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DIGEST
OF
LABOUR STATISTICS
1995

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FOREWORD

This is the second issue of a regular publication of the Central Statistical Office On labour statistics. This digest brings together all available data relating to labour force, employment and unemployment for the Republic of Mauritius (including Rodrigues).

In chapter 1, a set of estimates of labour force, employment and unemployment worked out on the basis of data obtained at the 1990 Population Census and from other censuses and surveys and enquiries carried out by the Central Statistical Office, has been published. These data refer to the middle of the years mentioned.

Data from the March Survey of Employment and Earnings showing the level of employment and earnings in large establishments are given in chapter 2.

The third chapter of this publication relates to the September Survey of Employment, Earnings and Hours of work from which occupational wage rates and average hours of work in the different sectors of the economy, are worked out on the basis of data collected from a sample of large establishments. Wage rate indices for 1993 and 1994 with base year 1992, are also presented there.

It is to be noted that the reference period as well as the coverage of the employment data, given in the different chapters are not the same. Refer to explanatory notes preceding each chapter.

It is hoped that the statistics which have been presented here, will be helpful to the public in general and to planners and policy makers in particular.

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

(S. Basant Rai)
Director of Statistics

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CHAPTER 1

Chapter 1

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT

1995

1. INTRODUCTION

This part of the report consists of a set of estimates of labour force, employment and unemployment for the Republic of Mauritius (including Rodrigues). All the data presented refer to the middle of the years mentioned. Employment figures for large establishments given here therefore differ from those in chapters 2 and 3 because of different reference periods.

2. COVERAGE

The population considered to estimate the size of the Mauritian labour force, comprises all resident Mauritians aged 12 years and above .

Employment cover 'large' and 'other than large' establishments as well. For a more complete picture of the size of the workforce, foreigners working on contract in Mauritius have also been included.

3. SOURCES OF DATA

Estimates of labour force (which is the total of employed and unemployed population) have been worked out using the 1990 Population Census data and current estimates of population size by age group.

Unemployment estimates have been based on the number of registered unemployed persons at the middle of each year as published by the Employment Service Division of the Ministry for Civil Service Affairs and Employment.

Employment as at midyear in large establishments is an average of the March and September figures ,obtained from the March Survey of Employment and Earnings and the September Survey of Employment, Earnings and Hours of Work. Estimates of employment in establishments other than those covered by the recurrent establishment surveys have been based on data from the 1990 Population Census, the 1992 Census of Economic Activities in

small establishments as well as information from various administrative records such as licences and permits.

Estimates given here will be revised in the light of new data which will become available on completion of the 1995 Labour Force Sample Survey.

4. LABOUR FORCE

The size of the Mauritian labour force (or currently active population) has been estimated by applying sex-age-specific activity rates to the population figures in different age brackets. The age specific activity rates for the years 1992 to 1995, which have been worked out on the basis of 1990 Population Census reported rates, are shown in table 1.1.

The total labour force (including foreigners) estimated at 524,000 for 1995, shows an increase of 13,000 (or 2.5%) from the estimated figure of 511,000 worked out for 1994. The number of economically active males was 6,000 or 1.8% more than in 1994 while the corresponding increase in the number of active females was 7,000 or 4.0%.

5. EMPLOYMENT LEVEL

The total number of persons (including foreigners) with jobs is estimated at around 503,000 and 515,000 in 1994 and 1995 respectively. i.e. an increase of 2.4%. Employment level in 'large' establishments went down by about a thousand (3.4%) in 1995 while estimates worked out for 'other than large' establishments show an increase of about 13,000 jobs, i.e. a net increase of 6.2% in the number of persons employed by this sector.

6. EMPLOYMENT BY INDUSTRY

The distribution of employees in the different industrial sectors has remained almost unchanged between 1994 and 1995 except for small decreases of 0.5 and 0.3 percentage points in 'Agriculture and fishing' and Manufacturing respectively, compensated by increases of 0.5 and 0.4 percentage points in 'Wholesale, retail trade, restaurants and hotels' and 'Community, social and personal services'.

In absolute terms, the two sectors registering important rises in employment between 1994 and 1995 are 'Community, social and personal services' and 'Wholesale, retail trade, restaurants & hotels' with increases of 5,200 and 4,100 respectively. The

manufacturing sector shows an increase of 1500 employers while increases of 1,000 are noted in each of the sectors 'Transport, Storage and Communication and Financing, insurance, real estate and business services'. The number of persons engaged in the agricultural sector, which has been declining over the past few years, as a result of a reduction in the workforce of the Sugar Industry, shows a further decrease of 800 in 1995.

7. EMPLOYMENT BY SEX

Analysis of the data by sex shows that male employment has increased by 1.6%, that is from 328,600 in 1994 to 334,000 in 1995. Female employment on the other hand, increased by 3.7% from 174,200 to 180,600. As a result of these changes, the proportion of women in total employment is 35.1% in 1995 compared to 34.6% in 1994.

The rise of 5,400 noted in male employment is mostly accounted for by 'Community, social and personal services' (+2,700) and 'Wholesale, retail trade, restaurants and hotels'(+1,800). Female employment as well shows important increases in these same two sectors, i.e. 2,500 in 'Community, social and personal services'and 2,300 in 'Wholesale, retail trade, restaurants and hotels'.

8. UNEMPLOYMENT

Estimates of unemployment levels have been based on the trend observed in the number of registered unemployed persons by sex as published by the Ministry for Civil Service Affairs and Employment. Hence, the unemployment rates adopted for males and females in 1995 are 1.8% and 1.6% respectively. The total number of unemployed persons is therefore 9,000, made up of 6,000 males and 3,000 females.

Table 1.1 - Activity rates by age-group and sex , 1992-1995**Male**

Age (years)	Activity rates			
	1992	1993	1994	1995
12 - 14	9.5	9.5	9.5	9.5
15 - 19	51.0	50.5	50.0	50.0
20 - 24	93.5	94.0	95.0	95.0
25 - 29	97.0	97.0	97.0	97.0
30 - 34	98.0	98.0	98.0	98.0
35 - 39	98.0	98.0	98.0	98.0
40 - 44	97.0	97.0	97.0	97.0
45 - 49	95.0	95.0	95.0	95.0
50 - 54	91.2	91.2	91.2	91.2
55 - 59	84.0	84.0	84.0	84.0
60 - 64	35.0	35.0	35.0	35.0
65 - 69	25.0	25.0	25.0	25.0
70 - 74	15.0	15.0	15.0	15.0
75 and above	10.0	10.0	10.0	10.0
12 and above	75.8	75.8	76.0	76.4
15 and above	82.1	82.0	82.0	81.8

Female

Age (years)	Activity rates			
	1992	1993	1994	1995
12 - 14	3.2	3.2	3.2	3.2
15 - 19	32.0	33.0	34.0	35.0
20 - 24	52.0	53.0	54.0	55.0
25 - 29	50.0	51.0	52.0	53.0
30 - 34	53.0	54.0	55.0	56.0
35 - 39	54.0	55.0	56.0	57.0
40 - 44	49.0	50.0	51.0	52.0
45 - 49	45.0	46.0	47.0	48.0
50 - 54	40.0	41.0	42.0	43.0
55 - 59	32.0	33.0	34.0	35.0
60 - 64	16.0	16.0	16.0	16.0
65 - 69	10.0	10.0	10.0	10.0
70 - 74	5.0	5.0	5.0	5.0
75 and above	2.0	2.0	2.0	2.0
12 and above	38.4	39.2	40.0	41.0
15 and above	41.6	42.4	43.2	43.9

Fig 1.1 - Age - specific activity rates, 1995

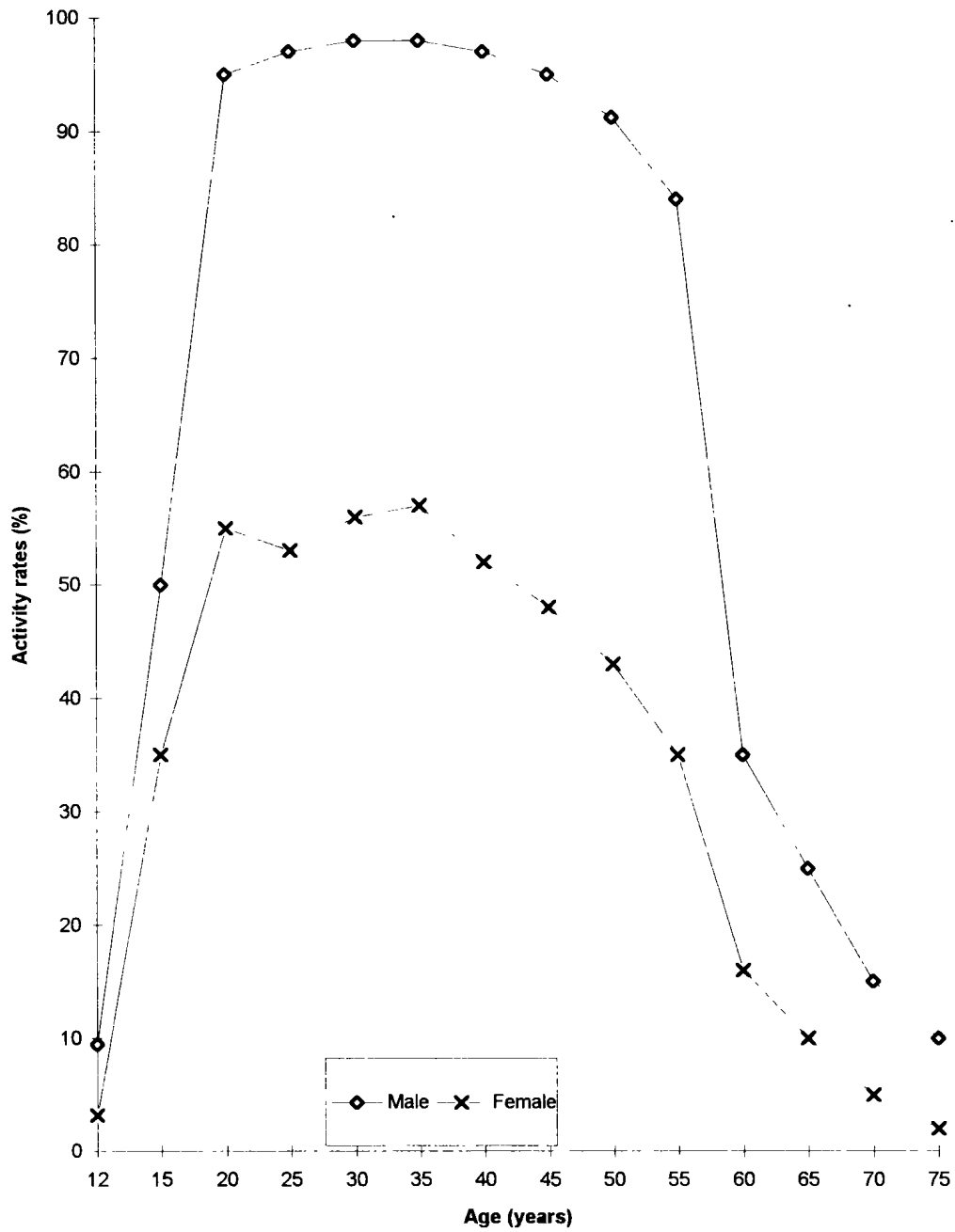


Table 1.2 - Labour force by age and sex , 1992 - 1995

Male

Age (years)	Labour force			
	1992	1993	1994	1995
12 - 14	3,397	3,420	3,357	3,137
15 - 19	26,195	27,130	27,572	28,422
20 - 24	46,083	44,841	46,115	45,990
25 - 29	53,062	52,622	51,098	49,851
30 - 34	48,081	49,530	51,195	51,611
35 - 39	42,447	43,082	44,262	45,723
40 - 44	34,782	36,766	38,376	38,884
45 - 49	22,712	24,685	25,733	27,495
50 - 54	16,853	16,815	17,932	18,784
55 - 59	14,045	14,222	13,918	14,194
60 - 64	4,632	4,594	4,712	4,793
65 - 69	3,085	3,141	3,091	3,020
70 - 74	1,043	1,098	1,195	1,286
75 and above	682	699	720	735
Mauritian male labour force	317,099	322,645	329,276	333,925
Foreign male labour force	3,350	4,850	5,100	5,575
Total	320,449	327,495	334,376	339,500

Female

Age (years)	Labour force			
	1992	1993	1994	1995
12 - 14	1,122	1,125	1,104	1,031
15 - 19	15,990	17,304	18,339	19,452
20 - 24	24,413	23,802	24,943	25,563
25 - 29	25,979	26,185	25,860	25,512
30 - 34	25,070	25,995	27,334	28,027
35 - 39	22,432	23,123	24,246	25,458
40 - 44	17,295	18,535	19,631	20,288
45 - 49	11,213	12,397	13,219	14,208
50 - 54	7,838	8,007	8,752	9,498
55 - 59	5,709	6,056	6,224	6,546
60 - 64	2,374	2,362	2,410	2,445
65 - 69	1,422	1,464	1,460	1,442
70 - 74	450	467	504	546
75 and above	243	250	255	262
Mauritian female labour force	161,550	167,072	174,281	180,278
Foreign female labour force	750	2,050	3,100	4,220
Total	162,300	169,122	177,381	184,498

Table 1.3 - Employment (1) by industry and size of establishment, 1992 - 1995 (in thousands)

Industrial group	1992			1993			1994			1995(2)		
	Large	Other	Total	Large	Other	Total	Large	Other	Total	Large	Other	Total
Agricultural & fishing of which sugar cane	37.0 (32.5)	34.5 (7.0)	71.5 (39.5)	36.0 (32.0)	34.8 (6.7)	70.8 (38.7)	35.3 (31.2)	35.5 (6.6)	70.8 (37.8)	34.0 (30.1)	36.0 (6.5)	70.0 (36.6)
Mining & quarrying	0.2	1.0	1.2	0.2	1.0	1.2	0.2	1.0	1.2	0.2	1.0	1.2
Manufacturing of which sugar EPZ	117.0 (7.3) (87.2)	25.5 (-) (2.8)	142.5 (7.3) (90.0)	113.7 (7.0) (83.6)	27.4 (-) (2.4)	141.1 (7.0) (86.0)	111.5 (6.8) (81.1)	30.5 (-) (2.0)	142 (6.8) (83.1)	110 (6.2) (79.2)	33.5 (-) (1.9)	143.5 (6.2) (81.1)
Electricity & water	3.4	-	3.4	3.6	-	3.6	3.4	-	3.4	3.5	-	3.5
Construction	13.2	20.6	33.8	13.7	21.6	35.3	13.2	23.0	36.2	11.0	25.0	36.0
Wholesale & retail trade, restaurants & hotels	19.5	42.1	61.6	21.0	49.2	70.2	23.3	52.7	76.0	24.5	55.6	80.1
Transport, storage, & communication	14.0	19.8	33.8	14.0	20.6	34.6	14.3	21.3	35.6	14.6	22.0	36.6
Financing, insurance, real estate & business services	10.2	2.8	13.0	10.7	3.1	13.8	11.6	3.4	15.0	12.3	3.7	16.0
Community, social and personal services of which : central government local government	72.8 (54.8) (5.1)	36.0 (-) (-)	108.8 (54.8) (5.1)	74.9 (55.9) (5.3)	39.5 (-) (-)	114.4 (55.9) (5.3)	76.8 (56.0) (5.3)	42.7 (-) (-)	119.5 (56.0) (5.3)	78.5 (56.2) (5.4)	46.2 (-) (-)	124.7 (56.2) (5.4)
Activities n.e.c	3.6	-	3.6	2.9	-	2.9	3.1	-	3.1	3.0	-	3.0
Total	290.9	182.3	473.2	290.7	197.2	487.9	292.7	210.1	502.8	291.6	223.0	514.6

(1) Employment figures revised to include foreigners working in Mauritius

(2) provisional

Fig 1.2 - Employment by size of establishment and sex, 1992 - 1995

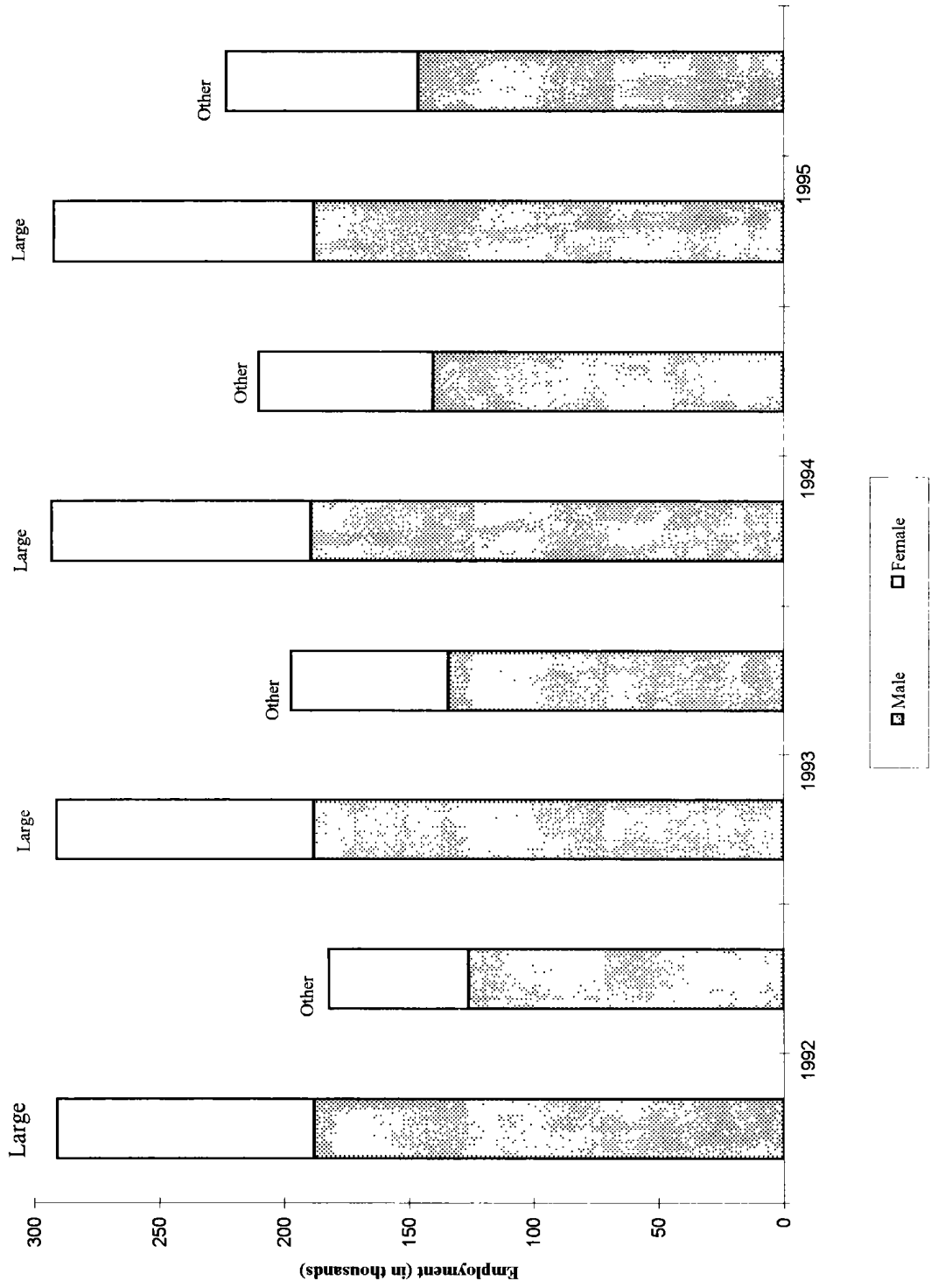


Table 1.4 - Employment (1) by industry and sex, 1992 - 1995 (in thousands)

Industrial group	1992			1993			1994			1995(2)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Agricultural & fishing of which sugar cane	46.9 (27.4)	24.6 (12.1)	71.5 (39.5)	46.3 (26.8)	24.5 (11.9)	70.8 (38.7)	46.3 (26.3)	24.5 (11.5)	70.8 (37.8)	45.9 (25.3)	24.1 (11.3)
Mining & quarrying	1.1	0.1	1.2	1.1	0.1	1.2	1.1	0.1	1.2	1.1	0.1	1.2
Manufacturing of which sugar EPZ	68.3 (7.0) (26.8)	74.2 (0.3) (63.2)	142.5 (7.3) (90.0)	66.9 (6.9) (25.0)	74.2 (0.1) (61.0)	141.1 (7.0) (86.0)	66.5 (6.7) (23.9)	75.5 (0.1) (59.2)	142 (6.8) (83.1)	67.0 (6.2) (23.0)	76.5 (-) (58.1)	143.5 (6.2) (81.1)
Electricity & water	3.3	0.1	3.4	3.5	0.1	3.6	3.3	0.1	3.4	3.4	0.1	3.5
Construction	33.6	0.2	33.8	35.1	0.2	35.3	36	0.2	36.2	35.8	0.2	36.0
Wholesale & retail trade, restaurants & hotels	43.2	18.4	61.6	48.4	21.8	70.2	50.7	25.3	76.0	52.5	27.6	80.1
Transport, storage, & communication	31.7	2.1	33.8	32.1	2.5	34.6	32.9	2.7	35.6	33.8	2.8	36.6
Financing, insurance, real estate & business services	9.4	3.6	13.0	9.7	4.1	13.8	10.5	4.5	15.0	10.8	5.2	16.0
Community, social and personal services of which central government local government	73.4 (43.9) (4.5)	35.4 (10.9) (0.6)	108.8 (54.8) (5.1)	75.8 (44.4) (4.7)	38.6 (11.5) (0.6)	114.4 (55.9) (5.3)	78.0 (44.2) (4.7)	41.5 (11.8) (0.6)	119.5 (56.0) (5.3)	80.7 (44.2) (4.8)	44.0 (12.0) (0.6)	124.7 (56.2) (5.4)
Activities n.e.c	3.6	0.0	3.6	2.9	0.0	2.9	3.0	0.1	3.1	3.0	(-)	3.0
Total	314.5	158.7	473.2	321.8	166.1	487.9	328.6	174.2	502.8	334.0	180.6	514.6

(1) Employment figures revised to include foreigners working in Mauritius

(2) Provisional

Fig 1.3 - Employment by industry, 1995

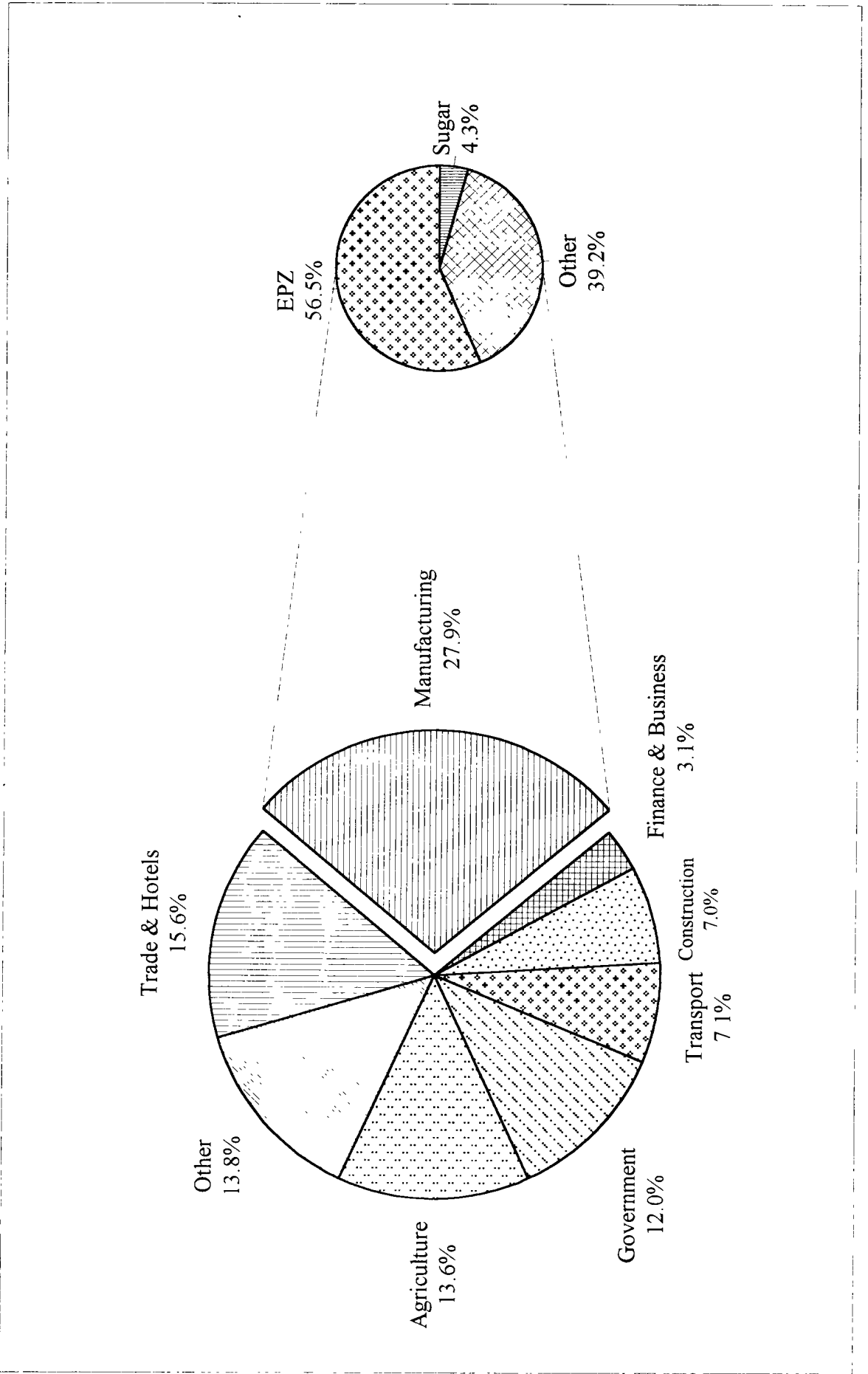


Table 1.5 - Labour force(1), Employment and Unemployment 1986 - 1995 (in thousands)**Both sexes**

Year	Labour Force	Employment			Unemployment
		in large establishments	outside large establishments	Total	
1986	418	235	140	375	43
1987	431	257	150	407	24
1988	442	273	153	426	16
1989	450	276	159	435	15
1990	458	285	161	446	12
1991	468	289	169	458	10
1992	482	291	182	473	9
1993	497	291	197	488	9
1994	511	293	210	503	8
1995	524	292	223	515	9

Male

Year	Labour Force	Employment			Unemployment
		in large establishments	outside large establishments	Total	
1986	289	157	102	259	30
1987	295	170	107	277	18
1988	300	179	109	288	12
1989	303	180	112	292	11
1990	307	186	112	298	9
1991	312	187	118	305	7
1992	320	188	126	314	6
1993	328	188	134	322	6
1994	334	189	140	329	5
1995	340	188	146	334	6

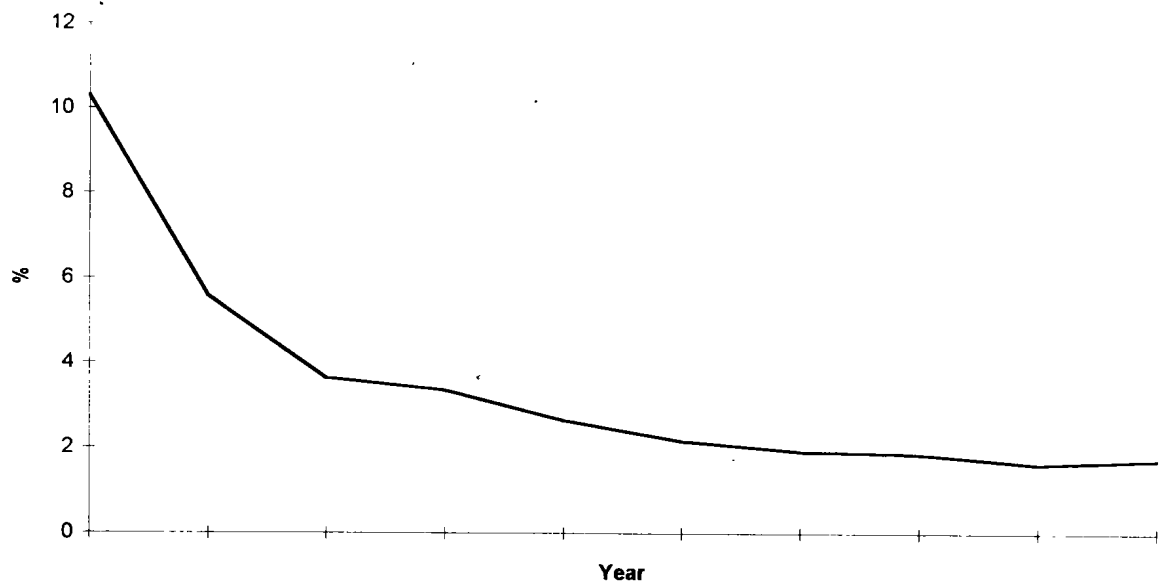
Female

Year	Labour Force	Employment			Unemployment
		in large establishments	outside large establishments	Total	
1986	129	78	38	116	13
1987	136	87	43	130	6
1988	142	94	44	138	4
1989	147	96	47	143	4
1990	151	99	49	148	3
1991	156	102	51	153	3
1992	162	103	56	159	3
1993	169	103	63	166	3
1994	177	104	70	174	3
1995	184	104	77	181	3

(1) Includes foreigners working in Mauritius

Table 1.6 - Unemployment rate by sex , 1986 - 1995

Year	Unemployment (thousands)			Unemployment rate (%)		
	Male	Female	Both sexes	Male	Female	Both sexes
1986	30	13	43	10.4	10.1	10.3
1987	18	6	24	6.1	4.4	5.6
1988	12	4	16	4.0	2.8	3.6
1989	11	4	15	3.6	2.7	3.3
1990	9	3	12	2.9	2.0	2.6
1991	7	3	10	2.3	1.9	2.1
1992	6	3	9	1.9	1.9	1.9
1993	6	3	9	1.8	1.8	1.8
1994	5	3	8	1.5	1.7	1.6
1995	6	3	9	1.8	1.6	1.7

Figure 1.4 : Unemployment rate 1986 - 1995

CHAPTER 2

Chapter 2

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS MARCH 1995

1. INTRODUCTION

The Central Statistical Office (C.S.O) carries out a Survey of Employment and Earnings in "large" establishments every year so as to obtain a continuous series of comparable data on the level of employment in these establishments. This report presents the results of the survey carried out in March 1995 .

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 the previous rounds, the 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 on the day of the survey.

(b) Non-agricultural establishments employing at least 10 persons on the day of the survey. It is to be noted that "outworkers", that is, piece-rate workers who, although remunerated by an establishment, are working in their own homes on materials provided by the establishment, are excluded.

(c) All central and local government departments.

3. **METHOD OF TAKING THE SURVEY**

The questionnaires (published as an appendix to this report) were mailed to some 5,225 establishments with the request that they be completed and returned to this office by 28 April 1995

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 still had not replied were contacted by the Central Statistical Office 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 was a list of employers kept by the CSO, which is continuously revised and updated on the basis of information that become available through various sources. The mailing list of 5,225 establishments, which included 53 establishments in Rodrigues was made up of:

(a) all the 2,424 establishments which, at the preceding round of the survey in March 1994, had been found to fall within the scope of the survey;

(b) 2,801 establishments which were selected from among:

- (i) establishments which at the preceding round did not fall within the scope of the survey mostly because they had fewer than 10 employees or were not operational at the time of the survey but could have changed in the interval;
- (ii) an additional list of establishments picked on the basis of indications which led to think that they might 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 Thursday 30 March 1995. 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, especially in the case of casual employees, they may work for different employers on different days.

In Section II, employers had to report on the number of employees on monthly rates of pay, on the payroll at the end of March 1995, 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 asked to supply the earnings and man-days paid for in respect of these employees during the last payroll period in March 1995.

In Section V, the number of employees, together with their corresponding earnings and man-hours paid during the last payroll in March 1995, were asked for all those who were exclusively on hourly rates of pay

It should be noted that the number of employees on the different types of rates of pay (Tables 2.10 and 2.11) do not necessarily add up to the total number of employees reported in Tables 2.5 and 2.6 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 etc. They exclude pension payments, family allowances and other similar special benefits paid by the employers. Also excluded are end-of-year and seasonal bonuses and arrears paid at the end of March in respect of adjustment of wages, salaries or cost of living allowances for previous pay periods.

8. RESPONSE

By 9 May 1995, the response rate among establishments mentioned in Section 5(a), was 38%. Among these, the total number which responded after reminders and field visits was 1670. The number falling out of the scope of the survey, was 108, 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, only around 700 replied and 99 were found to fall within the scope of the survey.

It is estimated that, of the total number of establishments falling within the scope of the survey, 69% eventually responded, representing about 88% of total employment in such establishments. For the non-respondents, estimates of employment have been made using data supplied by them in previous rounds, current data from other establishments engaged in the same activity and information obtained from other sources

9. CLASSIFICATION OF INDUSTRY

The revised International Standard Industrial Classification (1968 edition) 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 2.8 and 2.9.

Para-statal bodies 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 to establishments falling within the scope of the survey only as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,600 has been included. These comprise mostly government employees, numbering 3,600.
- (iii) employment figures given in this report also include the number of foreigners employed by large establishments. From 700 and 300 in 1990, the number of male and female foreign workers have increased to around 5,500 and 4,400 respectively by March 1995.

10.1 Employment level, March 1994 - March 1995

Total employment in establishments covered by the survey was about 289,600 in March 1995 compared to 292,400 in March 1994. This represents a fall of about 1% in the employment level, almost totally among males. In fact the number of male workers in large establishments has decreased by around 2700 while among females the decrease was around a hundred.

It should be noted that foreign workers now numbering around 9900, mainly in EPZ and construction industries, are also included. However, outworkers who numbered around 1,500 in March 1995 are excluded.

10.2 Employment by industry

Analysis of the employment figures by industry group shows an almost similar pattern as that noted in March 1994, i.e. significant increases were noted in the tertiary sector while in the primary and secondary sectors, employment in large establishments has declined further.

Changes in employment by industrial group and sex

Industrial group	Employment		Change		
	March 1994	March 1995	Both sexes	Male	Female
	Number	Number			
Agriculture and fishing	34,163	33,067	-1,096	80	-1176
Mining and quarrying	165	222	57	17	40
Manufacturing	112,165	110,439	-1,726	-1574	-152
Electricity and water	3,531	3,460	-71	-79	8
Construction	13,377	10,784	-2,593	-2581	-12
Wholesale, retail trade, restaurants and hotels	23,343	24,472	1,129	660	469
Transport, storage & communication	14,196	14,530	334	281	53
Financing, insurance, real estate and business services	11,495	12,096	601	416	185
Community, social and personal services	76,784	77,541	757	299	458
of which: Central government	(56,102)	(56,200)	(98)	(-53)	(151)
Local government	(5,310)	(5,396)	(86)	(76)	(10)
Activities not elsewhere specified	3,158	2,958	-200	-194	-6
Total	292,377	289,569	-2,808	-2675	-133

In fact, between March 1994 and March 1995, an increase of about 1100 employees was noted in 'Wholesale, retail trade, restaurants and hotels' while 'Financing, insurance, real estate and business services' and 'Community, social and personal services' registered increases of 600 and 800 respectively. On the other hand, employment in the construction industry has gone down by around 2600, mainly due to reductions in the workforce of some establishments on completion of contracts. In the manufacturing agricultural sectors, decreases of about 1700 and 1100 respectively were noted during the same period.

As regards distribution by sex, the increases of about 500 female employees in each of the sectors 'Wholesale, retail trade, restaurants and hotels' and 'Community, social and personal services' have almost compensated for the reduction of 1200 in agricultural establishments. Among males, increases totalling about 1700 were noted in 'Wholesale, retail trade, restaurants and hotels', 'Transport, storage and communication', 'Financing, insurance, real estate and business services' and 'Community, social and personal services'. On the other hand, a fall of nearly 2600 is noted in the number of male employees of large construction enterprises. Furthermore, the numbers of male workers employed in large manufacturing establishments, which has been declining over the past years, has gone down by around 1600 during the period March 1994 to March 1995.

10.3 Employment in large establishments of the EPZ

Between March 1994 and March 1995, the number of persons employed by large EPZ firms declined by 1300 i.e from 82,400 to 81,100. Both male and female employment levels were affected. The number of male workers which was around 24,400 in March 1994 went down to around 23,600 in March 1995. The figures for females were 58,000 in March 1994 and 57,400 in March 1995.

After the fall of 3400 noted in the employment level of the wearing apparel group between March 1993 and March 1994, a further decrease of 2800 has been noted in March 1995. However, in the other industry groups of the EPZ, a net increase of around 1500 employees is noted during the period March 1994 to March 1995 compared to only 200 during the preceding twelve months, i.e March 1993 to March 1994.

About half of the total number of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 40,700 out of the total of 81,100 employees in these firms were piece- and hourly-rate workers. The corresponding figures noted in March 1994 were 43,800 out of 82,400.

10.4 Earnings

It should be noted that apart from increases in 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 example 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 has the effect of lowering the average earnings.
- (b) Changes in overtime, regular bonuses and commissions.

10.4.1 Earnings of 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 March 1994 to reach around Rs 6,290 in March 1995. The highest increases noted were in Construction and Agriculture, i.e. 26 and 23% respectively. These increases were mainly due to revision of salaries in these two sectors. As regards earnings of employees exclusively on daily rates of pay, an increase of 9% was noted so that by March 1995 a daily paid employee was earning an average of Rs 142.

10.4.2 Earnings in large establishments of the EPZ

In the EPZ sector, average earnings went up by about 6% for monthly rate employees while among daily rate employees, the increase was 5%. Piece rate and hourly rate workers which as pointed out before, are mostly found in the EPZ (and specifically manufacturing) earned an average of around Rs 134 daily and Rs 12 per hour respectively in March 1995.

11. SURVEY OF VACANCIES

All establishments except central and local government services were also requested to supply information on unfilled vacancies at 30 March 1994. A total of around 3,200 vacancies (equal numbers for males and females). It is to be noted that 58% of these vacancies occurred in the occupational group "Machine operators and assemblers" in manufacturing establishments. Table 2.28 shows the vacancies classified by industry, occupation and sex.

Table 2.1 - The coverage of the survey

Industrial group	No. of establishments covered by the survey in:		
	March 1993	March 1994	March 1995
<u>Agriculture and fishing</u>	<u>334</u>	<u>344</u>	<u>353</u>
Sugarcane	195	205	195
Tea	8	8	22
Tobacco	70	64	66
Fishing	11	10	11
Flower growing	28	30	30
Other	22	27	29
<u>Mining and quarrying</u>	<u>4</u>	<u>4</u>	<u>5</u>
<u>Manufacturing</u>	<u>973</u>	<u>954</u>	<u>927</u>
Food:			
Bread	35	31	28
Biscuits and confectionery	16	23	20
Meat	6	6	6
Sugar	20	19	19
Tea processing	7	6	4
Other	27	33	37
Beverage and tobacco:			
Distilleries & cigarette manufacture	6	6	7
Wine and beer	4	4	4
Soft drinks	4	4	4
Textiles	53	47	46
Wearing apparel (except footwear)	433	392	367
Leather products	9	9	11
Footwear	17	16	15
Wood and furniture	50	49	46
Paper products	13	15	15
Printing and publishing	32	40	46

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

Industrial group	No. of establishments covered by the survey in:		
	March 1993	March 1994	March 1995
Rubber products	11	12	11
Miscellaneous chemical products	29	30	29
Plastic products	23	26	27
Non-metallic mineral products:			
Stone and concrete	26	33	32
Other	6	6	6
Iron and steel basic industries	8	9	8
Metal products	33	35	33
Machinery:			
Electrical	18	17	18
Non-electrical	11	13	13
Transport equipment	9	8	10
Watches and clocks	5	5	6
Jewellery and related articles	19	20	21
Miscellaneous manufacturing industries	43	40	38
<u>Electricity and water</u>	<u>3</u>	<u>4</u>	<u>5</u>
<u>Construction</u>	<u>68</u>	<u>79</u>	<u>76</u>
<u>Wholesale, retail trade, restaurants and hotels</u>			
Wholesale and retail trade	345	405	407
Restaurants	240	288	301
Hotels	42	48	40
Hotels	63	69	66

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

Industrial group	No. of establishments covered by the survey in:		
	March 1993	March 1994	March 1995
<u>Transport, storage & communication</u>	<u>79</u>	<u>89</u>	<u>85</u>
Road transport:			
Buses	12	13	10
Other	15	20	18
Docks and stevedoring	12	12	14
Travel and tourism	24	28	28
Other	16	16	15
<u>Financing, insurance, real estate and business services</u>	<u>119</u>	<u>155</u>	<u>155</u>
Banks(1) and other financial institutions	24	32	34
Insurance	21	20	21
Engineering and architectural services	16	27	28
Advertising services	11	12	11
Other business services	47	64	61
<u>Community, social and personal services</u>	<u>337</u>	<u>388</u>	<u>395</u>
Government:			
(a) Central (2)	120	122	123
(b) Local	9	9	9
Private education services	116	131	131
Private health services	8	10	11
Repair of motor vehicles	14	13	13
Amusement and recreational services	26	32	35
Other services	44	71	73
<u>Activities not elsewhere specified</u>	<u>2</u>	<u>2</u>	<u>3</u>
T o t a l	2,264	2424	2411

(1) Branches of banking institutions have not been counted as separate establishments

(2) As from 1993, number of establishments in central government has been reviewed.

Table 2.2 - Number of establishments(1) by industrial group and district, March 1995

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 (2)	Community, social and personal services	Activities not elsewhere specified	Total
Port- Louis		40	-	250	1	22	201	52	148	89	3	806
Pamplemousses		22	-	86	-	9	23	4	10	17	-	171
Riviere du Rempart		51	-	47	-	2	24	3	9	12	-	148
Flacq		73	-	42	-	2	12	3	10	10	-	152
Grand Port		20	-	44	-	1	11	1	10	12	-	99
Savanne		28	-	29	-	-	1	-	7	6	-	71
Plaine Wilhems		77	-	306	3	31	93	14	63	99	-	686
Moka		19	-	100	-	3	21	2	17	19	-	181
Black River		23	5	20	-	3	13	-	5	3	-	72
Rodrigues		-	-	3	1	3	8	6	6	5	-	32
Total		353	5	927	5	76	407	85	285	272	3	2,418

(1) excluding central government departments.

(2) branches of banking institutions have been counted as separate establishments.

Table 2.3 - Employment¹ by industrial group and district, March 1995

Both sexes

District	Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, insurance real estate and business services	Community, social and personal services	Activities not elsewhere specified	Total
Port- Louis		2,085	-	17,584	37	3,088	9,813	8,793	10,250	6,197	2,958	60,805
Pamplemousses		1,693	-	11,908	-	1,474	1,930	748	58	634	-	18,445
Riviere du Rempart		3,703	-	8,729	-	79	1,887	56	94	392	-	14,940
Flacq		6,818	-	6,814	-	82	2,286	57	81	469	-	16,607
Grand Port		6,594	-	9,277	-	20	1,035	266	84	344	-	17,620
Savanne		5,092	-	4,164	-	-	39	-	42	204	-	9,541
Plaine Wilhems		2,078	-	33,980	3,379	2,714	2,892	3,700	906	4,580	-	54,229
Moka		1,612	-	10,242	-	109	1,703	347	354	2,714	-	17,081
Black River		3,292	222	1,432	-	634	2,214	-	22	26	-	7,842
Rodrigues		-	-	109	44	184	273	163	55	185	-	1,013
Total		32,967	222	104,239	3,460	8,384	24,072	14,130	11,946	15,745	2,958	218,123

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 sub-offices of certain public enterprises have been classified according to the addresses of the head offices.

Table 2.3 (cont'd) - Employment¹ by industrial group and district, March 1995

Male

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	1,690	-	9,924	35	3,012	7,338	7,437	7,239	4,513	2,889	44,077
Pamplemousses	1,214	-	4,915	-	1,447	1,527	743	46	448	-	10,340
Riviere du Rempart	2,494	-	3,064	-	79	1,452	43	72	224	-	7,428
Flacq	4,614	-	2,145	-	79	1,867	54	58	313	-	9,130
Grand Port	4,283	-	2,954	-	20	843	189	69	158	-	8,516
Savanne	3,678	-	1,825	-	-	25	-	32	106	-	5,666
Plaine Wilhems	1,269	-	15,014	3,227	2,627	1,727	3,444	605	2,276	-	30,189
Moka	850	-	5,116	-	108	1,237	310	234	1,670	-	9,525
Black River	2,568	96	725	-	626	1,739	-	16	21	-	5,791
Rodrigues	-	-	105	43	182	213	153	38	130	-	864
Total	22,660	96	45,787	3,305	8,180	17,968	12,373	8,409	9,859	2,889	131,526

Table 2.3 (cont'd) - Employment¹ by industrial group and district, March 1995

District	Industry	Female											Total
		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		
Port- Louis		395	-	7,660	2	76	2,475	1,356	3,011	1,684	69	16,728	
Pamplemousses		479	-	6,993	-	27	403	5	12	186	-	8,105	
Riviere du Rempart		1,209	-	5,665	-	-	435	13	22	168	-	7,512	
Flacq		2,204	-	4,669	-	3	419	3	23	156	-	7,477	
Grand Port		2,311	-	6,323	-	-	192	77	15	186	-	9,104	
Savanne		1,414	-	2,339	-	-	14	-	10	98	-	3,875	
Plaine Wilhems		809	-	18,966	152	87	1,165	256	301	2,304	-	24,040	
Moka		762	-	5,126	-	1	466	37	120	1,044	-	7,556	
Black River		724	126	707	-	8	475	-	6	5	-	2,051	
Rodrigues		-	-	4	1	2	60	10	17	55	-	149	
Total		10,307	126	58,452	155	204	6,104	1,757	3,537	5,886	69	86,597	

Table 2.4 - Number of establishments(1) and employees by size of employment, March 1995

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	125	633	-	-	-	-	125	633
10 - 19	117	1,531	226	3,178	360	4,954	703	9,663
20 - 29	24	565	136	3,253	164	3,984	324	7,802
30 - 39	13	445	74	2,522	104	3,530	191	6,497
40 - 49	9	402	54	2,398	62	2,737	125	5,537
50 - 59	10	538	49	2,681	53	2,878	112	6,097
60 - 79	7	487	73	4,978	61	4,137	141	9,602
80 - 99	4	375	48	4,294	38	3,328	90	7,997
100 - 199	15	2,188	114	16,765	73	10,149	202	29,102
200 - 299	8	2,079	69	16,535	32	7,810	109	26,424
300 - 399	2	659	32	11,026	17	5,805	51	17,490
400 - 499	2	851	12	5,366	9	4,075	23	10,292
500 - 999	7	5,156	29	19,631	14	8,762	50	33,549
1,000 & over	10	17,158	11	17,812	12	22,318	33	57,288
Total	353	33,067	927	110,439	999	84,467	2,279	227,973

(1) excluding Central and Local Government

Table 2.5 - Employment by industrial group and sex, March 1994 and March 1995

Industrial group	March 1994			March 1995		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Agriculture and fishing</u>	<u>23,375</u>	<u>10,788</u>	<u>34,163</u>	<u>22,760</u>	<u>10,307</u>	<u>33,067</u>
Sugarcane	20,773	9,456	30,229	19,905	9,204	29,109
Tea	279	341	620	278	126	404
Tobacco	123	271	394	123	277	400
Fishing	628	53	681	788	51	839
Flower growing	271	328	599	279	322	601
Other	1,301	339	1,640	1,387	327	1,714
<u>Mining and quarrying</u>	<u>79</u>	<u>86</u>	<u>165</u>	<u>96</u>	<u>126</u>	<u>222</u>
<u>Manufacturing</u>	<u>49,221</u>	<u>62,944</u>	<u>112,165</u>	<u>47,647</u>	<u>62,792</u>	<u>110,439</u>
Food						
Bread	501	50	551	443	56	499
Biscuits and confectionery	436	291	727	369	337	706
Meat	1,065	170	1,235	1,094	194	1,288
Sugar	6,659	108	6,767	6,031	83	6,114
Tea processing	622	62	684	511	36	547
Other	1,529	961	2,490	1,893	1,411	3,304
Beverage and tobacco						
Distilleries & cigarette manufacture	367	115	482	359	128	487
Wine and beer	665	85	750	679	79	758
Soft drinks	1,487	80	1,567	1,440	77	1,517
Textiles	3,652	1,499	5,151	3,562	1,358	4,920
Wearing apparel (except footwear)	18,596	53,213	71,809	17,412	51,582	68,994
Leather products	260	923	1,183	304	1,233	1,537
Footwear	488	286	774	404	334	738
Wood and furniture	1,838	311	2,149	1,742	315	2,057
Paper products	575	257	832	550	270	820
Printing and publishing	1,146	434	1,580	1,229	552	1,781
Rubber products	276	41	317	276	40	316

Table 2.5 - (cont'd) - Employment by industrial group and sex, March 1994 and March 1995

Industrial group	March 1994			March 1995		
	Male	Female	Both sexes	Male	Female	Both sexes
Miscellaneous chemical products	1,415	289	1,704	1,446	300	1,746
Plastic products	819	325	1,144	751	333	1,084
Non-metallic mineral products						
Stone and concrete	1,357	89	1,446	1,374	111	1,485
Other	166	46	212	176	64	240
Iron and steel basic industries	669	28	697	476	31	507
Metal products	1,199	104	1,303	1,322	130	1,452
Machinery						
Electrical	619	151	770	697	186	883
Non-electrical	664	38	702	668	42	710
Transport equipment	498	32	530	639	44	683
Watches and clocks	165	490	655	205	666	871
Jewellery and related articles	785	571	1,356	808	694	1,502
Miscellaneous manufacturing industries	703	1,895	2,598	787	2,106	2,893
<u>Electricity and water</u>	<u>3,384</u>	<u>147</u>	<u>3,531</u>	<u>3,305</u>	<u>155</u>	<u>3,460</u>
<u>Construction</u>	<u>13,161</u>	<u>216</u>	<u>13,377</u>	<u>10,580</u>	<u>204</u>	<u>10,784</u>
<u>Wholesale, retail trade, restaurants and</u>						
<u>hotels</u>	<u>17,658</u>	<u>5,685</u>	<u>23,343</u>	<u>18,318</u>	<u>6,154</u>	<u>24,472</u>
Wholesale and retail trade	9,377	3,727	13,104	10,010	4,122	14,132
Restaurants	930	227	1,157	810	190	1,000
Hotels	7,351	1,731	9,082	7,498	1,842	9,340
<u>Transport, storage & communication</u>	<u>12,492</u>	<u>1,704</u>	<u>14,196</u>	<u>12,773</u>	<u>1,757</u>	<u>14,530</u>
Road transport						
Buses	4,937	57	4,994	5,054	54	5,108
Other	1,045	114	1,159	1,011	117	1,128
Docks and stevedoring	2,436	90	2,526	2,434	103	2,537
Travel and tourism	2,333	1,086	3,419	2,367	1,148	3,515
Other	1,741	357	2,098	1,907	335	2,242

Table 2.5 (cont'd) - Employment by industrial group and sex, March 1994 and March 1995

Industrial group	March 1994			March 1995		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Financing, insurance, real estate and business services</u>	<u>8,143</u>	<u>3,352</u>	<u>11,495</u>	<u>8,559</u>	<u>3,537</u>	<u>12,096</u>
Banks and other financial institutions	2,793	1,538	4,331	2,868	1,575	4,443
Insurance	1,076	683	1,759	1,111	725	1,836
Engineering and architectural services	730	152	882	732	173	905
Advertising services	123	100	223	121	106	227
Other business services	3,421	879	4,300	3,727	958	4,685
<u>Community, social and personal services</u>	<u>58,708</u>	<u>18,076</u>	<u>76,784</u>	<u>59,007</u>	<u>18,534</u>	<u>77,541</u>
Government services						
(a) Central	44,237	11,865	56,102	44,184	12,016	56,200
(b) Local	4,688	622	5,310	4,764	632	5,396
Private education services	4,045	2,975	7,020	4,049	3,092	7,141
Private health services	120	602	722	142	683	825
Repair of motor vehicles	681	73	754	710	63	773
Amusement and recreational services	914	313	1,227	1,094	341	1,435
Other services	4,023	1,626	5,649	4,064	1,707	5,771
<u>Activities not elsewhere specified</u>	<u>3,083</u>	<u>75</u>	<u>3,158</u>	<u>2,889</u>	<u>69</u>	<u>2,958</u>
Total	189,304	103,073	292,377	185,934	103,635	289,569

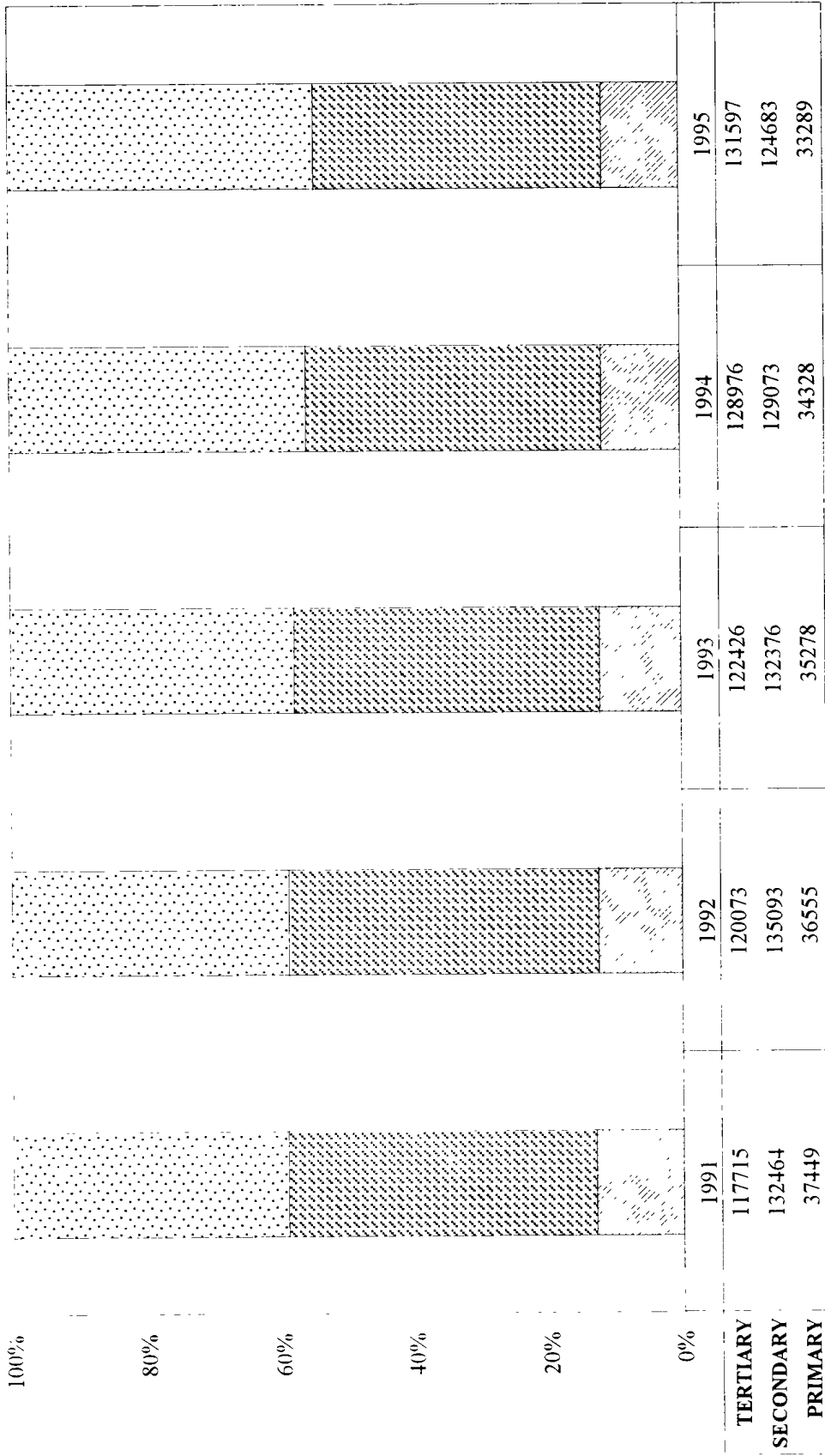
Table 2.6 - Employment by major industrial group, March 1991 - March 1995

Both sexes	1991	1992	1993	1994	1995
Industrial group					
<u>Agriculture and fishing</u>	<u>37,279</u>	<u>36,385</u>	<u>35,109</u>	<u>34,163</u>	<u>33,067</u>
Sugarcane	32,738	31,972	31,260	30,229	29,109
Tea	1,865	1,643	924	620	404
Tobacco	433	439	376	394	400
Other	2,243	2,331	2,549	2,920	3,154
<u>Mining and quarrying</u>	<u>170</u>	<u>170</u>	<u>169</u>	<u>165</u>	<u>222</u>
<u>Manufacturing</u>	<u>117,414</u>	<u>118,650</u>	<u>114,822</u>	<u>112,165</u>	<u>110,439</u>
Sugar	7,400	7,300	7,100	6,767	6,114
EPZ ¹	86,482	88,131	84,930	81,706	80,373
Other	23,532	23,219	22,792	23,692	23,952
<u>Electricity and water</u>	<u>3,443</u>	<u>3,454</u>	<u>3,602</u>	<u>3,531</u>	<u>3,460</u>
<u>Construction</u>	<u>11,607</u>	<u>12,989</u>	<u>13,952</u>	<u>13,377</u>	<u>10,784</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,254</u>	<u>19,386</u>	<u>20,621</u>	<u>23,343</u>	<u>24,472</u>
<u>Transport, storage & communication</u>	<u>13,644</u>	<u>13,879</u>	<u>13,811</u>	<u>14,196</u>	<u>14,530</u>
<u>Financing, insurance, real estate and business services</u>	<u>9,978</u>	<u>10,139</u>	<u>10,528</u>	<u>11,495</u>	<u>12,096</u>
<u>Community, social and personal services</u>	<u>71,266</u>	<u>72,629</u>	<u>74,486</u>	<u>76,784</u>	<u>77,541</u>
Government:					
(a) Central	54,860	54,880	55,802	56,102	56,200
(b) Local	5,150	5,135	5,280	5,310	5,396
Other	11,256	12,614	13,399	15,372	15,945
<u>Activities not elsewhere specified</u>	<u>4,573</u>	<u>4,040</u>	<u>2,980</u>	<u>3,158</u>	<u>2,958</u>
Total	287,628	291,721	290,080	292,377	289,569

¹ Excluding non - manufacturing EPZ establishments.

FIG. 2.1 - EMPLOYMENT BY SECTOR

March 1991 - March 1995



■ PRIMARY ▨ SECONDARY ▩ TERTIARY

Figures for large establishments only

Table 2.6 (Cont'd) - Employment by major industrial group, March 1991 - March 1995

Male	Industrial group	1991	1992	1993	1994	1995
	<u>Agriculture and fishing</u>	25,551	24,911	23,969	23,375	22,760
	<u>Sugarcane</u>	22,500	21,925	21,517	20,773	19,905
	Tea	1,227	1,088	404	279	278
	Tobacco	143	140	124	123	123
	Other	1,681	1,758	1,924	2,200	2,454
	<u>Mining and quarrying</u>	82	79	81	79	96
	<u>Manufacturing</u>	53,177	52,692	49,811	49,221	47,647
	Sugar	7,300	7,200	7,000	6,659	6,031
	EPZ ¹	28,265	27,741	24,994	24,045	23,253
	Other	17,612	17,751	17,817	18,517	18,363
	<u>Electricity and water</u>	3,306	3,319	3,465	3,384	3,305
	<u>Construction</u>	11,416	12,793	13,730	13,161	10,580
	<u>Wholesale, retail trade, restaurants and hotels</u>	14,036	14,931	15,581	17,658	18,318
	<u>Transport, storage & communication</u>	12,210	12,349	12,191	12,492	12,773
	<u>Financing, insurance, real estate and business services</u>	7,266	7,201	7,431	8,143	8,559
	<u>Community, social and personal services</u>	55,702	56,485	57,375	58,708	59,007
	Government:					
	(a) Central	43,955	43,944	44,219	44,237	44,184
	(b) Local	4,640	4,547	4,675	4,688	4,764
	Other	7,107	7,994	8,481	9,783	10,059
	<u>Activities not elsewhere specified</u>	4,485	3,953	2,891	3,083	2,889
	Total	187,231	188,713	186,525	189,304	185,934

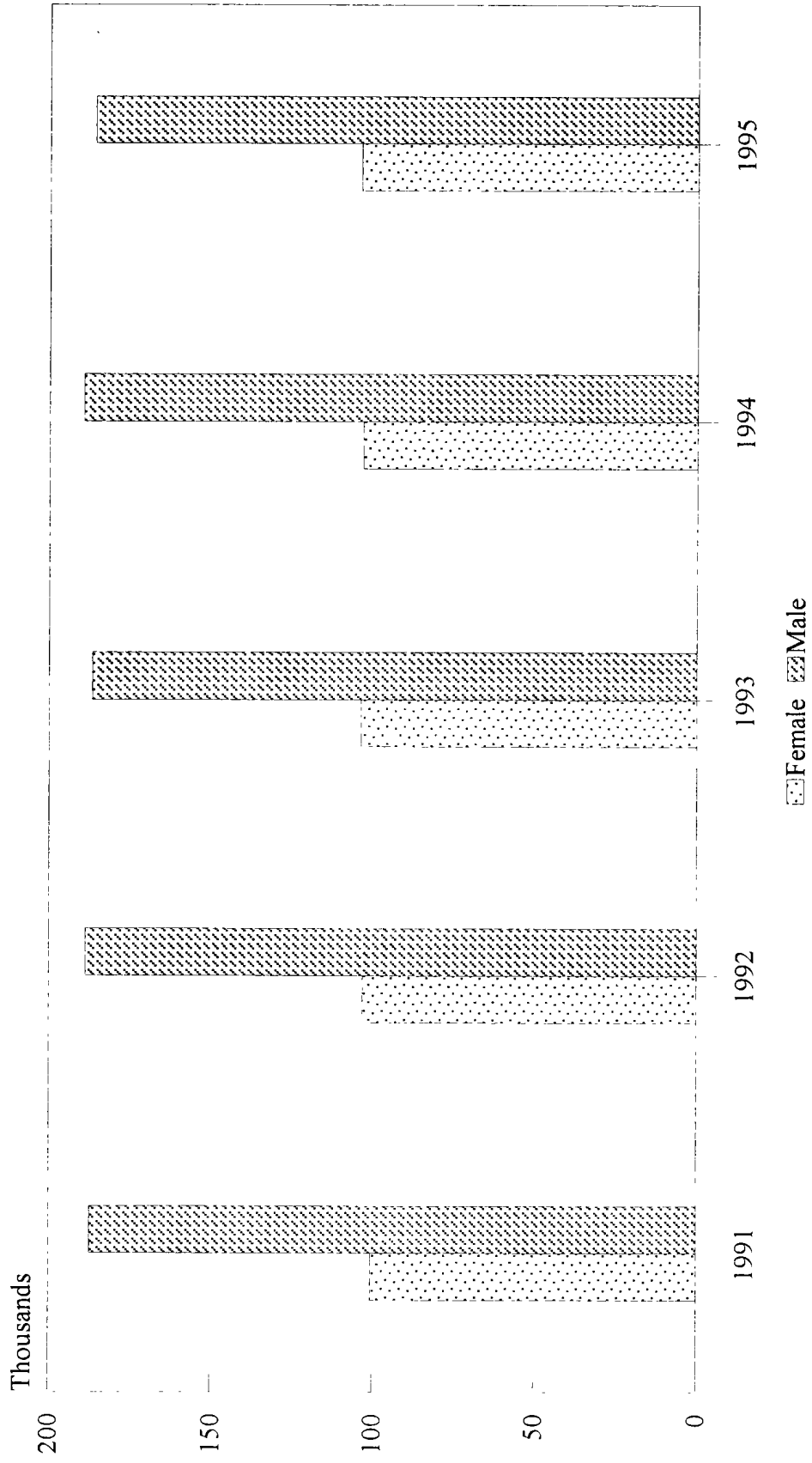
¹ Excluding non - manufacturing EPZ establishments.

Table 2.6 (Cont'd) - Employment by major industrial group, March 1991 - March 1995

Female	Industrial group	1991	1992	1993	1994	1995
	<u>Agriculture and fishing</u>	11,728	11,474	11,140	10,788	10,307
	<u>Sugarcane</u>	10,238	10,047	9,743	9,456	9,204
	Tea	638	555	520	341	126
	Tobacco	290	299	252	271	277
	Other	562	573	625	720	700
	<u>Mining and quarrying</u>	88	91	88	86	126
	<u>Manufacturing</u>	64,237	65,958	65,011	62,944	62,792
	Sugar	100	100	100	108	83
	EPZ ¹	58,217	60,390	59,936	57,661	57,120
	Other	5,920	5,468	4,975	5,175	5,589
	<u>Electricity and water</u>	137	135	137	147	155
	<u>Construction</u>	191	196	222	216	204
	<u>Wholesale, retail trade, restaurants and hotels</u>	4,218	4,455	5,040	5,685	6,154
	<u>Transport, storage & communication</u>	1,434	1,530	1,620	1,704	1,757
	<u>Financing, insurance, real estate and business services</u>	2,712	2,938	3,097	3,352	3,537
	<u>Community, social and personal services</u>	15,564	16,144	17,111	18,076	18,534
	Government:					
	(a) Central	10,905	10,936	11,583	11,865	12,016
	(b) Local	510	588	610	622	632
	Other	4,149	4,620	4,918	5,589	5,886
	<u>Activities not elsewhere specified</u>	88	87	89	75	69
	Total	100,397	103,008	103,555	103,073	103,635

¹ Excluding non - manufacturing EPZ establishments.

FIG. 2.2 - Employment by sex
 March 1991 - March 1995



Figures for large establishments only

Table 2.7 - Employment(1) by industrial group and sex in the public sector, March 1994 and March 1995

Industrial group	March 1994(2)			March 1995		
	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture and fishing	1,420	433	1,853	1,358	523	1,881
Manufacturing	958	68	1,026	816	19	835
Electricity and water	3,349	145	3,494	3,209	149	3,358
Construction	-	-	-	-	-	-
Wholesale, retail trade, restaurants and hotels	631	77	708	641	91	732
Transport, storage & communication	6,739	743	7,482	6,695	727	7,422
Financing, insurance, real estate and business services	1,418	888	2,306	1,453	888	2,341
Community, social and personal services	51,673	13,745	65,418	51,772	13,943	65,715
of which: Central government	(44,237)	(11,865)	(56,102)	(44,184)	(12,016)	(56,200)
Local government	(4,688)	(622)	(5,310)	(4,764)	(632)	(5,396)
Activities not elsewhere specified	3,083	75	3,158	2,889	69	2,958
Total	69,271	16,174	85,445	68,833	16,409	85,242

(1) including Rodrigues

(2) revised

Table 2.8 - Government services : Employment by Ministry and sex, March 1995

Government Services	Male	Female	Both sexes
1. CENTRAL GOVERNMENT			
1 - Office of the President, Judicial, National Assembly, etc.	403	96	499
2 - Audit, Public and Police Service Commissions, Ombudsman's Office, etc	214	186	400
3 - Prime Minister's Office	9,744	533	10,277
4 - Deputy Prime Minister's Office and Ministry of Economic Planning and Development	170	115	285
5 - Ministry of Industry and Industrial Technology	78	67	145
6 - Ministry of Finance	1,745	878	2,623
7 - Ministry of External Affairs	54	53	107
8 - Ministry of Works	3,164	177	3,341
9 - Ministry of Education and Science	6,369	3,530	9,899
10 - Ministry of Energy, Water Resources and Postal Services	1,434	148	1,582
11 - Ministry of Women's Rights, Child Development and Family Welfare	120	73	193
12 - Ministry of Youth and Sports	195	50	245
13 - Ministry of Labour and Industrial Relations	160	83	243
14 - Ministry of Co-operatives and Handicraft	135	51	186

Table 2.8 (cont'd) - Government services : Employment by Ministry and sex, March 1995

Government Services	Male	Female	Both sexes
15 - Ministry of Agriculture and Natural Resources	5,970	512	6,482
16 - Ministry of Manpower Resources and Vocational and Technical Training	13	14	27
17 - Ministry for Rodrigues	3,292	360	3,652
18- Ministry of Health	5,444	4,011	9,455
19 - Ministry of Social Security and National Solidarity	560	406	966
20 - Ministry of Trade and Shipping	126	84	210
21 - Ministry of Tourism	46	27	73
22 - Ministry of Arts, Culture, Leisure and Reforms Institutions	1,034	159	1,193
23 -Ministry of Environment and Quality of life	414	34	448
24- Ministry of Fisheries and marine resources	345	37	382
25 - Ministry of Local Government	2,511	41	2,552
26 - Ministry of Housing, Lands and Town and Country Planning	238	91	329
27 - Ministry of Civil Service Affairs & Employment	206	200	406
Total Central Government	44,184	12,016	56,200
2. LOCAL GOVERNMENT			
Municipalities	3,627	413	4,040
District Councils	1,137	219	1,356
Total Local Government	4,764	632	5,396
Total General Government Services	48,948	12,648	61,596

Table 2.9 - Government services: Employment and earnings, March 1995

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1995 (Rs 000)	Number of employees	Earnings per day(1) (Rs 000)
1- CENTRAL GOVERNMENT				
1 - Office of the President, Judicial, National Assembly, etc.	499	4,914	-	-
2 - Audit, Public and Police Service Commissions, Ombudsman's Office, etc	400	3,215	-	-
3 - Prime Minister's Office	10,277	72,107	-	-
4 - Deputy Prime Minister's Office and Ministry of Economic Planning and Development	285	2,408	-	-
5 - Ministry of Industry and Industrial Technology	145	1,185	-	-
6 - Ministry of Finance	2,623	21,053	-	-
7 - Ministry of External Affairs	107	985	-	-
8 - Ministry of Works	3,341	17,419	-	-
9 - Ministry of Education and Science	9,899	72,061	-	-
10 - Ministry of Energy, Water Resources and Postal Services	1,582	9,406	-	-
11 - Ministry of Women's Rights, Child Development and Family Welfare	193	898	-	-
12 - Ministry of Youth and Sports	245	1,577	-	-
13 - Ministry of Labour and Industrial Relations	243	2,007	-	-
14 - Ministry of Co-operatives and Handicraft	186	1,354	-	-
15 - Ministry of Agriculture and Natural Resources	6,482	38,481	-	-

Table 2.9 (cont'd) - Government services: Employment and earnings, March 1995

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1995 (Rs 000)	Number of employees	Earnings per day(1) (Rs 000)
16 - Ministry of Manpower Resources and Vocational and Technical Training	27	344	-	-
17 - Ministry for Rodrigues	3,652	18,275	-	-
18 - Ministry of Health	9,449	75,259	6	1
19 - Ministry of Social Security and National Solidarity	966	5,976	-	-
20 - Ministry of Trade and Shipping	210	1,633	-	-
21 - Ministry of Tourism	73	605	-	-
22 - Ministry of Arts, Culture, Leisure and Reforms Institutions	1,193	8,107	-	-
23 - Ministry of Environment and Quality of Life	448	2,266	-	-
24 - Ministry of Fisheries and Marine Resources	382	2,823	-	-
25 - Ministry of Local Government	2,552	12,190	-	-
26 - Ministry of Housing, Lands and Town and Country Planning	329	2,272	-	-
27 - Ministry for Civil Service Affairs and Employment	406	3,265	-	-
Total Central Government	56,194	382,085	6	1
2. LOCAL GOVERNMENT				
Municipalities	3,813	22,379	6	1
District Councils	1,331	7,041	25	2
Total Local Government	5,144	29,420	31	3
Total General Government Services	61,338	411,505	37	4

(1) average per day worked out from the last payroll of March 1995

Table 2.10 - Employment and earnings for employees on monthly and daily rates of pay, March 1995

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1995 (Rs 000)	Number of employees	Earnings (1) per day (Rs 000)
<u>Agriculture and fishing</u>	<u>25,812</u>	<u>102,767</u>	<u>6,583</u>	<u>863</u>
Sugar	24,175	93,775	4,815	662
Tea	126	703	241	28
Tobacco	13	32	355	27
Fishing	373	2,018	126	14
Flower growing	143	746	412	44
Other	982	5,493	634	88
<u>Mining and quarrying</u>	<u>14</u>	<u>106</u>	<u>208</u>	<u>17</u>
<u>Manufacturing</u>	<u>34,722</u>	<u>196,501</u>	<u>28,364</u>	<u>3,743</u>
Food:				
Bread	71	570	414	86
Biscuits and confectionery	226	1,042	461	47
Meat	1,301	6,770	54	7
Sugar	5,756	34,507	358	59
Tea	318	1,521	309	47
Other	1,471	9,800	1,673	251
Beverage and tobacco:				
Distilleries & cigarette manufacture	476	4,463	12	2
Wine and beer	520	3,949	238	36
Soft drinks	1,379	7,866	180	25
Textiles	3,031	16,458	1,028	138
Wearing apparel (except footwear)	9,768	49,455	15,471	1,717
Leather products	155	1,169	986	129
Footwear	324	1,390	381	46

(1) earnings per day worked out from the last payroll for the month of March 1995

Table 2.10 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1995

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1995 (Rs 000)	Number of employees	Earnings (1) per day (Rs 000)
<u>Manufacturing (cont'd)</u>				
Wood and furniture	723	3,806	1,167	212
Paper products	575	3,138	227	24
Printing & publishing	1,448	9,542	274	50
Rubber products	212	1,073	99	13
Miscellaneous chemical products	1,400	9,071	256	44
Plastic products	634	3,214	139	18
Non-metallic mineral products:				
Stone and concrete	532	4,444	935	207
Other	70	281	158	29
Iron and steel basic industries	325	2,110	160	32
Metal products	740	3,989	672	107
Machinery:				
Electrical	579	3,431	282	64
Non-electrical	440	2,998	90	19
Transport equipment	483	2,561	200	37
Watches and clocks	421	1,271	121	19
Jewellery and related articles	540	2,446	520	88
Miscellaneous manufacturing industries	804	4,166	1,499	190
<u>Electricity and water</u>	<u>3,460</u>	<u>30,182</u>	-	-
<u>Construction</u>	<u>1,268</u>	<u>10,594</u>	<u>6,027</u>	<u>1,230</u>
<u>Wholesale, retail trade, restaurants and hotels</u>				
<u>hotels</u>	<u>23,084</u>	<u>147,189</u>	<u>862</u>	<u>119</u>
Wholesale and retail trade	13,223	92,521	785	111
Restaurants	973	4,762	26	2
Hotels	8,888	49,906	51	6

Table 2.10 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1995

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1995 (Rs 000)	Number of employees	Earnings(1) per day (Rs 000)
<u>Transport, storage & communication</u>	<u>12,350</u>	<u>90,640</u>	<u>1,715</u>	<u>289</u>
Road transport:				
Buses	3,867	18,608	1,250	199
Other	876	5,506	252	54
Docks and stevedoring	2,282	21,346	178	32
Travel and tourism	3,285	25,814	33	4
Other	2,040	19,366	2	0
<u>Financing, insurance, real estate and business services</u>	<u>8,110</u>	<u>75,607</u>	<u>649</u>	<u>92</u>
Banks and other financial institutions	4,117	41,234	13	2
Insurance	1,510	12,998	-	-
Engineering and architectural services	514	4,094	28	5
Advertising services	134	1,110	-	-
Other business services	1,835	16,171	608	85
<u>Community, social and personal services</u>	<u>75,385</u>	<u>508,035</u>	<u>1,916</u>	<u>219</u>
Government services :				
(a) Central	56,194	382,085	6	1
(b) Local	5,144	29,420	252	31
Private education services	7,136	55,075	1	0
Private health services	740	3,698	88	12
Repair of motor vehicles	670	3,912	88	11
Amusement and other recreational services	1,237	7,626	67	8
Other services	4,264	26,219	1,414	156
<u>Activities not elsewhere specified</u>	<u>2,441</u>	<u>11,974</u>	<u>517</u>	<u>69</u>
Total	186,646	1,173,595	46,841	6,641

Table 2.11 - Employment and earnings(1) for employees on piece and hourly rates of pay, March 1995

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>	<u>531</u>	<u>99</u>	<u>113</u>	<u>2</u>
Sugar	246	32	-	-
Other	285	67	113	2
<u>Manufacturing</u>	<u>23,458</u>	<u>3,151</u>	<u>18,049</u>	<u>223</u>
Textiles	-	-	605	10
Wearing apparel (except footwear)	22,879	3,043	15,352	183
Wood and furniture	158	27	--	--
Jewellery and related articles	111	28	307	4
Other	310	53	1,785	26
<u>Construction</u>	<u>808</u>	<u>227</u>	<u>281</u>	<u>7</u>
<u>Services</u>	<u>214</u>	<u>56</u>	<u>54</u>	<u>2</u>
Total	25,011	3,533	18,497	234

(1) earnings per day/hour worked out from the last payroll for the month of March 1995

Table 2.12 - Average monthly earnings¹ by industrial group, March 1993 - March 1995

Industrial group	1993	1994	1995
Agriculture and fishing	2,856	3,126	3,881
Sugar	2,774	3,043	3,824
Tea	3,457	3,672	3,865
Other	3,259	3,856	4,370
Mining and quarrying	1,948	2,290	2,427
Manufacturing	3,253	3,702	4,037
EPZ	3,031	3,276	3,490
Electricity and water	7,357	10,044	8,723
Construction	4,605	5,094	5,964
Wholesale, retail trade, restaurants and hotels	5,158	5,610	6,272
Transport, storage & communication	5,770	6,307	6,971
Financing, insurance, real estate and business services	6,395	7,242	8,911
Community, social and personal services	4,891	6,361	6,649
Central government	4,940	6,515	6,799
Local government	3,966	5,350	5,601
Other	5,063	6,145	6,471
Activities not elsewhere specified	3,708	4,256	4,658
All sectors	4,103	4,910	5,365

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

FIG. 2.3 - Average Monthly Earnings
 March 1991 - March 1995

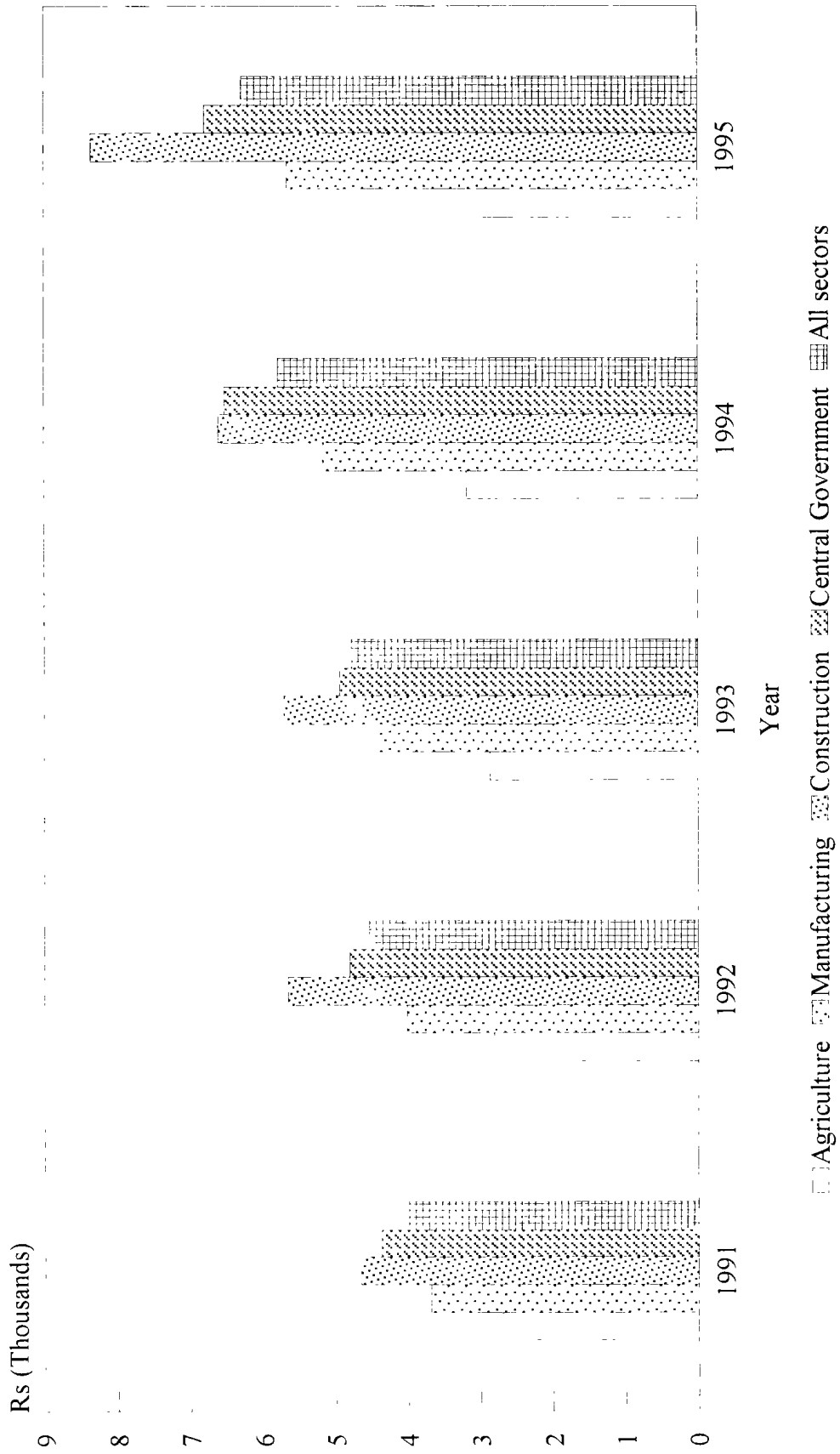


Table 2.13 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1991 - March 1995

Industrial group	(Rupees)				
	1991	1992	1993	1994	1995
Agriculture and fishing					
Sugarcane	2,699	2,813	2,862	3,187	3,981
Tea	2,620	2,685	2,771	3,075	3,879
Other	3,536	4,268	4,579	5,686	5,576
Mining and quarrying	3,640	4,184	4,324	5,032	5,486
Manufacturing	4,250	4,702	4,940	6,717	7,583
Electricity and water	3,684	4,016	4,411	5,162	5,659
Construction	6,215	7,005	7,357	10,044	8,988
Wholesale, retail trade, restaurants and hotels	4,650	5,660	5,716	6,614	8,355
Transport, storage & communication	4,060	4,839	5,244	5,692	6,376
Financing, insurance, real estate and business services	5,306	5,914	6,223	6,752	7,339
Community, social and personal services	5,807	6,692	7,243	7,980	9,323
Government:	4,353	4,784	4,898	6,434	6,739
(a) Central	4,370	4,805	4,941	6,525	6,799
(b) Local	3,565	3,832	4,027	5,428	5,719
Other	4,657	5,125	5,343	6,438	6,872
Activities not elsewhere specified	3,120	3,597	3,787	4,316	4,905
All sectors	4,080	4,530	4,779	5,786	6,288

FIG. 2.4 - Average Daily Earnings
 March 1991 - March 1995

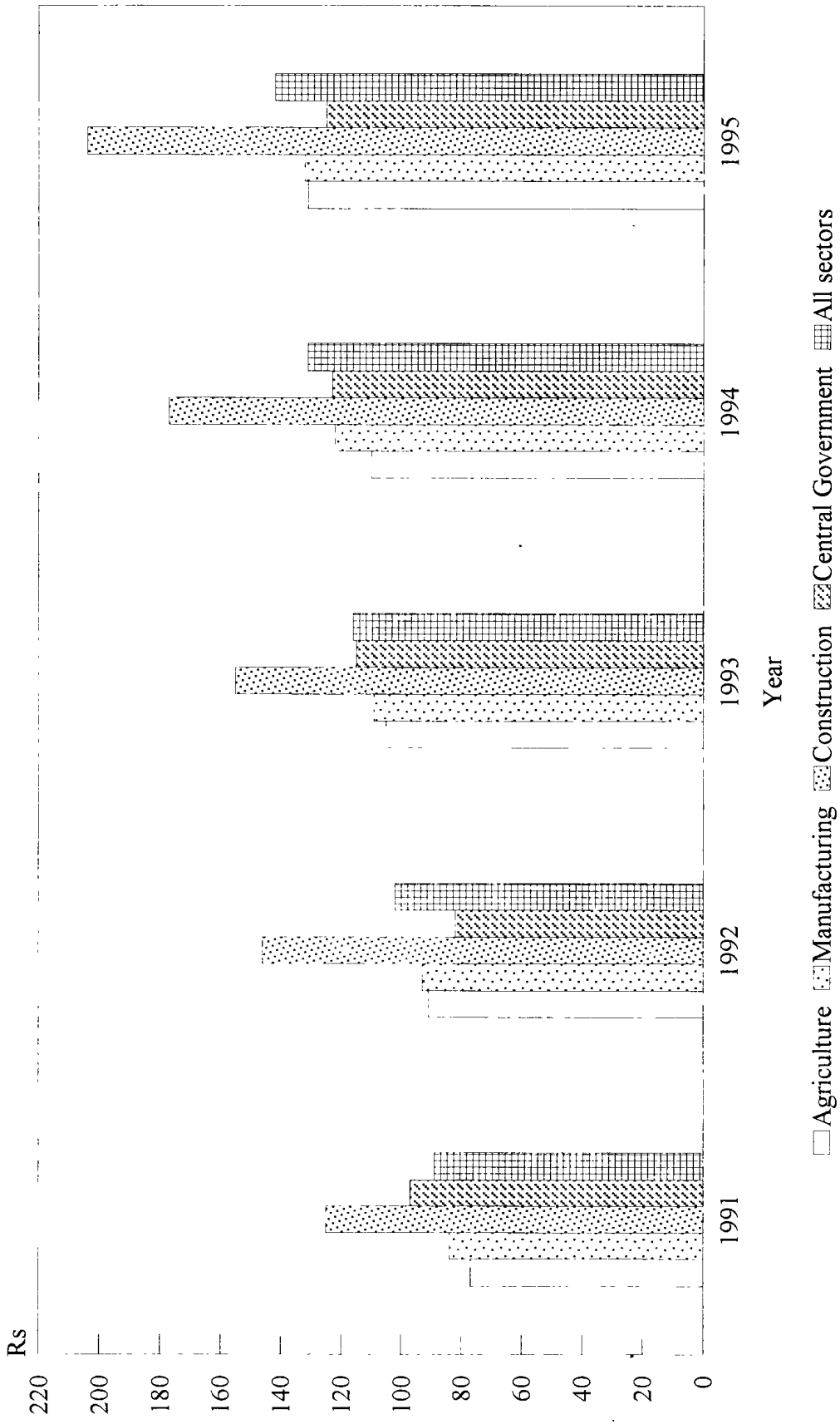


Table 2.14 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1991 - March 1995

Industrial group	(Rupees)				
	1991	1992	1993	1994	1995
Agriculture and fishing	77	91	105	110	131
Sugar	80	93	108	112	137
Tea	54	65	90	109	118
Other	65	86	97	103	113
Mining and quarrying	54	62	64	80	80
Manufacturing	84	93	109	122	132
Electricity and water ¹	-	208	-	-	-
Construction	125	146	155	177	204
Wholesale, retail trade, restaurants and hotels	90	105	121	132	139
Transport, storage & communication	123	138	132	149	168
Financing, insurance, real estate and business services	88	109	127	141	142
Community, social and personal services	72	97	94	112	114
Government:					
(a) Central	97	82	115	123	125
(b) Local	84	99	99	120	123
Other	68	97	99	128	113
Activities not elsewhere specified	83	88	104	128	134
All sectors	89	102	116	131	142

¹ no employees on daily rates of pay.

Table 2.15 - Average daily earnings by industrial group for employees on piece rates of pay, March 1992 - March 1995

(Rupees)

Industrial group	1992	1993	1994	1995
<u>Agriculture and fishing</u>	<u>92</u>	<u>104</u>	<u>137</u>	<u>187</u>
<u>Manufacturing</u>	<u>107</u>	<u>117</u>	<u>127</u>	<u>134</u>
Wearing apparel (except footwear)	105	116	126	133
Wood & furniture	179	181	183	170
Jewellery and related articles	176	195	206	252
Other	111	129	159	171
<u>Construction</u>	<u>221</u>	<u>230</u>	<u>251</u>	<u>281</u>
<u>Services</u>	<u>301</u>	<u>334</u>	<u>247</u>	<u>262</u>
All sectors	111	121	133	141

Table 2.16 - Average hourly earnings by industrial group for employees on hourly rates of pay, March 1992 - March 1995

(Rupees)

Industrial group	1992	1993	1994	1995
<u>Agriculture and fishing</u>	<u>15</u>	<u>16</u>	<u>19</u>	<u>19</u>
<u>Manufacturing</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>12</u>
Textiles	13	16	17	17
Wearing apparel (except footwear)	9	10	11	12
Wood & furniture	10	11	-	-
Jewellery and related articles	11	12	13	14
Other	11	13	14	15
<u>Construction</u>	-	<u>22</u>	<u>24</u>	<u>26</u>
<u>Services</u>	<u>42</u>	<u>30</u>	<u>45</u>	<u>34</u>
All sectors	10	11	13	13

Table 2.17 - Number of establishments and employees by size of employment and industrial group in the EPZ sector - March 1995

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>164</u>	<u>4,159</u>	<u>96</u>	<u>6,988</u>	<u>165</u>	<u>37,909</u>	<u>31</u>	<u>31,317</u>	<u>456</u>	<u>80,373</u>
Textiles	17	432	6	413	13	3,064	1	750	37	4,659
Wearing apparel (except footwear)	87	2,427	67	4,955	135	31,608	27	27,818	316	66,808
Wood and furniture	8	124	1	59	1	152	-	-	10	335
Jewellery & related articles	4	125	6	400	4	789	-	-	14	1,314
Other	48	1,051	16	1,161	12	2,296	3	2,749	79	7,257
<u>Other non-manufacturing</u>	<u>28</u>	<u>561</u>	<u>2</u>	<u>152</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>30</u>	<u>713</u>
Total	192	4,720	98	7,140	165	37,909	31	31,317	486	81,086

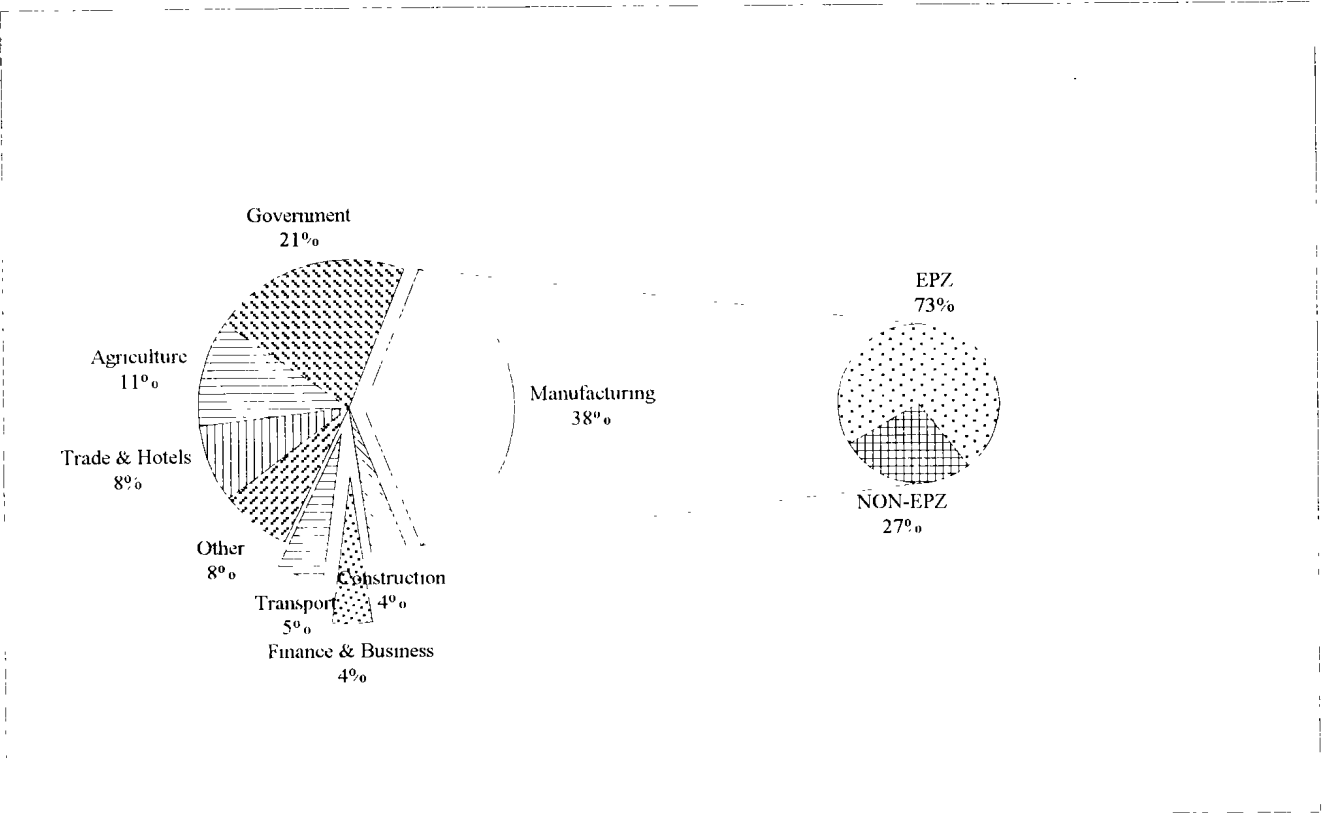
Table 2.18 - Employment (1) in large establishments of EPZ by industrial group and sex, March 1993 - March 1995

Industrial group	March 1993			March 1994			March 1995		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>24,994</u>	<u>59,936</u>	<u>84,930</u>	<u>24,045</u>	<u>57,661</u>	<u>81,706</u>	<u>23,253</u>	<u>57,120</u>	<u>80,373</u>
Textiles	3,134	1,240	4,374	3,294	1,269	4,563	3,461	1,198	4,659
Wearing apparel (except footwear)	18,998	54,042	73,040	17,950	51,660	69,610	16,694	50,114	66,808
Wood and furniture	334	86	420	302	101	403	242	93	335
Jewellery and related articles	769	478	1,247	652	472	1,124	666	648	1,314
Other	1,759	4,090	5,849	1,847	4,159	6,006	2,190	5,067	7,257
<u>Other non-manufacturing</u>	<u>382</u>	<u>327</u>	<u>709</u>	<u>383</u>	<u>329</u>	<u>712</u>	<u>394</u>	<u>319</u>	<u>713</u>
TOTAL	25,376	60,263	85,639	24,428	57,990	82,418	23,647	57,439	81,086

(1) Employment data (a) exclude 1,948 outworkers in March 1993, 1,462 in March 1994 and 1484 in March 1995.

(b) include 2,700 foreign workers in March 1993, 4,271 in March 1994 and 6000 in March 1995

Fig 2.5 - Employment by sector, March 1995



A cross-section of EPZ employment

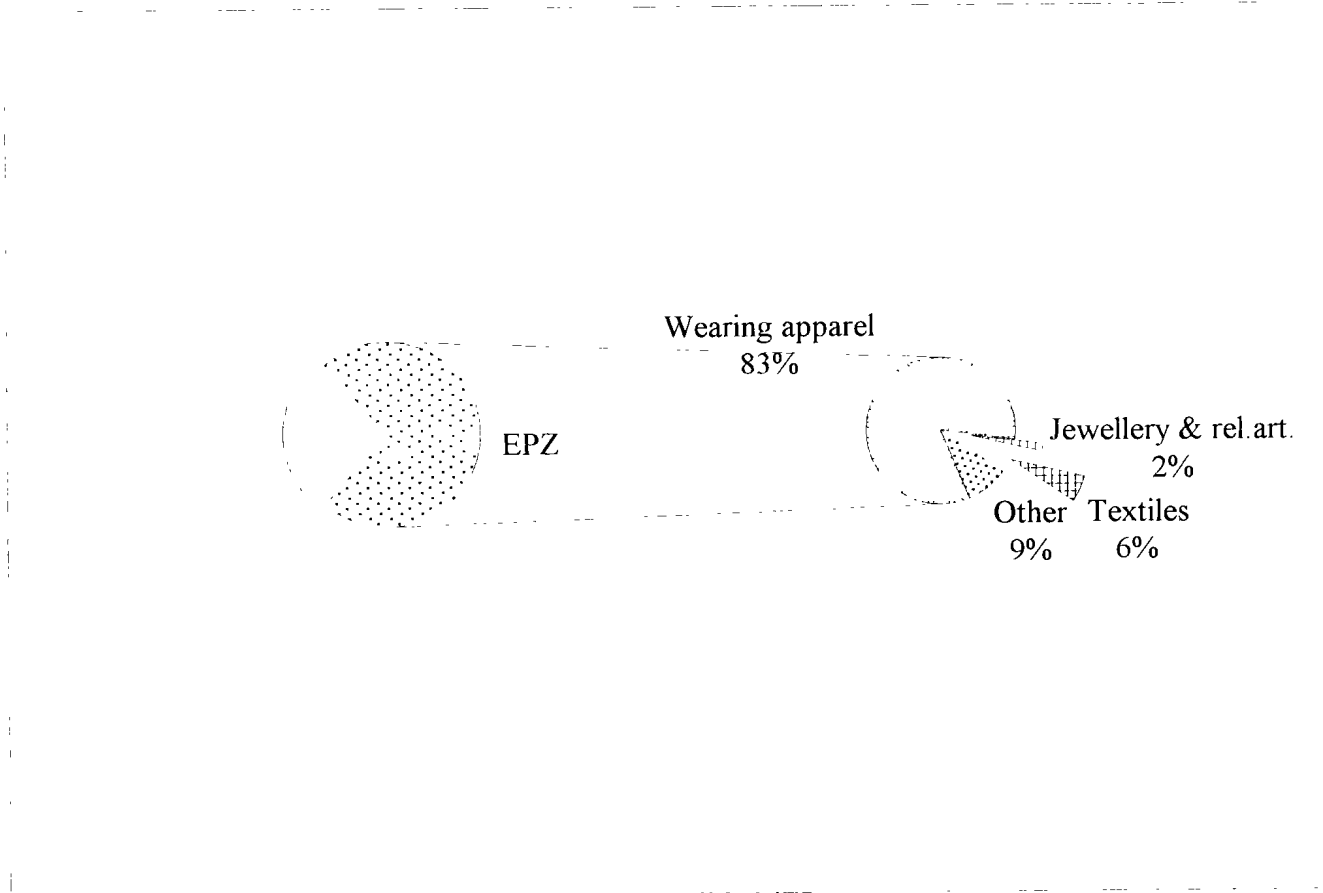


Table 2.19 - Employment and earnings in the EPZ sector for employees on monthly and daily rates of pay, March 1995

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1995 (Rs 000)	Number of employees	Earnings per day (Rs 000) (1)
<u>Manufacturing</u>	<u>14,089</u>	<u>73,968</u>	<u>19,811</u>	<u>2,331</u>
Textiles	2,866	15,625	849	114
Wearing apparel (except footwear)	8,943	46,110	14,438	1,603
Wood and furniture	116	543	154	19
Jewellery and related articles	364	1,743	485	82
Other	1,800	9,947	3,885	513
<u>Other non-manufacturing</u>	<u>206</u>	<u>1,176</u>	<u>389</u>	<u>42</u>
Total	14,295	75,144	20,200	2,373

(1) earnings per day worked out from the last payroll for the month of March 1995

Table 2.20 - Employment and earnings(1) in the EPZ sector for employees on piece and hourly rates of pay, March 1995

Industrial group	Piece rates of pay		Hourly rates of pay	
	Number of employees	Earnings for per day (Rs 000)	Number of employees	Earnings per hour (Rs 000) (1)
<u>Manufacturing</u>	<u>23,046</u>	<u>3,087</u>	<u>17,496</u>	<u>217</u>
Textiles	—	—	639	11
Wearing apparel (except footwear)	22,808	3,033	15,295	184
Wood and furniture	56	12	—	—
Jewellery and related articles	134	35	307	4
Other	48	7	1,255	18
<u>Other non-manufacturing</u>	<u>—</u>	<u>—</u>	<u>118</u>	<u>2</u>
Total	23,046	3,087	17,614	219

(1) earnings per day worked out from the last payroll for the month of March 1995

Table 2.21 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay March 1992- March 1995

Industrial group	Rupees			
	1992	1993	1994	1995
<u>Manufacturing</u>	<u>3,879</u>	<u>4,284</u>	<u>4,954</u>	<u>5250</u>
Textiles	3,900	4,323	5,072	5452
Wearing apparel (except footwear)	3,850	4,302	4,956	5156
Wood and furniture	3,655	3,607	4,405	4677
Jewellery and related articles	4,010	4,521	4,136	4789
Other	4,005	4,104	4,944	5526
<u>Other non-manufacturing</u>	<u>3,560</u>	<u>4,442</u>	<u>5,020</u>	<u>5707</u>
All sectors	3,875	4,287	4,955	5,257

Table 2.22 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay, March 1992 - March 1995

Industrial group	Rupees			
	1992	1993	1994	1995
<u>Manufacturing</u>	<u>85</u>	<u>96</u>	<u>112</u>	<u>118</u>
Textiles	87	115	132	134
Wearing apparel (except footwear)	82	92	109	111
Wood and furniture	95	95	117	126
Jewellery and related articles	138	138	167	170
Other	94	103	111	132
<u>Other non-manufacturing</u>	<u>70</u>	<u>90</u>	<u>98</u>	<u>108</u>
All sectors	85	96	111	117

Table 2.23 - Average daily earnings in EPZ by industrial group for employees exclusively on piece rates of pay, March 1992 - March 1995

Industrial group	1992	1993	1994	1995
<u>Manufacturing</u>	<u>106</u>	<u>116</u>	<u>126</u>	<u>134</u>
Textiles	-	-	-	-
Wearing apparel (except footwear)	105	116 ¹	126	133
Wood and furniture	167	163	131	208
Jewellery and related articles	177	195	206	263
Other	92	102	125	139
<u>Other non-manufacturing</u>	<u>70</u>	<u>74</u>	-	-
All sectors	106	116	126	134

¹ Revised

Table 2.24 - Average hourly earnings in EPZ by industrial group for employees exclusively on hourly rates of pay, March 1992 - March 1995

Industrial group	1992	1993	1994	1995
<u>Manufacturing</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>12</u>
Textiles	13	16	16	17
Wearing apparel (except footwear)	10	11	12	12
Wood and furniture	9	10	-	-
Jewellery and related articles	10	11	13	14
Other	10	12	12	14
<u>Other non-manufacturing</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>18</u>
All sectors	10	11	12	12

Table 2.25 - Sugar Industry: Employment by sex and size of plantations, March 1995

Employer	Size class (hectares)	Male	Female	Both sexes
Planters (including metayers)	10 - 19	488	398	886
	20 - 29	181	222	403
	30 - 39	156	140	296
	40 & over	1,432	787	2,219
Total employed by :				
(i) planters		2,257	1,547	3,804
(ii) millers estates and annexes		17,648	7,657	25,305
(iii) factories		6,031	83	6,114
		25,936	9,287	35,223

¹ Employment figures for millers' estates include workers in field, factory, garage and workshop

Table 2.26 - Sugar Industry: Employment and earnings by size of plantations, March 1995

Employer	Monthly rates of pay		Daily rates of pay	
	Number of workers	Earnings for March 1995 (Rs 000)	Number of workers	Earnings per day ¹ (Rs 000)
Millers estates and annexes	<u>28,612</u>	<u>123,214</u>	<u>2,857</u>	<u>447</u>
Factories	5,756	34,507	358	59
Plantations	22,856	88,707	2,499	388
Other planters (including metayers)	<u>1,319</u>	<u>5,068</u>	<u>2,316</u>	<u>273</u>
Total	29,931	128,282	5,173	720

¹ average per day worked out from the last payroll of March 1995

Table 2.27 - Sugar Industry: Employment by geographical region and area harvested - March 1995

Region	Number employed by planters and metayers by area harvested (hectares)				Total	No. employed by millers' estates and annexes	Total employment
	10 - 19	20-29	30-39	40 & over			
North: Beau Plan, Belle Vue, Mon Loisir, Mount, St. Antoine, Solitude	111	91	-	1,082	1,284	5,652	6,936
South: Bel Ombre, Britannia, Mon Trésor- Mon-Désert, Riche-en-Eau, Rose Belle, St. Félix, Savannah, Union St. Aubin	189	75	66	450	780	13,102	13,882
East: Beau Champ, Constance, F.U.E.L	389	126	122	218	855	7,003	7,858
West & Central Plateau: Médine, Highlands, Mon Désert Alma	197	111	108	469	885	5,662	6,547
Total	886	403	296	2,219	3,804	31,419	35,223

Table 2.28 - Job vacancies by industry, occupation and sex as at 30 March, 1995

Male

Occupation	Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, insurance real estate and business services	Community, social and personal services	Total
Senior officials and managers		-	-	-	1	-	2	-	-	17	20
Professionals		2	-	-	-	-	-	-	-	56	58
Technicians & associate professionals		7	-	-	-	-	12	-	8	41	68
Clerks		5	-	15	3	-	30	39	21	38	151
Service workers & sales workers		-	-	5	-	-	44	8	86	-	143
Skilled agricultural & fishery workers		9	-	-	-	-	-	-	-	3	12
Craft & related trades workers		9	-	118	39	-	5	4	2	7	184
Extraction & building trades workers		(3)	(-)	(19)	(-)	(-)	(-)	(1)	(-)	(2)	(25)
Metal, machinery & related trades workers		(-)	(-)	(17)	(39)	(-)	(5)	(3)	(2)	(4)	(70)
Precision, handicraft, printing & related trades workers		(-)	(-)	(30)	(-)	(-)	(-)	(-)	(-)	(-)	(30)
Other craft & related trades workers		(6)	(-)	(52)	(-)	(-)	(-)	(-)	(-)	(1)	(59)
Plant & machine operators & assemblers		5	-	466	35	1	14	215	-	6	742
Stationary plant & related operators		(-)	(-)	(4)	(-)	(-)	(-)	(-)	(-)	(-)	(4)
Machine operators & assemblers		(-)	(-)	(457)	(-)	(-)	(-)	(6)	(-)	(3)	(466)
Drivers & mobile plant operators		(5)	(-)	(5)	(35)	(1)	(14)	(209)	(-)	(3)	(272)
Elementary occupations		60	-	74	-	-	36	-	1	79	250
Total		97	-	678	78	1	143	266	118	247	1,628

Table 2.28 (con'd) - Job vacancies by industry, occupation and sex as at 30 March, 1995

Female

Occupation	Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, insurance, real estate and business services	Community, social and personal services	Total
Senior officials and managers		-	-	-	-	-	-	-	-	-	-
Professionals		-	-	-	-	-	-	-	-	15	15
Technicians & associate professionals		1	-	6	-	-	-	-	2	12	21
Clerks		-	-	5	6	-	23	14	20	20	88
Service workers & sales workers		-	-	-	-	-	3	2	-	2	7
Skilled agricultural & fishery workers		-	-	-	-	-	-	-	-	-	-
Craft & related trades workers		9	-	157	-	-	-	-	-	-	166
Extraction & building trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Metal, machinery & related trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Precision, handicraft, printing & related trades workers		(-)	(-)	(53)	(-)	(-)	(-)	(-)	(-)	(-)	(53)
Other craft & related trades workers		(9)	(-)	(104)	(-)	(-)	(-)	(-)	(-)	(-)	(113)
Plant & machine operators & assemblers		-	-	1,151	-	-	-	-	-	-	1,151
Stationary plant & related operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	-
Machine operators & assemblers		(-)	(-)	(1,151)	(-)	(-)	(-)	(-)	(-)	(-)	(1,151)
Drivers & mobile plant operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	-
Elementary occupations		63	-	85	-	-	-	-	-	14	162
Total		73	-	1,404	6	-	26	16	22	63	1,610

CHAPTER 3

Chapter 3

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

SEPTEMBER 1993 AND SEPTEMBER 1994

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 intended for the International Labour Office (ILO) October Inquiry.

As from 1992, a more elaborate survey, covering a wider range of occupations and industries, is being carried out in September. The occupational data thus obtained, are used in the computation of wage indices. During the same survey, the total number of employees engaged at the establishment as well as their earnings for the month of September, are also reported. This information enables us to estimate the level of employment and average earnings in large establishments as at September of each year.

2. Coverage

2.1 Industrial

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 there.

2.2 Occupational

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

2.3 Establishment

For the purpose of the survey, the following establishments, considered as being large, were covered:

- (a) Agricultural establishments comprising:
 - (i) Sugarcane 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
- (b) Non-agricultural establishments employing at least 10 persons. It is to be noted that 'outworkers', i.e. piece-rate workers, who although remunerated by an establishment are working in their own homes on materials provided by the establishment, are excluded.
- (c) All central and local government departments.

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

4. Method of 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 to the Central Statistical Office within the time limit specified. Non-respondents were visited by officers to assist in filling in the questionnaires.

5. Sample design

The frame consisted of a complete list of large establishments (as defined earlier) as at March 1992.

The establishments have been stratified according to industry group and arranged in order of size (number of employees) within the industry group. An overall sample of about 20% (around 500 establishments) 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 of establishments.

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 premium pay for overtime work.

6.3 Normal hours of work

Normal hours of work refer to the hours of work offered 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 was paid because the hours were outside normal hours of work.

7. WAGE RATE INDICES

Wage rate indices for 1993 and 1994 with base year 1992, have been computed and 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 and salaries data for normal time work and comprise basic wages and salaries, cost of living allowances 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 a combination 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 by industry group, have been used to weight the individual industry group indices.

7.3 Changes in the index

The index , which stood at 115.5 in September 1993 , reached 129.5 in September 1994 , thus registering another 14 points in addition to the 15.5 points already obtained in

1993. Industry group sub-indices ranged from 119.8 for 'Electricity and Water' to 137.9 for the construction industry. The indices of the two sectors which mostly affect the overall index, because of their important weights, that is, 'Manufacturing' and 'Community, social and personal services', were 132.7 and 129.6 respectively. Sub-indices of all major industry groups for the years 1993 and 1994 are given in table 3.6.

Between 1993 and 1994, wage increases have varied between 5.7% in non-government community, social and personal services and 31.3% in construction firms. The overall increase for all sectors works out to 12.1% compared to 15.5% between 1992 and 1993 (Table 3.8).

7.4 Contribution of the industry groups to the index

Though the construction industry showed the sharpest rise in salaries during the period September 1993 to September 1994, its share in the rise of 14 points noted in the overall index, was only 1.8 points compared to 5.5 and 2.7 points in the manufacturing sector and 'Community, social and personal services' respectively. The contribution of the manufacturing sector, which is the highest compared to other sectors, is due to its important weight in the index (312 out of 1,000) and wage increases of the order of 15 percent in 1994. The contribution of each of the industry groups to the overall index is shown in table 3.7.

The high increase in 'Construction' is mainly attributable to high wages prevailing in 1994 because of labour shortage. The other sectors where important rises in wages occurred are 'Manufacturing' (15.3%), 'Agriculture and fishing' (14%) and 'Transport, storage and communication' (12.7%). The increase in the manufacturing sector is almost similar to that noted in 1993, i.e. around 15%. In 'Agriculture and fishing' the increase of 14% is mainly attributable to the new package deal concerning agricultural workers of the Sugar Industry, which came into effect in January 1994. In 'Transport, storage and communication', wages have gone up by a further 12.7% in 1994, following the 12% rise in 1993. This rise is due to wage increases of 10% and above, noted in almost all sub-sectors of 'Transport, storage and communication' and in particular in the dock services where the wage rate of dockworkers have gone up by 16% in 1994.

In general, higher wage increases have been noted in sectors where payments are made to a large extent according to piece rates.

7.5 Limitations

To show genuine changes in the price of labour, it would be necessary to proceed in the same way as for pricing of commodities for the Consumer Price Index. In other words, wages of specific individual workers at specific establishments, would have to be measured over time. This exercise is practically impossible in any country. The next best approach is to follow changes in the wages of groups of employees performing the same jobs, i.e. changes in wage rates of specific occupations. However, the following limitations have to be faced :-

- (i) Any changes in the mix of employees within the selected occupations is bound to affect the calculated rates and hence the corresponding sectoral indices.
- (ii) Wage adjustments resulting from changes in the tasks associated with a particular occupation, cannot be separated from pure price changes.
- (iii) Similarly it is not possible to isolate the effects of productivity changes.

Table 3.1 - Employment(1) by industrial group, September 1993 - September 1994

Industrial group	Sep-93			Sep-94		
	Male	Female	Total	Male	Female	Total
<u>Agriculture and fishing</u>	<u>25,125</u>	<u>11,690</u>	<u>36,815</u>	<u>25,019</u>	<u>11,362</u>	<u>36,381</u>
Sugarcane	22,700	10,100	32,800	22,391	9,790	32,181
Tea	250	370	620	348	352	700
Other	2,175	1,220	3,395	2,280	1,220	3,500
<u>Mining and quarrying</u>	<u>75</u>	<u>85</u>	<u>160</u>	<u>75</u>	<u>125</u>	<u>200</u>
<u>Manufacturing</u>	<u>49,580</u>	<u>62,770</u>	<u>112,350</u>	<u>48,694</u>	<u>62,121</u>	<u>110,815</u>
Sugar	6800	100	6900	6305	95	6400
EPZ(2)	24,200	58,150	82,350	22,948	57,587	80,535
Other	18,580	4,520	23,100	19,441	4,439	23,880
<u>Electricity and water</u>	<u>3,450</u>	<u>130</u>	<u>3,580</u>	<u>3,245</u>	<u>155</u>	<u>3,400</u>
<u>Construction</u>	<u>13,200</u>	<u>200</u>	<u>13,400</u>	<u>12,800</u>	<u>200</u>	<u>13,000</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>16,210</u>	<u>5,100</u>	<u>21,310</u>	<u>17,681</u>	<u>5,708</u>	<u>23,389</u>
<u>Transport, storage & communication</u>	<u>12,560</u>	<u>1,700</u>	<u>14,260</u>	<u>12,623</u>	<u>1,715</u>	<u>14,338</u>
<u>Financing, insurance, real estate and business services</u>	<u>7,650</u>	<u>3,200</u>	<u>10,850</u>	<u>8,271</u>	<u>3,381</u>	<u>11,652</u>
<u>Community, social and personal services</u>	<u>58,105</u>	<u>17,430</u>	<u>75,535</u>	<u>58,538</u>	<u>18,250</u>	<u>76,788</u>
Government:						
Central	44,565	11,570	56,135	44,000	12,000	56,000
Local	4,765	600	5,365	4,713	620	5,333
Other	8,775	5,260	14,035	9,825	5,630	15,455
<u>Activities not elsewhere specified</u>	<u>2,955</u>	<u>90</u>	<u>3,045</u>	<u>3,058</u>	<u>71</u>	<u>3,129</u>
All Sectors	188,910	102,395	291,305	190,004	103,088	293,092

(1) based on employment data from a sample of large establishments in september.

(2) Excluding non- manufacturing EPZ establishments

Table3.2 - Average monthly earnings¹ by industrial group, September 1993 -September 1994

Industrial group	1993	1994
Agriculture and fishing	3,692	4,148
Sugar	3,662	4,145
Tea	3,504	3,829
Other	3,666	4,170
Mining and quarrying	1,900	2,300
Manufacturing	3,450	4,018
Electricity and water	8,044	8,650
Construction	4,711	5,889
Wholesale,retail trade,restaurants and hotels	5,414	5,853
Transport ,storage & communication	5,941	6,714
Financing ,insurance,real estate and business services	6,940	7,700
Community,social and personal services	6,072	6,560
Government :		
(a) Central	6,240	6,700
(b) Local	4,900	5,400
Other services	5,850	6,460
Activities not eslewhere specified	4,025	4,490
All sectors	4,604	5,284

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, 1993 & 1994

Industrial group	Hrs*	Occupation	Wage rate per hour	
			Jul-93 (Rs)	Jul-94 (Rs)
<u>Agriculture</u>				
Sugarcane plantations	45 hrs crop season	Overseer - Grade I	19.10	20.11
		Field worker(other than special category) :Male	12.62	13.54
		Female	8.53	9.34
Tea plantations	45	Field labourer :Male	11.23	12.14
		Field labourer :Female	8.22	9.00
		Sirdar/Gangman	13.85	14.76
<u>Manufacturing</u>				
Poultry breeding & processing	45	Farm worker: Male	11.23	12.14
		Farm worker: Female	8.22	9.00
		Factory operator	7.85	8.60
Biscuits and confectionery	45	Machine operator	11.17	12.03
		Ovenman	10.08	11.00
		Unskilled worker	9.40	10.30
Sugar factories	45	Fitter/Welder - Grade I	18.48	19.50
		Driver (heavy mechanical unit) -Grade I	15.85	22.48
		Factory operator -Grade I (1st)	13.71	19.50
Tea factories	45	Factory worker :Male	11.23	12.14
		Factory worker :Female	8.22	9.00
		Factory operator	12.82	13.74
Soft drinks	45	Factory operator	7.85	8.60
		Factory attendant	7.25	7.94
		Salesman(1st year) Distributive	10.18	14.79
		Driver Grade I (1st year)	13.37	19.04
Textiles	45	Factory worker (1st year)	5.31	5.81
		Unskilled worker (1st year)	4.17	4.57
Furniture	45	Furniture upholsterer - Grade I	14.37	15.28
		Varnisher/Cabinet maker -Grade I	14.37	15.28

* Normal hours of work per week

Table 3.3 (cont'd) - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1993 & 1994

Industrial group	Hrs*	Occupation	Wage rate per hour	
			Jul-93 (Rs)	Jul-94 (Rs)
Printing & publishing	45	Typist/Stenographer (1st year)	10.13	11.04
		Printing machine operator (letter press)	17.74	18.75
		Binder/Cutter (1st year)	9.49	10.39
Non-electrical machinery	45	Fitter Grade I (1st year)	11.38	12.30
		Mechanic (1st year)	12.92	13.84
		Metal worker Grade I (1st year)	11.38	12.30
<u>Construction</u>		45		
		Mason/Carpenter Grade 1	11.65	12.56
		Labourer/Helper Skilled	8.76	9.60
<u>Wholesale, retail trade, restaurants and hotels</u>				
Wholesale & retail trade		45		
		Salesperson (1st year)	10.18	11.10
Hotels		48		
		Receptionist	13.58	14.49
		Waiter (1st year)	7.30	8.00
		Cook (1st year)	9.48	10.39
		Cleaner	8.05	8.82
<u>Transport</u>				
Bus transport		40		
		Bus driver (1st year)	20.00	21.19
		Bus conductor (1st year)	18.44	19.63
Lorry transport		45		
		Driver Grade I (1st year)	12.27	14.28
		Lorry helper (1st year)	8.60	12.36
<u>Services</u>				
Private health services		45		
		Professional nurse (1st year)	15.53	16.54
		Nursing aid (assistant, 1st year)	10.13	11.04
Repair of motor vehicles		45		
		Garage mechanic - Grade I (1st year)	11.38	12.30
		Panel beater - Grade I (1st year)	11.38	12.30

* Normal hours of work per week —

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1993 - September 1994

Industrial group	Occupation	Average hrs of work per week		Average wages ¹ per hour		Average hrs of work per week		Average earnings ² per hour	
		1993 (excluding overtime hrs)	1994	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994	1993 (Rs)	1994 (Rs)
Agriculture									
Sugarcane plantations	Overseer - Grade I	45.0	44.8	23.89	28.19	50.0	49.2	24.18	28.89
	Field worker (other than special cat.)	37.3	40.5	20.87	23.85	40.7	43.7	20.96	24.42
Tea plantations	Fieldworker	42.7	42.7	13.65	14.75	42.9	42.9	13.65	14.75
	Sirdar/Gangman	45.4	44.7	18.21	20.20	45.5	45.8	18.22	20.30
Manufacturing									
Poultry breeding & processing	Farm worker	45.0	44.9	14.19	15.98	54.4	54.3	15.63	16.77
	Factory worker	45.0	44.7	14.04	15.89	50.9	47.8	14.90	16.19
Biscuits and confectionery	Machine operator	41.4	41.4	13.87	16.80	43.3	41.5	14.12	16.81
	Factory worker	41.3	41.3	9.31	9.99	41.8	41.0	9.37	10.07
Sugar factories	Fitter - Grade I	44.9	43.9	21.40	26.40	57.4	58.7	23.58	30.69
	Welder Grade I	44.9	44.8	20.90	24.51	56.1	57.3	23.13	27.55
	Driver (heavy mechanical unit) Gd I	44.8	44.5	19.83	24.63	65.9	61.1	21.10	26.88
	Factory operator Gd I	45.0	44.6	16.23	19.65	66.1	67.3	18.62	23.64

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 1993 - September 1994

Industrial group	Occupation	Average hrs of work per week		Average wages' per hour		Average hrs of work per week		Average earnings ² per hour	
		1993 (excluding overtime hrs)	1994	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994	1993 (Rs)	1994 (Rs)
Tea factories	Factory worker	44.4	43.6	12.43	14.82	45.1	44.6	12.52	14.92
	Factory operator	45.0	45.0	15.63	17.79	46.1	47.4	15.73	18.03
Soft drinks	Beverage machine operator	45.0	45.0	15.55	19.58	54.8	48.2	16.98	20.29
	Driver/Salesman	45.0	44.5	26.14	28.87	45.4	45.3	26.15	28.96
	Lorry helper	45.0	44.3	14.58	19.36	45.5	44.8	14.65	19.38
Textiles (excluding wearing apparel)	Factory worker	45.2	44.5	14.97	16.16	47.7	47.8	15.19	16.44
	Unskilled worker	44.4	43.9	11.91	12.49	46.6	45.3	12.06	12.62
	Machine operator	44.1	43.3	14.30	15.75	45.8	47.0	14.53	15.33
Wearing apparel (except footwear)	Machine operator	41.3	43.5	13.21	15.31	43.9	45.3	13.38	15.38
	Weaver/Knitter	36.0	43.4	14.31	15.85	37.8	53.1	14.47	15.27
	Unskilled worker	42.5	43.1	11.96	13.42	47.7	49.7	12.35	13.47
Manuf. of leather products (except footwear)	Factory worker	45.0	44.8	11.11	12.9	45.0	46.17	11.11	12.98
	Shoemaking machine operator	44.5	44.1	14.00	15.83	45.9	44.9	14.17	15.85

Table 3.4 (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group
(excluding government), September 1993 - September 1994

Industrial group	Occupation	Average hrs of work per week		Average wages ¹ per hour		Average hrs of work per week		Average earnings ² per hour	
		1993 (excluding overtime hrs)	1994	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994	1993 (Rs)	1994 (Rs)
Furniture	Furniture upholsterer - Grade I	45.0	44.0	18.95	21.96	46.6	44.0	19.09	21.96
	Varnisher/Cabinet maker grade I	45.0	43.6	18.71	21.32	47.7	45.7	18.91	21.65
Manufacture of paper products	Machine operator	41.9	42.8	20.07	22.60	51.4	44.9	22.89(1)	22.48
	Unskilled worker	40.7	43.3	14.19	15.15	47.3	45.7	14.96	15.58
Printing & publishing	Reporter/Journalist	35.0	34.9	69.38	75.87	35.7	35.6	70.12	76.73
	Typist/stenographer	38.2	38.3	30.98	36.18	38.5	38.9	31.08	36.53
	Printing machine operator	44.4	42.9	23.69	26.12	46.8	46.5	23.99	26.86
	Binder/Cutter	45.0	43.5	17.26	20.28	45.5	51.4	17.38	21.76
	Unskilled worker	45.0	43.6	13.65	14.74	48.1	45.6	14.19	15.33
Chemical products (excluding fertilisers)	Mixing/Blending machine operator	43.0	42.0	16.07	17.72	48.5	48.9	16.98	18.73
	Machine operator	44.0	43.8	15.94	17.02	49.2	47.0	16.30	17.40
Manufacture of rubber products	Factory operator	41.0	42.9	15.48	18.50	43.0	44.0	15.73	18.61
	Other fact. worker	35.9	37.7	19.96 (1)	22.55	37.0	38.5	19.96(1)	23.61
Iron & steel basic industries	Factory worker	44.8	43.6	16.38	19.68	52.4	58.8	18.79	20.51

(1) Revised

Table 3.4 (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1993 - September 1994

Industrial group	Occupation	Average hrs of work per week		Average wages ¹ per hour		Average hrs of work per week		Average earnings ² per hour	
		1993 (excluding overtime hrs)	1994	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994	1993 (Rs)	1994 (Rs)
Manufacture of metal (except machinery)	Factory worker	43.5	42.2	19.21	21.39	47.8	47.6	20.00	22.19
	Fitter Mechanic	41.1 40.7	42.5 43.7	22.28 20.55	23.23 22.64	43.8 42.3	44.3 44.2	22.65 20.77	23.64 22.75
Non-electrical machinery									
Electrical machinery & appliances	Factory worker	42.6	42.7	15.44	17.81	42.8	43.0	15.49	17.88
	Diamond cutter/Polisher	43.8	43.6	19.46	21.44	45.2	46.5	19.40	21.25
Jewellery & related articles	Lineman	39.5	40.6	32.42	34.66	49.9	54.7	36.27	40.96
	Power generating machine operator	39.0	40.0	30.93	35.08	49.7	51.7	34.63	40.00
<u>Electricity</u>									
<u>Water</u>	Labourer/Unskilled worker	40.0	40.0	19.83	20.73	50.8	54.1	22.48	26.34
	Meter reader	40.0	40.0	36.86	39.26	40.0	40.2	36.86	39.33
	Tradesmen	40.0	40.0	27.88	29.51	44.4	49.4	30.75	30.55
<u>Construction</u>	Mason Grade 1	43.9	37.0	27.78	36.76	43.9	39.5	27.78	35.82
	Carpenter Grade 1	37.1	40.3	24.77	31.46	39.3	43.1	24.67	30.82
	Labourer Helper	40.2	40.9	14.86	18.65	46.8	46.5	15.11	18.52

Table 3.4 (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1993 - September 1994

Occupation	Average hrs of work per week		Average wages ¹ per hour		Average hrs of work per week		Average earnings ² per hour	
	1993 (excluding overtime hrs)	1994	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994	1993 (Rs)	1994 (Rs)
Industrial group								
<u>Wholesale, retail trade, restaurants and hotels</u>								
Wholesale, retail trade								
Salesperson	40.0	42.5	24.13	25.04	40.5	45.7	24.09	25.21
Sales representative	37.0	39.7	64.53	67.86	37.0	39.7	64.53	67.86
Hotels								
Receptionist	47.7	46.5	23.04	28.31	50.5	49.9	23.54	29.04
Waiter	47.6	45.3	16.22	19.81	49.4	47.7	16.55	20.49
Cook	47.7	45.7	22.36	25.13	50.2	48.0	22.95	26.03
Cleaner	47.6	44.6	13.65	16.57	49.7	47.5	13.96	17.29
<u>Transport, storage & communication</u>								
Bus transport								
Bus driver	36.8	35.2	24.51	26.80	42.9	42.8	26.52	29.13
Bus conductor	37.0	34.6	21.42	23.98	41.6	40.4	22.63	25.75
Lorry transport								
Driver	42.7	43.2	28.57	35.45	48.5	48.6	28.22	34.95
Lorry helper	43.3	44.1	15.97	20.24	50.5	49.7	16.14	20.75
Docks & stevedoring								
Dock worker	40.4	39.7	21.60	25.09	68.4	67.9	28.44	34.09
Communication								
Telephone installer	40.0	40.0	31.09	36.58	42.0	46.7	31.98	38.97
Telephone operator	40.0	40.0	33.73	39.05	43.3	48.8	38.60	42.70
Telecom technician	40.0	40.0	47.45	55.11	43.4	45.0	48.16	56.49

Table 3.4 (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1993 - September 1994

Occupation	Average hrs of work per week		Average wages ¹ per hour		Average hrs of work per week		Average earnings ² per hour	
	1993 (excluding overtime hrs)	1994 (including overtime hrs)	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994	1993 (Rs)	1994 (Rs)
Industrial group								
<u>Financing, insurance, real estate and business services</u>								
Banks and other financial institutions								
Bank teller	39.6	38.1	36.91	39.82	41.2	39.6	37.75	40.61
Clerk-Senior clerk	39.1	38.3	45.42	49.65	41.7	39.9	46.31	50.64
Insurance								
Insurance clerk	34.2	34.0	37.20	41.52	35.0	36.0	37.51	41.81
Clerk- General	34.3	34.1	39.55	46.82	34.6	35.1	39.67	47.05
Engineering & architectural & architectural services								
Draughtsman	36.3	37.5	33.61	39.14	36.3	37.5	33.61	39.14
Engineer	35.3	36.7	99.48	103.87	35.3	36.7	99.48	103.87
<u>Community, social and personal services</u>								
Sanitary services								
Office Building cleaner	44.8	45.0	14.39	15.99	48.5	59.2	14.70	15.84
Scavenger Street sweeper	36.0	33.2	12.73	14.00	36.5	33.5	12.82	14.00
Private health services								
Professional Nurse	45.9	45.1	32.52	37.59	46.3	46.0	32.67	37.89
Nursing Aid	45.9	45.4	18.74	21.04	46.8	47.2	18.89	21.50

Table 3.4 (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1993 - September 1994

Industrial group	Occupation	Average hrs of work per week		Average wages ¹ per hour		Average hrs of work per week		Average earnings ² per hour	
		1993 (excluding overtime hrs)	1994 (including overtime hrs)	1993 (Rs)	1994 (Rs)	1993 (including overtime hrs)	1994 (including overtime hrs)	1993 (Rs)	1994 (Rs)
Private education services	Education Officer	33.0	33.5	80.73	78.07	33.0	33.5	80.73	78.07
	Lecturer (full time)	37.8	37.0	95.43	98.28	37.8	37.0	95.43	98.28
Repair of motor vehicles	Garage mechanic - Grade I	40.0	40.0	21.14	24.60	40.5	42.4	21.81	25.33
	Panel beater - Grade I	40.0	40.0	29.69	35.08	40.0	40.1	29.69	35.08
Laundry services	Machine operator	45.0	44.6	13.15 (1)	16.91	61.5	57.1	14.15 (1)	17.87
	Driver	45.0	44.9	17.05	22.76	61.9	62.7	18.52	26.00

(1) Revised

Table 3.5- Average wages/salaries per month of selected occupations in government services, September 1993 - September 1994

Central government	1993	1994
Occupations:	(Rs)	(Rs)
Education officer	12,182	13586
Nursing officer	6,079	6459
Teacher/Senior teacher	6,469	6670
Clerical officer/higher clerical officer	4,889	5374
Police constable	5,620	6105
Mason	5,049	5422
Carpenter	4,957	5368
Driver	4,413	4764
Hospital servant	4,214	4455
Labourer	3,601	3875
Local government		
Occupations :		
Inspector of health	7,101	7089
Clerical officer	5,245	5279
Gardener	3,617	3877
Mason	4,824	5179
Carpenter	4,594	4826
Driver	4,300	4593
Refuse collector	3,469	3664
Labourer	3165 (1)	3477
(1) Revised		

Table 3.6 - Wage index by industry group , 1993-1994
(Base:September 1992 = 100)

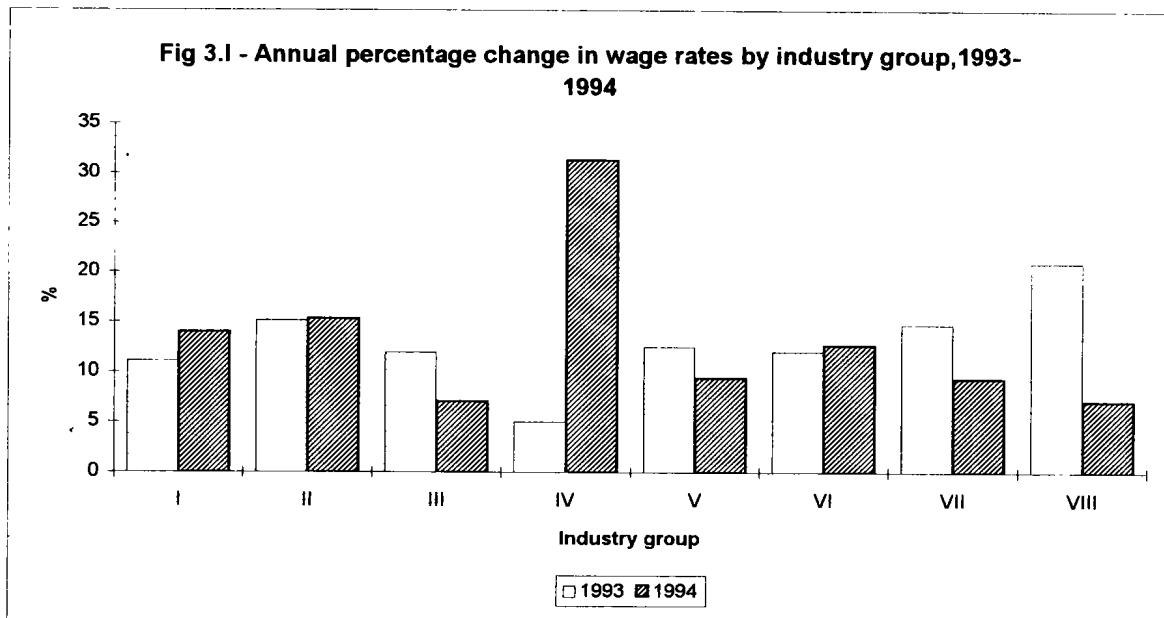
Industry group	Weights	Index 93	Index 94
Agriculture and fishing	93	111.1	126.6
Manufacturing,mining & quarrying	313	115.1	132.7
Electricity and water	23	111.9	119.8
Construction	54	105.0	137.9
Wholesale, retail trade, restaurants and hotels	88	112.5	123.1
Transport, storage & communication	68	112.0	126.2
Financing, insurance, real estate and business services	48	114.7	125.4
Community, social and personal services	313	121.0	129.6
of which Government services	(257)	(119.9)	(128.9)
Other services	(56)	(125.9)	(133.1)
All sectors	1,000	115.5	129.5

Table 3.7 - Contribution of industry groups to change in index point , 1992-93 and 1993-94

Industry group	1992-93	1993-94
Agriculture and fishing	1.0	1.4
Manufacturing,mining & quarrying	4.7	5.5
Electricity and water	0.3	0.2
Construction	0.3	1.8
Wholesale, retail trade, restaurants and hotels	1.1	0.9
Transport, storage & communication	0.8	1.0
Financing, insurance, real estate and business services	0.7	0.5
Community, social and personal services	6.6	2.7
of which Government services	(5.1)	(2.3)
Other services	(1.5)	(0.4)
All sectors	15.5	14.0

Table 3.8 - Annual percentage change in wage rates by industry group, 1992-93 and 1993-94

Industry group		Percentage change	
		1992 to 1993	1993 to 1994
I	Agriculture and fishing	11.1	14.0
II	Manufacturing, mining & quarrying	15.1	15.3
III	Electricity and water	11.9	7.1
IV	Construction	5.0	31.3
V	Wholesale, retail trade, restaurants and hotels	12.5	9.4
VI	Transport, storage & communication	12.0	12.7
VII	Financing, insurance, real estate and business services	14.7	9.3
VIII	Community, social and personal services	21.0	7.1
	of which Government services	(19.9)	(7.5)
	Other services	(25.9)	(5.7)
Overall change		15.5	12.1



APPENDIX

My Ref.:46/03 Vol. II

Central Statistical Office,
ROSE-HILL

3 April, 1995.

From: Director of Statistics

To : Heads of Ministries/Departments

Survey of Employment and Earnings - March 1995

Every year the Central Statistical Office conducts a survey of employment and earnings both in the private and public sectors. In this context, information regarding employees and payments covered by computerised payrolls are obtained from the Central Information Systems Division of the Ministry of Finance.

A special questionnaire designed to collect informatoin in respect of payments made to Government employees covered by manually-prepared paysheets is being sent to all departments. I should be grateful if you would kindly complete the enclosed questionnaires and return one copy to this office by **21 April, 1995. A nil return should also be submitted.** Should you need additional copies of the questionnaire to enable you to collect the information from the sub-sections of your Ministry/Department, please contact the LABOUR SECTION of the Central Statistical Office.(Tel. No. 464-2088 or 465-8462).

Thanking you for your continued co-operation.

K.Nassurally
for Director of Statistics

CENTRAL STATISTICAL OFFICE

For office use			
R	Q	C	I

Survey of Employment and Earnings
March 1995

Notes:

Employment and earnings data for government employees are mainly obtained from computerised payrolls prepared by the Central Information Systems Division. However these exclude:

- (a) *certain payments, such as travelling allowance, made from manual paysheets to employees covered by the computerised payrolls;*
- (b) *the number and earnings of some employees who receive **all payments** from manually-prepared paysheets; these employees can be categorised into:*
 - (i) *those , particularly new recruits on monthly rates of pay*
 - (ii) *those on daily rates of pay*

*The aim of this questionnaire is to obtain the above additional information in order to prepare a complete set of data relating to employment and earnings in government . Information on the earnings component under (a) is to be reported in **Section B** ; employment and earnings data for b(i) are to be given in **Section C** and those for b(ii) in **Section D** .*

Section A - General

- (i) Code :
- (ii) Vote :
- (iii) Ministry :
- (iv) Department :
- (v) If Vote / Ministry / Department is not correctly shown above , please enter correct particulars
 - Vote :
 - Ministry :
 - Department :

Central Statistical Office,
ROSE - HILL.

7 April , 1995

Dear Sir / Madam ,

Survey of Employment and Earnings - March 1995

The Central Statistical Office is carrying out a survey of employment and earnings for March 1995. The principal aim of the survey is to determine the level of employment in large establishments. At the same time, information is collected on job vacancies and the gross cash salary/wage bill of the establishments.

Two copies of a questionnaire are enclosed and it would be appreciated if you could complete them and return one copy to this office by **28 April 1995, at latest**. The other copy is for your records .

Explanatory notes have been included under *General Notes*. Should you encounter any difficulty in the completion of the questionnaire, or should you require additional copies of the questionnaire, please contact the **LABOUR SECTION** of the Central Statistical Office (Tel. No. 464-2088 or 465-8462).

Please note that any information submitted will be treated as **strictly confidential** and will be used solely in the compilation of statistical tables which, when published, will not reveal any of the particulars relating to an individual establishment. Furthermore information on individual establishments will not be communicated to any other ministry or department .

Thanking you for your kind co-operation,

Yours faithfully,

K.Nassurally
for Director of Statistics

19 September, 1994

Dear Sir / Madam,

**Survey of Employment , Earnings and Hours of work
September 1994**

The Central Statistical Office is carrying out a survey of employment , earnings and hours of work among large establishments for the month of September 1994 . The principal aim of the survey is to obtain occupational data on wages and hours of work for measuring wage rates in different industrial sectors . At the same time in Section I of the questionnaire , information is collected on the total earnings paid to all employees at the establishment .

Detailed information on number of employees , payments made and hours of work are required for each of the selected occupations listed in Section II of the questionnaire . In case any of the occupations listed does not exist in your establishment , please replace by similar ones giving their appropriate descriptions ..

The explanatory notes included in the questionnaire are meant to enable you to complete the questionnaire correctly. Furthermore with the aim of easing the task of respondents, certain modifications have been made in section II. However, should you still require assistance, please contact the **LABOUR SECTION** of this office (Tel. No. 208-0859 or 208-0781 or 212-2316/7).

I should be grateful if you could kindly complete the enclosed questionnaires and return one copy to this office by **17 October 1994**. The second copy is for your records. I would like to reiterate our assurance that all data provided by you will be treated as **STRICTLY CONFIDENTIAL** and will be used only in the compilation of statistical tables which will **NOT** reveal any of the particulars relating to any individual establishment.

Thanking you for your continued co-operation,

Yours faithfully,

G.Appadu (Mrs)
for Director of Statistics

Section B

EMPLOYEES COVERED BY COMPUTERISED PAYROLLS BUT RECEIVING SOME PAYMENTS IN MARCH 1995 THROUGH MANUALLY PREPARED PAYSHEETS

Payments made from manually - prepared paysheets to persons in this category :

Item	Rupees
(i) Overtime	
(ii) Arrears	
(iii) Other payments , please specify	
TOTAL	

Section C

EMPLOYEES ON MONTHLY RATES OF PAY WHO RECEIVED ALL PAYMENTS MADE TO THEM IN MARCH 1994 FROM MANUALLY PREPARED PAYSHEETS

NUMBER OF EMPLOYEES

Males	Females	Both sexes

GROSS CASH SALARIES

Item	Rupees
(a) Basic salaries , extra remuneration and cost of living allowance paid for the month	
(b) Overtime	
(c) Other regular allowances e.g. travelling	
(d) Arrears paid in March in respect of adjustment of salaries or cost of living allowance for previous months	
TOTAL	

Note : Gross cash salaries refer to gross cash pay before deduction of taxes , employee's contribution to pension schemes , etc.

Section C

EMPLOYEES ON DAILY RATES OF PAY WHO RECEIVED ALL PAYMENTS AT THE END OF MARCH 1994 FROM MANUALLY - PREPARED PAYSHEETS

NOTES

1. All daily employees whose names appeared on your paysheets for the last pay - period in March should be included
2. Man - days = Total number of days paid to employees during period covered by payroll .
Period covered by paysheets : From :to

	Male	Females	Both sexes
No. of employees			
Total no. of man - days paid <i>(nombre de journees payees)</i>			

GROSS CASH WAGES

Item	Rupees
(a) Basic wages , extra remuneration and cost of living allowance	
(b) Overtime	
(c) Other regular allowances e.g. travelling	
(d) Arrears paid in March in respect of adjustment of salaries or cost of living allowance for previous months	
TOTAL	

Note : Gross wages refer to cash pay before any deduction of taxes and pension scheme contributions paid by employees .

Person to be contacted for further information about this questionnaire	
(Mr / Mrs / Miss) :
(Name)	(Signature)
Telephone No :	Date.....

For Office Use			
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CENTRAL STATISTICAL OFFICE

Survey of Employment and Earnings

March 1995

Notes :—

1. 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.
2. This questionnaire, duly filled in, should reach this Office by **28 April 1995**.
In case of any difficulty in completing the questionnaire, please contact the Labour Section of the Central Statistical Office, Rose Hill. (Tel. No. 464 2088 or 465 8462).

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) Does the establishment operate under an EPZ certificate? Yes or No.

- (9) Area under cultivation.....

(for agricultural establishment only — Please state whether in acres or hectares)

- (10) Total number of employees who were paid for **Thursday 30 March 1995**.

(Includes all employees except non-Mauritians and outworkers who are to be reported on page 4.) 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.

Male	Female	Total

SECTION II TO VI : EMPLOYMENT AND EARNINGS

EMPLOYMENT AND EARNINGS							SECTION II Employees on Monthly Rates of at the End of March 1995 (See note 1)			
1. Number of Employees appearing on payroll in March 1995							Male			
							Female			
							TOTAL			
2. GROSS CASH SALARIES/WAGES (See note 6)							Rupees		For Office U	
(i) Salaries/Wages (Basic pay + cost of living allowance)										
(ii) Overtime pay										
(iii) Productivity bonuses, commissions, travelling and other allowances which are <i>regularly</i> paid at the end of each month/pay period.										
(iv) Other payments which are <i>not regularly</i> 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)										
(v) End-of-service gratuities, retirement and severance allowances										
(vi) Arrears, if any, paid in respect of adjustment of payments (e.g. salaries, wages, overtime, etc.) for previous months/pay periods										
TOTAL GROSS CASH SALARIES/WAGES										
3. (i) Period covered by last payroll in March in respect of employees in sections III to VI										
(ii) Number of working days or hours (excluding overtime) during above pay period as in 3 (i) above										
(iii) Total number of man-days or man-hours paid (<i>nombre de journées ou d'heures payées</i>) excluding overtime hours worked, in respect of employees mentioned in 1 for payroll period in 3(i) above (See note 7)										
(iv) Number of absences not paid during above pay period in respect of employees mentioned in 1 above										
(v) Number of overtime hours worked during the payroll period in 3 (i) above										

GENERAL

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.

1. (i) Includes all employees whose pay are based on monthly rates.
 (ii) 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.
 (iii) Retired persons receiving a pension should be excluded even if their names appear on the payroll.
2. (i) Includes all employees who were *exclusively* on daily rates of pay during the last payroll period in March 1995. Such employees should be included here even if they receive their pay once monthly.
 (ii) All other employees are to be excluded from this section.
 (iii) Employees, who during the pay period, worked partly on daily rates and partly on other rates (e.g. piece-rates) are to be included in Section VI.
3. (i) Includes all employees who were *exclusively* on piece rates of pay during the last payroll in March 1995. Such employees should be included here even if they receive their pay once daily or monthly.
 (ii) 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.

BY DIFFERENT RATES OF PAY — MARCH 1995

SECTION III Employees on Daily Rates of Pay as per Last Payroll for March 1995 (See note 2)		SECTION IV Employees on Piece Rates of Pay as per Last Payroll for March 1995 (See note 3)		SECTION V Employees on Hourly Rates of Pay as per Last Payroll for March 1995 (See note 4)		SECTION VI Employees on Other Rates of Pay as per Last Payroll for March 1995 (See note 5)	
	C 1		D 1		E 1		F 1
	C 2		D 2		E 2		F 2
Rupees	For Office Use	Rupees	For Office Use	Rupees	For Office Use	Rupees	For Office Use
	C 6		D 6		E 6		F 6
	C 7		D 7		E 7		F 7
	C 8		D 8		E 8		F 8
	C 9		D 9		E 9		F 9
	C 10		D 10		E 10		F 10
	C 11		D 11		E 11		F 11
From.....to.....		From.....to.....		From.....to.....		From.....to.....	
Days.....	C 4	Days.....	D 4	Hours.....	E 4	Days or hours.....	F 4
Man-days : (normal working days)	C 3	Man-days : (normal working days)	D 3	Man-hours : (excluding overtime hours)	E 3	Man-days or man-hours : (excluding overtime hours)	F 3
Man-days :	C 5	Man-days :	D 5	Man-days or man-hours :	E 5	Man-days or man-hours :	F 5
Man-hours :	C 12	Man-hours :	D 12	Man-hours :	E 12	Man-hours :	F 12

NOTES

4. (i) Includes all employees who were *exclusively* on hourly rates of pay during the last payroll in March 1995. Such employees should be included here even if they receive their pay daily or monthly.
- (ii) Employees who, during the pay period, worked partly on hourly rates and partly on other rates are to be included in Section VI.
5. (i) Includes all employees appearing on the last payroll for March 1995, 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).
6. Gross cash salaries/wages paid in March 1995 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.
7. (i) 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).
- (ii) 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.

SECTION VII**1. NON-MAURITIANS AND OUTWORKERS WHO WERE PAID FOR THURSDAY 30 MARCH 1995**

	Male	Female	Total	Earnings for March 1995
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 30 MARCH 1995

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	

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

- (i) Date on which establishment started operating.....
- (ii) Give the employment figures for the periods mentioned below, if your establishment was already operating in 1994.

For all categories of employees whether paid monthly/daily/hourly or on piece-rates :

No. of employees as on last Thursday of :	Male	Female	Total
March 1994			
September 1994			

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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CENTRAL STATISTICAL OFFICE

Survey of Employment, Earnings and Hours of Work

September 1994

In case of any difficulty in completing this questionnaire, please contact the Labour Section of the Central Statistical Office, 3rd Floor, Toorawa Building, CrS.S.R. & Jummah Mosque Streets, Port Louis. (Tel. No. 208-0859 or 208-0781 or 212-2316/7).

SECTION I — GENERAL

- (1) Code No
- (2) Name of establishment.....
- (3) Postal address.....
- (4) Name of business.....
- (5) Address of establishment.....
(if different from postal address)

(6) Employment and earnings for September 1994

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
	Male	Female	Total		
Monthly					
Monthly <i>(fortnightly, weekly, etc.)</i>					From..... To.....

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

Mr/Miss/Mrs.....
(Name) *(Status in business)*

Phone No :

Date :

Signature

Section II — Employment, Earnings

ISCO Code No. 1	OCCUPATION (see note 1) 2	Usual number of working days per week 3	Normal ho of work p week (see note 4

EXPLANAT

In case where payrolls are less than a month, the required data should relate to the last payroll in september 1994.
Non-Mauritians, outworkers and apprentices should be excluded.

1. The data supplied should relate to employees in the specific occupations mentioned. If an occupation does not exist it should be replaced by another occupation as similar as possible to the one mentioned in the form.
2. Normal hours of work per week (after which overtime conditions apply) is to be supplied for each occupation.
3. Figures in column 7 should include **unpaid absences** (in days or hours) for all employees in each of the listed occupations **except those paid on monthly rates.**

Number of Hours of Work — September 1994

Number of working days covered by payroll 5	Number of employees 6	UNPAID absences (man-days or man-hours) (see note 3) 7	Basic salaries/wages (see note 4) Rs 8	Regular allowances (see note 5) Rs 9	Overtime payments Rs 10	Number of overtime hours worked (see note 6) 11

NOTES

4. Basic salaries/wages refer to the total salaries/wages (including cost of living allowance) paid to all employees in the specified occupation.
5. Regular allowances include bonuses, commissions, travelling and other allowances which are *regularly* paid at the end of each pay period.
6. The total number of overtime hours corresponding to the payments made in column 10 for each occupation should be inserted in column 11. In case this information is not available, an indication of the mode of payment for extra work is to be given in column 11. For example, whether it is 1.5 times or twice the basic rate.

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