



REPUBLIC OF MAURITIUS

Ministry of Economic Development and Regional Co-Operation
CENTRAL STATISTICAL OFFICE

DIGEST
OF
LABOUR STATISTICS
1997

February 1998

(Price Rs. 100.00)

Ministry of Economic Development and Regional co-operation

CENTRAL STATISTICAL OFFICE

Digest
OF
LABOUR STATISTICS
1997

FOREWORD

This is the fourth 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, the 1995 Labour Force Sample Survey and other 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 1995 and 1996 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

CONTENTS

	<u>Page</u>
<u>Chapter 1 - Labour force, Employment and Unemployment, 1997</u>	1
Table 1.1 - Activity rates by age group & sex, 1995 -1997	3
1.2 - Labour force by age and sex, 1995 - 1997	3
1.3 - Employment by industry and size of establishment, 1994 -1997	5
1.4 - Employment by industry and sex, 1994 - 1997	7
1.5 - Labour force, Employment and Unemployment 1990 - 1997	8
<u>Chapter 2 - Survey of Employment and Earnings in large establishments, March 1997.</u>	10
Table 2.1 - The coverage of the survey	18
2.2 - Number of establishments by industrial group and district, March 1997	21
2.3 - Employment by industrial group and district, March 1997	22
2.4 - Number of establishments and employees by size of employment, March 1997	25
2.5 - Employment by industrial group and sex, March 1996 and March 1997	26
2.6 - Employment by major industrial group and sex, March 1993 - March 1997	29
2.7 - Employment by industrial group and sex in the public sector, March 1996 and March 1997	34
2.8 - Government services : Employment by Ministry and sex, March 1997	35
2.9 - Government services: Employment and earnings, March 1997	37
2.10 - Employment and earnings for employees on monthly and daily rates of pay, March 1997	39
2.11 - Employment and earnings for employees on piece and hourly rates of pay, March 1997	42
2.12 - Average monthly earnings by industrial group, March 1993 - March 1997	43
2.13 - Average monthly earnings in large establishment by industrial group for employees on monthly rates of pay, March 1993 - March 1997	45
2.14 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1993 - March 1997	47
2.15 - Average daily earnings by industrial group for employees on piece rates of pay, March 1993 - March 1997	48
2.16 - Average hourly earnings by industrial group for employees on hourly rates of pay, March 1993 - March 1997	48
2.17 - Number of establishments and employees by size of employment and industrial group in the EPZ sector - March 1997	49
2.18 - Employment in large establishments of EPZ by industrial group and sex , March 1995 - March 1997	51

CONTENTS

Chapter 2 (cont'd)

2.19 - Employment and earnings in the EPZ sector for employees on monthly and daily rates of pay, March 1997	52
2.20 - Employment and earnings in the EPZ sector for employees on piece and hourly rates of pay, March 1997	52
2.21 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay March 1993 - March 1997	53
2.22 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay, March 1993 - March 1997	53
2.23 - Average daily earnings in EPZ by industrial group for employees on piece rates of pay, March 1993 - March 1997	54
2.24 - Average hourly earnings in EPZ by industrial group for employees on hourly rates of pay, March 1993 - March 1997	54
2.25 - Sugar Industry: Employment by sex and size of plantations, March 1997	55
2.26 - Sugar Industry: Employment and earnings by size of plantations, March 1997	55
2.27 - Sugar Industry: Employment by geographical region and area harvested - March 1997	56
2.28 - Foreign workers employed in large establishments by industry & sex, 1991-1997	57
2.29 - Job vacancies by industry, occupation and sex as at 27 March, 1997	58

Chapter 3 - Survey of Employment, Earnings and Hours of work in large establishments 60

September 1996

Table 3.1 - Employment by industrial group, September 1995 - September 1996	66
3.2 - Average monthly earnings by industrial group, September 1993 - September 1996	67
3.3 - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1996 & 1997	68
3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996	70
3.5 - Average wages/salaries per month of selected occupations in government services, September 1992 - September 1996	77
3.6 - Wage index by industrial group, 1993 - 1996	78
3.7 - Contribution of industry groups to change in index point, 1992 to 1993 - 1995 to 1996	78
3.8 - Annual percentage change in wage rates by industry group, 1992 to 1993 - 1995 to 1996	79

ILLUSTRATIONS

Figure 1.1 - Age - specific activity rates, 1997	4
1.2 - Labour Force by age group, 1997	4
1.3 - Employment by size of establishment and sex, 1990 - 1997	6
1.4 - Employment by industry, 1997	6
1.5 - Mauritian Population of working age by activity status, 1990 and 1997	9
1.6 - Labour Force, Employment and Unemployment, 1990 - 1997	9
2.1 - Employment by sector, March 1993 - March 1997	30
2.2 - Employment by sex , March 1993 - March 1997	33
2.3 - Average monthly earnings, March 1993 - March 1997	44
2.4 - Average daily earnings, March 1993 - March 1997	46
2.5 - Employment by sector, March 1997	50
3.1 - Annual percentage change in wage rates by industry group, 1995 - 1996	79

Appendix - Specimen questionnaires used

CHAPTER 1

Chapter 1

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT 1997

1. INTRODUCTION

This part of the report consists of a set of preliminary estimates of labour force, employment and unemployment for the Republic of Mauritius (including Rodrigues). All the data presented here refer to the middle of years mentioned.

2. COVERAGE

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

Employment figures cover 'large' as well as 'other than large' establishments. Large establishments are those employing 10 or more persons. For a more complete picture of the total 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 all persons at work as well as those looking for work) have been worked out using activity rates derived from the 1995 Labour Force Sample Survey (LFSS) and annual mid-year estimates of population size by age group.

Mid-year estimates of employment in 'large' establishments is an average of the March and September figures obtained from CSO's recurrent surveys of employment and earnings. Estimates of employment in establishments other than those covered by the recurrent establishment surveys have been based on data from the 1995 LFSS and information from administrative records of permits and licenses as well as area under cultivation in the agricultural sector. These latter estimates for the years 1996 and 1997 are subject to revision when more reliable data become available from future surveys.

4. LABOUR FORCE

The size of the Mauritian labour force is estimated by applying sex-age-specific activity rates to the population figures. These age specific activity rates have been worked out on the basis of the latest survey data available, that is, the 1995 LFSS.

The total labour force (including 9,300 foreigners) was estimated at 505,500 for 1997, showing thus an increase of 12,700 (or 2.5%) over the figure of 492,800 estimated for 1996 (Table 1.5). The male labour force was estimated at 335,700, or 5,500 more than in 1996, while estimates for females stood at 169,800 showing an increase of 7,200 from 162,600 in 1996.

5. EMPLOYMENT LEVEL

After the downward trend in the employment level of 'large' establishments in 1995 and 1996, a slight improvement was noted in 1997, with a total of 287,700 employees; representing an increase of 900 over the 1996 figure of 286,800 (Table 1.3).

Estimates worked out for 'other than large' establishments indicate an increase of 8,800 workers in 1997, i.e., from 179,200 in 1996, the number of persons engaged in that sector was estimated to have reached 188,000 in 1997 (Table 1.3).

Hence the total number of persons (including foreigners) with jobs was found to have increased by 9,700 over the 1996 estimate of 466,000 to reach 475,700 in 1997 - increase occurring mainly in 'other than large' establishments as indicated by abovementioned figures.

Total male employment was estimated to have increased by 1.6%, that is from 317,600 in 1996 to 322,600 in 1997. Female employment, on the other hand, worked out to 153,100, i.e. an increase of 3.2% over the figure of 148,400 estimated for 1996 (Table 1.4).

6. UNEMPLOYMENT

The number of unemployed persons (those not working but looking for work), obtained by subtraction of the estimated number of persons working in the different sectors from the labour force total, worked out to 29,800 (13,100 males and 16,700 females) as at mid 1997, showing thus an increase of 3,000 over the 1996 estimated figure of 26,800 (Table 1.5). The unemployment rate (number of unemployed persons as a percentage of the Mauritian labour force) worked out to 5.5% and 6.0% in 1996 and 1997 respectively.

Table 1.1 - Activity rates by age group and sex , 1995 - 1997

(Percent)

Age (years)	MALE			FEMALE		
	1995	1996	1997	1995	1996	1997
12 - 14	6.8	6.2	2.1	2.3	2.2	2.1
15 - 19	39.4	37.6	35.8	21.7	21.1	20.5
20 - 24	89.0	88.7	88.4	48.2	49.2	50.2
25 - 29	95.4	95.5	95.5	45.1	45.6	46.1
30 - 34	96.2	96.3	96.4	46.0	47.0	48.0
35 - 39	96.7	96.8	96.9	53.3	54.6	55.9
40 - 44	96.1	96.2	96.4	51.0	52.2	53.4
45 - 49	95.3	95.4	95.5	44.6	45.6	46.6
50 - 54	92.5	92.3	92.5	37.6	38.4	39.2
55 - 59	83.3	83.7	84.1	29.0	29.6	30.2
60 - 64	34.9	35.4	35.8	9.4	9.4	9.4
65 - 69	26.6	26.7	26.8	7.2	7.3	7.3
70 - 74	14.4	14.3	14.2	3.1	3.1	3.1
75 and above	10.3	10.2	10.2	0.8	0.8	0.9
12 and above	73.6	73.7	73.9	34.9	35.6	36.4
15 and above	79.0	78.7	78.7	37.4	38.0	38.7

Table 1.2 - Labour force by age group and sex , 1995 - 1997

(thousands)

Age (years)	MALE			FEMALE		
	1995	1996	1997	1995	1996	1997
12 - 14	2.2	1.9	1.7	0.7	0.7	0.6
15 - 19	22.4	22.0	20.9	12.1	12.0	11.7
20 - 24	43.1	43.5	45.1	22.4	23.4	24.7
25 - 29	49.0	47.1	46.4	21.7	21.0	21.1
30 - 34	50.7	51.8	51.9	23.0	24.1	24.3
35 - 39	45.1	45.7	46.6	23.8	24.6	25.9
40 - 44	38.5	39.0	40.6	19.9	20.6	21.8
45 - 49	27.6	31.0	33.0	13.2	14.8	16.1
50 - 54	19.0	19.6	20.9	8.3	8.9	9.5
55 - 59	14.1	14.2	14.3	5.4	5.5	5.7
60 - 64	4.8	5.0	5.3	1.4	1.5	1.6
65 - 69	3.2	3.1	2.9	1.0	1.0	1.0
70 - 74	1.2	1.3	1.3	0.3	0.4	0.4
75 and above	0.8	0.8	0.8	0.1	0.1	0.1
Mauritian labour force	321.7	326.0	331.7	153.3	158.6	164.5
Foreign labour force	5.6	4.2	4.0	4.2	4.0	5.3
Total	327.3	330.2	335.7	157.5	162.6	169.8

Fig 1.1 - Age-specific activity rates, 1997

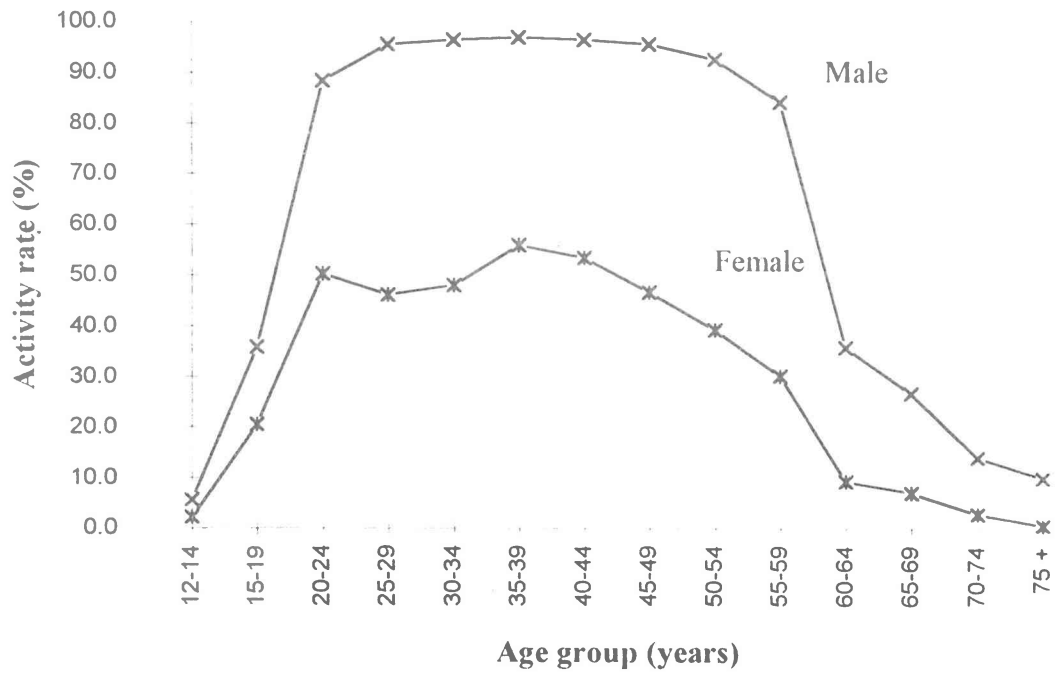


Fig 1.2 - Labour force by age group, 1997

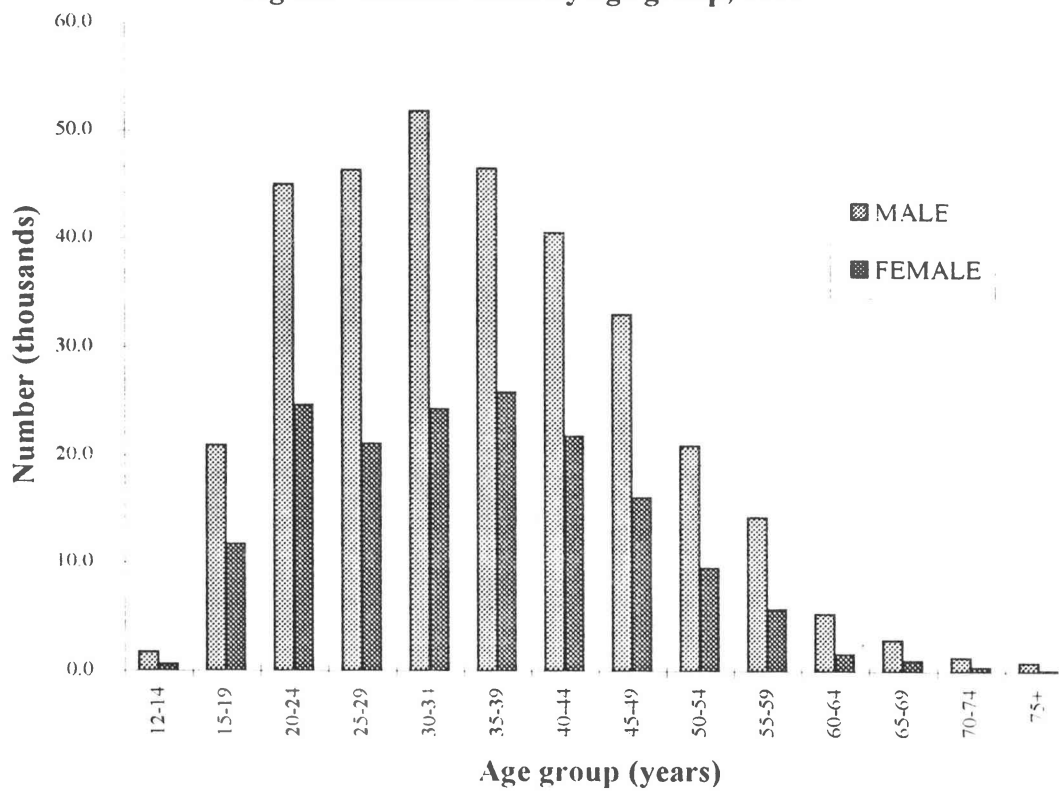


Table 1.3 - Employment¹ by industry and size of establishment, 1994 - 1997

(thousands)

Industry	1994			1995			1996			1997 ²		
	Large	Other	Total	Large	Other	Total	Large	Other	Total	Large	Other	Total
Agriculture & fishing of which sugar cane	35.3 (31.2)	27.0 (4.8)	62.3 (36.0)	34.0 (30.0)	27.6 (4.5)	61.6 (34.5)	33.6 (30.1)	26.8 (4.5)	60.4 (34.6)	32.2 (29.2)	26.3 (4.5)	58.5 (32.7)
Mining & quarrying	0.2	1.2	1.4	0.2	1.4	1.6	0.2	1.4	1.6	0.2	1.4	1.6
Manufacturing of which sugar EPZ	111.5 (6.8) (81.1)	22.5 (0.0) (2.0)	134.0 (6.8) (83.1)	109.3 (5.9) (80.4)	25.4 (0.0) (1.9)	134.7 (5.9) (82.3)	106.4 (5.0) (78.1)	27.6 (0.0) (1.2)	134.0 (5.0) (79.3)	106.5 (4.3) (79.9)	30.4 (0.0) (1.4)	136.9 (4.3) (81.3)
Electricity & water	3.5	0.0	3.5	3.5	0.0	3.5	3.4	0.0	3.4	3.3	0.0	3.3
Construction	13.2	25.0	38.2	10.6	26.2	36.8	10.1	28.0	38.1	9.5	28.5	38.0
Wholesale & retail trade, restaurants & hotels	23.3	37.9	61.2	24.6	40.3	64.9	24.9	42.7	67.6	26.3	45.6	71.9
Transport, storage & communication	14.3	13.5	27.8	14.6	13.8	28.4	14.6	14.0	28.6	15.0	14.4	29.4
Financing, insurance, real estate & business services	11.6	2.0	13.6	12.1	2.0	14.1	12.6	2.2	14.8	13.2	2.4	15.6
Community, social and personal services of which : Central government Local government	76.7 (56.0) (5.3)	33.0 (0.0) (0.0)	109.7 (56.0) (5.3)	77.3 (56.3) (5.4)	34.6 (0.0) (0.0)	111.9 (56.3) (5.4)	78.0 (56.4) (5.5)	36.5 (0.0) (0.0)	114.5 (56.4) (5.5)	79.1 (56.1) (5.9)	39.0 (0.0) (0.0)	118.1 (56.1) (5.9)
Activities n.e.c	3.1	0.0	3.1	3.0	0.0	3.0	3.0	0.0	3.0	2.4	0.0	2.4
Total	292.7	162.1	454.8	289.2	171.3	460.5	286.8	179.2	466.0	287.7	188.0	475.7

¹ Employment figures include foreign workers² Provisional

Fig 1.3 - Employment by size of establishment and sex, 1990 - 1997



Fig 1.4 - Employment by industry, 1997

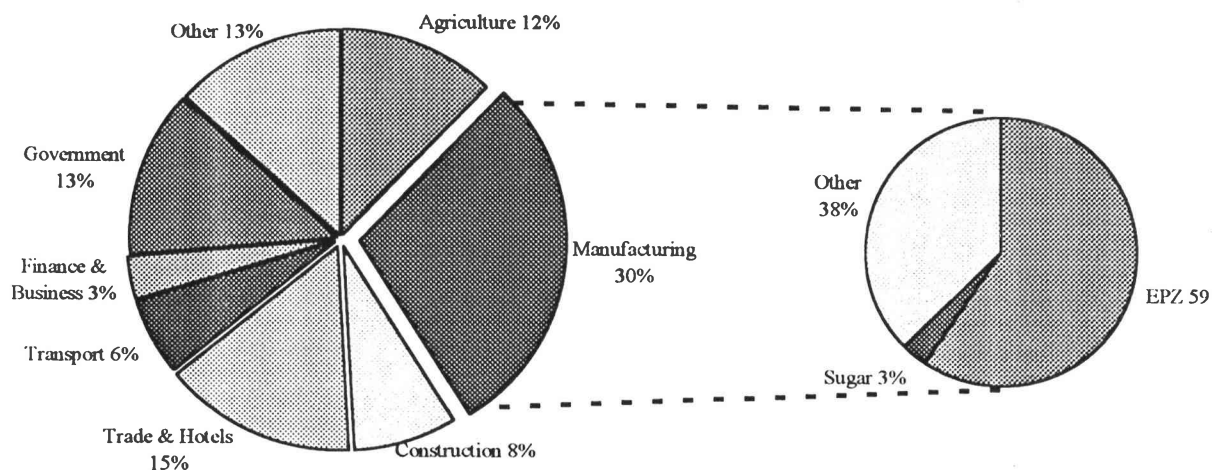


Table 1.4 - Employment¹ by industry and sex, 1994 - 1997

(thousands)

Industry	1994			1995			1996			1997 ²		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture & fishing of which sugar cane	45.3 (25.5)	17.0 (10.5)	62.3 (36.0)	44.6 (24.5)	17.0 (10.0)	61.6 (34.5)	43.8 (24.9)	16.6 (9.7)	60.4 (34.6)	42.9 (24.2)	15.6 (9.5)	58.5 (33.7)
Mining & quarrying	1.3	0.1	1.4	1.5	0.1	1.6	1.5	0.1	1.6	1.5	0.1	1.6
Manufacturing of which sugar EPZ	69.0 (6.7) (23.9)	65.0 (0.1) (59.2)	134.0 (6.8) (83.1)	70.0 (5.8) (23.9)	64.7 (0.1) (58.4)	134.7 (5.9) (82.3)	69.9 (4.9) (23.6)	64.1 (0.1) (55.7)	134.0 (5.0) (79.3)	72.2 (4.2) (25.2)	64.7 (0.1) (56.1)	136.9 (4.3) (81.3)
Electricity & water	3.4	0.1	3.5	3.3	0.2	3.5	3.2	0.2	3.4	3.1	0.2	3.3
Construction	38.0	0.2	38.2	36.6	0.2	36.8	37.9	0.2	38.1	37.8	0.2	38.0
Wholesale & retail trade, restaurants & hotels	44.4	16.8	61.2	46.2	18.7	64.9	47.8	19.8	67.6	50.1	21.8	71.9
Transport, storage, & communication	25.4	2.4	27.8	25.9	2.5	28.4	26.1	2.5	28.6	26.7	2.7	29.4
Financing, insurance, real estate & business services	9.3	4.3	13.6	9.5	4.6	14.1	10.0	4.8	14.8	10.5	5.1	15.6
Community, social and personal services of which : Central government Local government	72.7 (44.2) (4.7)	37.0 (11.8) (0.6)	109.7 (56.0) (5.3)	73.6 (44.2) (4.8)	38.3 (12.1) (0.6)	111.9 (56.3) (5.4)	74.5 (44.1) (4.8)	40.0 (12.3) (0.7)	114.5 (56.4) (5.5)	75.4 (43.5) (5.2)	42.7 (12.6) (0.7)	118.1 (56.1) (5.9)
Activities n.e.c	3.0	0.1	3.1	3.0	0.0	3.0	2.9	0.1	3.0	2.4	0.0	2.4
Total	311.8	143.0	454.8	314.2	146.3	460.5	317.6	148.4	466.0	322.6	153.1	475.7

¹ Employment figures include foreign workers² Provisional

Table 1.5 - Labour force, Employment and Unemployment, 1990 - 1997

(thousands)

Year	Labour force			Employment ¹			Unemployment	
	Mauritian	Foreign workers	Total	in large establishments ²	outside large establishments	Total	Number	Rate ³ (%)
Both sexes								
1990	432.0	1.0	433.0	284.5	136.3	420.8	12.2	2.8
1991	439.2	2.2	441.4	289.0	140.4	429.4	12.0	2.7
1992	448.8	4.1	452.9	291.0	146.9	437.9	15.0	3.3
1993	457.0	6.9	463.9	290.5	155.4	445.9	18.0	3.9
1994	467.5	8.3	475.8	292.7	162.1	454.8	21.0	4.5
1995	475.0	9.8	484.8	289.2	171.3	460.5	24.3	5.1
1996	484.6	8.2	492.8	286.8	179.2	466.0	26.8	5.5
1997	496.2	9.3	505.5	287.7	188.0	475.7	29.8	6.0
Male								
1990	301.4	0.7	302.1	185.7	107.2	292.9	9.2	3.1
1991	304.4	1.8	306.2	187.2	110.0	297.2	9.0	3.0
1992	309.8	3.4	313.2	188.4	114.8	303.2	10.0	3.2
1993	313.8	4.9	318.7	187.9	119.8	307.7	11.0	3.5
1994	318.6	5.2	323.8	189.6	122.2	311.8	12.0	3.8
1995	321.7	5.6	327.3	185.7	128.5	314.2	13.1	4.1
1996	326.0	4.2	330.2	183.7	133.9	317.6	12.6	3.9
1997	331.7	4.0	335.7	184.3	138.3	322.6	13.1	3.9
Female								
1990	130.6	0.3	130.9	98.8	29.1	127.9	3.0	2.3
1991	134.8	0.4	135.2	101.8	30.4	132.2	3.0	2.2
1992	139.0	0.7	139.7	102.6	32.1	134.7	5.0	3.6
1993	143.2	2.0	145.2	102.6	35.6	138.2	7.0	4.9
1994	148.9	3.1	152.0	103.1	39.9	143.0	9.0	6.0
1995	153.3	4.2	157.5	103.5	42.8	146.3	11.2	7.3
1996	158.6	4.0	162.6	103.1	45.3	148.4	14.2	9.0
1997	164.5	5.3	169.8	103.4	49.7	153.1	16.7	10.2

Note: 1997 figures are provisional

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

**Fig 1.5 - Mauritian Population aged 12 years and above
by activity status, 1990 and 1997**

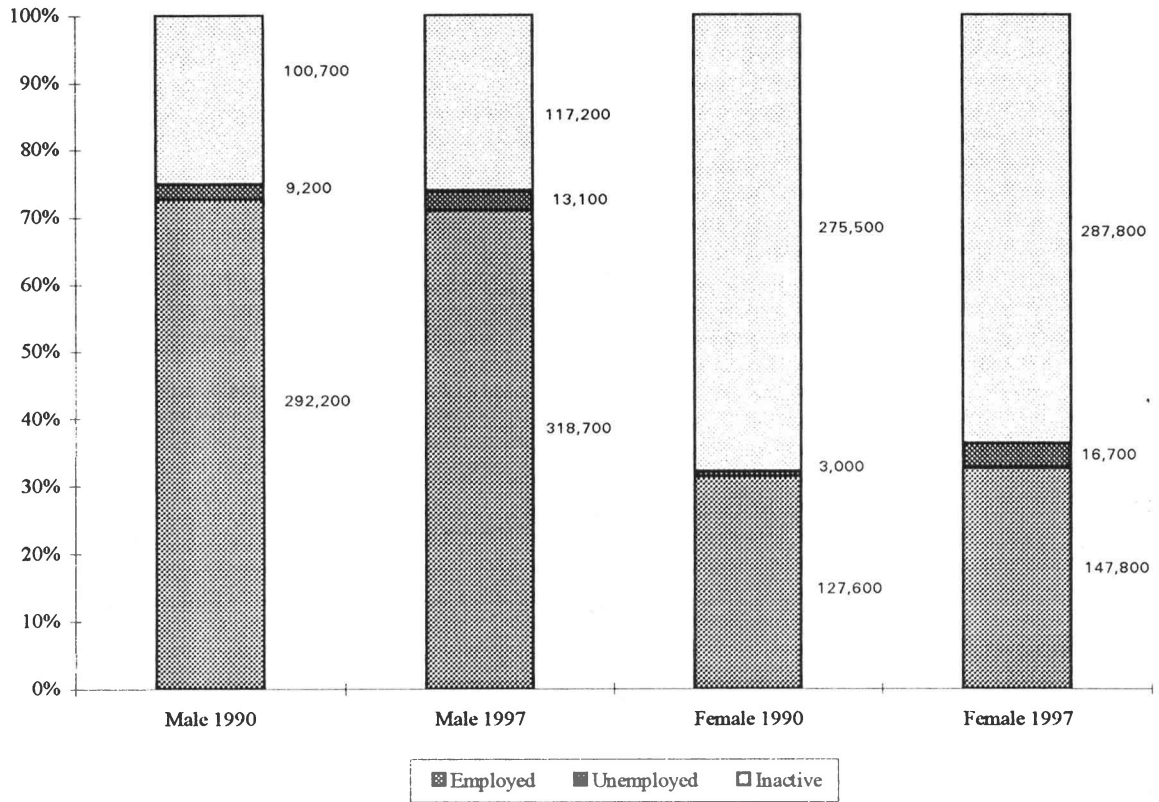
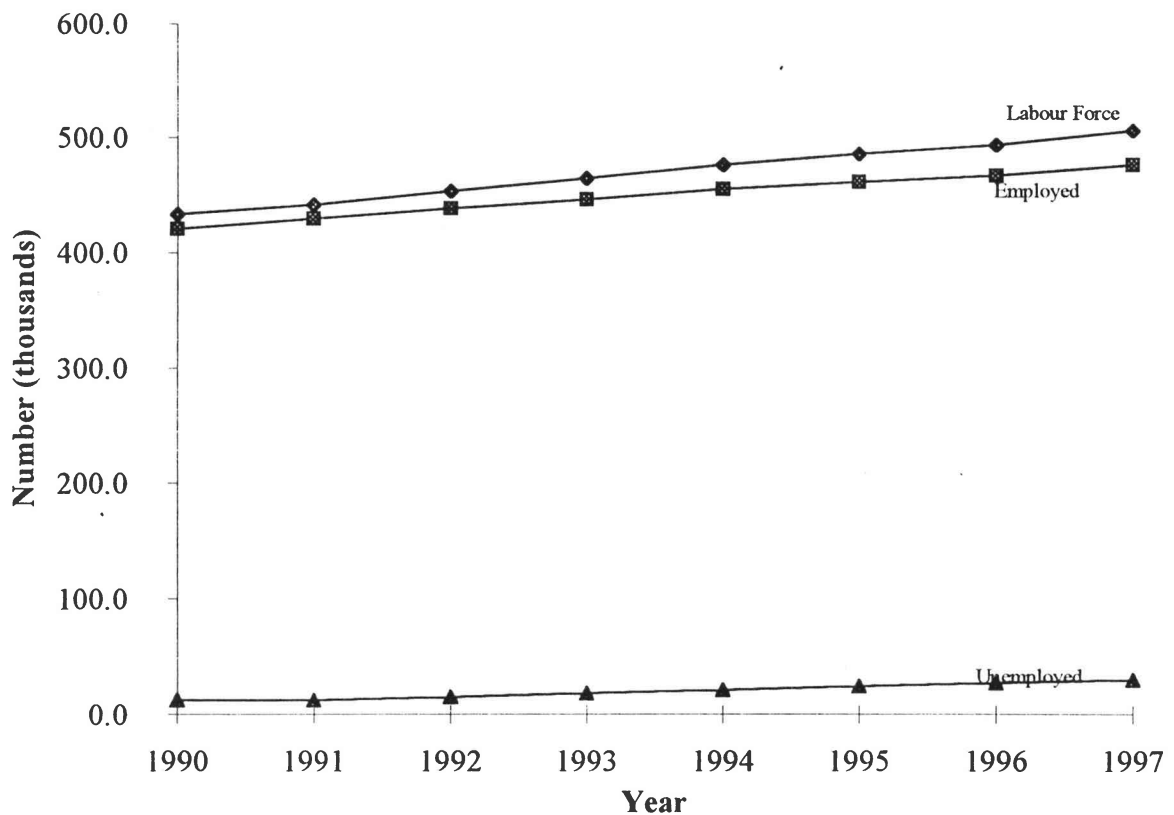


Fig 1.6 - Labour Force, Employment and Unemployment, 1990 - 1997



CHAPTER 2

Chapter 2

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS MARCH 1997

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 1997 .

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 6,000 establishments with the request that they be completed and returned to this office by 21 April 1997.

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 6,000 establishments, which included 57 establishments in Rodrigues was made up of:

- (a) all the 2,411 establishments which, at the preceding round of the survey in March 1996, had been found to fall within the scope of the survey;
- (b) 3,590 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 27 March 1997. 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 1997, 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 1997.

In Section V, the number of employees, together with their corresponding earnings and man-hours paid during the last payroll in March 1997, 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 arrears payments made at the end of March in respect of previous pay periods.

8. RESPONSE

Among establishments mentioned in Section 5(a), the number falling out of the scope of the survey, was 125, 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 600 replied and 150 were found to fall within the scope of the survey.

Among the 2,435 establishments falling within the scope of the survey in March 1997, 74% responded, representing about 90% of total employment in such establishments. For the non-respondents, estimates of employment have been made on the basis of their data for previous years and information obtained from other sources.

9. CLASSIFICATION OF INDUSTRY

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

All government departments are classified under the group "Central government". Details of employment and earnings in government services are shown in Tables 2.8 and 2.9.

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

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

10. Summary of results

It is important to note that

- (i) the following analysis of employment relates only to large establishments falling within the scope of the survey only as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,300 has been included. These comprise mostly government employees, numbering about 3,500.
- (iii) employment figures given in this report also include 8600 foreigners employed by large establishments.

10.1 Employment level, March 1996 - March 1997

Total employment in establishments covered by the survey was 286,300 in March 1997 compared to 287,500 in March 1996 representing thus a decrease of 1,200 or 0.4% . The number of male workers went down by around 1,400 while among females, an increase of about 300 was noted. Included in the above are some 8,600 foreign workers (3,700 males and 4,900 females) mainly engaged in EPZ and construction firms.

10.2 Employment by industry

Analysis of the employment figures by industry group shows continuity in the pattern noted during the past five years, i.e. 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 1996	March 1997	Both sexes	Male	Female
	Number	Number			
Agriculture and fishing	32,547	31,386	-1,161	-644	-517
Mining and quarrying	228	222	-6	-7	1
Manufacturing	107,354	105,849	-1,505	-704	-801
Electricity and water	3,406	3,288	-118	-113	-5
Construction	10,194	9,546	-648	-668	20
Wholesale, retail trade, restaurants and hotels	25,046	26,285	1,239	958	281
Transport, storage & communication	14,597	15,019	422	201	221
Financing, insurance, real estate and business services	12,533	13,183	650	473	177
Community, social and personal services	78,435	79,100	665	-229	894
of which: Central government	(56,828)	(56,077)	-(751)	-(988)	(237)
Local government	(5,508)	(5,908)	(400)	(337)	(63)
Activities not elsewhere specified	3,134	2,447	-687	-689	2
Total	287,474	286,325	-1,149	-1422	273

In fact, between March 1996 and March 1997 'Wholesale, retail trade, restaurants and hotels' registered an increase of 1200 employees, the major part of this increase (900) occurred in hotels. Rise in employment level was also noted in the services sector where an increase of about 700 was noted in each of the sectors 'Financing, insurance, real estate and business services' and 'Community, social and personal services'. Large establishments engaged in 'Transport, storage and communication' also showed a higher employment level in March 1997 than in March 1996. A net rise of 400 workers was noted there. The increases in the above sectors however made up for the continuing decline in the employment level of large establishments of the agricultural and manufacturing sectors, where decreases of 1,200 and 1,500 respectively were noted between March 1996 and March 1997.

As regards distribution by sex, male employment went up by around 1,000 in 'Wholesale, retail trade, restaurants and hotels', 500 in 'Financing, insurance, real estate and business services' and 200 in 'Transport, storage and communication'. These increases were however offset by decreases in all the other industry groups, the main ones being of the order of 700 in each of the sectors 'Manufacturing', 'Construction' and 'Activities not elsewhere specified' and around 600 in 'Agriculture and fishing'. Among females, decreases of 800 and 500 were noted in manufacturing and agricultural establishments respectively, which were tempered by an increase of 900 in 'Community, social and personal services' and smaller increases of 300 in 'Wholesale, retail trade, restaurants and hotels', and 200 in each of the sectors 'Transport, storage and communication' and 'Financing, insurance, real estate and business services'.

10.3 Employment in large establishments of the EPZ

The number of persons employed by large EPZ firms (i.e those employing 10 or more persons) was around 80,300 in March 1997, thus showing a small increase of 200 over the March 1996 figure of 80,100. Male employment which stood at 24,100 in March 1996, rose to 25,200 in March 1997, while female employment went down to around 55,100 in March 1997 from 56,000 in March 1996.

The small rise in the employment level of the EPZ sector is attributable to enterprises manufacturing textile products and wearing apparel where a net increase of 500 is noted between March 1996 and March 1997. Among enterprises engaged in the sectors 'Professional, scientific equipment and optical goods' and 'Footwear and leather products', decreases of 300 and 200 respectively were noted.

A large proportion of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 37,800 out of the total of 80,300 employees in these firms were piece- and hourly-rate workers. The corresponding figures in March 1996 were 38,000 out of 80,100.

10.4 Earnings

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

- (a) Changes in the mix of employees of various categories or with various lengths of service. For 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 allowances, bonuses and commissions.

It must be mentioned that the increase in earnings noted in March 1997 is partly attributed to an increase in transport costs which occurred in January 1997 and are refunded by employers.

10.4.1 Earnings in all large establishments

Average monthly earnings for employees exclusively on monthly rates of pay in all sectors covered by the survey have increased by about 12% over March 1996 to reach around Rs 7,500 in March 1997. The highest increase (17%) was noted in 'Community, social and personal services' being mainly due to the CSAT award wage adjustments in the public sector. A high increase in salaries of monthly paid employees was noted in the agricultural sector as well (16%), particularly in the Sugar Industry. As regards earnings of employees exclusively on daily rates of pay, an increase of 10% was noted, so that by March 1997, a daily paid employee was earning an average of Rs. 166, compared to Rs. 151 in March 1996.

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 nearly 9%. 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 156 daily and Rs 14 per hour respectively in March 1997 compared to Rs. 145 daily and Rs. 13 per hour in March 1996.

11. SURVEY OF VACANCIES

All establishments except central and local government services were also requested to supply information on unfilled vacancies as at 27 March 1997. A total of around 2,100 (1,100 males and 1,000 females) was reported. It is to be noted that over half of these vacancies occurred in the occupational group "Machine operators and assemblers", mainly in manufacturing establishments. Table 2.29 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 1995	March 1996	March 1997
<u>Agriculture and fishing</u>	<u>352</u>	<u>333</u>	<u>314</u>
Sugarcane	195	191	198
Tea	21	15	11
Tobacco	66	59	41
Fishing	11	11	9
Flower growing	30	30	28
Other	29	27	27
<u>Mining and quarrying</u>	<u>5</u>	<u>5</u>	<u>5</u>
<u>Manufacturing</u>	<u>927</u>	<u>896</u>	<u>878</u>
Food:			
Bread	28	24	25
Biscuits and confectionery	20	19	18
Meat	6	6	7
Sugar	19	17	18
Tea processing	4	5	5
Other	37	36	36
Beverage and tobacco:			
Distilleries & cigarette manufacture	7	7	8
Wine and beer	4	4	4
Soft drinks	4	4	4
Textiles	46	48	52
Wearing apparel (except footwear)	367	350	332
Leather products	11	11	10
Footwear	15	14	13
Wood and furniture	46	46	43
Paper products	15	14	15
Printing and publishing	46	45	46

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

Industrial group	No. of establishments covered by the survey in:		
	March 1995	March 1996	March 1997
Rubber products	11	10	10
Miscellaneous chemical products	29	28	29
Plastic products	27	28	30
Non-metallic mineral products:			
Stone and concrete	32	32	29
Other	6	5	5
Iron and steel basic industries	8	8	7
Metal products	33	31	32
Machinery:			
Electrical	18	20	17
Non-electrical	13	13	12
Transport equipment	10	9	9
Watches and clocks	6	5	5
Jewellery and related articles	21	19	21
Miscellaneous manufacturing industries	38	38	36
<u>Electricity and water</u>	<u>5</u>	<u>5</u>	<u>5</u>
<u>Construction</u>	<u>76</u>	<u>74</u>	<u>76</u>
<u>Wholesale, retail trade, restaurants and</u>			
<u>hotels</u>	<u>407</u>	<u>441</u>	<u>463</u>
Wholesale and retail trade	301	324	342
Restaurants	40	47	46
Hotels	66	70	75

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

Industrial group	No. of establishments covered by the survey in:		
	March 1995	March 1996	March 1997
<u>Transport, storage & communication</u>	<u>85</u>	<u>90</u>	<u>92</u>
Road transport:			
Buses	10	11	11
Other	18	19	17
Docks and stevedoring	14	12	14
Travel and tourism	28	34	32
Other	15	14	18
<u>Financing, insurance, real estate and business services</u>	<u>155</u>	<u>166</u>	<u>177</u>
Banks(1) and other financial institutions	34	35	31
Insurance	21	22	23
Engineering and architectural services	28	25	30
Advertising services	11	10	11
Other business services	61	74	82
<u>Community, social and personal services</u>	<u>395</u>	<u>398</u>	<u>422</u>
Government:			
(a) Central	123	129	135
(b) Local	9	9	9
Private education services	131	131	141
Private health services	11	12	13
Repair of motor vehicles	13	15	14
Amusement and recreational services	35	34	33
Other services	73	68	77
<u>Activities not elsewhere specified</u>	<u>3</u>	<u>3</u>	<u>3</u>
T o t a l	2410	2411	2435

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

Table 2.2 - Number of establishments(1) by industrial group and district, March 1997

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	37	-	243	1	23	237	55	143	94	3	836
Pamplemousses	18	-	89	-	9	30	5	-	19	-	170
Riviere du Rempart	37	-	50	-	2	25	3	-	11	-	128
Flacq	54	-	38	-	2	17	2	1	12	-	126
Grand Port	18	-	37	-	-	10	2	-	11	-	78
Savanne	31	-	32	-	-	1	-	-	7	-	71
Plaine Wilhems	76	-	268	3	31	96	16	23	107	-	620
Moka	18	-	97	-	3	23	5	5	20	-	171
Black River	25	5	21	-	4	16	-	-	2	-	73
Rodrigues	-	-	3	1	2	8	4	5	4	-	27
Total	314	5	878	5	76	463	92	177	287	3	2,300

(1) excluding central government departments.

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

Table 2.3 - Employment ¹ by industrial group and district, March 1997

Both sexes

Industry District	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	1,800	-	17,330	40	3,485	10,001	8,879	11,575	7,272	2,447	62,829
Pamplemousses	1,728	-	12,110	-	1,267	2,318	844	-	689	-	18,956
Riviere du Rempart	3,529	-	8,063	-	94	1,812	63	-	891	-	14,452
Flacq	6,720	-	6,693	-	54	3,244	38	39	624	-	17,412
Grand Port	6,138	-	7,249	-	-	1,098	580	-	359	-	15,424
Savanne	4,474	-	4,522	-	-	33	-	-	680	-	9,709
Plaine Wilhems	1,918	-	31,788	3,201	2,675	3,135	4,018	1,099	8,525	-	56,359
Moka	1,853	-	9,545	-	101	1,738	364	221	3,519	-	17,341
Black River	3,226	222	1,410	-	854	2,406	-	-	183	-	8,301
Rodrigues	-	-	86	46	66	290	130	49	181	-	848
Total	31,386	222	98,796	3,287	8,596	26,075	14,916	12,983	22,923	2,447	221,631

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

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

Table 2.3 (cont'd) - Employment ' by industrial group and district, March 1997

Male

Industry District	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	1,450	-	9,932	38	3,385	7,513	7,266	8,179	5,283	2,388	45,434
Pamplemousses	1,317	-	4,987	-	1,240	1,867	816	-	476	-	10,703
Riviere du Rempart	2,457	-	2,826	-	94	1,395	57	-	664	-	7,493
Flacq	4,699	-	1,846	-	51	2,614	37	39	429	-	9,715
Grand Port	4,177	-	2,128	-	-	866	474	-	166	-	7,811
Savanne	3,058	-	1,978	-	-	21	-	-	503	-	5,560
Plaine Wilhems	1,155	-	14,275	3,047	2,581	1,863	3,727	725	5,459	-	32,832
Moka	1,173	-	4,663	-	100	1,249	315	135	2,130	-	9,765
Black River	2,514	93	705	-	836	1,926	-	-	154	-	6,228
Rodrigues	-	-	82	43	62	222	121	35	121	-	686
Total	22,000	93	43,422	3,128	8,349	19,536	12,813	9,113	15,385	2,388	136,227

Table 2.3 (cont'd) - Employment '1 by industrial group and district, March 1997

Female

Industry District	Agriculture	Mining and quarrying	Manufacturing	Electricity & 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	350	-	7,398	2	100	2,488	1,613	3,396	1,989	59	17,395
Pamplemousses	411	-	7,123	-	27	451	28	0	213	-	8,253
Riviere du Rempart	1,072	-	5,237	-	-	417	6	0	227	-	6,959
Flacq	2,021	-	4,847	-	3	630	1	0	195	-	7,697
Grand Port	1,961	-	5,121	-	-	232	106	0	193	-	7,613
Savanne	1,416	-	2,544	-	-	12	-	0	177	-	4,149
Plaine Wilhems	763	-	17,513	154	94	1,272	291	374	3,066	-	23,527
Moka	680	-	4,882	-	1	489	49	86	1,389	-	7,576
Black River	712	129	705	-	18	480	-	0	29	-	2,073
Rodrigues	-	-	4	3	4	68	9	14	60	-	162
Total	9,386	129	55,374	159	247	6,539	2,103	3,870	7,538	59	85,404

Table 2.4 - Number of establishments(1) and employees by size of employment, March 1997

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	110	583	-	-	-	-	110	583
10 - 19	99	1,304	215	2,976	407	5,520	721	9,800
20 - 29	27	662	124	2,972	172	4,175	323	7,809
30 - 39	11	374	80	2,739	112	3,867	203	6,980
40 - 49	7	309	48	2,084	73	3,244	128	5,637
50 - 59	10	528	38	2,031	49	2,668	97	5,227
60 - 79	7	459	75	5,231	71	4,901	153	10,591
80 - 99	4	374	43	3,906	54	4,726	101	9,006
100 - 199	13	1,860	112	16,085	72	10,139	197	28,084
200 - 299	5	1,321	63	15,194	36	8,731	104	25,246
300 - 399	3	1,064	27	9,612	17	6,009	47	16,685
400 - 499	2	912	12	5,430	11	4,932	25	11,274
500 - 999	6	4,589	32	21,578	14	10,015	52	36,182
1,000 & over	10	17,047	9	16,011	11	18,178	30	51,236
Total	314	31,386	878	105,849	1,099	87,105	2,291	224,340

(1) excluding Central and Local Government

Table 2.5 - Employment by industrial group and sex, March 1996 and March 1997

Industrial group	March 1996			March 1997		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Agriculture and fishing</u>	<u>22,644</u>	<u>9,903</u>	<u>32,547</u>	<u>22,000</u>	<u>9,386</u>	<u>31,386</u>
Sugarcane	20,323	8,743	29,066	19,696	8,477	28,173
Tea	139	259	398	148	160	308
Tobacco	107	232	339	76	165	241
Fishing	536	49	585	484	18	502
Flower growing	262	321	583	246	308	554
Other	1,277	299	1,576	1,350	258	1,608
<u>Mining and quarrying</u>	<u>100</u>	<u>128</u>	<u>228</u>	<u>93</u>	<u>129</u>	<u>222</u>
<u>Manufacturing</u>	<u>46,343</u>	<u>61,011</u>	<u>107,354</u>	<u>45,639</u>	<u>60,210</u>	<u>105,849</u>
Food:						
Bread	392	55	447	410	47	457
Biscuits and confectionery	380	330	710	324	322	646
Meat	1,083	225	1,308	993	229	1,222
Sugar	4,984	55	5,039	4,289	57	4,346
Tea processing	522	51	573	428	40	468
Other	1,837	1,279	3,116	1,880	1,372	3,252
Beverage and tobacco:						
Distilleries & cigarette manufacture	322	119	441	446	129	575
Wine and beer	672	78	750	681	78	759
Soft drinks	1,322	65	1,387	1,348	66	1,414
Textiles	3,665	1,547	5,212	3,997	1,520	5,517
Wearing apparel (except footwear)	17,680	49,774	67,454	18,080	49,415	67,495
Leather products	282	1,209	1,491	254	1,008	1,262
Footwear	391	323	714	380	286	666
Wood and furniture	1,583	269	1,852	1,449	224	1,673
Paper products	546	242	788	567	270	837
Printing and publishing	1,274	543	1,817	1,277	612	1,889
Rubber products	231	34	265	191	32	223

Table 2.5 - (cont'd) - Employment by industrial group and sex, March 1996 and March 1997

Industrial group	March 1996			March 1997		
	Male	Female	Both sexes	Male	Female	Both sexes
Miscellaneous chemical products	1,559	300	1,859	1,645	342	1,987
Plastic products	787	369	1,156	758	328	1,086
Non-metallic mineral products :						
Stone and concrete	1,443	110	1,553	1,075	77	1,152
Other	117	48	165	114	47	161
Iron and steel basic industries	488	35	523	504	23	527
Metal products	1,215	140	1,355	1,280	150	1,430
Machinery						
Electrical	500	166	666	465	150	615
Non-electrical	666	41	707	601	41	642
Transport equipment	537	35	572	429	27	456
Watches and clocks	206	620	826	184	393	577
Jewellery and related articles	834	738	1,572	848	862	1,710
Miscellaneous manufacturing industries	825	2,211	3,036	742	2,063	2,805
<u>Electricity and water</u>	<u>3,242</u>	<u>164</u>	<u>3,406</u>	<u>3,129</u>	<u>159</u>	<u>3,288</u>
<u>Construction</u>	<u>9,967</u>	<u>227</u>	<u>10,194</u>	<u>9,299</u>	<u>247</u>	<u>9,546</u>
<u>Wholesale, retail trade, restaurants and</u>						
<u>hotels</u>	<u>18,756</u>	<u>6,290</u>	<u>25,046</u>	<u>19,714</u>	<u>6,571</u>	<u>26,285</u>
Wholesale and retail trade	10,159	4,067	14,226	10,329	4,263	14,592
Restaurants	930	224	1,154	891	227	1,118
Hotels	7,667	1,999	9,666	8,494	2,081	10,575
<u>Transport, storage & communication</u>	<u>12,712</u>	<u>1,885</u>	<u>14,597</u>	<u>12,913</u>	<u>2,106</u>	<u>15,019</u>
Road transport:						
Buses	5,151	51	5,202	5,261	49	5,310
Other	1,004	121	1,125	910	127	1,037
Docks and stevedoring	2,289	96	2,385	2,100	110	2,210
Travel and tourism	2,382	1,214	3,596	2,386	1,346	3,732
Other	1,886	403	2,289	2,256	474	2,730

Table 2.5 (cont'd) - Employment by industrial group and sex, March 1996 and March 1997

Industrial group	March 1996			March 1997		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Financing, insurance, real estate and business services</u>	<u>8,836</u>	<u>3,697</u>	<u>12,533</u>	<u>9,309</u>	<u>3,874</u>	<u>13,183</u>
Banks and other financial institutions	2,885	1,568	4,453	2,809	1,584	4,393
Insurance	1,136	739	1,875	1,160	691	1,851
Engineering and architectural services	731	152	883	825	190	1,015
Advertising services	113	101	214	126	103	229
Other business services	3,971	1,137	5,108	4,389	1,306	5,695
<u>Community, social and personal services</u>	<u>59,194</u>	<u>19,241</u>	<u>78,435</u>	<u>58,965</u>	<u>20,135</u>	<u>79,100</u>
Government services:						
(a) Central	44,496	12,332	56,828	43,508	12,569	56,077
(b) Local	4,847	661	5,508	5,184	724	5,908
Private education services	4,263	3244	7,507	4,498	3603	8,101
Private health services	137	699	836	150	767	917
Repair of motor vehicles	717	71	788	656	77	733
Amusement and recreational services	1,123	386	1,509	1,133	400	1,533
Other services	3,611	1848	5,459	3,836	1995	5,831
<u>Activities not elsewhere specified</u>	<u>3,077</u>	<u>57</u>	<u>3,134</u>	<u>2,388</u>	<u>59</u>	<u>2,447</u>
Total	184,871	102,603	287,474	183,449	102,876	286,325

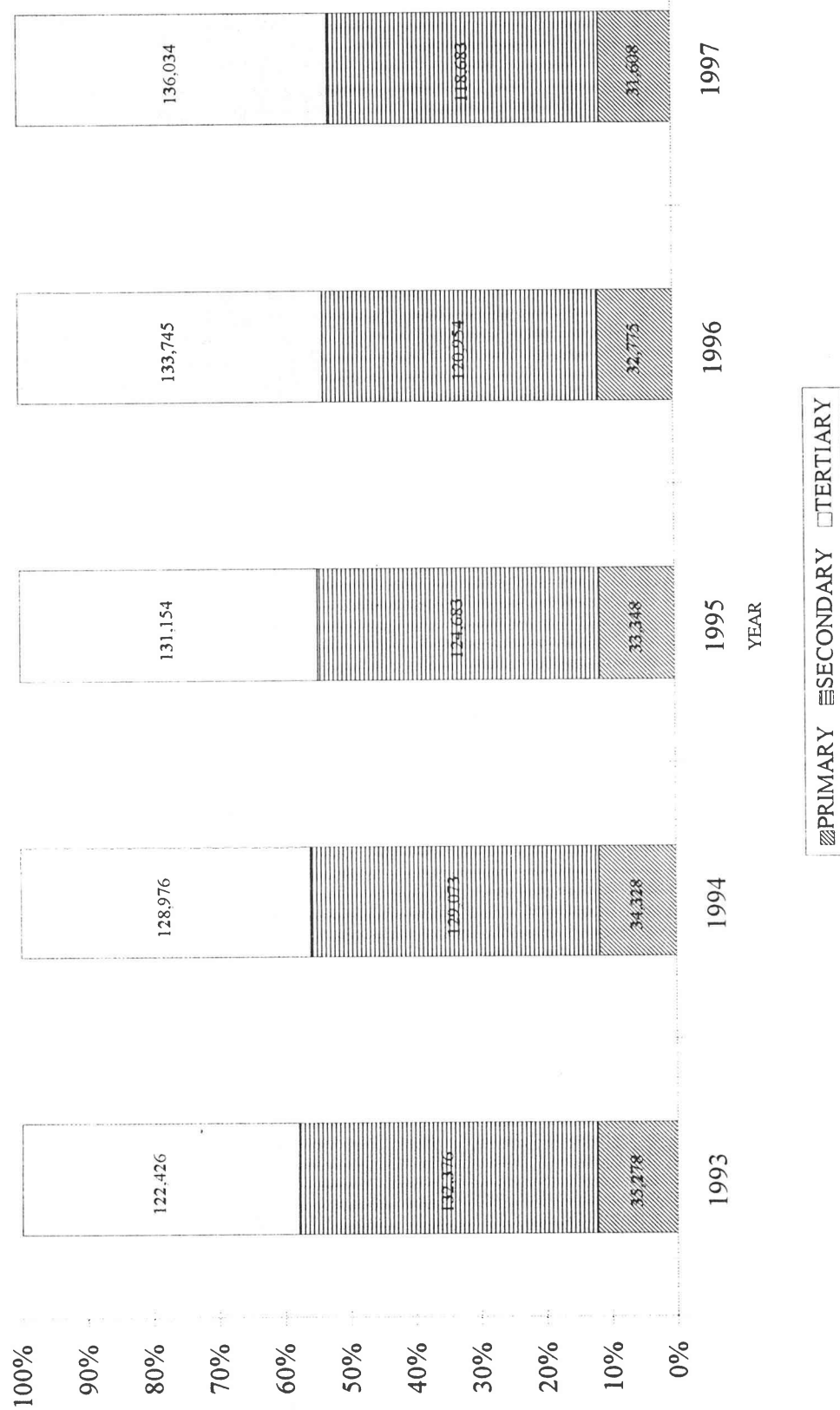
Table 2.6 - Employment by major industrial group, March 1993 - March 1997

Both sexes

Industrial group	1993	1994	1995	1996	1997
<u>Agriculture and fishing</u>	<u>35,109</u>	<u>34,163</u>	<u>33,126</u>	<u>32,547</u>	<u>31,386</u>
Sugarcane	31,260	30,229	29,109	29,066	28,173
Tea	924	620	463	398	308
Tobacco	376	394	400	339	241
Other	2,549	2,920	3,154	2,744	2,664
<u>Mining and quarrying</u>	<u>169</u>	<u>165</u>	<u>222</u>	<u>228</u>	<u>222</u>
<u>Manufacturing</u>	<u>114,822</u>	<u>112,165</u>	<u>110,439</u>	<u>107,354</u>	<u>105,849</u>
Sugar	7,100	6,767	6,114	5,039	4,346
EPZ ¹	84,930	81,706	80,373	79,467	79,617
Other	22,792	23,692	23,952	22,848	21,886
<u>Electricity and water</u>	<u>3,602</u>	<u>3,531</u>	<u>3,460</u>	<u>3,406</u>	<u>3,288</u>
<u>Construction</u>	<u>13,952</u>	<u>13,377</u>	<u>10,784</u>	<u>10,194</u>	<u>9,546</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>20,621</u>	<u>23,343</u>	<u>24,472</u>	<u>25,046</u>	<u>26,285</u>
<u>Transport, storage & communication</u>	<u>13,811</u>	<u>14,196</u>	<u>14,530</u>	<u>14,597</u>	<u>15,019</u>
<u>Financing, insurance, real estate and business services</u>	<u>10,528</u>	<u>11,495</u>	<u>12,096</u>	<u>12,533</u>	<u>13,183</u>
<u>Community, social and personal services</u>	<u>74,486</u>	<u>76,784</u>	<u>77,098</u>	<u>78,435</u>	<u>79,100</u>
Government:					
(a) Central	55,802	56,102	56,200	56,828	56,077
(b) Local	5,285	5,310	5,396	5,508	5,908
Other	13,399	15,372	15,502	16,099	17,115
<u>Activities not elsewhere specified</u>	<u>2,980</u>	<u>3,158</u>	<u>2,958</u>	<u>3,134</u>	<u>2,447</u>
Total	290,080	292,377	289,185	287,474	286,325

¹ Excluding non-manufacturing EPZ establishments.

FIG. 2.1 - EMPLOYMENT BY SECTOR, MARCH 1993 - MARCH 1997



Figures for large establishments only

Table 2.6 (Cont'd) - Employment by major industrial group, March 1993- March 1997

Male		1993	1994	1995	1996	1997
Industrial group						
<u>Agriculture and fishing</u>		<u>23,969</u>	<u>23,375</u>	<u>22,663</u>	<u>22,644</u>	<u>22,000</u>
Sugarcane		21,517	20,773	19,905	20,323	19,696
Tea		404	279	181	139	148
Tobacco		124	123	123	107	76
Other		1,924	2,200	2,454	2,075	2,080
<u>Mining and quarrying</u>		<u>81</u>	<u>79</u>	<u>96</u>	<u>100</u>	<u>93</u>
<u>Manufacturing</u>		<u>49,811</u>	<u>49,221</u>	<u>47,647</u>	<u>46,343</u>	<u>45,639</u>
Sugar		7,000	6,659	6,031	4,984	4,289
EPZ ¹		24,994	24,045	23,253	23,735	24,782
Other		17,817	18,517	18,363	17,624	16,568
<u>Electricity and water</u>		<u>3,465</u>	<u>3,384</u>	<u>3,305</u>	<u>3,242</u>	<u>3,129</u>
<u>Construction</u>		<u>13,730</u>	<u>13,161</u>	<u>10,580</u>	<u>9,967</u>	<u>9,299</u>
<u>Wholesale, retail trade, restaurants and hotels</u>		<u>15,581</u>	<u>17,658</u>	<u>18,318</u>	<u>18,756</u>	<u>19,714</u>
<u>Transport, storage & communication</u>		<u>12,191</u>	<u>12,492</u>	<u>12,773</u>	<u>12,712</u>	<u>12,913</u>
<u>Financing, insurance, real estate and business services</u>		<u>7,431</u>	<u>8,143</u>	<u>8,559</u>	<u>8,836</u>	<u>9,309</u>
<u>Community, social and personal services</u>		<u>57,375</u>	<u>58,708</u>	<u>58,543</u>	<u>59,194</u>	<u>58,965</u>
Government:						
(a) Central		44,219	44,237	44,184	44,496	43,508
(b) Local		4,675	4,688	4,764	4,847	5,184
Other		8,481	9,783	9,595	9,851	10,273
<u>Activities not elsewhere specified</u>		<u>2,891</u>	<u>3,083</u>	<u>2,889</u>	<u>3,077</u>	<u>2,388</u>
Total		186,525	189,304	185,373	184,871	183,449

¹ Excluding non-manufacturing EPZ establishments.

Table 2.6 (Cont'd) - Employment by major industrial group, March 1993 - March 1997

Female		1993	1994	1995	1996	1997
Industrial group						
<u>Agriculture and fishing</u>		<u>11,140</u>	<u>10,788</u>	<u>10,463</u>	<u>9,903</u>	<u>9,386</u>
Sugarcane		9,743	9,456	9,204	8,743	8,477
Tea		520	341	282	259	160
Tobacco		252	271	277	232	165
Other		625	720	700	669	584
<u>Mining and quarrying</u>		<u>88</u>	<u>86</u>	<u>126</u>	<u>128</u>	<u>129</u>
<u>Manufacturing</u>		<u>65,011</u>	<u>62,944</u>	<u>62,792</u>	<u>61,011</u>	<u>60,210</u>
Sugar		100	108	83	55	57
EPZ ¹		59,936	57,661	57,120	55,732	54,835
Other		4,975	5,175	5,589	5,224	5,318
<u>Electricity and water</u>		<u>137</u>	<u>147</u>	<u>155</u>	<u>164</u>	<u>159</u>
<u>Construction</u>		<u>222</u>	<u>216</u>	<u>204</u>	<u>227</u>	<u>247</u>
<u>Wholesale, retail trade, restaurants and hotels</u>		<u>5,040</u>	<u>5,685</u>	<u>6,154</u>	<u>6,290</u>	<u>6,571</u>
<u>Transport, storage & communication</u>		<u>1,620</u>	<u>1,704</u>	<u>1,757</u>	<u>1,885</u>	<u>2,106</u>
<u>Financing, insurance, real estate and business services</u>		<u>3,097</u>	<u>3,352</u>	<u>3,537</u>	<u>3,697</u>	<u>3,874</u>
<u>Community, social and personal services</u>		<u>17,111</u>	<u>18,076</u>	<u>18,555</u>	<u>19,241</u>	<u>20,135</u>
Government:						
(a) Central		11,583	11,865	12,016	12,332	12,569
(b) Local		610	622	632	661	724
Other		4,918	5,589	5,907	6,248	6,842
<u>Activities not elsewhere specified</u>		<u>89</u>	<u>75</u>	<u>69</u>	<u>57</u>	<u>59</u>
Total		103,555	103,073	103,812	102,603	102,876

¹ Excluding non-manufacturing EPZ establishments.

Thousands

FIG. 2.2 - Employment by sex, March 1993 - March 1997

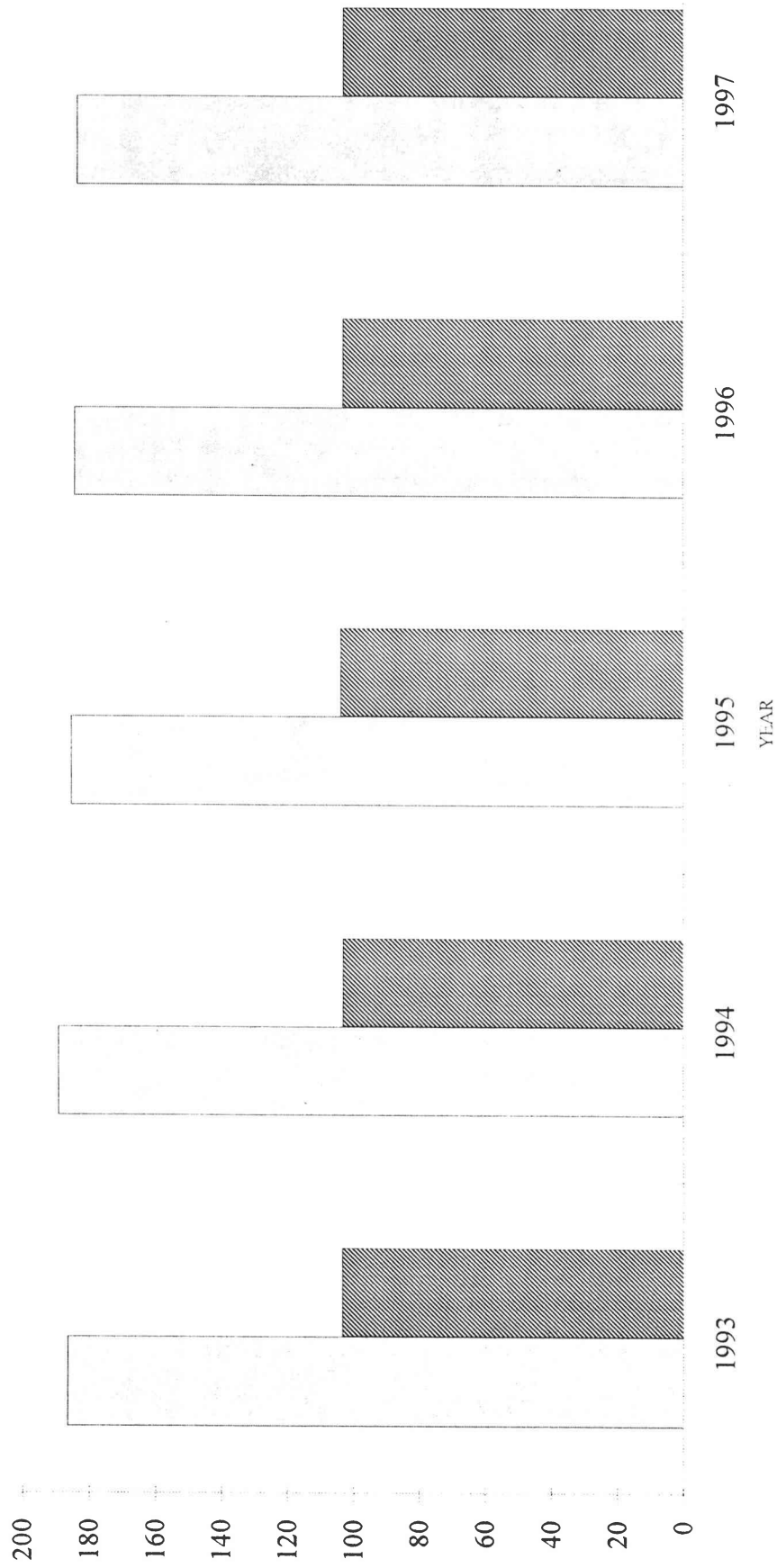


Table 2.7 - Employment¹ by industrial group and sex in the public sector, March 1996 and March 1997

Industrial group	March 1996			March 1997		
	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture and fishing	1,360	516	1,876	1,441	514	1,955
Manufacturing	819	21	840	572	12	584
Electricity and water	3,146	160	3,306	3,041	153	3,194
Construction	-	-	-	-	-	-
Wholesale, retail trade, restaurants and hotels	679	91	770	627	94	721
Transport, storage & communication	5,695	380	6,075 ²	5,988	428	6,416
Financing, insurance, real estate and business services	1,467	890	2,357	1,397	873	2,270
Community, social and personal services	52,288	14,378	66,666	51,938	14,895	66,833
of which: Central government	(44,496)	(12,332)	(56,828)	(43,508)	(12,569)	(56,077)
Local government	(4,847)	(661)	(5,508)	(5,184)	(724)	(5,908)
Activities not elsewhere specified	3,077	57	3,134	2,388	59	2,447
Total	68,531	16,493	85,024	67,392	17,028	84,420

¹ including Rodrigues

² Revised

Table 2.8 - Government services : Employment by Ministry and sex, March 1997

Government Services	Male	Female	Both sexes
1. CENTRAL GOVERNMENT			
1 - Office of the President, Judicial, National Assembly, etc.	423	126	549
2 - Audit, Public and Police Service Commissions, Ombudsman's Office, etc	227	193	420
3 - Prime Minister's Office	10,940	963	11,903
4 - Deputy Prime Minister's Office and Ministry of Foreign Affairs, International and Regional Co-operation	66	71	137
5 - Ministry of Economic Planning, Information and Telecommunications	232	155	387
6 - Ministry of Industry and Industrial Technology, Scientific Research and Handicraft	50	48	98
7 - Ministry of Employment, Manpower Resources and Training	116	75	191
8 - Ministry of Finance	1,835	964	2,799
9 - Ministry of Housing, Lands and Town and Country Planning	253	104	357
10 - Ministry of Justice and Industrial Relations	203	139	342
11 - Ministry of Local Government	2,261	54	2,315
12 - Ministry of Education, Science and Technology	6,301	3,537	9,838

Table 2.8 (cont'd) - Government services : Employment by Ministry and sex, March 1997

Government Services	Male	Female	Both sexes
13 - Ministry of Social Security and National Solidarity	581	447	1,028
14 - Ministry of Trade and Shipping	124	88	212
15 - Ministry of Agriculture and Natural Resources	5,590	467	6,057
16 - Ministry of Arts, Culture & Leisure	142	66	208
17 - Ministry of Fisheries and marine resources	465	48	513
18 - Ministry of Tourism	20	20	40
19 - Ministry of Women Family Welfare and Child Development	73	80	153
20 - Ministry of Works	2,785	181	2,966
21 - Ministry of Co-operatives and handicraft	123	46	169
22 - Ministry of Health	5,419	4,025	9,444
23 - Ministry of Energy & Water Resources & Postal Services	1,475	160	1,635
24 - Ministry of Environment and Quality of life	404	45	449
25 - Ministry of Youth and Sports	300	64	364
26 - Ministry for Rodrigues	3100	403	3,503
Total Central Government	43,508	12,569	56,077
<u>2. LOCAL GOVERNMENT</u>			
Municipalities	3,915	495	4,410
District Councils	1,269	229	1,498
Total Local Government	5,184	724	5,908
Total General Government Services	48,692	13,293	61,985

Table 2.9 - Government services: Employment and earnings, March 1997

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1997 (Rs 000)	Number of employees	Earnings per day(1) (Rs 000)
1. CENTRAL GOVERNMENT				
1 - Office of the President, Judicial, National Assembly, etc.	540	6,108.9	2	0.2
2 - Audit, Public and Police Service Commissions, Ombudsman's Office, etc	400	4,134.0	1	0.1
3 - Prime Minister's Office	11,862	101,557.4	19	3.0
4 - Deputy Prime Minister's Office and Ministry of Foreign Affairs, International and Regional Co-operation	130	1,584.9	-	-
5 - Ministry of Economic Planning, Information & Telecommunications	381	4,122.0	-	-
6 - Ministry of Industry and Industrial Technology, Scientific Research and Handicraft	98	1,106.7	-	-
7 - Ministry of Employment, Manpower Resources and Training	184	1,547.2	-	-
8 - Ministry of Finance	2,732	27,730.9	-	-
9 - Ministry of Housing, Lands and Town and Country Planning	342	3,267.9	-	-
10 - Ministry of Justice and Industrial Relations	339	3,795.6		
11 - Ministry of Local Government	2,297	15,897.0	8	1.7
12 - Ministry of Education, Science and Technology	9,652	89,366.8	-	-

Table 2.9 (cont'd) - Government services: Employment and earnings, March 1997

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1997 (Rs 000)	Number of employees	Earnings per day(1) (Rs 000)
13 - Ministry of Social Security and National Solidarity	967	8,896.2	23	3.7
14 - Ministry of Trade and Shipping	204	1,968.2	-	-
15 - Ministry of Agriculture and Natural Resources	5,962	44,028.4	-	-
16 - Ministry of Arts, Culture & Leisure	207	1,707.3	-	-
17 - Ministry of Fisheries and marine resources	457	3,909.7	-	-
18 - Ministry of Tourism	40	426.5	-	-
19 - Ministry of Women Family Welfare and Child Development	143	1,356.0	-	-
20 - Ministry of Works	2,960	22,781.5	6	0.8
21 - Ministry of Co-operatives and handicraft	164	1,458.2	-	-
22 - Ministry of Health	9,130	87,865.1	48	5.9
23 - Ministry of Energy & Water Resources & Postal Services	1,590	12,732.2	8	1.1
24 - Ministry of Environment and Quality of life	446	3,193.4	-	-
25 - Ministry of Youth and Sports	339	3,083.0	15	2.4
26 Ministry for Rodrigues	3502	20,635.2	-	-
Total Central Government (2)	55,068	474,260.5	130	18.9
2. LOCAL GOVERNMENT				
Municipalities	4,360	26,479.9	50	6.4
District Councils	1,466	8,607.2	32	3.8
Total Local Government	5,826	35,087.1	82	10.2
Total General Government Services	60,894	509,347.6	212	29.1

(1) average per day worked out from the last payroll of March 1997

(2) Employees on leave without pay are not included here

Table 2.10 - Employment and earnings for employees on monthly and daily rates of pay, March 1997

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1997 (Rs 000)	Number of employees	Earnings (1) per day (Rs 000)
<u>Agriculture and fishing</u>	<u>23,563</u>	<u>120,542.0</u>	<u>7,407</u>	<u>1,187.6</u>
Sugar cane	22,218	111,172.6	5,934	995.5
Tea	39	304.0	181	27.1
Tobacco	22	76.1	210	18.7
Fishing	258	1,641.4	76	13.3
Flower growing	199	1,118.9	344	32.3
Other	827	6,229.0	662	100.7
<u>Mining and quarrying</u>	<u>14</u>	<u>119.3</u>	<u>208</u>	<u>21.6</u>
<u>Manufacturing</u>	<u>33,692</u>	<u>211,667.3</u>	<u>25,845</u>	<u>3,844.2</u>
Food:				
Bread	78	676.0	381	78.9
Biscuits and confectionery	219	1,166.4	409	44.2
Meat	1,211	7,299.9	11	1.7
Sugar	3,907	25,321.3	450	104.9
Tea	214	1,257.5	263	42.9
Other	1,475	11,288.0	1,429	185.8
Beverage and tobacco:				
Distilleries & cigarette manufacture	435	4,586.2	138	21.8
Wine and beer	524	4,455.0	235	40.4
Soft drinks	1,331	8,731.4	83	13.2
Textiles	3,550	21,019.5	887	152.6
Wearing apparel (except footwear)	10,300	58,710.0	15,095	1,992.5
Leather products	173	1,446.3	832	112.3
Footwear	292	1,466.7	269	37.1

(1) earnings per day worked out from the last payroll for the month of March 1997

Table 2.10 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1997

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1997 (Rs 000)	Number of employees	Earnings (1) per day (Rs 000)
<u>Manufacturing (cont'd)</u>				
Wood and furniture	569	3,728.6	917	193.5
Paper products	624	3,948.7	190	28.3
Printing & publishing	1,528	11,776.3	205	46.5
Rubber products	145	796.9	72	9.1
Miscellaneous chemical products	1,632	11,753.6	264	49.9
Plastic products	673	3,562.9	128	15.7
Non-metallic mineral products:				
Stone and concrete	345	3,085.7	768	188.2
Other	82	377.0	51	11.1
Iron and steel basic industries	384	2,727.5	114	25.3
Metal products	979	5,576.4	417	78.4
Machinery:				
Electrical	378	2,509.5	248	60.5
Non-electrical	446	3,476.1	17	2.3
Transport equipment	337	1,932.4	119	17.6
Watches and clocks	182	946.6	76	11.5
Jewellery and related articles	738	3,769.7	539	80.9
Miscellaneous manufacturing industries	941	4,275.0	1,248	197.1
<u>Electricity and water</u>	<u>3,286</u>	<u>33,228.0</u>	<u>2</u>	<u>0.2</u>
<u>Construction</u>	<u>1,552</u>	<u>15,579.0</u>	<u>5,768</u>	<u>1,401.6</u>
<u>Wholesale, retail trade, restaurants and hotels</u>				
<u>hotels</u>	<u>25,440</u>	<u>179,152.6</u>	<u>571</u>	<u>88.3</u>
Wholesale and retail trade	13,964	108,458.4	479	78.1
Restaurants	1,053	5,863.1	21	1.9
Hotels	10,423	64,831.1	71	8.3

Table 2.10 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1997

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1997 (Rs 000)	Number of employees	Earnings(1) per day (Rs 000)
<u>Transport, storage & communication</u>	<u>13,220</u>	<u>115,881.1</u>	<u>1,709</u>	<u>367.2</u>
Road transport:				
Buses	4,070	22,665.8	1,295	275.8
Other	812	6,191.5	245	57.3
Docks and stevedoring	2,002	22,558.6	148	30.2
Travel and tourism	3,612	35,917.7	21	3.9
Other	2,724	28,547.5	-	-
<u>Financing, insurance, real estate and business services</u>	<u>10,087</u>	<u>111,062.9</u>	<u>2,587</u>	<u>410.6</u>
Banks and other financial institutions	4,368	54,604.4	9	0.7
Insurance	1,621	15,868.0	-	-
Engineering and architectural services	804	7,740.1	226	40.7
Advertising services	227	2,189.6	-	-
Other business services	3,067	30,660.8	2,352	369.2
<u>Community, social and personal services</u>	<u>77,193</u>	<u>640,417.8</u>	<u>836</u>	<u>116.3</u>
Government services :				
(a) Central (2)	55,068	474,260.5	130	18.9
(b) Local	5,826	35,087.1	82	10.2
Private education services	7,988	73,697.3	19	3.0
Private health services	821	4,509.8	93	14.5
Repair of motor vehicles	642	4,685.3	69	10.1
Amusement and other recreational services	1,408	11,044.4	82	11.6
Other services	5,440	37,133.4	361	48.0
<u>Activities not elsewhere specified</u>	<u>1,967</u>	<u>11,060.4</u>	<u>480</u>	<u>85.4</u>
Total	190,014	1,438,710.4	45,413	7523.0

(2) Employees on leave without pay are not included here

Table 2.11 - Employment and earnings(1) for employees on piece and hourly rates of pay, March 1997

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>423</u>	<u>83.6</u>	<u>138</u>	<u>2.6</u>
Sugar cane	130	18.2	-	-
Other	293	65.4	138	2.6
<u>Manufacturing</u>	<u>21,541</u>	<u>3,370.2</u>	<u>17,822</u>	<u>247.6</u>
Textiles	-	-	520	10.5
Wearing apparel (except footwear)	20,844	3,230.8	15,153	200.9
Wood and furniture	149	29.8	-	-
Jewellery and related articles	137	36.9	286	4.7
Other	411	72.7	1,863	31.5
<u>Construction</u>	<u>1,102</u>	<u>367.0</u>	<u>274</u>	<u>8.0</u>
<u>Services</u>	<u>134</u>	<u>47.8</u>	<u>176</u>	<u>6.0</u>
Total	23,200	3,868.6	18,410	264.2

(1) earnings per day/hour worked out from the last payroll for the month of March 1997

Table 2.12 - Average monthly earnings (1) by industrial group, March 1993 - March 1997

Industrial group	(Rupees)				
	1993	1994	1995	1996	1997
Agriculture and fishing	2,856	3,126	3,878	4,252	4,888
<i>of which</i> Sugar cane	2,774	3,043	3,824	4,217	4,863
Mining and quarrying	1,948	2,290	2,427	2,851	3,071
Manufacturing	3,253	3,702	4,037	4,272	4,558
<i>of which</i> EPZ (2)	3,031	3,276	3,490	3,730	4,015
Electricity and water	7,357	10,044	8,723	9,695	10,108
Construction	4,605	5,094	5,964	6,433	7,271
Wholesale, retail trade, restaurants and hotels	5,158	5,610	6,272	6,629	6,981
Transport, storage & communication	5,770	6,307	6,971	7,725	8,387
Financing, insurance, real estate and business services	6,395	7,242	8,213	8,897	9,602
Community, social and personal services	4,891	6,361	6,724	7,032	8,249
<i>of which</i> Central government	4,940	6,515	6,931	7,172	8,605
Activities not elsewhere specified	3,708	4,256	4,658	4,514	5,428
All sectors	4,103	4,910	5,389	5,767	6,461

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

(2) excluding non-manufacturing EPZ establishments

FIG. 2.3 - Average Monthly Earnings, March 1993 - March 1997

Rs (Thousands)

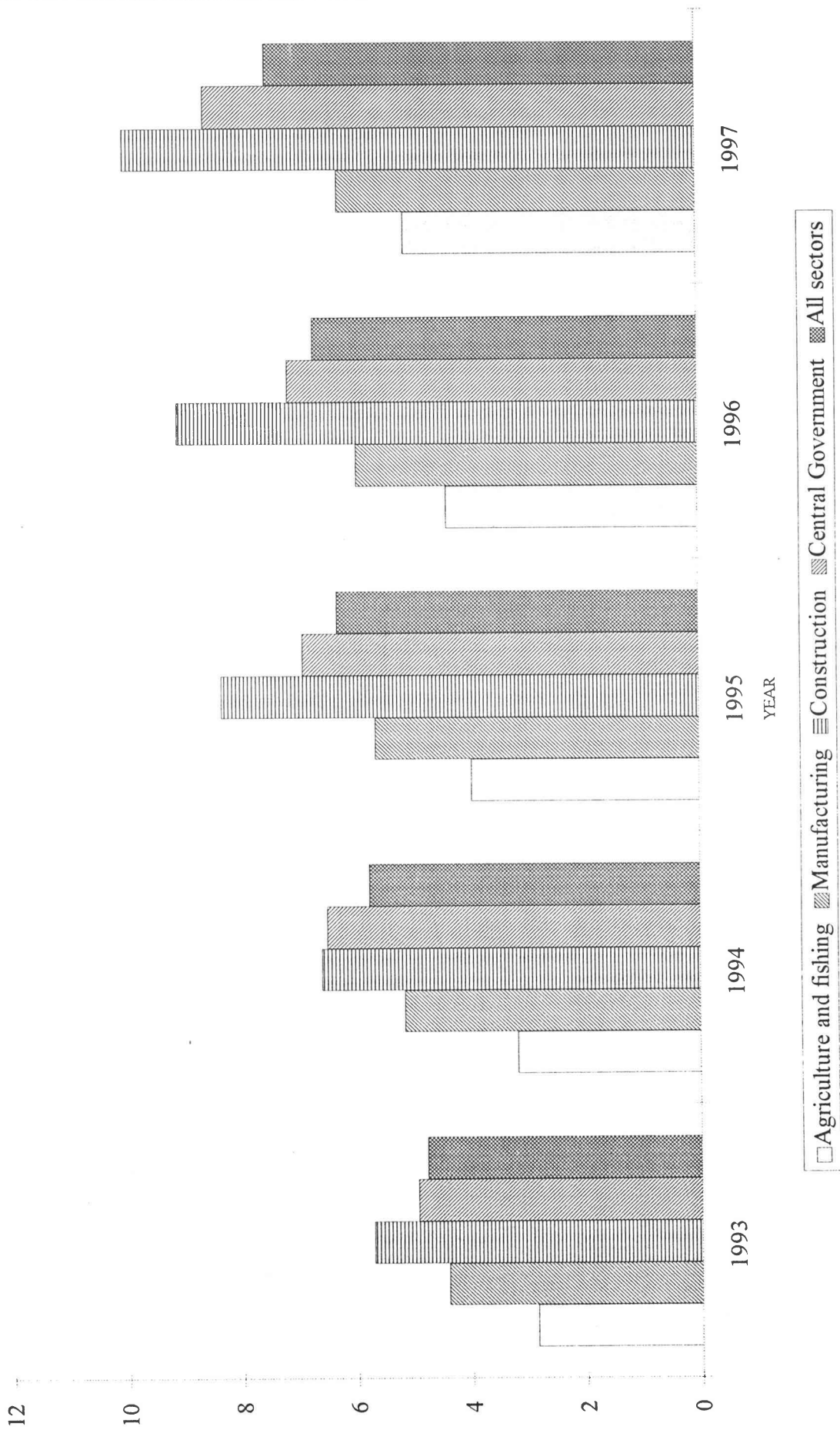


Table 2.13 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1993-March 1997

Industrial group	(Rupees)				
	1993	1994	1995	1996	1997
Agriculture and fishing	2,862	3,187	3,981	4,396	5,116
<i>of which</i> Sugarcane	2,771	3,075	3,879	4,294	5,004
Mining and quarrying	4,940	6,717	7,583	8,207	8,524
Manufacturing	4,411	5,162	5,659	5,972	6,282
<i>of which</i> EPZ (1)	4,284	4,954	5,250	5,493	5,794
Electricity and water	7,357	10,044	8,988	9,707	10,112
Construction	5,716	6,614	8,355	9,096	10,038
Wholesale, retail trade, restaurants and hotels	5,244	5,692	6,376	6,735	7,042
Transport, storage & communication	6,223	6,752	7,339	8,122	8,766
Financing, insurance, real estate and business services	7,243	7,980	9,248	10,096	11,010
Community, social and personal services	4,898	6,417	6,814	7,079	8,296
<i>of which</i> Central Government	4,941	6,525	6,931	7,176	8,612
Activities not elsewhere specified	3,787	4,316	4,905	4,704	5,623
All sectors	4,779	5,779	6,334	6,731	7,572

(1) excluding non-manufacturing EPZ establishments

FIG. 2.4 - Average Daily Earnings, March 1993 - March 1997

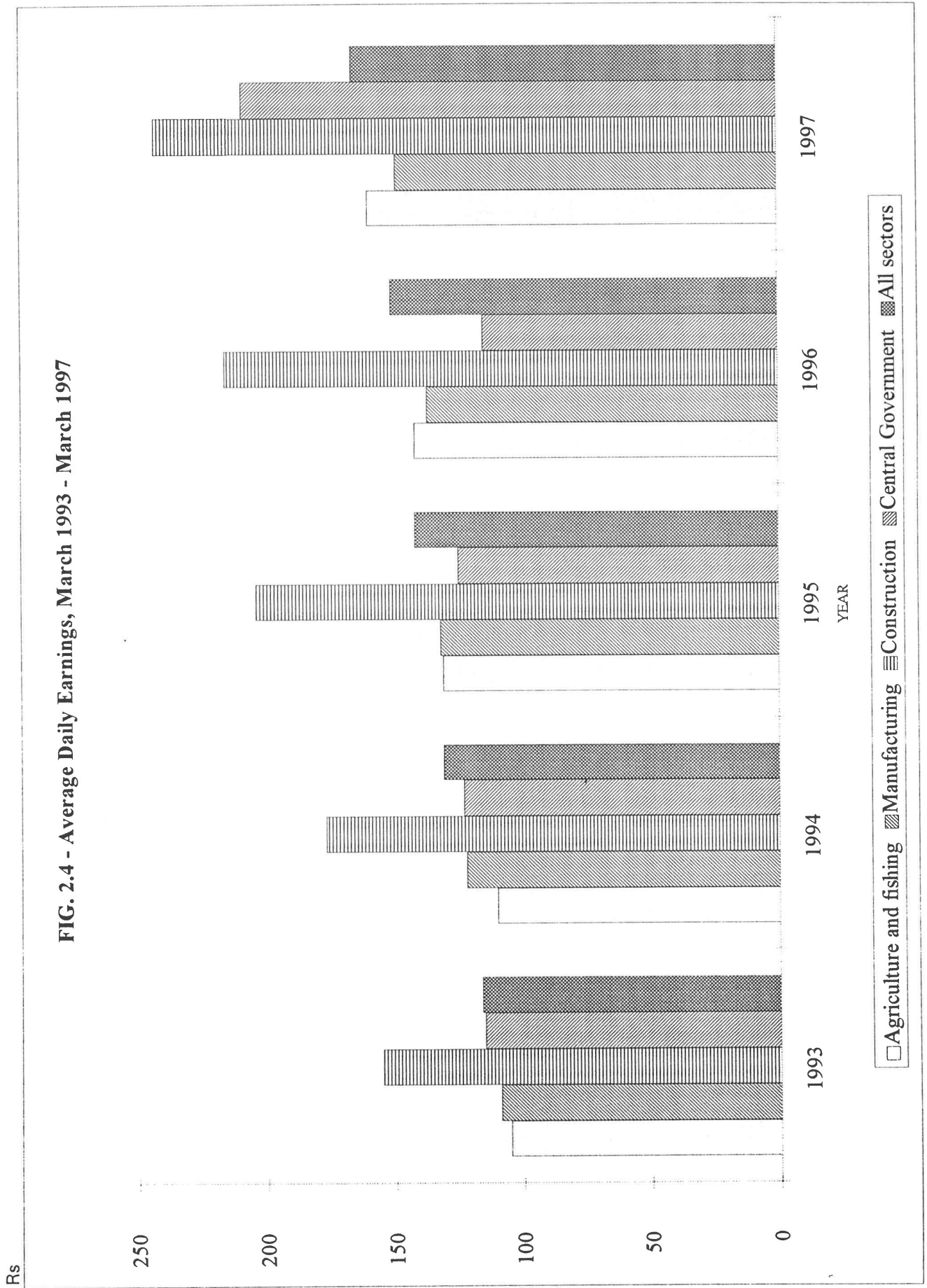


Table 2.14 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1993 - March 1997

(Rupees)

Industrial group	1993	1994	1995	1996	1997
Agriculture and fishing	105	110	131	142	160
<i>of which</i> Sugarcane	108	112	137	148	168
Mining and quarrying	64	80	80	92	104
Manufacturing	109	122	132	137	149
<i>of which</i> EPZ (1)	96	112	118	125	137
Electricity and water (2)	-	-	-	107	127
Construction	155	177	204	216	243
Wholesale, retail trade, restaurants and hotels	121	132	139	152	155
Transport, storage & communication	132	149	168	185	215
Financing, insurance, real estate and business services	127	141	142	146	159
Community, social and personal services	94	112	114	131	149
<i>of which</i> Central Government	115	123	125	115	145
Activities not elsewhere specified	104	128	134	159	178
All sectors	116	131	142	151	166

(1) excluding non-manufacturing EPZ establishments

(2) no employees on daily rates of pay for 1993, 1994 and 1995.

**Table 2.15 - Average daily earnings by industrial group for employees on piece rates of pay,
March 1993 - March 1997**

(Rupees)					
Industrial group	1993	1994	1995	1996	1997
<u>Agriculture and fishing</u>	<u>104</u>	<u>137</u>	<u>148</u>	<u>155</u>	<u>197</u>
<u>Manufacturing</u>	<u>117</u>	<u>127</u>	<u>134</u>	<u>145</u>	<u>156</u>
Wearing apparel (except footwear)	116	126	133	144	155
Wood & furniture	181	183	170	194	200
Jewellery and related articles	195	206	252	237	269
Other	129	159	171	167	176
<u>Construction</u>	<u>230</u>	<u>251</u>	<u>281</u>	<u>306</u>	<u>333</u>
<u>Other sectors</u>	<u>334</u>	<u>247</u>	<u>262</u>	<u>287</u>	<u>357</u>
All sectors	121	133	140	154	167

**Table 2.16 - Average hourly earnings by industrial group for employees on hourly rates of pay,
March 1993 - March 1997**

(Rupees)					
Industrial group	1993	1994	1995	1996	1997
<u>Agriculture and fishing</u>	<u>16</u>	<u>19</u>	<u>19</u>	<u>20</u>	<u>19</u>
<u>Manufacturing</u>	<u>11</u>	<u>12</u>	<u>12</u>	<u>13</u>	<u>14</u>
Textiles	16	17	17	19	20
Wearing apparel (except footwear)	10	11	12	12	13
Wood & furniture	11	-	-	-	-
Jewellery and related articles	12	13	14	14	15
Other	13	14	15	16	16
<u>Construction</u>	<u>22</u>	<u>24</u>	<u>26</u>	<u>26</u>	<u>29</u>
<u>Other sectors</u>	<u>30</u>	<u>45</u>	<u>34</u>	<u>29</u>	<u>34</u>
All sectors	11	13	13	13	14

Table 2.17 - Number of establishments and employees by size of employment and industrial group in the EPZ sector - March 1997

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>153</u>	<u>3,802</u>	<u>88</u>	<u>6,404</u>	<u>158</u>	<u>37,081</u>	<u>32</u>	<u>32,330</u>	<u>431</u>	<u>79,617</u>
Food	6	121	-	-	1	183	1	1,325	8	1,629
Textiles	21	534	9	732	11	2,831	2	1,176	43	5,273
Wearing apparel (except footwear)	71	1,910	56	4,008	129	30,975	27	28,754	283	65,647
Footwear & leather products	1	18	3	199	2	402	1	518	7	1,137
Wood and furniture	9	148	1	60	1	124	-	-	11	332
Professional/scientific measuring equipment & optical goods	3	100	2	151	4	947	-	-	9	1,198
Jewellery & related articles	4	112	5	414	5	916	-	-	14	1,442
Other	38	859	12	840	5	703	1	557	56	2,959
<u>Non-manufacturing</u>	<u>23</u>	<u>436</u>	<u>1</u>	<u>53</u>	<u>2</u>	<u>242</u>	<u>-</u>	<u>-</u>	<u>26</u>	<u>731</u>
Total	176	4,238	89	6,457	160	37,323	32	32,330	457	80,348

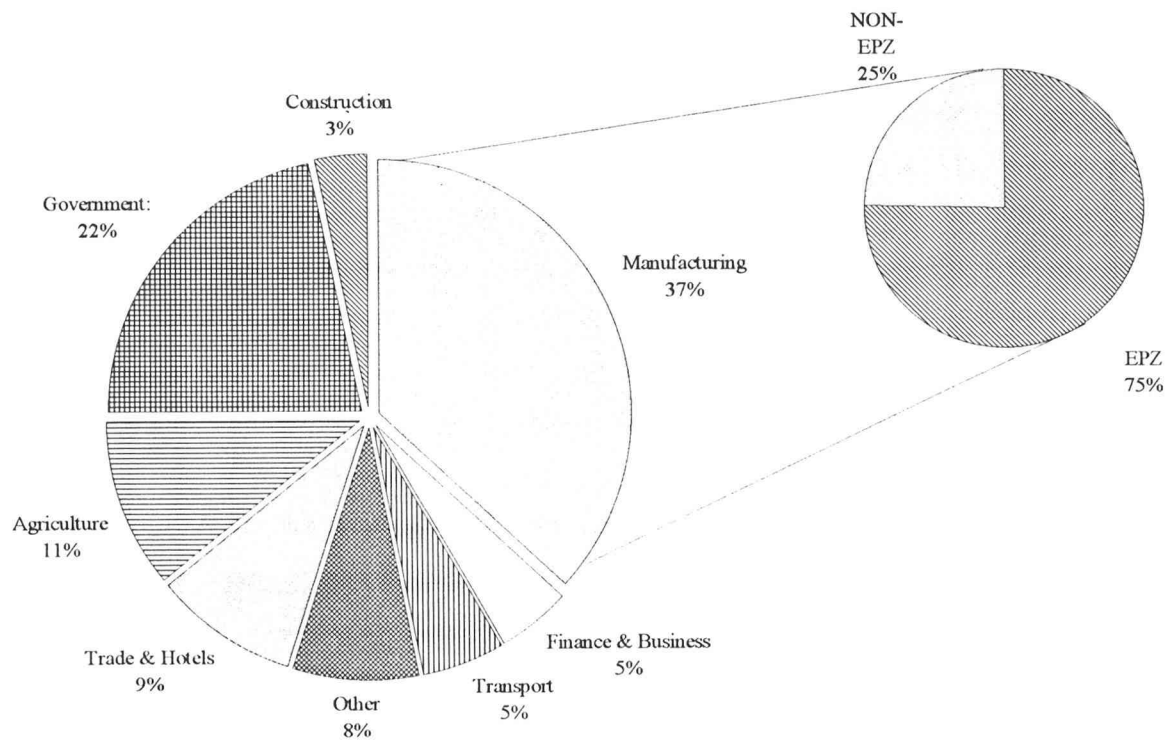
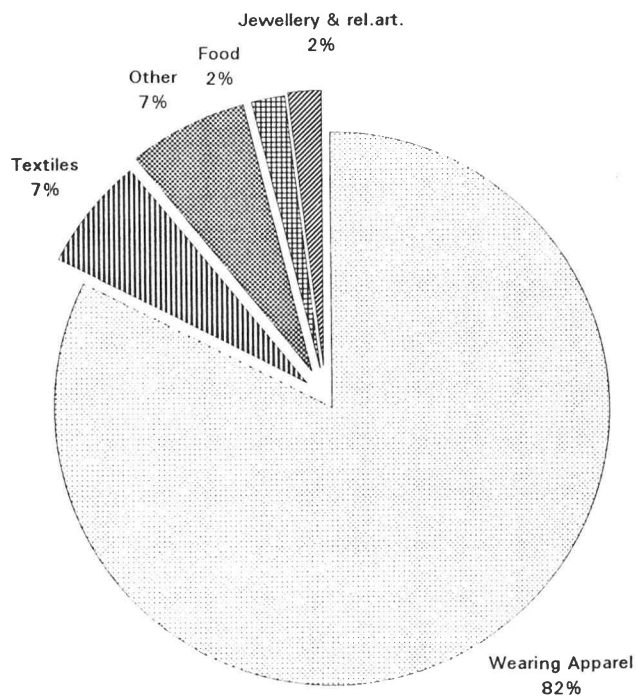
FIG. 2.5 - Employment by sector, March 1997**A cross-section of EPZ employment**

Table 2.18 - Employment (1) in large establishments of EPZ by industrial group and sex ,March 1995 - March 1997

Industrial group	March 1995			March 1996			March 1997		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>23,253</u>	<u>57,120</u>	<u>80,373</u>	<u>23,735</u>	<u>55,732</u>	<u>79,467</u>	<u>24,782</u>	<u>54,835</u>	<u>79,617</u>
Food	559	981	1,540	634	922	1,556	642	987	1,629
Textiles	3,461	1,198	4,659	3,547	1,352	4,899	3,931	1,342	5,273
Wearing apparel (except footwear)	16,694	50,114	66,808	16,958	48,568	65,526	17,585	48,062	65,647
Footwear & leather products	233	1,106	1,339	219	1,078	1,297	204	933	1,137
Wood and furniture	242	93	335	218	81	299	251	81	332
Professional/scientific measuring equipment & optical goods	530	958	1,488	535	961	1,496	512	686	1,198
Jewellery and related articles	666	648	1,314	697	687	1,384	674	768	1,442
Other	868	2,022	2,890	927	2,083	3,010	983	1,976	2,959
<u>Non-manufacturing</u>	<u>394</u>	<u>319</u>	<u>713</u>	<u>365</u>	<u>312</u>	<u>677</u>	<u>420</u>	<u>311</u>	<u>731</u>
T O T A L	23,647	57,439	81,086	24,100	56,044	80,144	25,202	55,146	80,348

(1) Employment data : (a) exclude 1,484 outworkers in March 1995 ,573 in March 1996 and 925 in March 1997

(b) include 6000 foreign workers in March 1995, 6045 in March 1996 and 6,952 in March 1997

Table 2.19 - Employment and earnings in the EPZ sector for employees on monthly and daily rates of pay, March 1997

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1997 (Rs 000)	Number of employees	Earnings per day (Rs 000) (1)
<u>Manufacturing</u>	<u>15,972</u>	<u>92,546.0</u>	<u>18,790</u>	<u>2,577.9</u>
Food	363	2,689.5	916	110.8
Textiles	3,537	21,048.7	685	120.6
Wearing apparel (except footwear)	9,730	56,025.4	14,258	1,910.6
Footwear & leather products	136	1,141.6	661	90.5
Wood and furniture	140	748.3	119	15.5
Professional/scientific measuring equipment & optical goods	236	1,616.8	629	88.7
Jewellery and related articles	472	2,612.0	531	79.7
Other	1,358	6,663.7	991	161.5
<u>Non-manufacturing</u>	<u>222</u>	<u>1,449.0</u>	<u>286</u>	<u>25.4</u>
T o t a l	16,194	93,995.0	19,076	2,603.3

(1) earnings per day worked out from the last payroll for the month of March 1997

Table 2.20 - Employment and earnings(1) in the EPZ sector for employees on piece and hourly rates of pay, March 1997

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) (1)
<u>Manufacturing</u>	<u>20,491</u>	<u>3,192.0</u>	<u>17,411</u>	<u>236.3</u>
Food	7	1.3	105	1.1
Textiles	-	-	483	9.8
Wearing apparel (except footwear)	20,313	3,148.5	15,263	201.8
Footwear & leather products	-	-	330	5.5
Wood and furniture	71	15.5	-	-
Professional/scientific measuring equipment & optical goods	3	0.4	326	5.5
Jewellery and related articles	97	26.3	331	4.9
Other	-	-	573	7.7
<u>Non-manufacturing</u>	<u>-</u>	<u>-</u>	<u>223</u>	<u>6.6</u>
T o t a l	20,491	3,192.0	17,634	242.9

(1) earnings per day worked out from the last payroll for the month of March 1997

Table 2.21 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay March 1993- March 1997

Industrial group	Rupees				
	1993	1994	1995	1996	1997
<u>Manufacturing</u>	<u>4,284</u>	<u>4,954</u>	<u>5,250</u>	<u>5,493</u>	<u>5,794</u>
Food	6,571	7,096	8,050	7,032	7,409
Textiles	4,323	5,072	5,452	5,632	5,951
Wearing apparel (except footwear)	4,302	4,956	5,156	5,463	5,758
Footwear & leather products	5,200	6,170	7,332	8,288	8,394
Wood and furniture	3,607	4,405	4,677	5,284	5,345
Professional/scientific measuring equipment & optical goods	4,100	4,390	4,843	5,700	6,851
Jewellery and related articles	4,521	4,136	4,789	4,670	5,534
Other	3,872	4,246	5,063	4,975	4,907
<u>Non-manufacturing</u>	<u>4,442</u>	<u>5,020</u>	<u>5,707</u>	<u>5,902</u>	<u>6,527</u>
All sectors	4,287	4,955	5,257	5,497	5,804

Table 2.22 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay, March 1993 - March 1997

Industrial group	Rupees				
	1993	1994	1995	1996	1997
<u>Manufacturing</u>	<u>96</u>	<u>112</u>	<u>118</u>	<u>125</u>	<u>137</u>
Food	92	104	111	115	121
Textiles	115	132	134	165	176
Wearing apparel (except footwear)	92	109	111	119	134
Footwear & leather products	98	112	131	137	137
Wood and furniture	95	117	126	148	130
Professional/scientific measuring equipment & optical goods	132	132	144	138	141
Jewellery and related articles	138	167	170	186	150
Other	99	99	119	140	163
<u>Non-manufacturing</u>	<u>90</u>	<u>98</u>	<u>108</u>	<u>108</u>	<u>89</u>
All sectors	96	111	117	125	136

Table 2.23 - Average daily earnings in EPZ by industrial group for employees exclusively on piece rates of pay, March 1993 - March 1997

(Rupees)

Industrial group	1993	1994	1995	1996	1997
<u>Manufacturing</u>	<u>116</u>	<u>126</u>	<u>134</u>	<u>145</u>	<u>156</u>
Food	-	-	-	-	185
Textiles	-	-	-	-	-
Wearing apparel (except footwear)	116	126	133	144	155
Footwear & leather products	-	-	-	-	-
Wood and furniture	163	131	214	233	218
Professional/scientific measuring equipment and optical goods	113	125	133	97	137
Jewellery and related articles	195	206	261	242	271
Other	93	125	142	95	-
<u>Non-manufacturing</u>	<u>74</u>	-	-	-	-
All sectors	116	126	134	145	156

Table 2.24 - Average hourly earnings in EPZ by industrial group for employees exclusively on hourly rates of pay, March 1993 - March 1997

(Rupees)

Industrial group	1993	1994	1995	1996	1997
<u>Manufacturing</u>	<u>11</u>	<u>12</u>	<u>12</u>	<u>13</u>	<u>14</u>
Food	-	-	-	-	11
Textiles	16	16	17	19	20
Wearing apparel (except footwear)	11	12	12	12	13
Footwear & leather products	11	13	16	16	17
Wood and furniture	10	-	-	-	-
Professional/scientific measuring equipment and optical goods	17	13	14	15	17
Jewellery and related articles	11	13	13	14	15
Other	7	11	13	13	13
<u>Non-manufacturing</u>	<u>17</u>	<u>18</u>	<u>17</u>	<u>20</u>	<u>29</u>
All sectors	11	12	12	13	14

Table 2.25 - Sugar Industry: Employment by sex and size of plantations, March 1997

Employer	Size class (hectares)	Male	Female	Both sexes
Planters (including metayers)	10 - 19	463	476	939
	20 - 29	90	161	251
	30 - 39	161	189	350
	40 & over	1,381	716	2,097
Total employed by :				
(i) planters		2,095	1,542	3,637
(ii) millers estates and annexes		17,601	6,935	24,536
(iii) factories		4,289	57	4,346
Total		23,985	8,534	32,519

Table 2.26 - Sugar Industry: Employment and earnings by size of plantations, March 1997

Employer	Monthly rates of pay		Daily rates of pay	
	Number of workers	Earnings for March 1997 (Rs 000)	Number of workers	Earnings per day ¹ (Rs 000)
Millers estates and annexes	<u>24,829</u>	<u>130,475.2</u>	<u>4,064</u>	<u>798.7</u>
Factories	3,907	25,321.2	450	104.8
Plantations	20,922	105,154.0	3,614	693.9
Other planters (including metayers)	<u>1,296</u>	<u>6,018.6</u>	<u>2,320</u>	<u>301.6</u>
Total	26,125	136,493.8	6,384	1,100.3

¹ average per day worked out from the last payroll of March 1997

Table 2.27 - Sugar Industry: Employment by geographical region and area harvested - March 1997

Region	Number employed by planters and metayers by area harvested (hectares)					No. employed by millers' estates and annexes ¹	Total employment
	10 - 19	20-29	30-39	40 & over	Total		
North: Beau Plan, Belle Vue, Mon Loisir, Mount, St. Antoine, Solitude	52	43	26	935	1,056	5,051	6,107
South: Bel Ombre, Britannia, Mon Trésor- Mon-Désert, Riche-en-Eau, Rose Belle, St. Félix, Savannah, Union St. Aubin	305	77	87	408	877	11,367	12,244
East: Beau Champ, Constance, F.U.E.L	367	67	108	137	679	6,825	7,504
West & Central Plateau: Médine, Highlands, Mon Désert Alma	215	64	129	617	1,025	5,639	6,664
T o t a l	939	251	350	2,097	3,637	28,882	32,519

¹ include factories

Table 2.28 - Foreign workers employed in large establishments by industry & sex, 1991 - 1997

Both sexes

Industry	1991	1992	1993	1994	1995	1996	1997
Agriculture and fishing	100	100	200	125	100	-	1
Manufacturing	900	1,200	2,750	4,350	6,145	6,115	7,051
Electricity and water	-	-	-	50	-	-	1
Construction	800	2,000	3,000	3,000	2,400	1,400	950
Wholesale& ret.trade, hotels & restaurant	150	200	350	300	400	200	210
Transport, storage & communication	200	275	300	300	400	200	103
Financing, insurance & business services	50	100	100	50	150	200	201
Community, social & personal services	-	225	200	100	200	100	100
Total	2,200	4,100	6,900	8,275	9,795	8,215	8,617

Male

Industry	1991	1992	1993	1994	1995	1996	1997
Agriculture and fishing	100	100	200	125	100	-	1
Manufacturing	500	550	850	1,300	1,975	2,091	2,215
Electricity and water	-	-	-	50	-	-	1
Construction	800	2,000	3,000	3,000	2,400	1,400	950
Wholesale& ret.trade, hotels & restaurant	100	150	300	250	350	175	178
Transport, storage & communication	200	275	300	300	400	200	100
Financing, insurance & business services	50	100	100	50	150	200	197
Community, social & personal services	-	175	100	100	200	100	72
Total	1,750	3,350	4,850	5,175	5,575	4,166	3,714

Female

Industry	1991	1992	1993	1994	1995	1996	1997
Agriculture and fishing	-	-	-	-	-	-	-
Manufacturing	400	650	1,900	3,050	4,170	4,024	4,836
Electricity and water	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale& ret.trade, hotels & restaurant	50	50	50	50	50	25	32
Transport, storage & communication	-	-	-	-	-	-	3
Financing, insurance & business services	-	-	-	-	-	-	4
Community, social & personal services	-	50	100	-	-	-	28
Total	450	750	2,050	3,100	4,220	4,049	4,903

Table 2.29 - Job vacancies by industry, occupation and sex as at 27 March, 1997

Male

Industry / Occupation		Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, insurance and real estate services	Community, social and personal services	Total
Senior officials and managers Professionals Technicians & associate professionals Clerks Service workers & sales workers Skilled agricultural & fishery workers Craft & related trades workers Extraction & building trades workers Metal, machinery & related trades worker Precision, handicraft, printing & related trades workers Other craft & related trades workers Plant & machine operators & assemblers Stationary plant & related operators Machine operators & assemblers Drivers & mobile plant operators Elementary occupations	2	-	2	-	1	1	2	4	2	14	
	-	-	2	-	-	6	-	6	42	56	
	1	-	8	-	-	8	-	8	27	52	
	-	-	12	-	-	33	2	6	24	77	
	4	-	15	-	-	24	51	2	1	97	
	1	-	-	-	-	-	-	-	-	1	
	-	-	76	-	31	-	-	-	33	140	
	(-)	(-)	(3)	(-)	(31)	(-)	(-)	(-)	(-)	(34)	
	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(7)	(7)	
	(-)	(-)	(32)	(-)	(-)	(-)	(-)	(-)	(-)	(32)	
	(-)	(-)	(41)	(-)	(-)	(-)	(-)	(-)	(26)	(67)	
	-	-	482	-	-	4	10	-	-	496	
	(-)	(-)	(25)	(-)	(-)	(-)	(-)	(-)	(-)	(25)	
	(-)	(-)	(457)	(-)	(-)	(4)	(-)	(-)	(-)	(461)	
	(-)	(-)	(-)	(-)	(-)	(-)	(10)	(-)	(-)	(10)	
	1	-	40	-	12	48	-	30	58	189	
Total		9	-	637	-	44	124	65	56	187	1,122

Table 2.29 (con'd) - Job vacancies by industry, occupation and sex as at 27 March, 1997

Female

Industry / Occupation		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 Technicians & associate professionals Clerks Service workers & sales workers Skilled agricultural & fishery workers Craft & related trades workers Extraction & building trades workers Metal, machinery & related trades worker Precision, handicraft, printing & related trades workers Other craft & related trades workers Plant & machine operators & assemblers Stationary plant & related operators Machine operators & assemblers Drivers & mobile plant operators Elementary occupations		-	-	-	-	-	1	-	-	-	1
		-	-	-	-	1	-	-	-	-	1
		1	-	4	1	-	3	-	2	3	14
		1	-	5	-	-	14	2	32	13	67
		4	-	1	-	-	25	-	1	2	33
		-	-	-	-	-	-	-	26	-	26
		-	-	2	-	-	-	-	-	-	2
		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
		(-)	(-)	(2)	(-)	(-)	(-)	(-)	(-)	(-)	(2)
		-	-	802	-	-	-	-	-	-	802
		(-)	(-)	(3)	(-)	(-)	(-)	(-)	(-)	(-)	(3)
		(-)	(-)	(799)	(-)	(-)	(-)	(-)	(-)	(-)	(799)
		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
		-	-	35	-	-	6	-	3	1	45
Total		6	-	849	1	1	49	2	64	19	991

CHAPTER 3

Chapter 3

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

SEPTEMBER 1996

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, were 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 1996 with base year 1992 are published in this report.

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

7.1 Index calculation

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

7.2 Weights

The weight of a given occupation is 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

Between 1995 and 1996, wages have gone up by 5.3 % compared to 7.1 % between 1994 and 1995. These increases have caused the overall wage index to rise by 7.3 points, i.e. from 136.6 in September 1995 to 143.9 in September 1996. The corresponding rise of the preceding twelve months, i.e. September 1994 to September 1995, was 9.0 points. Subindices for all major industry groups for 1995 and 1996 are given in table 1, where a general upward movement is obvious. It can be seen that subindices range between 132.5 in 'Electricity and Water' and 154.4 in 'Financing, insurance, real estate and business services'. Subindices for 'Manufacturing' and 'Community, social and personal services', which most affect the overall index because of their important weights, were 142.9 and 142.8 respectively.

7.4. Contribution of the industry groups to the index

'Manufacturing' contributed most (2.2 points) to the increase of 7.3 points in the overall index between 1995 and 1996. Other important contributions were 1.8 points, from 'Community, social and personal services', and 1.3 points from 'Agriculture and fishing'. The contribution of each of the industry groups to the overall index is shown in table 2.

7.5. Change in wage rates by industry

The highest increases in wage rates between 1995 and 1996 were noted in 'Agriculture and fishing' and 'Transport, storage and communication', with increases of 10.5% and 10.1% respectively. 'Financing, insurance, real estate and business services' showed a 7.8% increase in wages during the same period while in the remaining sectors, increases of less than 5% were noted as shown in table 3.

7.6. 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 even in this approach.

For example, any changes in the mix of employees within the selected occupations is bound to affect the calculated rates and hence the corresponding sectorial indices. Such changes can occur, for example, with a new intake of employees in a specific group - when the wages of the new recruits pull down the average wages for the whole group from one period to the next.

Other limitations may arise because of:-

- (i) wage adjustments resulting from changes in the tasks associated with a particular occupation, cannot be separated from pure price changes.**
- (ii) the difficulty of separating the effects of productivity from the overall change.**

Table 3.1 - Employment(1) by industrial group, September 1995 - September 1996

Industrial group	September 1995			September 1996		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Agriculture and fishing</u>	<u>23,950</u>	<u>10,860</u>	<u>34,810</u>	<u>24,105</u>	<u>10,710</u>	<u>34,815</u>
Sugarcane	21,480	9,410	30,890	21,940	9,270	31,210
Tea	140	280	420	265	110	375
Other	2,330	1,170	3,500	1,900	1,330	3,230
<u>Mining and quarrying</u>	<u>90</u>	<u>130</u>	<u>220</u>	<u>110</u>	<u>110</u>	<u>220</u>
<u>Manufacturing</u>	<u>46,500</u>	<u>61,730</u>	<u>108,230</u>	<u>44,745</u>	<u>60,570</u>	<u>105,315</u>
Sugar	5530	90	5,620	4950	50	5,000
EPZ(2)	22,940	55,910	78,850	23,886	54,174	78,060
Other	18,030	5,730	23,760	15,909	6,346	22,255
<u>Electricity and water</u>	<u>3,360</u>	<u>140</u>	<u>3,500</u>	<u>3,200</u>	<u>164</u>	<u>3,364</u>
<u>Construction</u>	<u>10,300</u>	<u>200</u>	<u>10,500</u>	<u>9,670</u>	<u>200</u>	<u>9,870</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,460</u>	<u>6,150</u>	<u>24,610</u>	<u>18,450</u>	<u>6,140</u>	<u>24,590</u>
<u>Transport, storage & communication</u>	<u>12,830</u>	<u>1,750</u>	<u>14,580</u>	<u>12,730</u>	<u>1,905</u>	<u>14,635</u>
<u>Financing, insurance, real estate and business services</u>	<u>8,620</u>	<u>3,560</u>	<u>12,180</u>	<u>8,855</u>	<u>3,780</u>	<u>12,635</u>
<u>Community, social and personal services</u>	<u>58,650</u>	<u>18,830</u>	<u>77,480</u>	<u>58,360</u>	<u>19,305</u>	<u>77,665</u>
Government:						
Central	44,240	12,180	56,420	43,640	12,300	55,940
Local	4,760	650	5,410	4,805	695	5,500
Other	9,650	6,000	15,650	9,915	6,310	16,225
<u>Activities not elsewhere specified</u>	<u>3,070</u>	<u>60</u>	<u>3,130</u>	<u>2,769</u>	<u>62</u>	<u>2,831</u>
All Sectors	185,830	103,410	289,240	182,994	102,946	285,940

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

(2) Excluding non- manufacturing EPZ establishments

Table 3.2 - Average monthly earnings¹ by industrial group, September 1993 -September 1996

Rupees

Industrial group	1993	1994	1995	1996
Agriculture and fishing	3692	4,148	4,599	5,140
<i>of which</i> Sugarcane	3662	4,145	4,550	5,100
Mining and quarrying	1900	2,300	2,719	2,925
Manufacturing	3450	4,018	4,150	4,650
Electricity and water	8044	8,650	9,300	9,730
Construction	4711	5,889	6,310	7,060
Wholesale,retail trade,restaurants and hotels	5414	5,853	6,306	6,680
Transport ,storage & communication	5941	6,714	7,355	7,900
Financing ,insurance,real estate and business services	6940	8,340	8,800	9,345
Community,social and personal services	6072	6,550	6,843	7,230
<i>of which</i> Central Government	6240	6,700	6,936	7,200
Activities not eslewhere specified	4025	4,490	4,675	4,900
All sectors	4604	5,305	5,622	6,100

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, 1996 & 1997

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)	
			Jul-96	Jul-97
Agriculture				
Sugarcane plantations	45 hrs crop season	Overseer - Grade I	21.55	22.64
		Field worker(other than special category): Male	14.86	15.89
		: Female	10.50	11.34
Tea plantations	45	Field labourer :Male	13.44	14.43
		Field labourer :Female	10.10	10.93
		Sirdar/Gangman	16.11	17.16
Manufacturing				
Poultry breeding & processing	45	Farm worker: Male	13.47	14.43
		Farm worker: Female	10.12	10.93
		Factory operator	9.66	10.44
Biscuits and confectionery	45	Machine operator	13.25	14.31
		Ovenman	12.32	13.28
		Unskilled worker	11.57	12.50
Sugar factories	45	Fitter/Welder - Grade I	22.76	23.84
		Driver (heavy mechanical unit) - Grade I	20.19	21.28
		Factory operator - Grade I (1st year)	16.00	17.03
Tea factories	45	Factory worker :Male	13.44	14.43
		Factory worker :Female	10.10	10.93
		Factory operator	15.03	16.09
Soft drinks	45	Factory operator	9.66	10.44
		Factory attendant	8.93	9.64
		Salesman(1st year) Distributive	12.42	13.38
		Driver Grade I (1st year)	15.63	16.66
Textiles	45	Factory worker (1st year)	6.54	7.18
		Unskilled worker (1st year)	5.14	5.78
Furniture	45	Furniture upholsterer - Grade I	16.65	17.68
		Varnisher/Cabinet maker - Grade I	16.65	17.68

¹ Normal hours of work per week

Table 3.3 (cont'd) - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1996 & 1997

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)	
			Jul-96	Jul-97
Printing & publishing	45	Typist/Stenographer (1st year)	16.08	17.12
		Printing machine operator (letter press)	29.59	30.82
		Binder/Cutter (1st year)	15.10	16.13
Non-electrical machinery	45	Fitter Grade I (1st year)	16.32	17.36
		Mechanic (1st year)	18.97	20.00
		Metal worker Grade I (1st year)	16.32	17.36
Construction	45	Mason/Carpenter Grade 1	18.88	19.92
		Unskilled Worker	14.75	15.78
Wholesale, retail trade, restaurants and hotels				
Wholesale & retail trade	45	Salesperson (1st year)	12.42	13.38
Hotels	48	Receptionist	15.86	16.89
		Waiter (1st year)	8.99	9.71
		Cook (1st year)	11.68	12.61
		Cleaner	9.91	10.70
Transport				
Bus transport	40	Bus driver (1st year)	25.86	27.14
		Bus conductor (1st year)	24.03	25.31
Lorry transport	45	Driver Grade I (1st year)	15.63	16.66
		Lorry helper (1st year)	13.68	14.64
Services				
Private health services	45	Professional nurse (1st year)	17.91	18.94
		Nursing aid (assistant, 1st year)	12.36	13.32
Repair of motor vehicles	45	Garage mechanic - Grade I (1st year)	16.32	17.36
		Panel beater - Grade I (1st year)	16.32	17.36

¹ Normal hours of work per week

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages ¹ per hour (Rs)		Average hrs of work per week		Average earnings ² per hour (Rs)	
		1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996	1995 (including overtime hrs)	1996	1995	1996
Agriculture Sugarcane plantations	Overseer - Grade I	45.0	44.9	31.50	33.81	49.6	50.1	32.53 ³	34.58
	Field worker (other than special cat.)	41.8	40.2	25.07	28.01	45.1	43.4	25.70	28.87
Tea plantations	Fieldworker	40.1	42.2	16.25 ³	17.08	40.3	42.9	17.15 ³	17.08
	Sirdar/Gangman	42.2	45.0	23.76	26.05	43.7	45.1	23.88	26.07
Manufacturing Poultry breeding & processing	Farm worker	44.6	44.9	18.23	20.40	52.1	51.0	19.71	21.66
	Factory worker	42.9	44.3	18.44	19.19	48.8	47.4	19.20	19.64
Biscuits and confectionery	Machine operator	40.6	40.6	18.94	19.92	40.6	40.6	18.94	19.92
	Factory worker	41.1 ³	37.2	11.45	11.61	41.4	38.0	11.49	11.77
Sugar factories	Fitter - Grade I	43.6 ³	45.0	28.62	29.26	62.2	65.0	33.22	32.84
	Welder Grade I	44.7	45.0	27.25	28.33	57.3	58.5	30.61	31.62
	Driver (heavy mechanical unit) Gd I	44.8	44.8	29.38	33.48	62.1	61.4	30.89	34.56
	Factory operator Gd I	43.7	44.9	23.38	23.42	71.7	79.4	27.15	26.96

¹ Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances.² Earnings comprise all wages as defined above as well as all overtime payments.³ Revised

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages per hour (Rs)		Average hrs of work per week		Average earnings per hour (Rs)	
		1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996	1995 (including overtime hrs)	1996	1995	1996
Tea factories	Factory worker Factory operator	44.4	42.9	16.42	17.42	44.5	46.1	16.44	17.74
		45.0	44.9	19.66	21.74	45.0	56.7	19.66	22.66
Soft drinks	Beverage machine operator Driver/Salesman Lorry helper	45.0	44.9	25.59	25.78	51.2	59.7	26.86	27.64
		45.0	45.0	30.33	33.03	45.5	46.1	30.37	33.06
		44.8	39.4	21.54	22.81	45.4	40.1	21.56	22.84
Textiles (excluding wearing apparel)	Factory worker Unskilled worker Machine operator	44.7	43.5	17.57	19.64	45.9	49.1	18.46	20.39
		43.7	42.4	13.48	15.34	46.4	44.6	13.95	15.82
		43.7	43.2	16.99	18.40	45.3	45.8	17.43	18.92
Wearing apparel (except footwear)	Machine operator Weaver/Knitter Unskilled worker	43.0	42.6	14.74	15.13	45.2	46.6	14.84	15.37
		43.1	40.6	13.67	15.55	46.2	44.2	13.80	15.72
		43.3	42.1	13.86	14.50	47.4	47.3	14.07	14.59
Manuf. of leather products (except footwear)	Factory worker	44.8	44.8	13.10	13.21	45.7	44.8	13.15	13.21
		44.9	45.0	16.26	19.29	45.7	45.0	16.29	19.29
Footwear	Shoemaking machine operator	44.9	45.0	16.26	19.29	45.7	45.0	16.29	19.29

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages per hour (Rs)		Average hrs of work per week		Average earnings per hour (Rs)	
		1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996	1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996
Furniture	Furniture upholsterer - Grade I Varnisher/Cabinet maker grade I	43.3 43.9	43.0 43.3	22.98 23.28	23.89 23.56	43.3 44.7	43.0 44.9	22.99 23.38	23.89 23.60
Manufacture of paper products	Machine operator Unskilled worker	43.1 44.0	43.9 43.2	21.52 16.67	23.60 17.15	48.2 49.3	48.0 47.5	23.32 17.70	25.24 18.00
Printing & publishing	Reporter/Journalist Typist/stenographer Printing machine operator Binder/Cutter	34.2 38.4 40.7 45.0	34.1 38.0 45.0 45.0	82.27 41.56 27.01 20.68	94.24 45.59 30.70 23.28	34.9 39.6 47.2 49.0	34.4 39.0 48.3 54.4	83.45 42.23 28.24 21.43	94.80 45.59 31.60 24.91
Chemical products (excluding fertilisers)	Mixing/Blending machine operator Unskilled worker	44.2 44.3	44.2 44.3	18.54 16.70	20.05 18.49	53.1 49.3	50.6 50.4	19.21 17.42	21.32 19.27
Manufacture of rubber products	Machine operator	44.1	43.8	20.07	21.48	48.4	45.2	20.33	21.56
Plastic products	Factory operator Other fact. worker	43.4 38.1	42.8 37.5	19.76 22.83	20.45 24.50	45.5 38.5	43.8 38.0	20.11 22.98	20.62 25.21
Iron & steel basic industries	Factory worker	44.4	44.1	23.73	23.34	61.8	61.2	24.16	23.58

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages per hour (Rs)		Average hrs of work per week		Average earnings per hour (Rs)	
		1995 (excluding overtime hours)	1996 (including overtime hours)	1995	1996	1995 (including overtime hrs)	1996 (including overtime hrs)	1995	1996
Manufacture of metal (except machinery)	Factory worker	42.9	43.1	21.66	22.34	55.7	52.2	23.04	23.29
	Fitter	42.7	42.7	24.81	26.06	45.8	45.8	25.28	26.62
Non-electrical machinery	Mechanic	41.0	42.6	23.95	26.86	41.3	46.2	24.00	27.63
Electrical machinery & appliances	Factory worker	41.6	41.9	18.52	19.22	42.9	42.8	18.65	19.31
	Diamond cutter/Polisher	42.3 ¹	43.8	23.25	20.07	44.1	44.8	23.32	19.98
Electricity	Lineman	40.0	40.0	36.65	38.20	50.1	55.1	41.48	45.59
	Power generating machine operator	40.0	40.0	36.73	38.48	51.4	46.9	41.79	43.09
Water	Labourer/Unskilled worker	40.0	40.0	22.30	22.85	49.5	50.8	24.20	25.41
	Meter reader	40.0	40.0	39.57	40.56	40.3	40.2	39.80	40.64
	Tradesmen	40.0	40.0	33.29	34.19	45.1	48.5	34.77	36.00
Construction	Mason : Grade 1	44.8	43.7	39.08	40.07	47.9	48.2	39.12	40.19
	Carpenter : Grade 1	44.8	44.1	32.72	35.08	47.1	48.5	32.75	35.08
	Labourer/Helper	44.3	43.7	19.60	20.04	48.5	50.2	20.02	20.06

¹ Revised

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages per hour (Rs)		Average hrs of work per week		Average earnings per hour (Rs)	
		1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996	1995 (including overtime hrs)	1996	1995	1996
Wholesale, retail trade, restaurants and hotels	Wholesale, retail trade								
	Hotels								
Transport, storage & communication	Salesperson Sales representative	40.2	40.6	27.79	28.29	43.6	42.1	27.88	28.42
		37.0	36.4	71.09	83.94	37.5	37.0	72.23	83.94
	Receptionist Waiter Cook Cleaner	47.1	46.7	28.50	29.10	52.0	52.0	29.14	29.70
		46.2	45.8	20.40 ¹	20.80	49.5	49.1	20.90 ¹	21.30
Lorry transport	Bus driver Bus conductor	45.3	45.3	26.31	27.33	50.5	50.1	26.84	29.29
		46.0	45.3	17.11	17.69	49.4	49.7	17.40	18.25
	Driver Lorry helper	34.0	36.4	25.79	27.98	39.7	40.3	28.72	31.44
		34.0	36.2	22.82	24.05	39.6	41.4	25.12	26.48
Docks & stevedoring	Dock worker	44.1	44.8	37.24	38.91	51.5	49.9	37.32	38.79
		43.0	44.4	22.49	23.74	51.0	52.2	22.65	24.55
	Dock worker	36.7	34.7	27.60	32.53	55.8 ¹	56.1	36.39	41.95
Communication	Telephone installer/Service Telephone operator Telecom technician	39.9	40.0	39.87	42.91	42.8	45.0	41.18	44.82
		36.0	36.0	52.71	58.60	45.4	46.6	59.42	65.28
	Telecom technician	35.9	36.0	68.07	73.23	39.2	40.8	69.79	79.09

¹ Revised

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages per hour (Rs)		Average hrs of work per week		Average earnings per hour (Rs)	
		1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996	1995 (including overtime hrs)	1996	1995	1996
Financing, insurance, real estate and business services	Banks and other financial institutions								
		Bank teller Clerk/Senior clerk	38.5 38.4	38.7 38.7	47.53 59.70	52.77 64.38	39.8 40.1	41.6 40.5	48.18 61.00	54.34 65.57
	Insurance								
	Insurance clerk Clerk- General	35.5 34.0	35.5 34.2	41.54 ¹ 48.09	45.97 50.86	35.5 35.1	36.6 34.3	41.70 ¹ 48.68	45.99 50.93
Engineering & architectural services	Draughtsman Engineer	35.9 35.7	37.1 36.1	39.92 106.59	43.51 107.80	36.0 35.7	38.3 36.1	39.96 106.59	44.75 107.80
Community, social and personal services	Sanitary services								
		Office/Building cleaner Scavenger/Street sweeper	44.9 41.2	45.0 41.0	13.17 12.63	15.80 13.89	47.1 42.5	47.7 42.0	13.34 12.73	16.25 14.00
Private health services	Professional Nurse Nursing Aid	45.8 46.0	45.7 46.0	38.27 21.95	45.16 22.25	46.6 47.7	46.4 47.2	38.37 22.27	45.40 22.60

¹ Revised

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1995 - September 1996

Industrial group	Occupation	Average hrs of work per week		Average wages per hour (Rs)		Average hrs of work per week		Average earnings per hour (Rs)	
		1995 (excluding overtime hrs)	1996 (including overtime hrs)	1995	1996	1995 (including overtime hrs)	1996 (including overtime hrs)	1995	1996
Private education services	Education Officer Lecturer (full time)	31.1	31.0	93.49	96.25	31.1	31.0	93.49	96.25
		37.6	37.7	107.77	119.05	37.6	37.7	107.77	119.05
Repair of motor vehicles	Garage mechanic - Grade I Panel beater - Grade I	40.4	40.4	26.26	27.45	41.4	40.5	26.50	27.47
		40.0	41.2	34.19	39.12	40.0	41.2	34.19	39.12
Laundry services	Machine operator Driver	44.9	44.8	18.20	18.55	53.6	57.6	19.03	19.22
		44.9	44.8	20.14 ¹	21.84	61.3	63.9	22.05 ¹	26.16

¹ Revised

**Table 3.5 -Average wages/salaries per month of selected occupations in government services,
September 1992 - September 1996**

	<u>Rupees</u>				
Occupation	1992	1993	1994	1995	1996
Central government					
Education officer	9,223	12,182	13,586	13,721	18,873
Nursing officer	4,975	6,079	6,459	6,772	7,096
Teacher/Senior teacher	5,303	6,469	6,670	6,835	7,092
Clerical officer/higher clerical officer	4,159	4,889	5,374	5,624	5,952
Police constable	4,675	5,620	6,105	6,278	6,596
Mason	4,432	5,049	5,422	5,609	5,716
Carpenter	4,343	4,957	5,368	5,541	5,795
Driver	3,816	4,413	4,764	4,981	5,148
Hospital servant	3,683	4,214	4,455	4,615	4,808
Labourer	3,104	3,601	3,875	4,062	4,183
Local government					
Inspector of health	5,723	7,101	7,089	7,612	8,040
Clerical officer	4,248	5,245	5,279	5,702	5,497
Gardener	3,292	3,617	3,877	4,316	4,472
Mason	4,139	4,824	5,179	5,450	5,475
Carpenter	4,046	4,594	4,826	5,169	5,373
Driver	3,953	4,300	4,593	4,948	5,131
Refuse collector	3,065	3,469	3,664	4,020	4,270
Labourer	2,788	3,165	3,477	3,718	4,060

Table 3.6 - Wage index by industry group , 1993-1996
(Base:September 1992 = 100)

Industry group	1993	1994	1995 ¹	1996
Agriculture and fishing	111.1	126.6	134.5	148.6
Manufacturing,mining & quarrying	115.1	126.7	136.3	142.9
Electricity and water	111.9	119.8	128.0	132.5
Construction	105.0	137.9	146.2	150.4
Wholesale, retail trade, restaurants and hotels	112.5	123.1	132.7	136.2
Transport, storage & communication	112.0	126.2	135.1	148.8
Financing, insurance, real estate and business services	114.7	125.4	143.2	154.4
Community, social and personal services	121.0	129.6	136.9	142.8
of which Government services	(119.9)	(128.9)	(133.8)	(139.4)
Other services	(125.9)	(133.1)	(151.2)	(158.0)
All sectors	115.5	127.6	136.6	143.9

Table 3.7 - Contribution of industry groups to change in index point , 1992 to 1993 - 1995 to 1996

Industry group	1992 to 1993	1993 to 1994	1994 to 1995 ¹	1995 to 1996
Agriculture and fishing	1.0	1.4	0.7	1.3
Manufacturing,mining & quarrying	4.7	3.6	3.0	2.2
Electricity and water	0.3	0.2	0.2	0.1
Construction	0.3	1.8	0.5	0.2
Wholesale, retail trade, restaurants and hotels	1.1	0.9	0.8	0.3
Transport, storage & communication	0.8	1.0	0.6	0.9
Financing, insurance, real estate and business services	0.7	0.5	0.9	0.5
Community, social and personal services	6.6	2.7	2.3	1.8
of which Government services	(5.1)	(2.3)	(1.3)	(1.4)
Other services	(1.5)	(0.4)	(1.0)	(0.4)
Total absolute change (points)	15.5	12.1	9.0	7.3

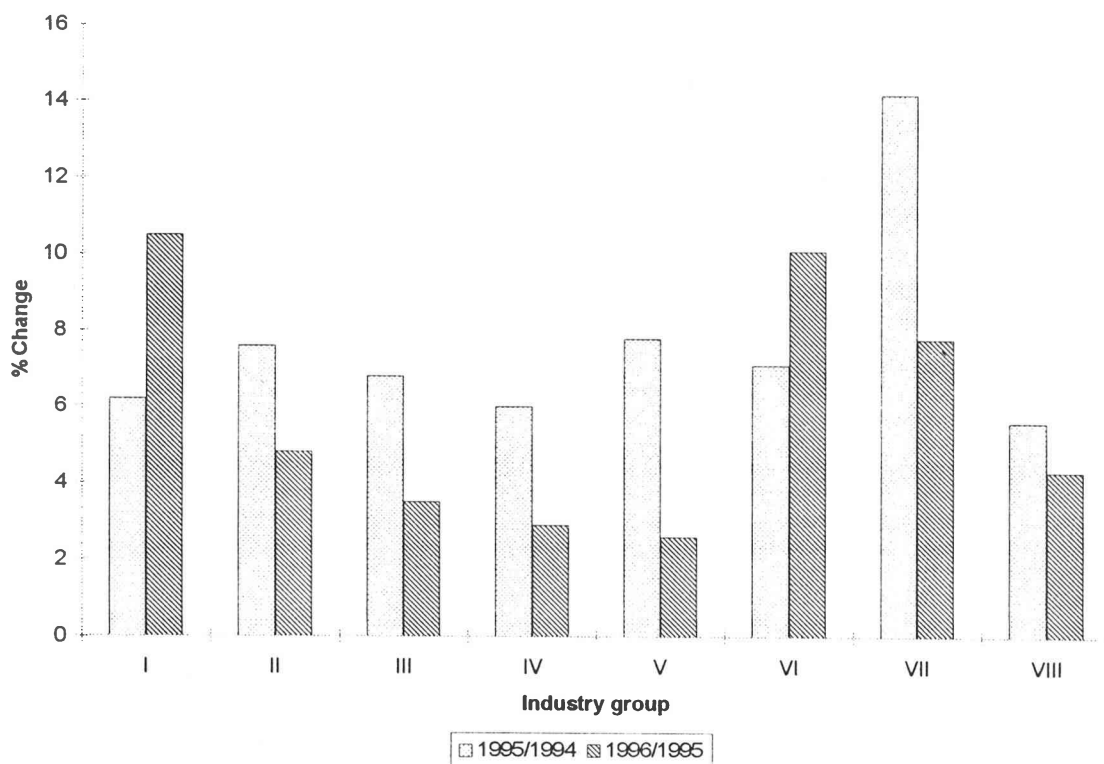
¹ Revised

Table 3.8-Annual percentage change in wage rates by industry group,1992 to 1993 - 1995 to 1996

Industry group	Percentage change			
	1992 to 1993	1993 to 1994	1994 to 1995 ¹	1995 to 1996
I Agriculture and fishing	11.1	14.0	6.2	10.5
II Manufacturing,mining & quarrying	15.1	10.0	7.6	4.8
III Electricity and water	11.9	7.1	6.8	3.5
IV Construction	5.0	31.3	6.0	2.9
V Wholesale, retail trade, restaurants and hotels	12.5	9.4	7.8	2.6
VI Transport, storage & communication	12.0	12.7	7.1	10.1
VII Financing, insurance, real estate and business services	14.7	9.3	14.2	7.8
VIII Community, social and personal services	21.0	7.1	5.6	4.3
of which Government services	(19.9)	(7.5)	(3.8)	(4.2)
Other services	(25.9)	(5.7)	(13.6)	(4.5)
Overall percentage change	15.5	10.5	7.1	5.3

¹ Revised

Fig 3.1 - Annual percentage change in wage rates by industry group, 1995 - 1996



APPENDIX

Central Statistical Office,
First floor,
L.I.C Centre,
John Kennedy Street,
PORT LOUIS.

1 April, 1997.

From: Director of Statistics

To : Heads of Ministries/Departments

Survey of Employment and Earnings - March 1997

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 information 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, 1997. 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. **212-2316, 212-2317, 208-0781, 212-2783**).

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 1997

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 :

Section B

EMPLOYEES COVERED BY COMPUTERISED PAYROLLS BUT RECEIVING SOME PAYMENTS IN MARCH 1997 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 1997 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 D

EMPLOYEES ON DAILY RATES OF PAY WHO RECEIVED ALL PAYMENTS AT THE END OF MARCH 1997 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 (nombre de journées payees)			

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.....

My Ref. 46/02 Vol.4

Central Statistical Office,
ROSE HILL.

20 September, 1996

Dear Sir/Madam,

<p>Survey of Employment, Earnings and Hours of work September 1996</p>
--

The Central Statistical Office is carrying out a survey of employment, earnings and hours of work among large establishments for the month of **September 1996**. 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. However, should you still require assistance, please contact the **LABOUR SECTION** of this office (Tel. No. 464-2088 or 465-8462).

I should be grateful if you could kindly complete the enclosed questionnaires and return one copy to this office by **14 October 1996**. 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,

K.Nassurally
for Director of Statistics

For Office Use		
R	Q	I

CONFIDENTIAL

CENTRAL STATISTICAL OFFICE

Survey of Employment, Earnings and Hours of Work September 1996

In case of any difficulty in completing this 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.....
- (3) Postal Address.....
- (4) Nature of business.....
- (5) Address of establishment.....
(if different from postal address)

- (6) Employment and earnings for September 1996

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					
Other (fortnightly, weekly, etc.)					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 AND HOURS OF WORK — SEPTEMBER 1996

[illegible]

EXPLANATORY NOTES

In case where payrolls are less than a month, the required data should relate to the last payroll in September 1996.

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*.

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.

My Ref . 46/03 Vol . II

Central Statistical Office,
First floor,
L.I.C Centre,
John Kennedy Street,
PORT LOUIS .

1 April , 1997

Dear Sir / Madam ,

Survey of Employment and Earnings - March 1997

The Central Statistical Office is carrying out a survey of employment and earnings for March 1997. 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 21 April 1997, 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. 212-2316, 212-2317, 208-0781, 212-2783).

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

SECTION II TO VI : EMPLOYMENT AND EARNINGS BY DIFFERENT RATES OF PAY — MARCH 1997

EMPLOYMENT AND EARNINGS				SECTION II		SECTION III		SECTION IV		SECTION V		SECTION VI	
				Employees on Monthly Rates of Pay at the End of March 1997 (See note 1)		Employees on Daily Rates of Pay as per Last Payroll for March 1997 (See note 2)		Employees on Piece Rates of Pay as per Last Payroll for March 1997 (See note 3)		Employees on Hourly Rates of Pay as per Last Payroll for March 1997 (See note 4)		Employees on Other Rates of Pay as per Last Payroll for March 1997 (See note 5)	
1. Number of Employees appearing on payroll in March 1997	Male		B 1		C 1		D 1		E 1		F 1		
	Female		B 2		C 2		D 2		E 2		F 2		
	TOTAL												
2. GROSS CASH SALARIES/WAGES (See note 6)				Rupees	For Office Use	Rupees	For Office Use	Rupees	For Office Use	Rupees	For Office Use		
(i) Salaries/Wages (Basic pay + cost of living allowance)	...	...	B 3		C 6		D 6		E 6		F 6
(ii) Overtime pay	...	...	B 4		C 7		D 7		E 7		F 7
(iii) Productivity bonuses, commissions, travelling and other allowances which are <i>regularly</i> paid at the end of each month/pay period.	...	...	B 5		C 8		D 8		E 8		F 8
(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)	...	...	B 6		C 9		D 9		E 9		F 9
(v) End-of-service gratuities, retirement and severance allowances	...	...	B 7		C 10		D 10		E 10		F 10
(vi) Arrears, if any, paid in respect of adjustment of payments (e.g. salaries, wages, overtime, etc.) for previous months/pay periods	...	...	B 8		C 11		D 11		E 11		F 11
TOTAL GROSS CASH SALARIES/WAGES				...	...						
3. (i) Period covered by last payroll in March in respect of employees in sections III to VI				From.....to.....		From.....to.....		From.....to.....		From.....to.....			
(ii) Number of working days or hours (excluding overtime) during above pay period as in 3 (i) above				Days.....	C 4	Days.....	D 4	Hours.....	E 4	Days or hours.....	F 4		
(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)				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		
(iv) Number of absences not paid during above pay period in respect of employees mentioned in 1 above				Man-days :	C 5	Man-days :	D 5	Man-hours :	E 5	Man-days or man-hours :	F 5		
(v) Number of overtime hours worked during the payroll period in 3 (i) above				Man-hours :	C 12	Man-hours :	D 12	Man-hours :	E 12	Man-hours :	F 12		

GENERAL NOTES

All employees, except Non-Mauritians and outworkers, of the establishment should be reported in any of the sections II, III, IV, V and VI. Non-Mauritians and outworkers are to be reported in section VII on page 4.

- (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.
 - (i) Includes all employees who were *exclusively* on daily rates of pay during the last payroll period in March 1997. 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.
 - (i) Includes all employees who were *exclusively* on piece rates of pay during the last payroll in March 1997. 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.
- (i) Includes all employees who were *exclusively* on hourly rates of pay during the last payroll in March 1997. 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.
 - (i) Includes all employees appearing on the last payroll for March 1997, and not included in Sections II, III, IV, and V (e.g. employees who during the pay period worked under a mixture of different schemes).
Gross cash salaries/wages paid in March 1997 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.
 - (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.

PRINTED BY
Silvio M. Empeigne
Government Printer
La Tour Koenig, Mauritius
March 1998