present exercise, the next best approach has been adopted, that is, to follow changes in the wages of groups of employees performing the same jobs. This gives a measure of changes in wage rates of specific occupations. However, the following limitations have to be faced even in this approach:

- (i) any changes in the mix of employees within the selected occupations are bound to affect the calculated rates and hence the corresponding sectoral indices. Such changes can occur, for example, with a new intake of employees in a specific group. The wages of the new recruits, relatively lower than those of the other employees, have the effect of pulling down the average wages for the whole group from one period to the next.
- (ii) wage adjustments resulting from changes in the tasks associated with a particular occupation cannot be separated from pure price changes.
- (iii) it is difficult to separate the effects of productivity from the overall change.

Table 3.1 - Employment¹ by industrial group and sex, September 1998 - September 1999

| Industrial group | September 1998 | | | September 1999 | | |
|--|----------------|---------------|----------------|----------------|---------------|----------------|
| | Male | Female | Both sexes | Male | Female | Both sexes |
| <u>Agriculture and fishing</u> | <u>21,740</u> | <u>10,110</u> | <u>31,850</u> | <u>21,075</u> | <u>8,750</u> | <u>29,825</u> |
| Sugarcane | 19,600 | 8,860 | 28,460 | 19,000 | 7,600 | 26,600 |
| Tea | 80 | 160 | 240 | 86 | 150 | 236 |
| Other | 2,060 | 1,090 | 3,150 | 1,989 | 1,000 | 2,989 |
| <u>Mining and quarrying</u> | <u>85</u> | <u>100</u> | <u>185</u> | <u>83</u> | <u>95</u> | <u>178</u> |
| <u>Manufacturing</u> | <u>49,204</u> | <u>64,184</u> | <u>113,388</u> | <u>49,051</u> | <u>65,327</u> | <u>114,378</u> |
| Sugar | 4,000 | 50 | 4,050 | 3,850 | 50 | 3,900 |
| EPZ ² | 28,204 | 58,334 | 86,538 | 29,139 | 59,262 | 88,401 |
| Other | 17,000 | 5,800 | 22,800 | 16,062 | 6,015 | 22,077 |
| <u>Electricity and water</u> | <u>3,060</u> | <u>170</u> | <u>3,230</u> | <u>2,946</u> | <u>176</u> | <u>3,122</u> |
| <u>Construction</u> | <u>8,800</u> | <u>200</u> | <u>9,000</u> | <u>8,850</u> | <u>200</u> | <u>9,050</u> |
| <u>Wholesale, retail trade, restaurants and hotels</u> | <u>20,900</u> | <u>7,000</u> | <u>27,900</u> | <u>21,930</u> | <u>7,300</u> | <u>29,230</u> |
| <u>Transport, storage & communication</u> | <u>12,670</u> | <u>2,200</u> | <u>14,870</u> | <u>12,347</u> | <u>2,259</u> | <u>14,606</u> |
| <u>Financing, insurance, real estate and business services</u> | <u>9,400</u> | <u>4,200</u> | <u>13,600</u> | <u>10,090</u> | <u>4,138</u> | <u>14,228</u> |
| <u>Community, social and personal services</u> | <u>59,044</u> | <u>21,296</u> | <u>80,340</u> | <u>58,859</u> | <u>21,593</u> | <u>80,452</u> |
| Government: | | | | | | |
| Central | 43,410 | 13,450 | 56,860 | 42,872 | 13,539 | 56,411 |
| Local | 4,839 | 756 | 5,595 | 5,024 | 757 | 5,781 |
| Other | 10,795 | 7,090 | 17,885 | 10,963 | 7,297 | 18,260 |
| <u>Activities not elsewhere specified</u> | <u>2,178</u> | <u>66</u> | <u>2,244</u> | <u>2,020</u> | <u>58</u> | <u>2,078</u> |
| All Sectors | 187,081 | 109,526 | 296,607 | 187,251 | 109,896 | 297,147 |

¹ based on employment data from a sample of large establishments in september² Excluding non-manufacturing EPZ establishments

Table 3.2 - Average monthly earnings¹ by industrial group, September 1995 - September 1999

| Industrial group | Rupees | | | | |
|---|--------|-------|--------|--------|--------|
| | 1995 | 1996 | 1997 | 1998 | 1999 |
| Agriculture and fishing | 4,599 | 5,140 | 5,540 | 6,110 | 6,200 |
| <i>of which</i> Sugarcane | 4,550 | 5,100 | 5,550 | 6,070 | 6,171 |
| Mining and quarrying | 2,719 | 2,925 | 3,275 | 3,219 | 3,500 |
| Manufacturing | 4,150 | 4,650 | 5,025 | 5,210 | 5,600 |
| Electricity and water | 9,300 | 9,730 | 11,435 | 12,196 | 13,400 |
| Construction | 6,310 | 7,060 | 7,450 | 8,300 | 8,900 |
| Wholesale, retail trade, restaurants and hotels | 6,306 | 6,680 | 7,460 | 8,108 | 8,500 |
| Transport, storage & communication | 7,355 | 7,900 | 9,600 | 10,300 | 11,200 |
| Financing, insurance, real estate and business services | 8,800 | 9,345 | 10,420 | 11,250 | 12,000 |
| Community, social and personal services | 6,843 | 7,230 | 8,690 | 9,646 | 10,200 |
| <i>of which</i> Central Government | 6,936 | 7,200 | 8,700 | 9,600 | 10,122 |
| Activities not elsewhere specified | 4,675 | 4,900 | 5,150 | 5,800 | 6,700 |
| All sectors | 5,622 | 6,100 | 6,945 | 7,486 | 7,962 |

¹ based on earnings data from a sample of large establishments in september

Table 3.3 - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1999 and 2000

| Industrial group | Hrs ¹ | Occupation | Wage rate per hour (Rs) | |
|-------------------------------|-----------------------|---|-------------------------|--------|
| | | | Jul-99 | Jul-00 |
| Agriculture | | | | |
| Sugarcane plantations | 45 hrs crop season | Overseer - Grade I | 24.66 | 25.50 |
| | | Field worker(other than special category): Male | 17.84 | 18.63 |
| | | | : Female | 12.99 |
| Tea plantations | 45 | Field labourer :Male | 16.38 | 17.17 |
| | | Field labourer :Female | 12.52 | 13.21 |
| | | Sirdar/Ciangman | 19.11 | 19.90 |
| | | | | |
| Manufacturing | | | | |
| Poultry breeding & processing | 45 | Farm worker: Male | 16.38 | 17.17 |
| | | Farm worker: Female | 12.52 | 13.21 |
| | | Factory operator | 11.96 | 12.62 |
| Biscuits and confectionery | 45 | Machine operator | 16.24 | 17.03 |
| | | Ovenman | 15.16 | 15.95 |
| | | Unskilled worker | 14.31 | 15.10 |
| Sugar factories | 45 | Fitter/Welder - Grade I | 24.04 | 24.88 |
| | | Driver (heavy mechanical unit) - Grade I | 21.28 | 22.10 |
| | | Factory operator - Grade I (1st year) | 18.98 | 19.77 |
| Tea factories | 45 | Factory worker :Male | 16.38 | 17.17 |
| | | Factory worker :Female | 12.52 | 13.21 |
| | | Factory operator | 18.04 | 18.83 |
| Soft drinks | 45 | Factory operator | 11.96 | 12.62 |
| | | Factory attendant | 11.05 | 11.66 |
| | | Salesman (1st year) Distributive | 15.25 | 16.05 |
| | | Driver - Grade I (1st year) | 18.61 | 19.40 |
| Textiles (EPZ) | 45 | Factory worker (1st year) | 8.51 | 9.07 |
| | | Unskilled worker (1st year) | 7.11 | 7.68 |
| Furniture | 45 | Furniture upholsterer - Grade I | 19.63 | 20.45 |
| | | Cabinet maker - Grade I | 19.63 | 20.45 |

¹ Normal hours of work per week

Note: Prior to July 1999, wages published for 'Fitter/Welder' and 'Driver (heavy mechanical unit)' in 'Sugar factories' refer to grade 'Chief' and 'Superior Grade' respectively

Table 3.3(cont'd) - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1999 and 2000

| Industrial group | Hrs ¹ | Occupation | Wage rate per hour (Rs) | | | |
|--|------------------|---|-------------------------|--------------|-------|-------|
| | | | Jul-99 | Jul-00 | | |
| Printing & publishing | 45 | Typist (1st year) | 19.06 | 19.86 | | |
| | | Letter press machine operator (range 460mm * 915mm) | 32.98 | 33.85 | | |
| | | Binder/Cutter (1st year) | 18.08 | 18.87 | | |
| Non-electrical machinery | 45 | Fitter - Grade I (1st year) | 19.30 | 20.12 | | |
| | | Motor mechanic - Grade I (1st year) | 19.30 | 20.12 | | |
| | | Sheet metal worker - Grade I (1st year) | 19.30 | 20.12 | | |
| Construction | 45 | Mason/Carpenter - Grade I | 21.94 | 22.75 | | |
| | | Unskilled Worker | 17.73 | 18.52 | | |
| Wholesale, retail trade, restaurants and hotels | 45 | Wholesale & retail trade | | | | |
| | | Hotels | | | | |
| Wholesale & retail trade | 45 | Salesperson (1st year) | 15.25 | 16.05 | | |
| | | Hotels | 48 | Receptionist | 22.28 | 23.10 |
| | | | Waiter (1st year) | 15.34 | 16.13 | |
| | | | Cook (1st year) | 21.32 | 22.14 | |
| Cleaner | 15.87 | | 16.66 | | | |
| Transport | 40 | Bus transport | | | | |
| | | Lorry transport | | | | |
| Bus transport | 40 | Bus driver (1st year) | 26.48 | 27.44 | | |
| | | Bus conductor (1st year) | 24.83 | 25.80 | | |
| Lorry transport | 45 | Driver - Grade I (1st year) | 18.61 | 19.40 | | |
| | | Lorry helper (1st year) | 16.59 | 17.38 | | |
| Services | 45 | Private health services | | | | |
| | | Repair of motor vehicles | | | | |
| Private health services | 45 | Nurse (1st year) | 20.94 | 21.75 | | |
| | | Assistant nurse (1st year) | 15.20 | 15.99 | | |
| Repair of motor vehicles | 45 | Motor mechanic - Grade I (1st year) | 19.30 | 20.12 | | |
| | | Panel beater - Grade I (1st year) | 19.30 | 20.12 | | |

¹ Normal hours of work per week

Note: Prior to July 1999, wages published for 'Motor mechanic' in 'Non-electrical machinery' refer to 'Superior Grade'

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1998 - September 1999

| Industrial group | Occupation | Average hrs of work per week | | Average wages ¹ per hour (Rs) | | Average hrs of work per week | | Average earnings ² per hour (Rs) | |
|---|--|----------------------------------|------|--|-------|----------------------------------|------|---|-------|
| | | 1998 (excluding overtime hrs) | 1999 | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Agriculture Sugarcane plantations | Overseer - Grade I | 44.8 | 44.5 | 42.69 | 46.79 | 48.1 | 47.4 | 43.32 | 46.96 |
| | Field worker (other than special cat.) | 39.5 | 41.0 | 34.94 ³ | 35.20 | 41.1 | 42.6 | 35.43 ³ | 35.63 |
| Tea plantations | Fieldworker | 43.6 | 43.2 | 19.16 | 21.35 | 43.8 | 43.8 | 19.21 | 21.46 |
| | Sirdar Gangman | 45.0 | 45.0 | 29.75 | 31.02 | 47.3 | 45.3 | 29.75 | 31.08 |
| Manufacturing Poultry breeding & processing | Farm worker | 44.5 | 44.6 | 25.44 | 26.33 | 51.0 | 51.3 | 26.47 | 27.39 |
| | Factory worker | 44.0 | 44.3 | 23.41 | 23.57 | 48.7 | 51.1 | 24.00 | 24.47 |
| Biscuits and confectionery | Machine operator | 42.2 | 42.5 | 22.17 | 24.11 | 57.2 | 52.8 | 22.41 | 24.80 |
| | Factory worker | 39.7 | 40.5 | 13.78 | 14.62 | 42.6 | 44.7 | 13.90 | 14.90 |
| Sugar factories | Fitter - Grade I | 44.3 | 44.8 | 32.50 | 34.29 | 63.9 | 56.5 | 36.39 | 36.83 |
| | Welder - Grade I | 44.7 | 44.0 | 31.43 | 33.77 | 58.3 | 51.5 | 34.66 | 36.29 |
| | Driver (heavy mechanical unit) - Grade I | 44.9 | 44.9 | 37.71 | 36.43 | 57.0 | 54.6 | 38.25 | 37.98 |
| | Factory operator - Grade I | 44.5 | 40.0 | 27.27 | 30.02 | 69.4 | 49.5 | 30.46 | 32.12 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

³ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government), September 1998 - September 1999

| Industrial group | Occupation | Average hrs of work per week | | Average wages ¹ per hour (Rs) | | Average hrs of work per week | | Average earnings ² per hour (Rs) | |
|---|-----------------------------|----------------------------------|----------------------------------|--|-------|----------------------------------|------|---|-------|
| | | 1998 (excluding overtime hrs) | 1999 (including overtime hrs) | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Tea factories | Factory worker | 43.8 | 44.6 | 19.84 | 20.80 | 45.9 | 47.1 | 20.13 | 21.16 |
| | Factory operator | 45.0 | 45.0 | 23.96 | 24.41 | 53.0 | 49.0 | 24.79 | 24.94 |
| Soft drinks | Beverage machine operator | 45.0 | 44.3 | 29.82 | 31.91 | 57.0 | 47.9 | 31.73 | 33.95 |
| | Driver/Salesman | 45.0 | 45.0 | 38.32 | 38.22 | 45.6 | 45.4 | 38.30 | 38.29 |
| | Lorry helper | 45.0 | 44.9 | 26.50 | 28.81 | 45.5 | 45.4 | 26.52 | 28.94 |
| Textiles (excluding wearing apparel) | Factory worker | 44.5 | 43.5 | 21.89 | 22.89 | 47.5 | 46.8 | 22.11 | 23.16 |
| | Unskilled worker | 44.5 | 44.5 | 16.94 | 16.84 | 51.8 | 51.2 | 17.56 | 17.59 |
| | Machine operator | 44.1 | 42.4 | 20.86 | 22.52 | 47.5 | 46.3 | 21.77 | 23.29 |
| Wearing apparel (except footwear) | Machine operator | 43.0 | 42.6 | 17.90 | 19.00 | 46.6 | 47.7 | 18.13 | 19.40 |
| | Weaver/Knitter | 41.1 | 40.5 | 17.43 | 19.51 | 45.4 | 44.0 | 17.59 | 19.67 |
| | Unskilled worker | 43.4 | 43.2 | 16.49 | 17.89 | 48.8 | 48.6 | 16.58 | 18.18 |
| Manuf. of leather products (except footwear) | Factory worker | 43.8 | 44.0 | 14.94 | 16.05 | 46.1 | 44.0 | 15.19 | 16.05 |
| | Shoemaking machine operator | 44.5 | 44.5 | 22.50 | 23.85 | 45.8 | 45.6 | 22.52 | 23.87 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1998 - September 1999

| Industrial group | Occupation | Average hrs of work per week | | Average wages ¹ per hour (Rs) | | Average hrs of work per week | | Average earnings ² per hour (Rs) | |
|--|--|----------------------------------|----------------------------------|--|----------------|----------------------------------|--------------|---|----------------|
| | | 1998 (excluding overtime hrs) | 1999 (including overtime hrs) | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Furniture | Furniture upholsterer - Grade I | 45.0 | 43.0 | 30.83 | 33.11 | 49.4 | 43.0 | 30.44 | 33.11 |
| | Varnisher Cabinet maker - Grade I | 40.6 | 40.2 | 28.48 | 30.17 | 42.3 | 42.0 | 28.55 | 30.45 |
| Manufacture of paper products | Machine operator | 44.1 | 43.6 | 26.96 | 27.07 | 46.9 | 46.9 | 28.83 | 28.74 |
| | Unskilled worker | 43.0 | 43.9 | 19.59 | 18.71 | 45.3 | 46.6 | 20.25 | 19.36 |
| Printing & publishing | Reporter Journalist | 35.4 | 35.5 | 97.02 | 96.92 | 35.9 | 36.2 | 98.04 | 97.99 |
| | Typist stenographer | 30.0 | 30.0 | 51.17 | 56.11 | 30.0 | 30.0 | 51.17 | 56.11 |
| | Printing machine operator | 44.7 | 45.0 | 32.52 | 36.14 | 52.6 | 48.4 | 34.29 | 37.05 |
| | Binder Cutter | 43.5 | 45.0 | 28.73 | 29.75 | 46.1 | 49.1 | 29.34 | 30.73 |
| Chemical products (excluding fertilisers) | Mixing Blending machine operator | 42.6 | 43.5 | 24.06 | 29.25 | 55.3 | 49.6 | 25.08 | 30.71 |
| | Unskilled worker | 44.8 | 44.5 | 20.53 | 22.13 | 49.9 | 46.2 | 21.31 | 22.38 |
| Manufacture of rubber products | Machine operator | 44.5 | 44.7 | 23.50 | 23.30 | 47.5 | 46.8 | 23.59 | 23.40 |
| | Factory operator Other factory worker | 43.6 44.6 | 43.8 44.9 | 22.60 22.94 | 25.18 24.41 | 43.6 ³ 44.7 | 44.6 45.1 | 22.62 22.94 | 25.35 24.44 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

³ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government) September 1998 - September 1999

| Industrial group | Occupation | Average hrs of work per week | | Average wages ¹ per hour (Rs) | | Average hrs of work per week | | Average earnings ² per hour (Rs) | |
|--|-----------------------------------|----------------------------------|------|--|-------|----------------------------------|------|---|-------|
| | | 1998 (excluding overtime hrs) | 1999 | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Iron & steel basic industries | Factory worker | 44.8 ³ | 44.5 | 26.19 ³ | 29.30 | 55.7 ³ | 55.5 | 26.76 ³ | 29.41 |
| Manufacture of metal (except machinery) | Factory worker | 43.2 | 43.1 | 26.62 | 28.80 | 53.3 | 54.5 | 27.90 | 30.26 |
| Non-electrical machinery | Fitter | 41.9 | 42.4 | 34.71 | 33.82 | 51.0 | 45.4 | 35.31 | 34.43 |
| | Mechanic | 43.8 | 43.5 | 34.61 | 35.94 | 55.6 | 47.0 | 35.28 | 36.25 |
| Electrical machinery & appliances | Factory worker | 42.1 | 42.4 | 21.43 | 24.40 | 44.0 | 45.5 | 21.93 | 24.71 |
| Jewellery & related articles | Diamond cutter | 43.9 | 43.9 | 21.72 | 23.08 | 44.0 | 45.0 | 21.75 | 23.35 |
| Electricity | Linenman | 40.0 | 40.0 | 48.37 | 54.83 | 54.7 | 50.8 | 59.71 | 62.21 |
| | Power generating machine operator | 40.0 | 40.0 | 49.32 | 55.30 | 51.5 | 50.0 | 58.53 | 61.80 |
| Water | Labourer Unskilled worker | 40.0 | 40.0 | 29.45 | 32.63 | 50.1 | 52.9 | 33.41 | 35.62 |
| | Meter reader | 41.9 | 40.0 | 54.11 | 54.96 | 42.4 | 40.5 | 54.36 | 55.04 |
| | Tradesmen | 40.0 | 40.0 | 41.02 | 43.52 | 46.3 | 48.6 | 44.98 | 46.73 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

³ Revised

**Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government)
September 1998 - September 1999**

| Industrial group | Occupation | Average hrs of work per week | | Average wages per hour (Rs) | | Average hrs of work per week | | Average earnings ³ per hour (Rs) | |
|--|----------------------|----------------------------------|------|-----------------------------|-------|----------------------------------|------|---|-------|
| | | 1998 (excluding overtime hrs) | 1999 | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Construction | Mason : Grade 1 | 43.3 | 42.5 | 48.16 | 54.30 | 46.1 | 46.1 | 47.54 | 57.95 |
| | Carpenter : Grade 1 | 43.9 ³ | 43.5 | 44.37 ³ | 51.00 | 47.3 ³ | 49.9 | 44.22 ³ | 52.00 |
| | Labourer Helper | 42.4 | 42.4 | 28.16 | 33.27 | 47.5 | 48.8 | 28.51 | 33.62 |
| Wholesale, retail trade, restaurants and hotels Wholesale : retail trade | Salesperson | 45.0 | 44.2 | 30.41 | 33.87 | 50.0 | 49.5 | 30.90 | 34.26 |
| | Sales representative | 36.8 | 36.3 | 97.28 | 98.27 | 36.8 | 36.4 | 97.30 | 98.46 |
| Hotels | Receptionist | 46.6 | 47.3 | 30.14 | 31.52 | 51.0 | 51.6 | 31.28 | 32.48 |
| | Waiter | 45.0 | 46.2 | 21.28 | 22.93 | 51.5 | 49.3 | 22.36 | 23.49 |
| | Cook | 45.0 | 45.7 | 29.76 | 33.77 | 52.1 | 50.1 | 31.37 | 35.07 |
| | Cleaner | 45.0 | 45.7 | 20.92 | 21.59 | 51.4 | 49.9 | 22.00 | 23.15 |
| Transport, storage & communication Bus transport | Bus driver | 34.5 | 37.0 | 29.66 | 33.60 | 42.5 | 44.8 | 31.81 | 36.50 |
| | Bus conductor | 33.6 | 36.7 | 26.30 | 30.35 | 41.0 | 43.5 | 28.72 | 32.90 |
| Lorry transport | Driver | 44.8 | 44.7 | 44.88 | 49.10 | 50.1 | 50.9 | 44.52 | 48.69 |
| | Lorry helper | 44.0 | 44.2 | 28.50 | 30.47 | 55.6 | 54.1 | 29.65 | 31.80 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

³ Revised

**Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government)
September 1998 - September 1999**

| Industrial group | Occupation | Average hrs of work per week | | Average wages ¹ per hour (Rs) | | Average hrs of work per week | | Average earnings ² per hour (Rs) | |
|--|-------------------------------|----------------------------------|------|--|--------|----------------------------------|------|---|--------|
| | | 1998 (excluding overtime hrs) | 1999 | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Docks & stevedoring | Dock worker | 40.6 | 39.9 | 71.91 ³ | 93.39 | 49.9 | 49.5 | 70.14 ³ | 90.14 |
| Communication | Telephone installer/ Servicer | 39.9 | 39.8 | 47.54 | 55.80 | 43.2 | 43.0 | 49.17 | 57.83 |
| | Telephone operator | 35.9 | 35.9 | 65.18 | 80.04 | 47.1 | 50.0 | 74.80 | 88.81 |
| | Telecom technician | 36.0 | 35.7 | 72.01 | 88.48 | 39.4 | 39.3 | 75.36 | 91.18 |
| Financing, insurance, real estate and business services | | | | | | | | | |
| Banks and other financial institutions | Bank teller | 37.7 | 38.9 | 61.48 | 66.59 | 38.7 | 41.7 | 62.15 | 68.58 |
| | Clerk- Senior clerk | 38.7 | 38.5 | 75.63 | 82.68 | 39.8 | 40.9 | 76.66 | 85.00 |
| Insurance | Insurance clerk | 35.0 | 35.0 | 61.57 | 62.59 | 35.1 | 35.6 | 61.61 | 62.88 |
| | Clerk- General | 34.2 | 34.2 | 64.44 | 68.41 | 34.3 | 34.6 | 64.61 | 68.71 |
| Engineering & architectural services | Draughtsman | 36.8 | 39.0 | 55.23 | 67.38 | 37.8 | 39.0 | 55.79 | 68.06 |
| | Engineer | 37.3 | 36.9 | 127.45 | 132.13 | 37.3 | 36.9 | 127.45 | 132.13 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

³ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government) September 1998 - September 1999

| Industrial group | Occupation | Average hrs of work per week | | Average wages ¹ per hour (Rs) | | Average hrs of work per week | | Average earnings ² per hour (Rs) | |
|---|---------------------------|----------------------------------|------|--|--------|----------------------------------|------|---|--------|
| | | 1998 (excluding overtime hrs) | 1999 | 1998 | 1999 | 1998 (including overtime hrs) | 1999 | 1998 | 1999 |
| Community, social and personal services Sanitary services | Office Building cleaner | 46.5 | 45.0 | 15.87 ³ | 18.16 | 47.9 | 49.8 | 16.34 ³ | 18.76 |
| | Scavenger/Street sweeper | 43.5 | 43.3 | 17.18 | 18.17 | 49.5 | 46.2 | 17.81 | 20.05 |
| Private health services | Professional Nurse | 45.7 | 45.0 | 45.91 | 48.49 | 46.2 | 46.1 | 46.28 | 48.89 |
| | Nursing Aid | 45.8 | 45.0 | 24.32 | 26.76 | 46.4 | 46.5 | 24.54 | 27.03 |
| Private education services | Education Officer | 31.1 | 31.0 | 124.00 | 127.40 | 31.1 | 31.0 | 124.00 | 127.40 |
| | Lecturer (full time) | 32.4 ³ | 32.5 | 154.28 ³ | 160.36 | 32.4 ³ | 32.5 | 154.28 ³ | 160.36 |
| Repair of motor vehicles | Garage mechanic - Grade I | 40.8 | 40.6 | 32.82 | 35.22 | 41.1 | 41.2 | 33.31 | 35.59 |
| | Panel beater - Grade I | 41.3 | 42.2 | 43.00 | 45.15 | 41.3 | 42.2 | 43.00 | 45.15 |
| Laundry services | Machine operator | 45.0 | 44.9 | 20.75 | 24.08 | 64.0 | 61.1 | 21.68 | 25.58 |
| | Driver | 45.0 | 45.0 | 24.08 ³ | 28.19 | 79.0 | 67.7 | 27.00 ³ | 31.04 |

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

³ Revised

**Table 3.5 - Average wages/salaries per month of selected occupations in government services,
September 1995 - September 1999**

| Occupation | <u>Rupees</u> | | | | |
|--|---------------|--------|--------|--------|--------|
| | 1995 | 1996 | 1997 | 1998 | 1999 |
| Central government | | | | | |
| Medical and Health officer | 14,255 | 17,288 | 19,313 | 21,943 | 24,949 |
| Education officer | 13,721 | 13,873 | 15,673 | 16,698 | 17,312 |
| Nursing officer | 6,772 | 7,096 | 8,064 | 9,631 | 9,946 |
| Teacher/Senior teacher | 7,200 | 7,523 | 8,817 | 9,935 | 10,505 |
| Clerical officer/Higher clerical officer | 5,624 | 5,952 | 6,795 | 7,671 | 8,150 |
| Police constable | 6,278 | 6,596 | 7,581 | 8,836 | 9,385 |
| Mason | 5,609 | 5,716 | 6,491 | 7,195 | 7,266 |
| Carpenter | 5,541 | 5,795 | 6,561 | 7,230 | 7,606 |
| Driver | 4,981 | 5,148 | 5,924 | 6,605 | 6,954 |
| Hospital servant | 4,615 | 4,808 | 5,435 | 6,070 | 6,476 |
| Labourer | 4,062 | 4,183 | 4,790 | 5,290 | 5,765 |
| Local government | | | | | |
| Inspector of health | 7,612 | 8,040 | 9,350 | 10,583 | 10,740 |
| Clerical officer | 5,702 | 5,497 | 6,100 | 6,800 | 7,067 |
| Gardener | 4,316 | 4,472 | 5,028 | 5,522 | 5,689 |
| Mason | 5,450 | 5,475 | 5,903 | 6,809 | 7,093 |
| Carpenter | 5,169 | 5,373 | 5,930 | 6,802 | 7,080 |
| Driver | 4,948 | 5,131 | 5,909 | 6,413 | 6,523 |
| Refuse collector | 4,020 | 4,270 | 4,902 | 5,389 | 5,653 |
| Labourer | 3,718 | 4,060 | 4,624 | 5,112 | 5,113 |

Table 3.6 - Wage index by industry group, 1996 - 1999

(Base: September 1992 = 100)

| Industry group | Weights | 1996 | 1997 ¹ | 1998 ¹ | 1999 |
|---|---------|---------|-------------------|-------------------|---------|
| Agriculture and fishing | 93 | 148.6 | 170.5 | 188.5 | 189.0 |
| Manufacturing, mining & quarrying | 313 | 142.4 | 153.2 | 165.0 | 175.3 |
| Electricity and water | 23 | 132.5 | 146.6 | 166.1 | 181.7 |
| Construction | 54 | 150.4 | 162.8 | 182.8 | 208.4 |
| Wholesale, retail trade, restaurants and hotels | 88 | 136.2 | 140.4 | 148.2 | 161.7 |
| Transport, storage & communication | 68 | 148.0 | 203.8 | 221.7 | 267.3 |
| Financing, insurance, real estate and business services | 48 | 154.4 | 165.6 | 182.8 | 198.5 |
| Community, social and personal services | 313 | 143.7 | 161.7 | 184.5 | 195.5 |
| of which Government services | (257) | (140.7) | (158.2) | (181.5) | (192.7) |
| Other services | (56) | (158.0) | (178.0) | (198.3) | (208.4) |
| All sectors | 1,000 | 144.0 | 160.7 | 177.5 | 191.0 |

Table 3.7 - Contribution of industry groups to change in index, 1995 to 1996 and 1998 to 1999

| Industry group | 1995 to 1996 | 1996 to 1997 ¹ | 1997 to 1998 ¹ | 1998 to 1999 |
|---|--------------|---------------------------|---------------------------|--------------|
| Agriculture and fishing | 1.3 | 2.0 | 1.7 | 0.0 |
| Manufacturing, mining & quarrying | 2.0 | 3.4 | 3.7 | 3.2 |
| Electricity and water | 0.1 | 0.3 | 0.5 | 0.4 |
| Construction | 0.2 | 0.7 | 1.1 | 1.4 |
| Wholesale, retail trade, restaurants and hotels | 0.3 | 0.4 | 0.7 | 1.2 |
| Transport, storage & communication | 0.9 | 3.8 | 1.2 | 3.1 |
| Financing, insurance, real estate and business services | 0.5 | 0.5 | 0.8 | 0.8 |
| Community, social and personal services | 2.1 | 5.6 | 7.1 | 3.4 |
| of which Government services | (1.8) | (4.5) | (6.0) | (2.9) |
| Other services | (0.4) | (1.1) | (1.1) | (0.5) |
| Total absolute change (points) | 7.4 | 16.7 | 16.8 | 13.5 |

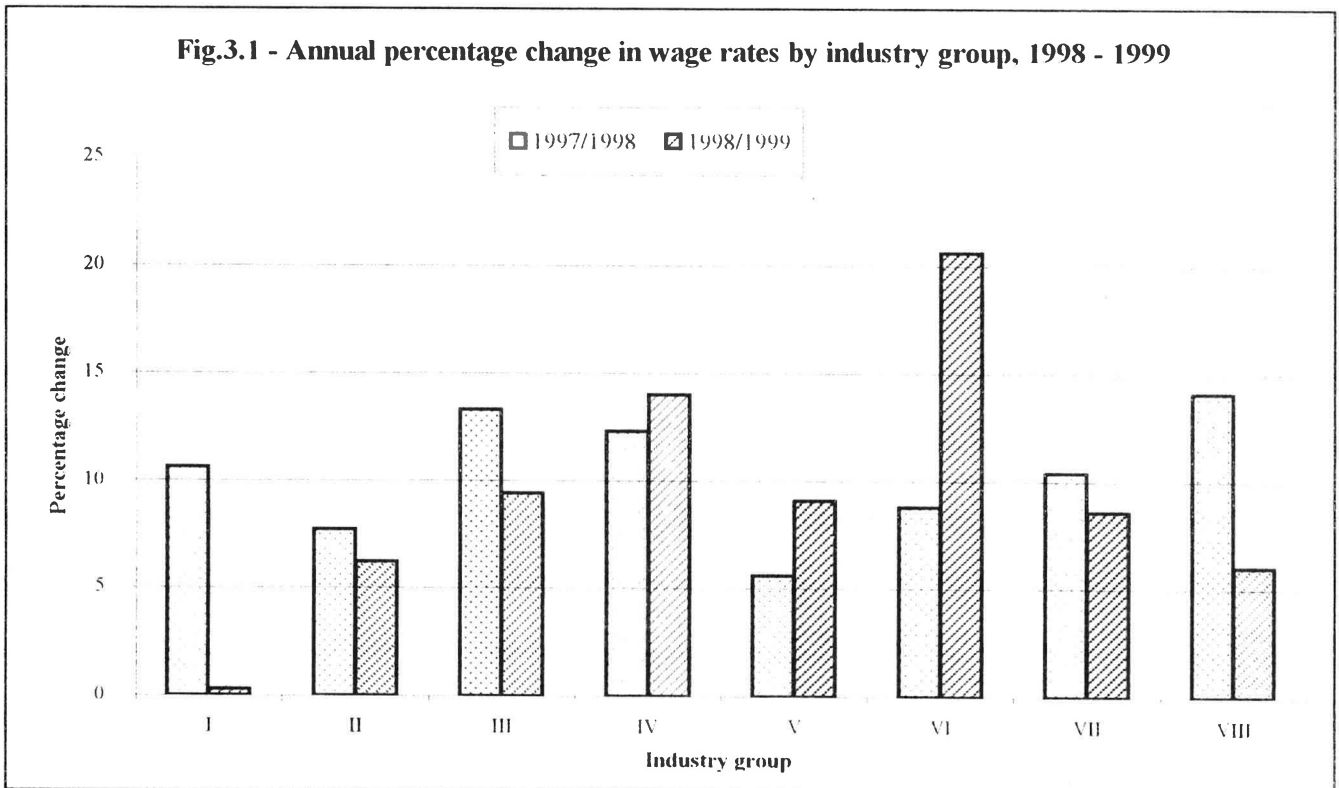
¹ Revised

Table 3.8 - Annual percentage change in wage rates by industry group, 1995 - 1996 to 1998 - 1999

| Industry group | Percentage change | | | |
|---|-------------------|---------------------------|---------------------------|--------------|
| | 1995 to 1996 | 1996 to 1997 ¹ | 1997 to 1998 ¹ | 1998 to 1999 |
| I Agriculture and fishing | 10.5 | 14.7 | 10.6 | 0.3 |
| II Manufacturing, mining & quarrying | 4.5 | 7.6 | 7.7 | 6.2 |
| III Electricity and water | 3.5 | 10.6 | 13.3 | 9.4 |
| IV Construction | 2.9 | 8.2 | 12.3 | 14.0 |
| V Wholesale, retail trade, restaurants and hotels | 2.6 | 3.1 | 5.6 | 9.1 |
| VI Transport, storage & communication | 9.5 | 37.7 | 8.8 | 20.6 |
| VII Financing, insurance, real estate and business services | 7.8 | 7.3 | 10.4 | 8.6 |
| VIII Community, social and personal services | 5.0 | 12.5 | 14.1 | 6.0 |
| of which Government services | (5.2) | (12.4) | (14.7) | (6.2) |
| Other services | (4.5) | (12.7) | (11.4) | (5.1) |
| Overall percentage change | 5.2 | 11.6 | 10.5 | 7.6 |

¹ Revised

Fig.3.1 - Annual percentage change in wage rates by industry group, 1998 - 1999



APPENDIX

COMMENTS ON FIGURES

If the figures you provided on this questionnaire are significantly different from figures submitted for September 1998, please provide comments below.

- Examples :** (a) Decrease in the number of employees in specific occupation is due to (i) redundancies (ii) transfer to another promotion, etc.
 (b) Decrease in the salaries in an occupation due to promotion, or departure of employees with higher salaries.
 (c) Increase in salaries across all or some occupations due to adjustments in basic wages/ salaries or new incentive measures as from..... (please state the date).

For Office Use
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CENTRAL STATISTICAL OFFICE
 LABOUR SECTION

CONFIDENTIAL

**Survey of Employment, Earnings and Hours of Work
 September 1999**

In case of any difficulty in completing this questionnaire, please contact the Labour Section of the Central Statistical Office, Port Louis. (Tel. No. 208-0781, 212-2316, 212-2317 and 212-2783) Fax No. 211 4150.

SECTION I — GENERAL

- (1) Code No.....
- (2) Name of establishment.....
- (3) Postal Address.....
- (4) Nature of business.....
- (5) Address of establishment.....
 (if different from postal address)
- (6) Employment and earnings for September 1999

Note: Please give figures for *all employees* except non-Mauritians and outworkers.
 Earnings comprise basic salaries/wages, bonuses, regular allowances, travelling and overtime pay.

| Mode of payment | Number of Employees | | | Earnings | Period covered From..... To..... |
|--------------------------------------|---------------------|--------|-------|----------|--|
| | Male | Female | Total | | |
| Monthly | | | | | |
| Other (fortnightly, weekly, etc.) | | | | | |

Person to be consulted for queries or further information about this questionnaire :

Mr/Miss/Mrs (Name) (Status in business)
 Phone No.
 Date :
 Signature

SECTION VII

1. NON-MAURITIANS AND OUTWORKERS WHO WERE PAID FOR THE LAST THURSDAY OF MARCH

| | Earnings for March | | |
|----------------|--------------------|--------|-------|
| | Male | Female | Total |
| Non-Mauritians | | | |
| Outworkers | | | |

Note : (i) Outworkers are piece-workers employed by the establishment but working in their own homes.
 (ii) Earnings include Salaries/Wages (Basic pay + cost of living allowance), Overtime pay and productivity bonuses, commissions, travelling and other allowances which are regularly paid at the end of each month or pay period.

2. JOB VACANCIES AS AT LAST THURSDAY OF MARCH

List the types of jobs for which the firm requires labour

| Job title | Number of job vacancies | | Wage rate being offered for the job | | Is the rate paid per month/day/hour or on piece-rate? |
|-----------|-------------------------|--------|-------------------------------------|--------|---|
| | Male | Female | Male | Female | |
| | | | | | |
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| | | | | | |

3. FOR ESTABLISHMENTS FILLING IN A RETURN FOR THE FIRST TIME

(i) Date on which establishment started operating.....

4. SCHEME OF OPERATION

- (i) Export Enterprise Certificate
- (ii) Pioneer Status Enterprise Certificate
- (iii) Small & Medium Enterprise Certificate
- (iv) Other

Please specify.....
 (Please tick where appropriate)

Person to be contacted for queries or further information about this questionnaire :

Mr/Miss/Mrs : (Name)
 (Status in business)
 Phone No. :
 Date :
 Signature

| | | |
|----------------|---|---|
| For Office Use | | |
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Survey of Employment and Earnings
 March 2000

Notes :—

The term "Employees" covers all persons in regular or casual employment, including salaried managers, pieceworkers, family workers in receipt of salaries/wages and paid apprentices. Those who were temporarily absent on paid sick or vacation leave should be included.

In case of any difficulty in completing the questionnaire, please contact the Labour Section of the Central Statistical Office, Port Louis (Tel No. 208-0781, 212-2316, 212-2317 and 212-2783, Fax No. 211-4150)

SECTION I — GENERAL

- (1) Code No.....
- (2) Name of establishment/employer.....
- (3) Postal Address.....
- (4) Nature of business.....
- (5) Address of establishment.....
 (if different from postal address)
- (6) If name of establishment/employer, postal address or nature of business is not correctly shown above please enter correct particulars in BLOCK LETTERS :

Name.....
 Address.....
 Nature of business.....

(7) Annexes (if any) covered by this return

Name Business activity
 (a)
 (b)
 (8) Area under cultivation.....
 (for agricultural establishment only — Please state whether in acres or hectares)

(9) Total number of employees who were paid for the last Thursday of March.

Workers in casual employment who worked on that day and regular employees who were on paid sick or vacation leave on that day should be included. However, outworkers should not be included here.

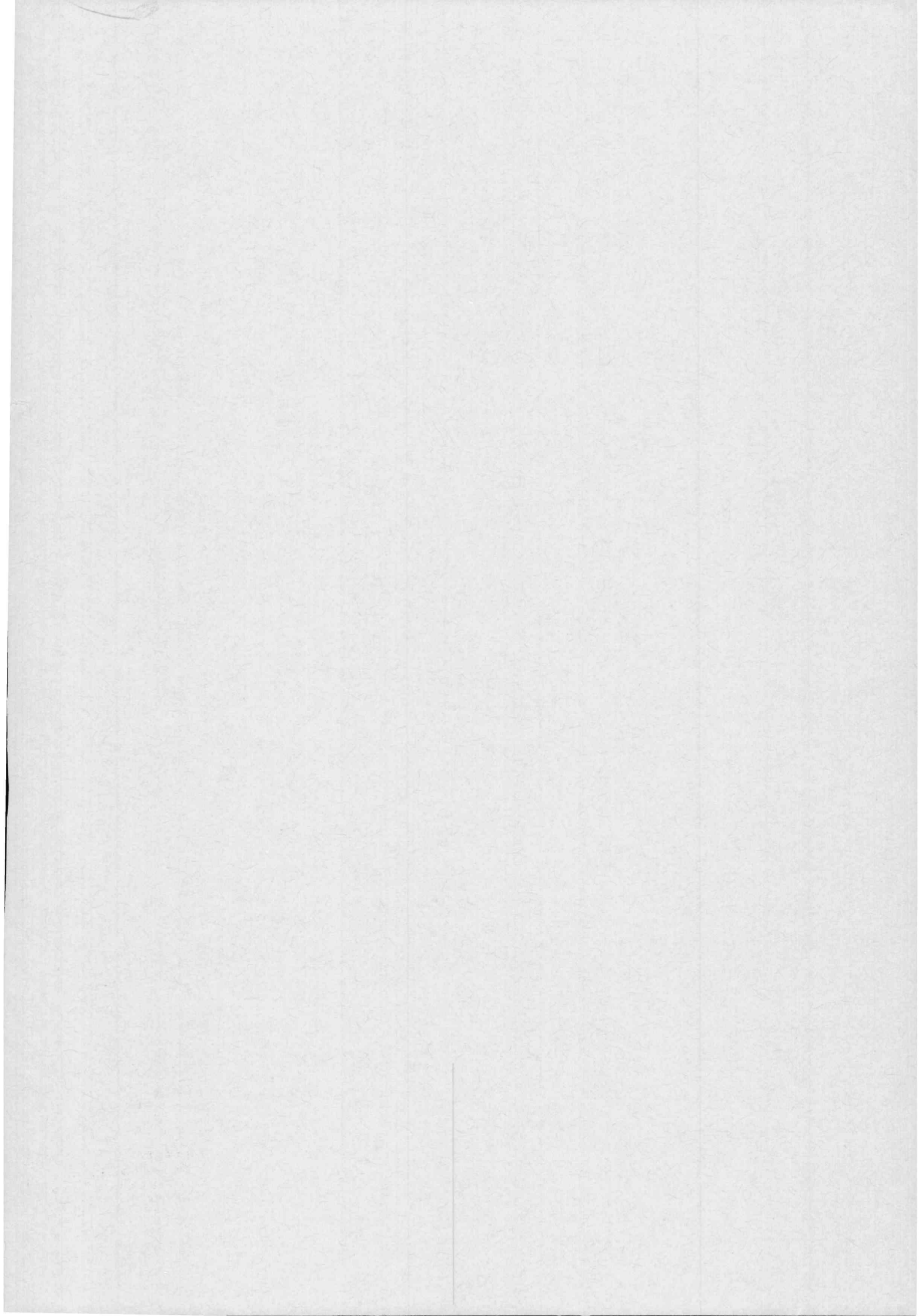
| | Male | | Female | | Total |
|--|------------|----------------|------------|----------------|-------|
| | Mauritians | Non-Mauritians | Mauritians | Non-Mauritians | |
| | | | | | |

SECTION II TO VI : EMPLOYMENT AND EARNINGS BY DIFFERENT RATES OF PAY — MARCH 2000

| EMPLOYMENT AND EARNINGS | SECTION II | | SECTION III | | SECTION IV | | SECTION V | | SECTION VI | | | |
|---|---|---|---|--|---|----------------|----------------------|----------------|----------------------|----------------|----------------------|------|
| | Employees on Monthly Rates of Pay at the End of March (See note 1) | Employees on Daily Rates of Pay as per Last Payroll for March (See note 2) | Employees on Piece Rates of Pay as per Last Payroll for March (See note 3) | Employees on Hourly Rates of Pay as per Last Payroll for March (See note 4) | Employees on Other Rates of Pay as per Last Payroll for March (See note 5) | | | | | | | |
| 1. Number of Employees appearing on payroll in March (Mauritians only) | Male | B 1 | C 1 | D 1 | E 1 | F 1 | | | | | | |
| | Female | B 2 | C 2 | D 2 | E 2 | F 2 | | | | | | |
| | TOTAL | | | | | | | | | | | |
| 2. GROSS CASH SALARIES/WAGES (See note 6) | Rupees | For Office Use | Rupees | For Office Use | Rupees | For Office Use | Rupees | For Office Use | Rupees | For Office Use | | |
| (i) Salaries/Wages (Basic pay + cost of living allowance) | ... | B 3 | C 3 | D 3 | E 3 | F 3 | ... | B 4 | C 4 | D 4 | E 4 | F 4 |
| (ii) Overtime pay | ... | B 4 | C 4 | D 4 | E 4 | F 4 | ... | B 5 | C 5 | D 5 | E 5 | F 5 |
| (iii) Productivity bonuses, commissions, travelling and other allowances which are regularly paid at the end of each month/pay period. | ... | B 5 | C 5 | D 5 | E 5 | F 5 | ... | B 6 | C 6 | D 6 | E 6 | F 6 |
| (iv) Other payments which are not regularly made every month/pay period e.g. any end of year and seasonal bonuses paid at the end of March (excluding end-of-service gratuities, retirement and severance allowances) | ... | B 6 | C 6 | D 6 | E 6 | F 6 | ... | B 7 | C 7 | D 7 | E 7 | F 7 |
| (v) End-of-service gratuities, retirement and severance allowances | ... | B 7 | C 7 | D 7 | E 7 | F 7 | ... | B 8 | C 8 | D 8 | E 8 | F 8 |
| (vi) Arrears, if any, paid in respect of adjustment of payments (e.g. salaries, wages, overtime, etc.) for previous months/pay periods | ... | B 8 | C 8 | D 8 | E 8 | F 8 | ... | B 9 | C 9 | D 9 | E 9 | F 9 |
| TOTAL GROSS CASH SALARIES/WAGES | ... | B 8 | C 8 | D 8 | E 8 | F 8 | ... | B 12 | C 12 | D 12 | E 12 | F 12 |
| 3. (i) Period covered by last payroll in March in respect of employees in sections III to VI | From.....to..... | | From.....to..... | | From.....to..... | | From.....to..... | | From.....to..... | | From.....to..... | |
| (ii) Number of working days or hours (excluding overtime) during above pay period as in 3 (i) above | Days:..... | | Days:..... | | Days:..... | | Days:..... | | Days:..... | | Days:..... | |
| (iii) Total number of man-days or man-hours paid (nombre de journées ou d'heures payées) excluding overtime hours worked, in respect of employees mentioned in 1 for payroll period in 3(i) above (See note 7) | Man-days : | | Man-days : | | Man-days : | | Man-days : | | Man-days : | | Man-days : | |
| (iv) Number of absences not paid during above pay period in respect of employees mentioned in 1 above | Man-hours : | | Man-hours : | | Man-hours : | | Man-hours : | | Man-hours : | | Man-hours : | |
| (v) Number of overtime hours worked during the payroll period in 3 (i) above | Man-hours : | | Man-hours : | | Man-hours : | | Man-hours : | | Man-hours : | | Man-hours : | |

GENERAL NOTES

- All employees, **except Non-Mauritians and outworkers**, of the establishment should be reported in any of the sections II, III, IV, V and VI. Non-Mauritians and outworkers are to be reported in section VII on page 4.
- Includes all employees whose pay are based on monthly rates.
 - Excludes all employees whose pay are calculated on other than monthly rates (e.g. weekly, daily, hourly, piece). Such employees should be excluded from this section even if they receive their pay once monthly.
 - Retired persons receiving a pension should be excluded even if their names appear on the payroll.
 - Includes all employees who were *exclusively* on daily rates of pay during the last payroll period in March. Such employees should be included here even if they receive their pay once monthly.
 - All other employees are to be excluded from this section.
 - Employees, who during the pay period, worked partly on other rates (e.g. piece-rates) are to be included in Section VI.
 - Includes all employees who were *exclusively* on piece rates of pay during the last payroll in March. Such employees should be included here even if they receive their pay once daily or monthly.
 - Employees who, during the pay period, worked partly on piece rates and partly on other rates (e.g. hourly rates) are to be included in Section VI.
- Includes all employees who were *exclusively* on hourly rates of pay during the last payroll in March. Such employees should be included here even if they receive their pay daily or monthly.
 - Employees who, during the pay period, worked partly on hourly rates and partly on other rates are to be included in Section VI.
 - Includes all employees appearing on the last payroll for March, and not included in Sections II, III, IV, and V (e.g. employees who during the pay period worked under a mixture of different schemes).
 - Gross cash salaries/wages paid in March to employees reported in 1 above.
Total Gross Cash salaries/wages refer to the gross cash pay before any deductions such as taxes, pension scheme contributions paid by employees etc.
 - Man-days paid = Total No. of days paid to employees during period covered by payroll (including No. of days paid but not worked e.g. paid leave, paid public holidays, etc).
 - Man-hours paid = Total No. of hours paid to employees during period covered by payroll (including No. of hours paid but not worked e.g. paid leave, paid public holidays, etc). Overtime hours should be excluded.



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