

Disposal



REPUBLIC OF MAURITIUS

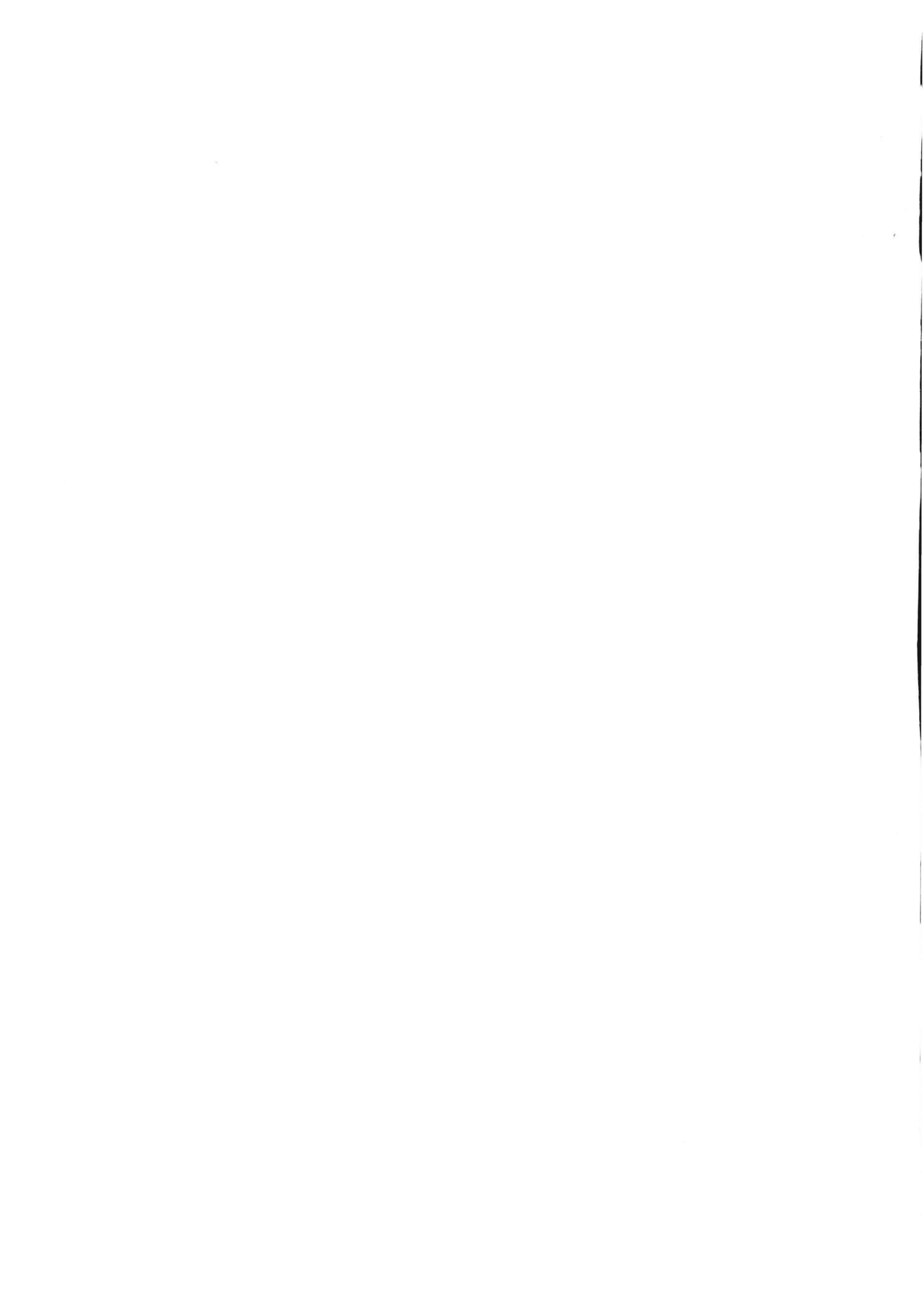
**Ministry of Economic Development, Productivity
& Regional Development**

CENTRAL STATISTICAL OFFICE

DIGEST
OF
LABOUR STATISTICS
1998

March 1999

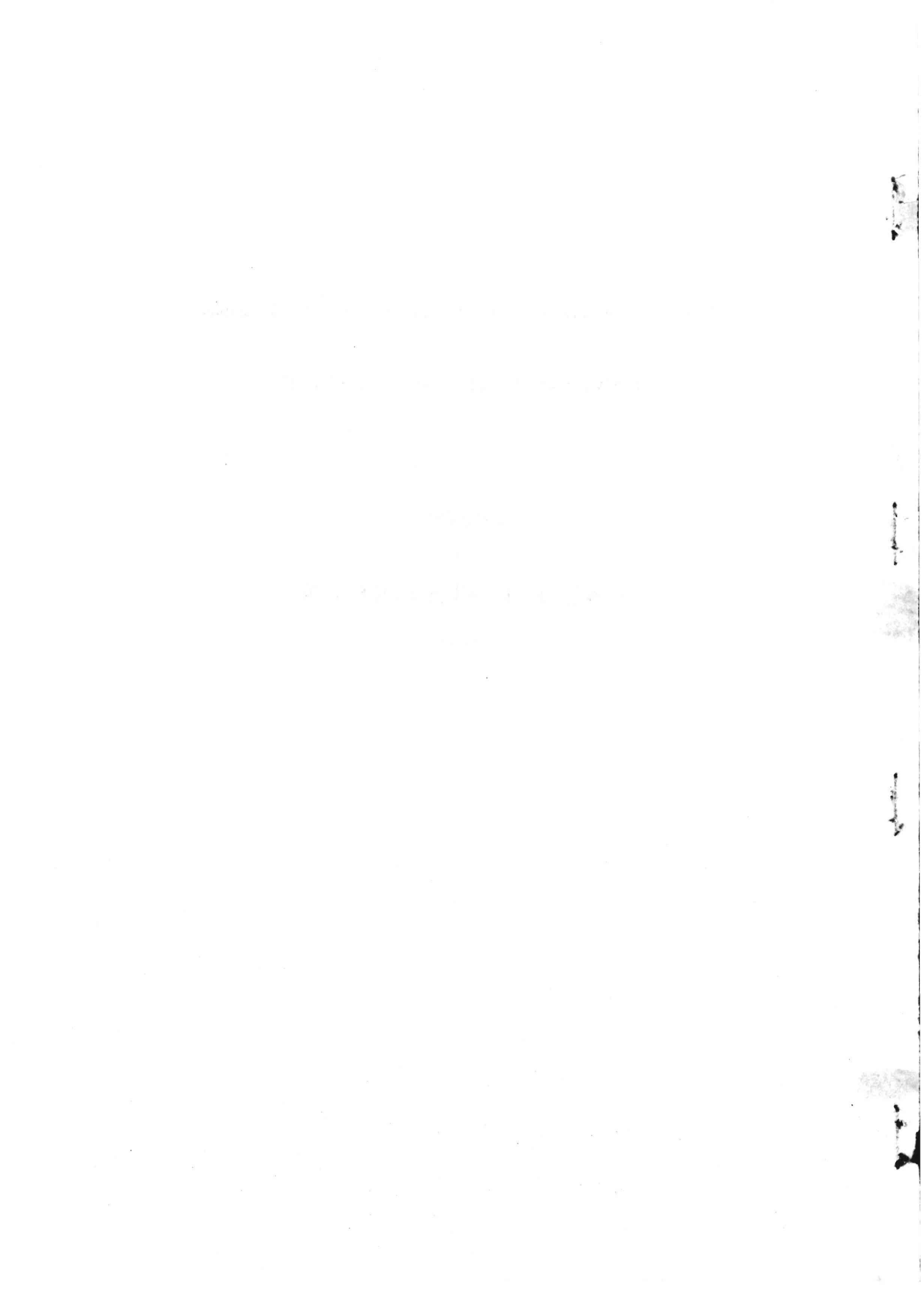
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Ministry of Economic Development, Productivity & Regional Development

CENTRAL STATISTICAL OFFICE

Digest
OF
LABOUR STATISTICS
1998



FOREWORD

This is the fifth 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.

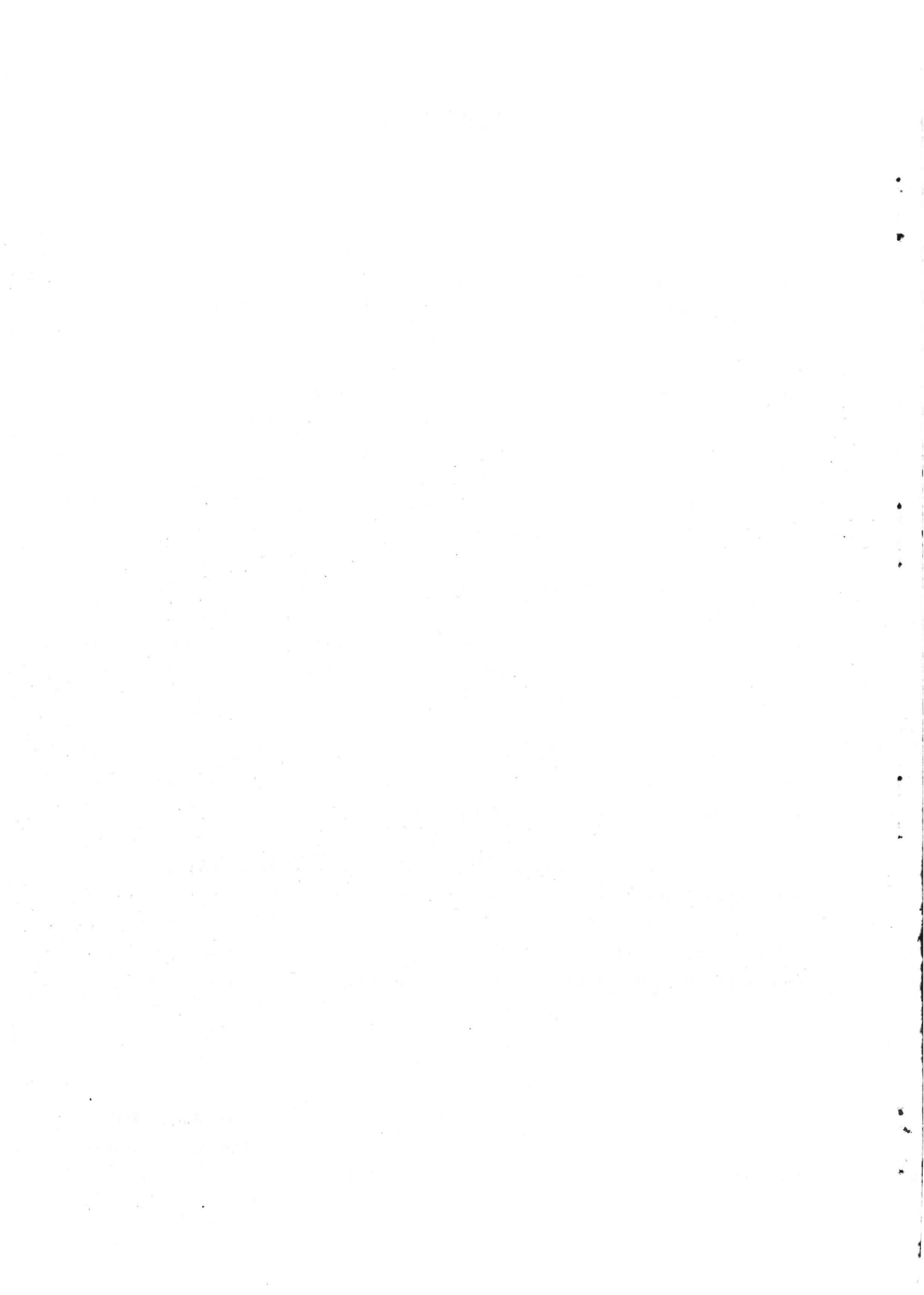
The third chapter of this publication relates to the September Survey of Employment, Earnings and Hours of work from which occupational wage rates and average hours of work in the different sectors of the economy, are worked out on the basis of data collected from a sample of large establishments. Wage rate indices 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. Please 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, which have provided information enabling the computation of these statistics, grateful acknowledgment is expressed herewith.

(S. Basant Rai)
Director of Statistics



My Ref.:46/03 Vol. II

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

1 April, 1998.

From: Director of Statistics

To : Heads of Ministries/Departments

Survey of Employment and Earnings - March 1998

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 **22 April, 1998. 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, Fax No. 211-4150**).

Thanking you for your continued co-operation.

K.Nassurally
for Director of Statistics

**CENTRAL STATISTICAL OFFICE
LABOUR SECTION**

For office use			
R	Q	C	I

**Survey of Employment and Earnings
March 1998**

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 1998 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 1998 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 1998 FROM MANUALLY - PREPARED PAYSHEETS

NOTES

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

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

GROSS CASH WAGES

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

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

Person to be contacted for further information about this questionnaire

(Mr / Mrs / Miss) :
(Name) (Signature)

Telephone No : Date.....

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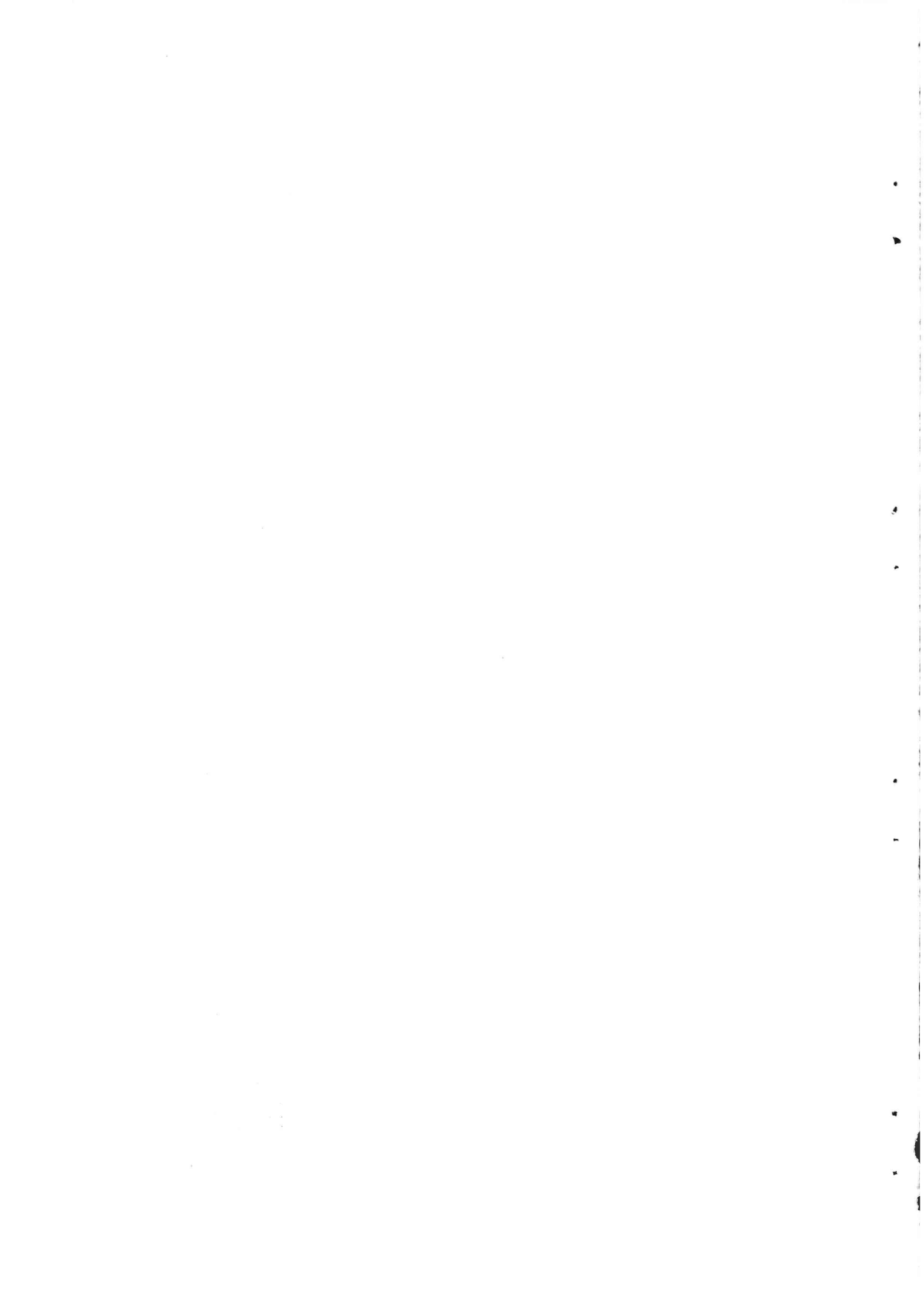
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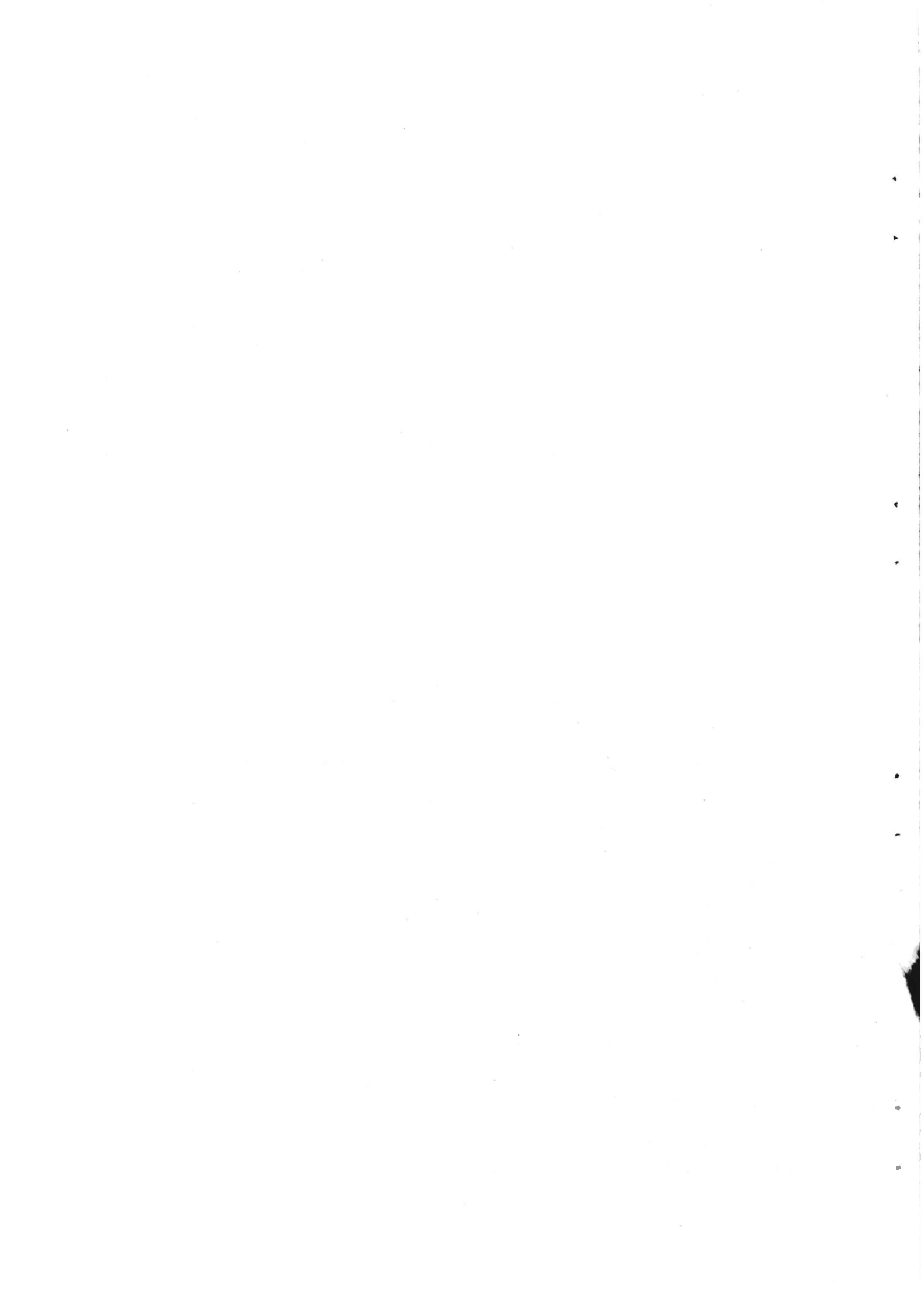
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CHAPTER 1



Chapter 1

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT

YEAR 1998

1. INTRODUCTION

This publication consists of a set of estimates of labour force, employment and unemployment. All the data presented here relate to the Republic of Mauritius (including Rodrigues) and refer to the middle of years mentioned. Figures for the year 1998 are provisional, and those for 1996 and 1997 are revised estimates.

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 as defined in chapter 2 paragraph 2. 'Other than large' establishments cover all other units including own account/self employed workers. For a more complete picture of the total 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 are averages 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 Labour Force Sample Survey, the 1997 Census of Economic Activities in small establishments and information from administrative records of permits and licenses as well as area under cultivation in the agricultural sector.

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 (Table 1.1).

The total labour force was estimated at 517,000 (including 10,000 foreigners) for 1998, showing thus an increase of 12,200 (or 2.4%) over the 1997 figure of 504,800 (including 8,600 foreigners). Details are available in Table 1.2. The male labour force was 340,500 or 5,100 more than in 1997, while that for females stood at 176,500 showing an increase of 7,100 from 169,400 in 1997.

5. EMPLOYMENT LEVEL

Total employment has increased by 12,100 (or 2.5%) over the 1997 estimate of 475,500 to reach 487,600 in 1998. This latter figure includes 10,000 foreign workers.

Total male employment was estimated to have increased by 1.8%, that is, from 322,300 in 1997 to 328,100 in 1998. Female employment, on the other hand, worked out to 159,500, i.e., an increase of 4.1% over the figure of 153,200 estimated for 1997 (Table 1.3).

Employment level in 'large' establishments has increased by 6,400 from 287,800 in 1997 to 294,200 in 1998, compared to an increase of 1,000 from 1996 to 1997 (Table 1.4).

Estimates worked out for 'other than large' establishments indicate an increase of 5,700 workers in 1998, i.e, from 187,700 in 1997, the number of persons engaged in that sector is estimated to have reached 193,400 in 1998 (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 29,400 (12,400 males and 17,000 females). The unemployment rate (number of unemployed persons as a percentage of the Mauritian labour force) worked out to 5.8% in 1998, that is 3.7% for male 10.0 % for female (Table 1.5).

Table 1.1 - Activity rates by age group and sex , 1996 - 1998

(Percent)

Age (years)	MALE			FEMALE		
	1996	1997	1998	1996	1997	1998
12 - 14	6.2	5.6	5.1	2.2	2.1	2.0
15 - 19	37.6	35.8	34.0	21.1	20.5	19.9
20 - 24	88.7	88.4	88.1	49.2	50.2	51.2
25 - 29	95.5	95.5	95.5	45.6	46.1	46.6
30 - 34	96.3	96.4	96.6	47.0	48.0	49.0
35 - 39	96.8	96.9	97.1	54.6	55.9	57.2
40 - 44	96.2	96.4	96.6	52.2	53.4	54.6
45 - 49	95.4	95.5	95.6	45.6	46.6	47.6
50 - 54	92.3	92.5	92.7	38.4	39.2	40.0
55 - 59	83.7	84.1	84.4	29.6	30.2	30.8
60 - 64	35.4	35.8	36.2	9.4	9.4	9.5
65 - 69	26.7	26.8	26.9	7.3	7.3	7.4
70 - 74	14.3	14.2	14.1	3.1	3.1	3.0
75 and above	10.2	10.2	10.1	0.8	0.9	0.9
12 and above	73.7	73.9	74.2	35.6	36.4	37.2
15 and above	78.7	78.7	78.8	38.0	38.7	39.4

Table 1.2 - Labour force by age group and sex , 1996 - 1998

(thousands)

Age (years)	MALE			FEMALE		
	1996	1997	1998	1996	1997	1998
12 - 14	1.9	1.7	1.5	0.7	0.6	0.5
15 - 19	22.0	20.9	19.4	12.0	11.7	11.1
20 - 24	43.5	45.1	47.1	23.4	24.7	26.6
25 - 29	47.1	46.4	45.1	21.0	21.1	20.6
30 - 34	51.8	51.9	51.7	24.1	24.3	24.8
35 - 39	45.7	46.6	48.2	24.6	25.9	27.2
40 - 44	39.0	40.6	41.4	20.6	21.8	22.6
45 - 49	31.0	33.0	35.0	14.8	16.1	17.4
50 - 54	19.6	20.9	22.8	8.9	9.5	10.5
55 - 59	14.2	14.3	14.2	5.5	5.7	5.8
60 - 64	5.0	5.3	5.4	1.5	1.6	1.6
65 - 69	3.1	2.9	2.9	1.0	1.0	1.0
70 - 74	1.3	1.3	1.3	0.4	0.4	0.4
75 and above	0.8	0.8	0.8	0.1	0.1	0.1
Mauritian labour force	326.0	331.7	336.8	158.6	164.5	170.2
Foreign labour force	4.2	3.7	3.7	4.0	4.9	6.3
Total	330.2	335.4	340.5	162.6	169.4	176.5

Fig 1.1 - Age-specific activity rates, 1998

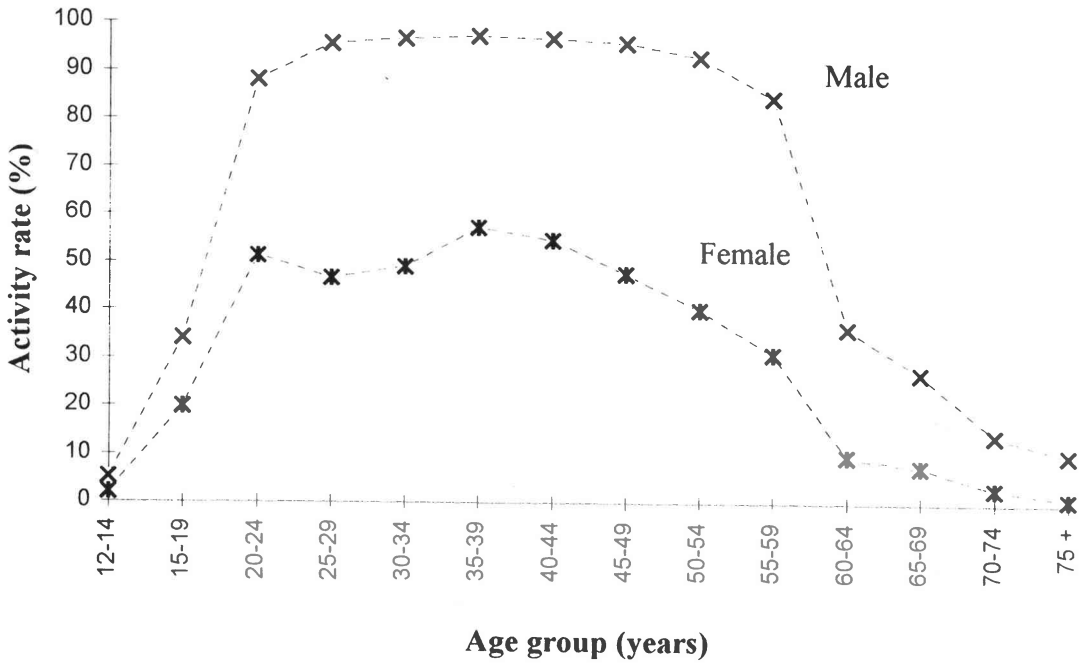


Fig 1.2 - Labour force by age group, 1998

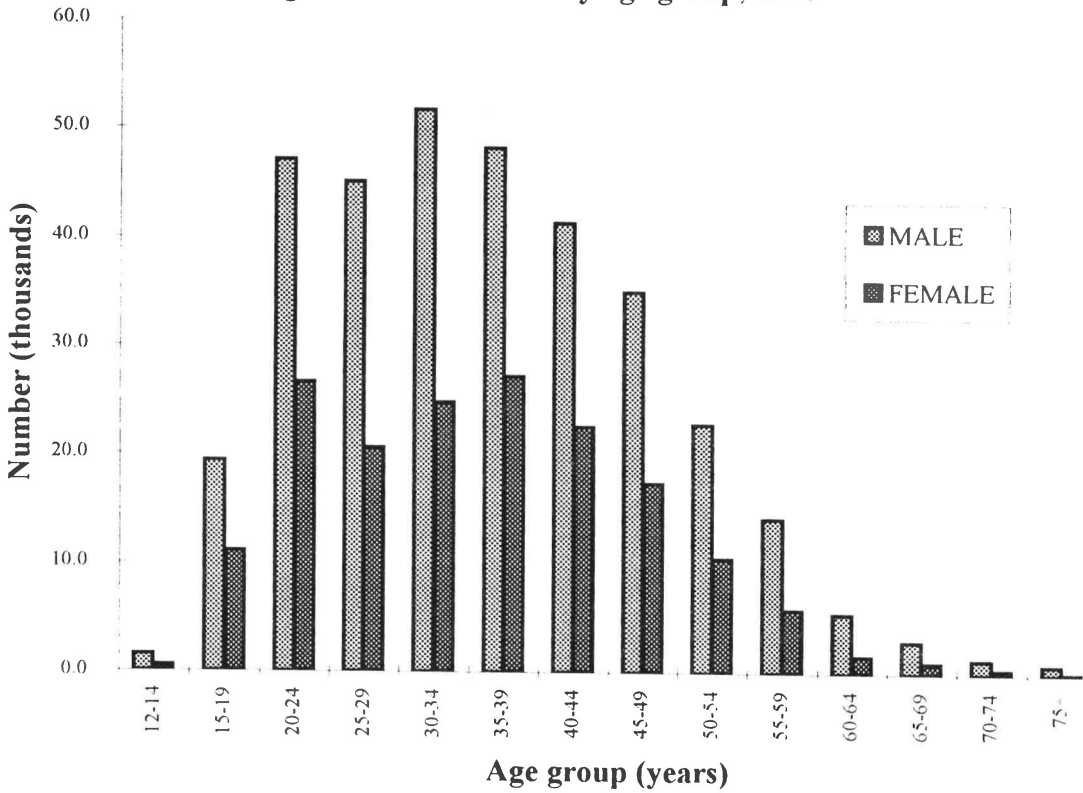


Table 1.3 - Employment¹ by industry and sex, 1995 - 1998

Industry	1995						1996 ²			1997 ²			1998 ³		
	Male		Female		Total	Male		Female		Total	Male		Female		Total
Agriculture & fishing of which sugarcane	44.6 (24.5)	17.0 (10.0)	61.6 (34.5)	43.8 (24.9)	16.6 (9.7)	60.4 (34.6)	43.5 (24.6)	15.8 (9.3)	59.3 (33.9)	42.9 (24.1)	15.1 (9.0)	58.0 (33.1)			
Mining & quarrying	1.5	0.1	1.6	1.5	0.1	1.6	1.3	0.1	1.4	1.3	0.1	1.4			
Manufacturing of which sugar EPZ	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)	70.3 (4.3) (25.4)	66.4 (0.1) (55.9)	136.7 (4.4) (81.3)	72.9 (4.0) (26.7)	70.4 (0.1) (58.6)	143.3 (4.1) (85.3)			
Electricity & water	3.3	0.2	3.5	3.2	0.2	3.4	3.1	0.2	3.3	3.1	0.2	3.3			
Construction	36.6	0.2	36.8	37.6	0.2	37.8	36.6	0.2	36.8	36.4	0.2	36.6			
Wholesale & retail trade, restaurants & hotels	46.2	18.7	64.9	48.3	20.8	69.1	52.5	22.8	75.3	55.5	24.4	79.9			
Transport, storage, & communication	25.9	2.5	28.4	26.1	2.5	28.6	27.1	2.8	29.9	27.2	3.3	30.5			
Financing, insurance, real estate & business services	9.5	4.6	14.1	10.3	4.8	15.1	10.8	5.2	16.0	11.3	5.7	17.0			
Community, social and personal services	73.6 (44.2)	38.3 (12.1)	111.9 (56.3)	74.0 (44.1)	39.0 (12.3)	113.0 (56.4)	74.7 (43.4)	39.6 (12.6)	114.3 (56.0)	75.0 (43.2)	40.0 (12.9)	115.0 (56.1)			
of which : Central government Local government	(4.8)	(0.6)	(5.4)	(4.8)	(0.7)	(5.5)	(5.1)	(0.7)	(5.8)	(4.9)	(0.8)	(5.7)			
Activities n.e.c	3.0	0.0	3.0	2.9	0.1	3.0	2.4	0.1	2.5	2.5	0.1	2.6			
Total	314.2	146.3	460.5	317.6	148.4	466.0	322.3	153.2	475.5	328.1	159.5	487.6			

¹ Employment figures include foreign workers

² Revised

³ Provisional

Table 1.4 - Employment¹ by industry and size of establishment, 1995 - 1998

(thousands)

Industry	1995			1996 ²			1997 ²			1998 ³		
	Large	Other	Total	Large	Other	Total	Large	Other	Total	Large	Other	Total
Agriculture & fishing of which sugar cane	34.0 (30.0)	27.6 (4.5)	61.6 (34.5)	33.8 (30.1)	26.6 (4.5)	60.4 (34.6)	32.8 (29.3)	26.5 (4.6)	59.3 (33.9)	31.7 (28.5)	26.3 (4.6)	58.0 (33.1)
Mining & quarrying	0.2	1.4	1.6	0.2	1.4	1.6	0.2	1.2	1.4	0.2	1.2	1.4
Manufacturing of which sugar EPZ	109.3 (5.9) (80.4)	25.4 (0.0) (1.9)	134.7 (5.9) (82.3)	105.8 (5.0) (78.1)	28.2 (0.0) (1.2)	134.0 (5.0) (79.3)	105.9 (4.4) (79.9)	30.8 (0.0) (1.4)	136.7 (4.4) (81.3)	111.2 (4.1) (84.0)	32.1 (0.0) (1.3)	143.3 (4.1) (85.3)
Electricity & water	3.5	0.0	3.5	3.4	0.0	3.4	3.3	0.0	3.3	3.3	0.0	3.3
Construction	10.6	26.2	36.8	10.0	27.8	37.8	9.4	27.4	36.8	8.9	27.7	36.6
Wholesale & retail trade, restaurants & hotels	24.6	40.3	64.9	25.1	44.0	69.1	26.3	49.0	75.3	27.9	52.0	79.9
Transport, storage & communication	14.6	13.8	28.4	14.6	14.0	28.6	15.1	14.8	29.9	15.1	15.4	30.5
Financing, insurance, real estate & business services	12.1	2.0	14.1	12.7	2.4	15.1	13.0	3.0	16.0	13.6	3.4	17.0
Community, social and personal services	77.3 (56.3) (5.4)	34.6 (0.0) (0.0)	111.9 (56.3) (5.4)	78.2 (56.4) (5.5)	34.8 (0.0) (0.0)	113.0 (56.4) (5.5)	79.3 (56.0) (5.8)	35.0 (0.0) (0.0)	114.3 (56.0) (5.8)	79.7 (56.1) (5.7)	35.3 (0.0) (0.0)	115.0 (56.1) (5.7)
Activities n.e.c	3.0	0.0	3.0	3.0	0.0	3.0	2.5	0.0	2.5	2.6	0.0	2.6
Total	289.2	171.3	460.5	286.8	179.2	466.0	287.8	187.7	475.5	294.2	193.4	487.6

¹ Employment figures include foreign workers

² Revised

³ Provisional

Fig 1.3 - Employment by size of establishment and sex, 1990 - 1998

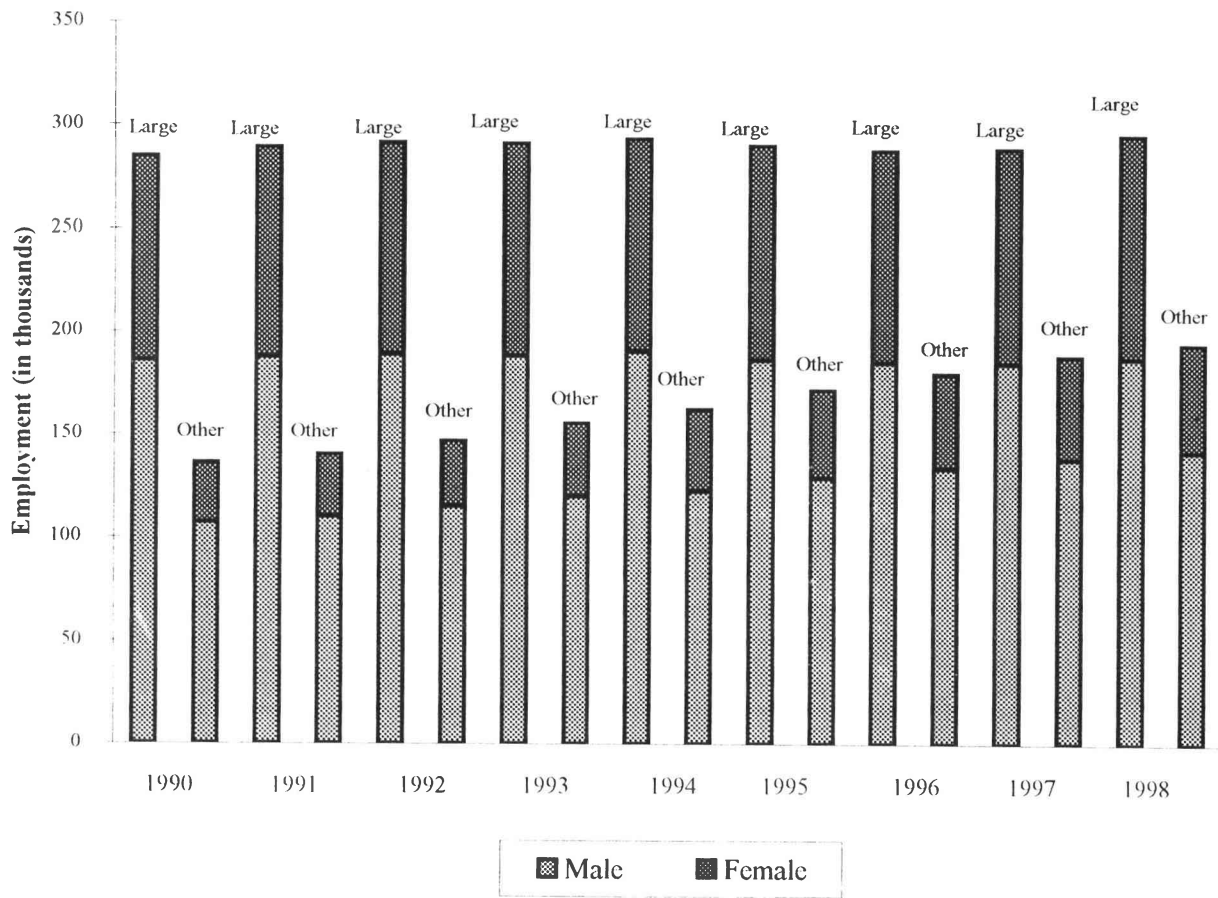


Fig 1.4 - Employment by industry, 1998

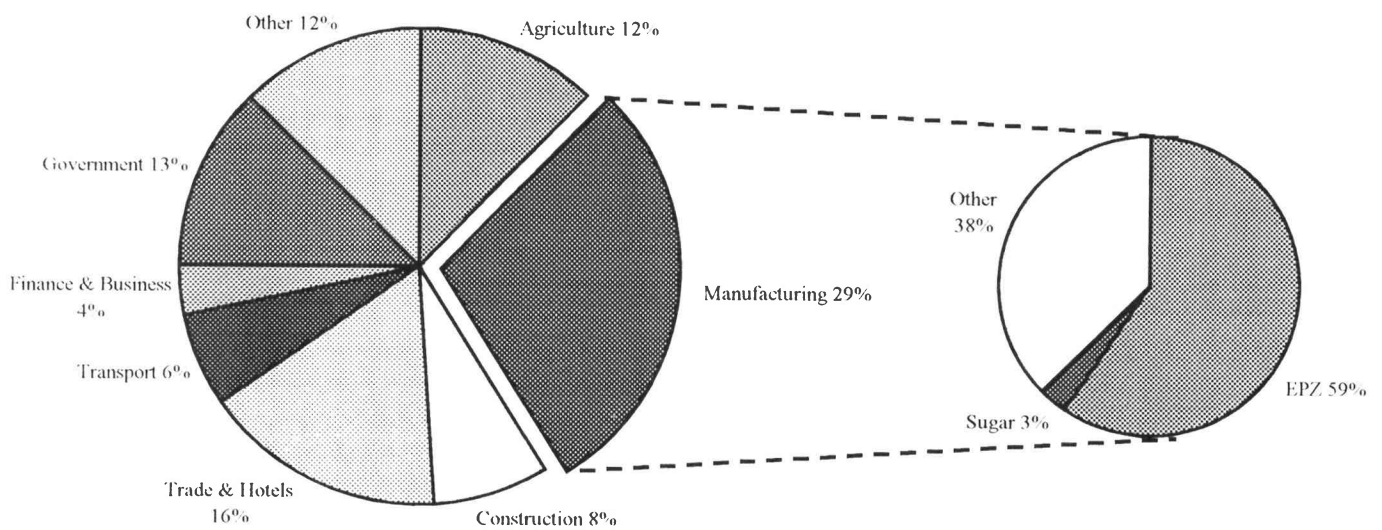


Table 1.5 - Labour force, Employment and Unemployment, 1990 - 1998

(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	8.6	504.8	287.8	187.7	475.5	29.3	5.9
1998	507.0	10.0	517.0	294.2	193.4	487.6	29.4	5.8
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	184.4	133.2	317.6	12.6	3.9
1997	331.7	3.7	335.4	184.3	138.0	322.3	13.1	3.9
1998	336.8	3.7	340.5	186.7	141.4	328.1	12.4	3.7
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	102.4	46.0	148.4	14.2	9.0
1997	164.5	4.9	169.4	103.5	49.7	153.2	16.2	9.8
1998	170.2	6.3	176.5	107.5	52.0	159.5	17.0	10.0

Note: 1998 figures are provisional

¹ Includes foreign workers

1996 and 1997 figures are revised estimates

² Average of March and September figures

³ Unemployment total as a percentage of Mauritian labour force

Fig 1.5 - Mauritian Population aged 12 years and above by activity status, 1990 and 1998

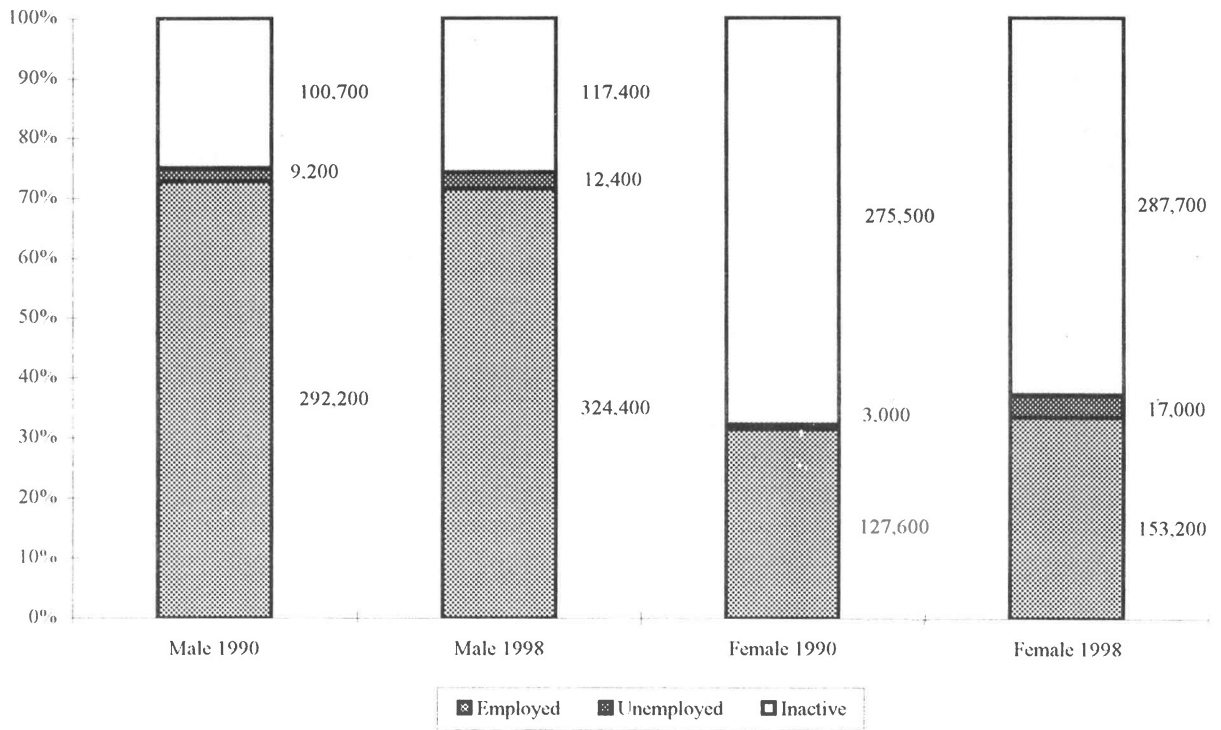
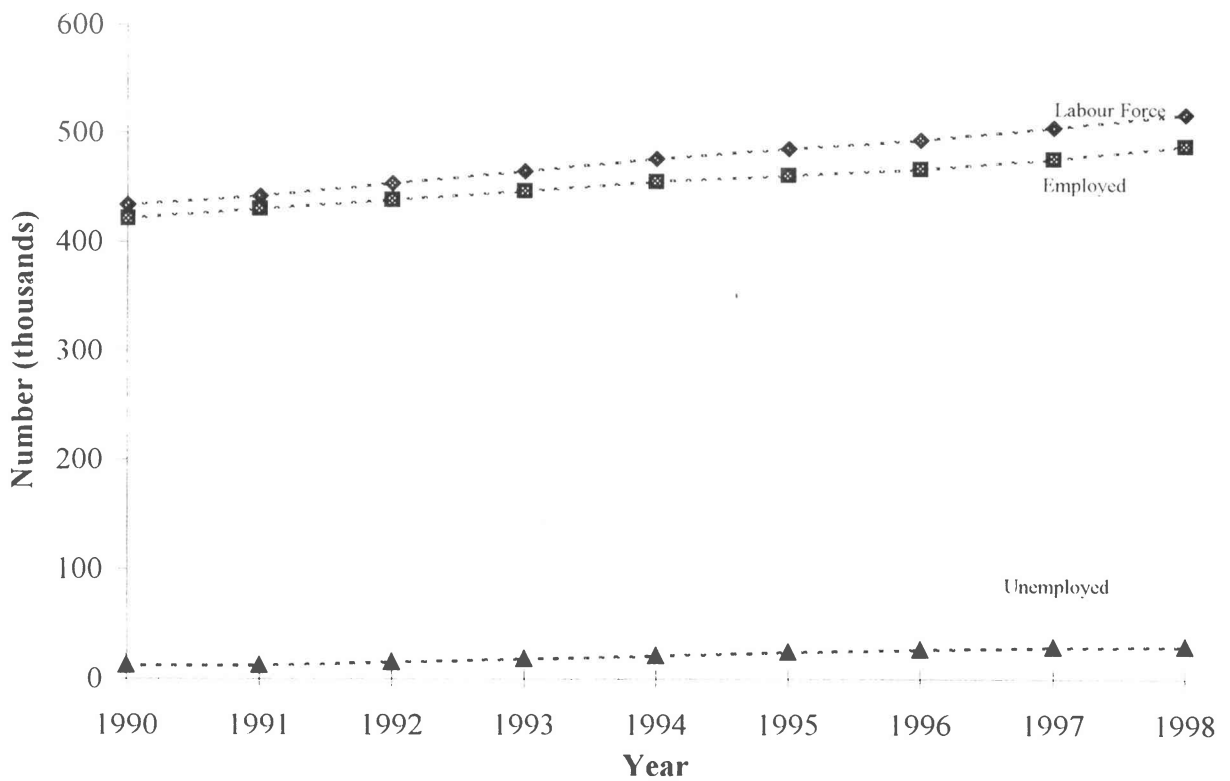
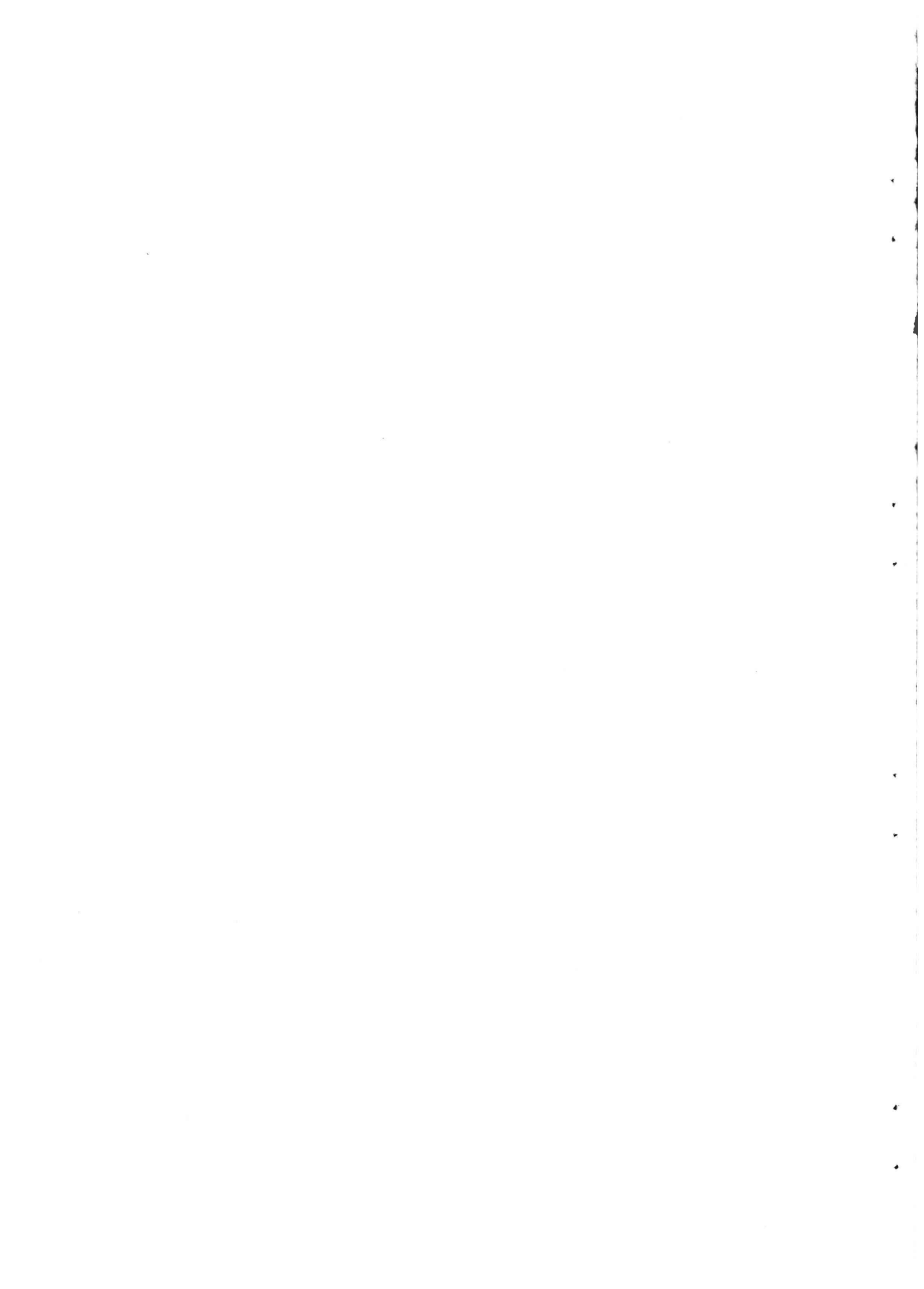
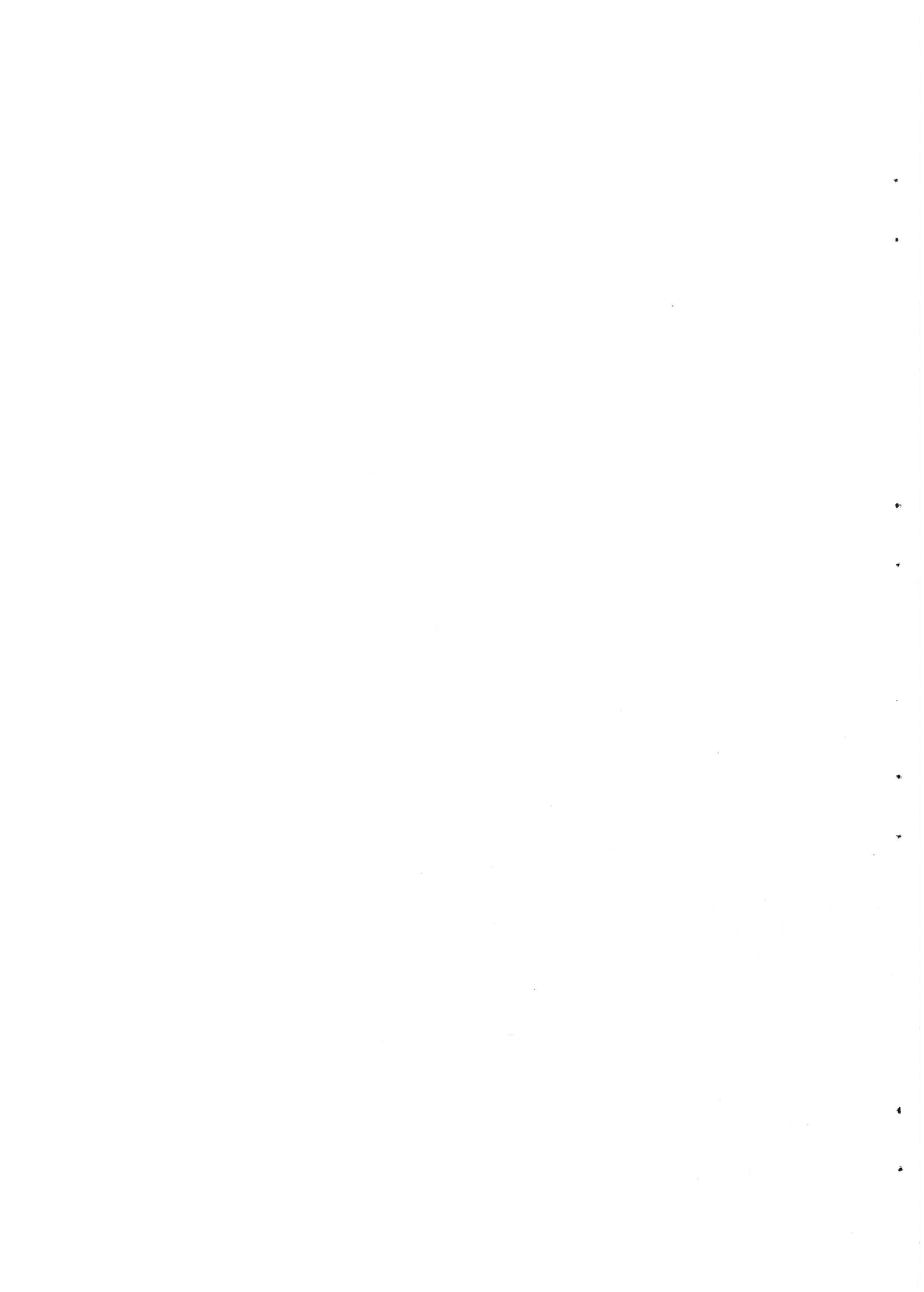


Fig 1.6 - Labour Force, Employment and Unemployment, 1990 - 1998





CHAPTER 2



Chapter 2

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS MARCH 1998

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 1998.

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 6,100 establishments with the request that they be completed and returned to this office by 22 April 1998.

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 6,148 establishments, which included 59 establishments in Rodrigues was made up of:

(a) all the 2,435 establishments which, at the preceding round of the survey in March 1997, had been found to fall within the scope of the survey;

(b) 3,713 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 26 March 1998. 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 1998, 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 1998.

In Section V, the number of employees, together with their corresponding earnings and man-hours paid during the last payroll in March 1998, 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 574 replied of which 217 were found to fall within the scope of the survey.

Among the 2,527 establishments falling within the scope of the survey in March 1998, 70% responded, representing about 88% 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 4,400 has been included. These comprise mostly government employees, numbering about 3,400.
- (iii) employment figures given in this report also include 10,042 foreigners employed by large establishments.

10.1 Employment level, March 1997 - March 1998

Total employment in establishments covered by the survey was 292,900 in March 1998 compared to 286,300 in March 1997, representing thus an increase of 2.3%. The number of male workers rose by around 2,300 while among females, an increase of about 4,300 was noted.

A total of 10,042 foreign workers (3,674 males and 6,368 females), mainly engaged in the manufacturing sector, are included in the figures for March 1998. Compared to the figure of 8,617 in March 1997, this shows an increase of 16.5% in the number of foreign workers.

10.2 Employment by industry

Analysis of the employment figures by industry group shows a continuous decrease in the primary sector. The tertiary sector employment has kept a rising trend.

Changes in employment by industrial group and sex

Industrial group	Employment		Change		
	March 1997	March 1998	Both Sexes	Male	Female
	Number	Number			
Agriculture and fishing	31,386	30,393	-993	-479	-514
Mining and quarrying	222	218	-4	8	-12
Manufacturing	105,849	111,226	5,377	2,005	3,372
Electricity and water	3,288	3,220	-68	-76	8
Construction	9,546	8,899	-647	-647	-
Wholesale, retail trade, restaurants and hotels	26,285	27,812	1,527	1,143	384
Transport, storage & communication	15,019	15,076	57	-103	160
Financing, insurance, real estate and business services	13,183	13,680	497	125	372
Community, social and personal services	79,100	79,777	677	176	501
of which: Central government	(56,077)	(56,126)	(49)	(244)	(293)
Local government	(5,908)	(5,729)	(-179)	(-216)	(37)
Activities not elsewhere specified	2,447	2,570	123	118	5
Total	286,325	292,871	6,546	2,270	4,276

However, a change is observed in the secondary sector where employment which has been on the decline for the past years is seen to have increased this year.

In fact, between March 1997 and March 1998, the manufacturing sector registered an increase of about 5,400 employees, the major part of this increase (4,400) occurring in the EPZ. A significant rise in employment level (1,500) was also noted in the 'Wholesale, retail trade, restaurants and hotels'. Hotels and the trade sector contributed most to this rise with an increase of about 600 in each of the sectors. Higher employment level was also observed in the two sectors - 'Financing, insurance, real estate and business services' and 'Community, social and personal services' with increases of 500 and 700 respectively.

Large establishments engaged in the agricultural and construction sectors showed lower levels of employment in March 1998 as compared to March 1997, with decreases of about 1,000 and 600 respectively.

As regards distribution by sex, male employment shows an overall increase of nearly 2,300. Sectorwise distribution indicates major increases of 2,000 in 'Manufacturing' and 1,100 in 'Wholesale, retail trade, restaurants and hotels'. These increases were however partly offset by decreases of 500 in 'Agriculture and fishing' and 600 in 'Construction'. As at March 1998, female employment had increased by around 4,300 compared to the previous survey. The manufacturing sector contributed largely to this rise, with an increase of 3,400 or 6%. All the other sectors also showed increases in employment ranging from 2 to 10%, except for 'Agriculture and fishing' where the figure fell by 6%.

10.3 Employment in large establishments of the EPZ

The number of persons employed by large EPZ firms was around 84,800 (75,700 Mauritians and 9,100 foreigners) in March 1998, showing thus an increase of 4,500 over the March 1997 figure of 80,300. Male employment which stood at 25,200 in March 1997 rose to 26,900 in March 1998 while female employment went up to around 57,900 in March 1998 from 55,100 in March 1997.

The rise in the employment level of the EPZ sector is attributable to enterprises manufacturing wearing apparel where a net increase of 4,400 is noted between March 1997 and March 1998. Among enterprises engaged in the sectors 'Textiles' and 'Footwear and leather products', decreases of 200 and 100 respectively were noted.

A large proportion of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 40,300 Mauritians employed in these firms were piece- or hourly- rate workers. The corresponding figure for March 1997 was 38,100.

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.

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 7% over March 1997 to reach around Rs. 8,100 in March 1998. The highest increase (23%) was noted in 'Electricity and water', mainly due to increases in overtime. A high increase in salaries of monthly paid employees was noted in the 'Transport, storage and communication' sector as well (22%), particularly in 'Travel & tourism' and 'Docks & stevedoring'. As regards earnings of employees exclusively on daily rates of pay, an increase of 7% was noted, so that by March 1998, a daily paid employee was earning an average of Rs. 178 compared to Rs. 166 in March 1997.

10.4.2 Earnings in large establishments of the EPZ

In the EPZ sector, average earnings went up by about 11% for monthly rate employees while among daily rate employees, the increase was 6%. Piece rate and hourly rate workers, mostly found in the EPZ (and specifically manufacturing), earned an average of around Rs. 159 daily and Rs. 15 per hour respectively in March 1998 compared to Rs. 156 daily and Rs. 14 per hour in March 1997.

11. SURVEY OF VACANCIES

All establishments except central and local government services were also requested to supply information on unfilled vacancies as at 26 March 1998. A total of around 1,560 (760 males and 800 females) was reported. It is to be noted that about 40% of these vacancies occurred in the occupational group "Machine operators and assemblers" (mainly in manufacturing establishments), followed by 20% in the occupational group 'Elementary occupations'. 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 1996	March 1997	March 1998
<u>Agriculture and fishing</u>	<u>333</u>	<u>314</u>	<u>298</u>
Sugarcane	191	198	187
Tea	15	11	10
Tobacco	59	41	46
Fishing	11	9	6
Flower growing	30	28	24
Other	27	27	25
<u>Mining and quarrying</u>	<u>5</u>	<u>5</u>	<u>5</u>
<u>Manufacturing</u>	<u>896</u>	<u>878</u>	<u>927</u>
Food:			
Bread	24	25	28
Biscuits and confectionery	19	18	16
Meat	6	7	8
Sugar	17	17	16
Tea processing	5	5	5
Other	36	37	41
Beverage and tobacco:			
Distilleries & cigarette manufacture	7	8	7
Wine and beer	4	4	4
Soft drinks	4	4	4
Textiles	48	52	50
Wearing apparel (except footwear)	350	332	352
Leather products	11	10	9
Footwear	14	13	14
Wood and furniture	46	43	43
Paper products	14	15	16
Printing and publishing	45	46	49

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

Industrial group	No. of establishments covered by the survey in:		
	March 1996	March 1997	March 1998
Rubber products	10	10	9
Miscellaneous chemical products	28	29	32
Plastic products	28	30	32
Non-metallic mineral products:			
Stone and concrete	32	29	32
Other	5	5	6
Iron and steel basic industries	8	7	9
Metal products	31	32	36
Machinery:			
Electrical	20	17	18
Non-electrical	13	12	13
Transport equipment	9	9	11
Watches and clocks	5	5	5
Jewellery and related articles	19	21	25
Miscellaneous manufacturing industries	38	36	37
<u>Electricity and water</u>	<u>5</u>	<u>5</u>	<u>5</u>
<u>Construction</u>	<u>74</u>	<u>76</u>	<u>84</u>
<u>Wholesale, retail trade, restaurants and hotels</u>			
Wholesale and retail trade	441	463	491
Restaurants	324	342	359
Hotels	47	46	55
Hotels	70	75	77

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

Industrial group	No. of establishments covered by the survey in:		
	March 1996	March 1997	March 1998
<u>Transport, storage & communication</u>	<u>90</u>	<u>92</u>	<u>97</u>
Road transport:			
Buses	11	11	12
Other	19	17	18
Docks and stevedoring	12	14	13
Travel and tourism	34	32	37
Other	14	18	17
<u>Financing, insurance, real estate and business services</u>	<u>166</u>	<u>177</u>	<u>191</u>
Banks ¹ and other financial institutions	35	31	38
Insurance	22	23	23
Engineering and architectural services	25	30	33
Advertising services	10	11	13
Other business services	74	82	84
<u>Community, social and personal services</u>	<u>398</u>	<u>422</u>	<u>426</u>
Government:			
(a) Central	129	135	133
(b) Local	9	9	9
Private education services	131	141	145
Private health services	12	13	12
Repair of motor vehicles	15	14	13
Amusement and recreational services	34	33	37
Other services	68	77	77
<u>Activities not elsewhere specified</u>	<u>3</u>	<u>3</u>	<u>3</u>
Total	2,411	2,435	2,527

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

Table 2.2 - Number of establishments¹ by industrial group and district, March 1998

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		21	-	253	1	23	244	56	154	87	3	842
Pamplemousses		15	-	94	-	11	30	7	1	17	-	175
Riviere du Rempart		43	-	47	-	1	31	3	-	11	-	136
Flacq		67	-	42	-	1	19	4	1	13	-	147
Grand Port		25	-	39	-	-	10	2	-	13	-	89
Savanne		39	-	35	-	-	2	-	-	6	-	82
Plaine Wilhems		33	-	283	3	37	104	16	24	109	-	609
Moka		18	-	106	-	5	25	5	6	19	-	184
Black River		37	5	24	-	4	17	-	-	1	-	88
Rodrigues		-	-	4	1	2	9	4	5	8	-	33
Total		298	5	927	5	84	491	97	191	284	3	2,385

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 - Employment¹ by industrial group and district, March 1998

Both sexes		Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Financing, insurance, real estate and business services	Community, social and personal services	Activities not elsewhere specified	Total
District													
Port- Louis		1,310	-	16,723	38	3,300	10,272	8,933	12,110	5,615	2,570	60,871	
Pamplemousses		1,667	-	12,822	-	1,193	2,277	894	12	1,014	-	19,879	
Riviere du Rempart		3,528	-	8,074	-	92	2,136	64	-	413	-	14,307	
Flacq		7,093	-	6,669	-	42	3,486	59	39	607	-	17,995	
Grand Port		6,138	-	7,090	-	-	1,107	622	-	361	-	15,318	
Savanne		4,360	-	5,020	-	-	54	-	-	217	-	9,651	
Plaine Wilhems		1,388	-	34,270	3,130	2,817	3,512	3,945	1,139	5,986	-	56,187	
Moka		1,736	-	9,784	-	192	1,815	305	275	3,360	-	17,467	
Black River		3,155	218	1,421	-	854	2,605	-	-	20	-	8,273	
Rodrigues		-	-	120	52	59	352	131	50	262	-	1,026	
Total		30,375	218	101,993	3,220	8,549	27,616	14,953	13,625	17,855	2,570	220,974	

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 1998

Male		Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Financing, insurance, real estate and business services	Community, social and personal services	Activities not elsewhere specified	Total
District													
Port-Louis	1,079	-	9,713	36	3,221	7,647	7,206	8,356	3,811	2,506	43,575		
Pamplemousses	1,278	-	5,156	-	1,167	1,849	840	4	813	-	11,107		
Riviere du Rempart	2,441	-	2,841	-	92	1,673	58	-	232	-	7,337		
Flacq	5,028	-	1,814	-	39	2,864	57	39	420	-	10,261		
Grand Port	4,147	-	2,212	-	-	893	520	-	173	-	7,945		
Savanne	3,109	-	2,120	-	-	40	-	-	120	-	5,389		
Plaine Wilhems	893	-	14,984	2,968	2,703	2,139	3,625	751	3,187	-	31,250		
Moka	1,084	-	5,016	-	189	1,282	259	202	1,909	-	9,941		
Black River	2,444	101	733	-	836	2,035	-	-	19	-	6,168		
Rodrigues	-	-	114	49	55	277	124	35	186	-	840		
Total	21,503	101	44,703	3,053	8,302	20,699	12,689	9,387	10,870	2,506	133,813		

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 1998

Female		Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Financing, insurance, real estate and business services	Community, social and personal services	Activities not elsewhere specified	Total
District													
Port- Louis	231	-	7,010	2	79	2,625	1,727	3,754	1,804	64	17,296		
Pamplemousses	389	-	7,666	-	26	428	54	8	201	-	8,772		
Riviere du Rempart	1,087	-	5,233	-	-	463	6	-	181	-	6,970		
Flacq	2,065	-	4,855	-	3	622	2	-	187	-	7,734		
Grand Port	1,991	-	4,878	-	-	214	102	-	188	-	7,373		
Savanne	1,251	-	2,900	-	-	14	-	-	97	-	4,262		
Plaine Wilhems	495	-	19,286	162	114	1,373	320	388	2,799	-	24,937		
Moka	652	-	4,768	-	3	533	46	73	1,451	-	7,526		
Black River	711	117	688	-	18	570	-	-	1	-	2,105		
Rodrigues	-	-	6	3	4	75	7	15	76	-	186		
Total	8,872	117	57,290	167	247	6,917	2,264	4,238	6,985	64	87,161		

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

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

Table 2.4 - Number of establishments¹ and employees by size of employment, March 1998

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	109	583	-	-	-	-	109	583
10 - 19	87	1,143	240	3,278	433	5,848	760	10,269
20 - 29	25	614	136	3,259	198	4,748	359	8,621
30 - 39	12	409	83	2,869	112	3,860	207	7,138
40 - 49	11	488	57	2,498	72	3,193	140	6,179
50 - 59	5	272	42	2,264	46	2,461	93	4,997
60 - 79	8	514	72	5,021	78	5,351	158	10,886
80 - 99	3	269	40	3,620	54	4,829	97	8,718
100 - 199	12	1,646	116	17,115	75	10,549	203	29,310
200 - 299	4	1,065	59	14,939	35	8,481	98	24,485
300 - 399	4	1,346	23	8,403	16	5,416	43	15,165
400 - 499	2	894	17	7,711	16	7,015	35	15,620
500 - 999	6	4,330	31	20,581	14	9,165	51	34,076
1,000 & over	10	16,820	11	19,668	11	18,481	32	54,969
Total	298	30,393	927	111,226	1,160	89,397	2,385	231,016

¹ excluding Central and Local Government

Table 2.5 - Employment by industrial group and sex, March 1997 and March 1998

Industrial group	March 1997			March 1998		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Agriculture and fishing</u>	<u>22,000</u>	<u>9,386</u>	<u>31,386</u>	<u>21,521</u>	<u>8,872</u>	<u>30,393</u>
Sugarcane	19,696	8,477	28,173	19,485	8,031	27,516
Tea	148	160	308	125	144	269
Tobacco	76	165	241	87	187	274
Fishing	484	18	502	331	17	348
Flower growing	246	308	554	213	261	474
Other	1,350	258	1,608	1,280	232	1,512
<u>Mining and quarrying</u>	<u>93</u>	<u>129</u>	<u>222</u>	<u>101</u>	<u>117</u>	<u>218</u>
<u>Manufacturing</u>	<u>45,639</u>	<u>60,210</u>	<u>105,849</u>	<u>47,644</u>	<u>63,582</u>	<u>111,226</u>
Food:						
Bread	410	47	457	450	53	503
Biscuits and confectionery	324	322	646	306	312	618
Meat	993	229	1,222	1,061	270	1,331
Sugar	4,289	57	4,346	4,038	52	4,090
Tea processing	428	40	468	390	39	429
Other	1,880	1,372	3,252	1,956	1,404	3,360
Beverage and tobacco:						
Distilleries & cigarette manufacture	446	129	575	395	129	524
Wine and beer	681	78	759	685	77	762
Soft drinks	1,348	66	1,414	1,357	74	1,431
Textiles	3,997	1,520	5,517	3,987	1,339	5,326
Wearing apparel (except footwear)	18,080	49,415	67,495	19,700	52,648	72,348
Leather products	254	1,008	1,262	234	847	1,081
Footwear	380	286	666	370	305	675
Wood and furniture	1,449	224	1,673	1,464	209	1,673
Paper products	567	270	837	666	246	912
Printing and publishing	1,277	612	1,889	1,385	649	2,034
Rubber products	191	32	223	195	34	229

Table 2.5 - (cont'd) - Employment by industrial group and sex, March 1997 and March 1998

Industrial group	March 1997			March 1998		
	Male	Female	Both sexes	Male	Female	Both sexes
Miscellaneous chemical products	1,645	342	1,987	1,664	394	2,058
Plastic products	758	328	1,086	857	360	1,217
Non-metallic mineral products :						
Stone and concrete	1,075	77	1,152	1,087	98	1,185
Other	114	47	161	146	45	191
Iron and steel basic industries	504	23	527	564	27	591
Metal products	1,280	150	1,430	1,288	142	1,430
Machinery						
Electrical	465	150	615	503	168	671
Non-electrical	601	41	642	676	44	720
Transport equipment	429	27	456	406	20	426
Watches and clocks	184	393	577	182	432	614
Jewellery and related articles	848	862	1,710	864	1,044	1,908
Miscellaneous manufacturing industries	742	2,063	2,805	768	2,121	2,889
<u>Electricity and water</u>	<u>3,129</u>	<u>159</u>	<u>3,288</u>	<u>3,053</u>	<u>167</u>	<u>3,220</u>
<u>Construction</u>	<u>9,299</u>	<u>247</u>	<u>9,546</u>	<u>8,652</u>	<u>247</u>	<u>8,899</u>
<u>Wholesale, retail trade, restaurants and hotels</u>						
Wholesale and retail trade	10,329	4,263	14,592	10,758	4,488	15,246
Restaurants	891	227	1,118	1,125	264	1,389
Hotels	8,494	2,081	10,575	8,974	2,203	11,177
<u>Transport, storage & communication</u>	<u>12,913</u>	<u>2,106</u>	<u>15,019</u>	<u>12,810</u>	<u>2,266</u>	<u>15,076</u>
Road transport:						
Buses	5,261	49	5,310	5,254	53	5,307
Other	910	127	1,037	916	140	1,056
Docks and stevedoring	2,100	110	2,210	1,958	110	2,068
Travel and tourism	2,386	1,346	3,732	2,482	1,442	3,924
Other	2,256	474	2,730	2,200	521	2,721

Table 2.5 (cont'd) - Employment by industrial group and sex, March 1997 and March 1998

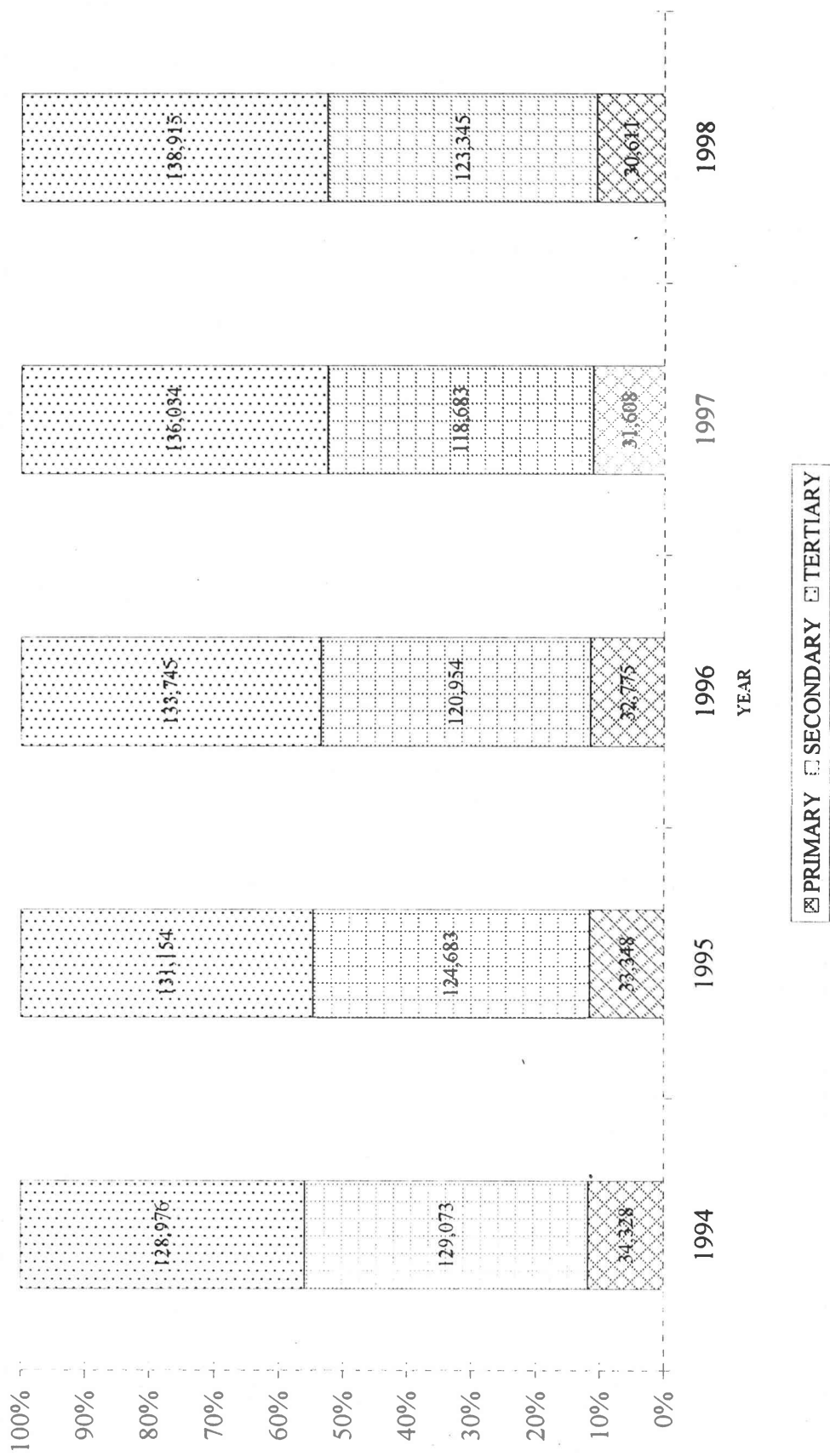
Industrial group	March 1997			March 1998		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Financing, insurance, real estate and business services</u>	<u>9,309</u>	<u>3,874</u>	<u>13,183</u>	<u>9,434</u>	<u>4,246</u>	<u>13,680</u>
Banks and other financial institutions	2,809	1,584	4,393	2,832	1,799	4,631
Insurance	1,160	691	1,851	1,152	780	1,932
Engineering and architectural services	825	190	1,015	954	185	1,139
Advertising services	126	103	229	138	120	258
Other business services	4,389	1,306	5,695	4,358	1,362	5,720
<u>Community, social and personal services</u>	<u>58,965</u>	<u>20,135</u>	<u>79,100</u>	<u>59,141</u>	<u>20,636</u>	<u>79,777</u>
Government services:						
(a) Central	43,508	12,569	56,077	43,264	12,862	56,126
(b) Local	5,184	724	5,908	4,968	761	5,729
Private education services	4,498	3603	8,101	4,529	3540	8,069
Private health services	150	767	917	159	784	943
Repair of motor vehicles	656	77	733	653	77	730
Amusement and recreational services	1,133	400	1,533	1,291	432	1,723
Other services	3,836	1995	5,831	4,277	2180	6,457
<u>Activities not elsewhere specified</u>	<u>2,388</u>	<u>59</u>	<u>2,447</u>	<u>2,506</u>	<u>64</u>	<u>2,570</u>
Total	183,449	102,876	286,325	185,719	107,152	292,871

Table 2.6 - Employment by major industrial group, March 1994 - March 1998

Both sexes	1994	1995	1996	1997	1998
<u>Industrial group</u>					
<u>Agriculture and fishing</u>	<u>34,163</u>	<u>33,126</u>	<u>32,547</u>	<u>31,386</u>	<u>30,393</u>
Sugarcane	30,229	29,109	29,066	28,173	27,516
Tea	620	463	398	308	269
Tobacco	394	400	339	241	274
Other	2,920	3,154	2,744	2,664	2,334
<u>Mining and quarrying</u>	<u>165</u>	<u>222</u>	<u>228</u>	<u>222</u>	<u>218</u>
<u>Manufacturing</u>	<u>112,165</u>	<u>110,439</u>	<u>107,354</u>	<u>105,849</u>	<u>111,226</u>
Sugar	6,767	6,114	5,039	4,346	4,090
EPZ ¹	81,706	80,373	79,467	79,617	84,031
Other	23,692	23,952	22,848	21,886	23,105
<u>Electricity and water</u>	<u>3,531</u>	<u>3,460</u>	<u>3,406</u>	<u>3,288</u>	<u>3,220</u>
<u>Construction</u>	<u>13,377</u>	<u>10,784</u>	<u>10,194</u>	<u>9,546</u>	<u>8,899</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>23,343</u>	<u>24,472</u>	<u>25,046</u>	<u>26,285</u>	<u>27,812</u>
<u>Transport, storage & communication</u>	<u>14,196</u>	<u>14,530</u>	<u>14,597</u>	<u>15,019</u>	<u>15,076</u>
<u>Financing, insurance, real estate and business services</u>	<u>11,495</u>	<u>12,096</u>	<u>12,533</u>	<u>13,183</u>	<u>13,680</u>
<u>Community, social and personal services</u>	<u>76,784</u>	<u>77,098</u>	<u>78,435</u>	<u>79,100</u>	<u>79,777</u>
Government:					
(a) Central	56,102	56,200	56,828	56,077	56,126
(b) Local	5,310	5,396	5,508	5,908	5,729
Other	15,372	15,502	16,099	17,115	17,922
<u>Activities not elsewhere specified</u>	<u>3,158</u>	<u>2,958</u>	<u>3,134</u>	<u>2,447</u>	<u>2,570</u>
Total	292,377	289,185	287,474	286,325	292,871

¹ Excluding non-manufacturing EPZ establishments

FIG. 2-1 - EMPLOYMENT BY SECTOR, MARCH 1994 - MARCH 1998



Figures for large establishments only

Table 2.6 (Cont'd) - Employment by major industrial group, March 1994 - March 1998

Male

Industrial group	1994	1995	1996	1997	1998
<u>Agriculture and fishing</u>	<u>23,375</u>	<u>22,663</u>	<u>22,644</u>	<u>22,000</u>	<u>21,521</u>
Sugarcane	20,773	19,905	20,323	19,696	19,485
Tea	279	181	139	148	125
Tobacco	123	123	107	76	87
Other	2,200	2,454	2,075	2,080	1,824
<u>Mining and quarrying</u>	<u>79</u>	<u>96</u>	<u>100</u>	<u>93</u>	<u>101</u>
<u>Manufacturing</u>	<u>49,221</u>	<u>47,647</u>	<u>46,343</u>	<u>45,639</u>	<u>47,644</u>
Sugar	6,659	6,031	4,984	4,289	4,038
EPZ ¹	24,045	23,253	23,735	24,782	26,418
Other	18,517	18,363	17,624	16,568	17,188
<u>Electricity and water</u>	<u>3,384</u>	<u>3,305</u>	<u>3,242</u>	<u>3,129</u>	<u>3,053</u>
<u>Construction</u>	<u>13,161</u>	<u>10,580</u>	<u>9,967</u>	<u>9,299</u>	<u>8,652</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>17,658</u>	<u>18,318</u>	<u>18,756</u>	<u>19,714</u>	<u>20,857</u>
<u>Transport, storage & communication</u>	<u>12,492</u>	<u>12,773</u>	<u>12,712</u>	<u>12,913</u>	<u>12,810</u>
<u>Financing, insurance, real estate and business services</u>	<u>8,143</u>	<u>8,559</u>	<u>8,836</u>	<u>9,309</u>	<u>9,434</u>
<u>Community, social and personal services</u>	<u>58,708</u>	<u>58,543</u>	<u>59,194</u>	<u>58,965</u>	<u>59,141</u>
Government:					
(a) Central	44,237	44,184	44,496	43,508	43,264
(b) Local	4,688	4,764	4,847	5,184	4,968
Other	9,783	9,595	9,851	10,273	10,909
Activities not elsewhere specified	3,083	2,889	3,077	2,388	2,506
Total	189,304	185,373	184,871	183,449	185,719

¹ Excluding non-manufacturing EPZ establishments

Table 2.6 (Cont'd) - Employment by major industrial group, March 1994 - March 1998

Female	Industrial group	1994	1995	1996	1997	1998
	<u>Agriculture and fishing</u>	<u>10,788</u>	<u>10,463</u>	<u>9,903</u>	<u>9,386</u>	<u>8,872</u>
	Sugarcane	9,456	9,204	8,743	8,477	8,031
	Tea	341	282	259	160	144
	Tobacco	271	277	232	165	187
	Other	720	700	669	584	510
	<u>Mining and quarrying</u>	<u>86</u>	<u>126</u>	<u>128</u>	<u>129</u>	<u>117</u>
	<u>Manufacturing</u>	<u>62,944</u>	<u>62,792</u>	<u>61,011</u>	<u>60,210</u>	<u>63,582</u>
	Sugar	108	83	55	57	52
	EPZ ¹	57,661	57,120	55,732	54,835	57,613
	Other	5,175	5,589	5,224	5,318	5,917
	<u>Electricity and water</u>	<u>147</u>	<u>155</u>	<u>164</u>	<u>159</u>	<u>167</u>
	<u>Construction</u>	<u>216</u>	<u>204</u>	<u>227</u>	<u>247</u>	<u>247</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>5,685</u>	<u>6,154</u>	<u>6,290</u>	<u>6,571</u>	<u>6,955</u>
	<u>Transport, storage & communication</u>	<u>1,704</u>	<u>1,757</u>	<u>1,885</u>	<u>2,106</u>	<u>2,266</u>
	<u>Financing, insurance, real estate and business services</u>	<u>3,352</u>	<u>3,537</u>	<u>3,697</u>	<u>3,874</u>	<u>4,246</u>
	<u>Community, social and personal services</u>	<u>18,076</u>	<u>18,555</u>	<u>19,241</u>	<u>20,135</u>	<u>20,636</u>
	Government:					
	(a) Central	11,865	12,016	12,332	12,569	12,862
	(b) Local	622	632	661	724	761
	Other	5,589	5,907	6,248	6,842	7,013
	<u>Activities not elsewhere specified</u>	<u>75</u>	<u>69</u>	<u>57</u>	<u>59</u>	<u>64</u>
	Total	103,073	103,812	102,603	102,876	107,152

¹ Excluding non-manufacturing EPZ establishments.

Thousands

FIG. 2.2 - Employment by sex, March 1994 - March 1998

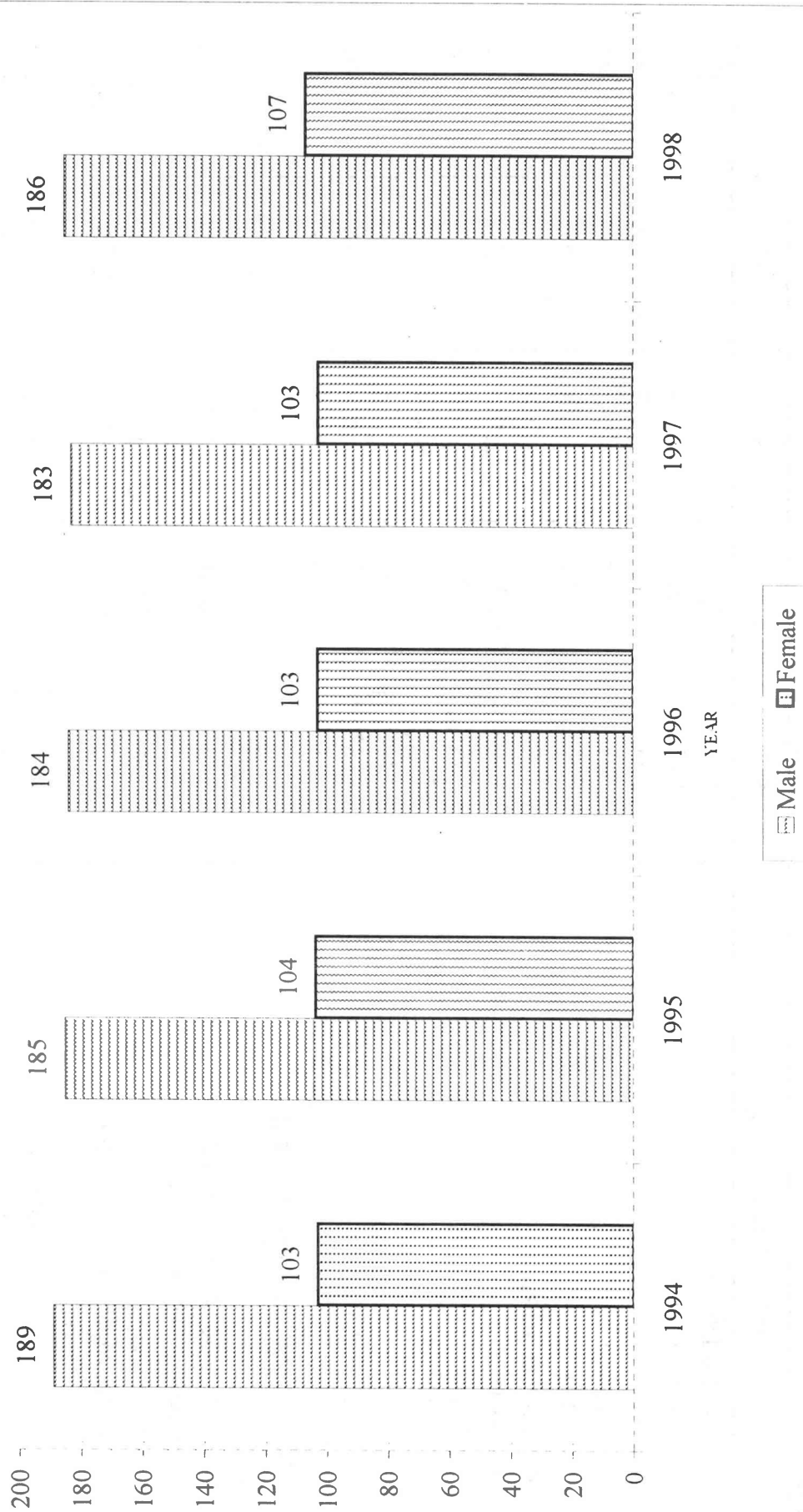


Table 2.7 - Employment¹ by industrial group and sex in the public sector, March 1997 and March 1998

Industrial group	March 1997 ²			March 1998		
	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture and fishing	1,441	514	1,955	1,497	497	1,994
Manufacturing	572	12	584	575	12	587
Electricity and water	3,041	153	3,194	2,968	162	3,130
Construction	-	-	-	-	-	-
Wholesale, retail trade, restaurants and hotels	627	94	721	642	95	737
Transport, storage & communication	5,988	428	6,416	5,816	446	6,262
Financing, insurance, real estate and business services	1,397	873	2,270	1,410	876	2,286
Community, social and personal services	52,130	14,949	67,079	52,017	15,485	67,502
of which: Central government	(43,508)	(12,569)	(56,077)	(43,264)	(12,862)	(56,126)
Local government	(5,184)	(724)	(5,908)	(4,968)	(761)	(5,729)
Activities not elsewhere specified	2,388	59	2,447	2,506	64	2,570
Total	67,584	17,082	84,666	67,431	17,637	85,068

¹ including Rodrigues² Revised

Table 2.8 - Government services : Employment by Ministry and sex, March 1998

Government Services	Male	Female	Both sexes
1. CENTRAL GOVERNMENT			
Office of the President, Judicial, National Assembly, etc.	426	129	555
Prime Minister's Office	9,925	714	10,639
Ministry of Finance	1,738	803	2,541
Audit, Public & Police Service			
Commissions, Ombudsman's Office, etc.	227	193	420
Ministry of Agriculture, Fisheries and Cooperatives	6,090	546	6,636
Ministry of Public Infrastructure	2,629	106	2,735
Ministry of Education and Human Resource Development	7,401	3,913	11,314
Ministry of Health and quality of life	5,412	4,055	9,467
Ministry of Local Government and Environment	2,108	81	2,189
Ministry of Housing and Land Development	262	109	371
Deputy Prime Minister's Office and Ministry of			
Foreign Affairs, International Trade	64	69	133
Ministry of Social Security and National Solidarity	579	474	1,053
Ministry of Economic Development and			
Regional Co-operation	206	171	377
Ministry of Youth and Sports	294	69	363

Table 2.8 (cont'd) - Government services : Employment by Ministry and sex, March 1998

Government Services	Male	Female	Both sexes
Ministry of Public Utilities	1,486	156	1,642
Ministry for Rodrigues	3,009	416	3,425
Ministry of Industry and Commerce	129	101	230
Ministry of Tourism and Leisure	19	23	42
Ministry of Arts and Culture	147	70	217
Ministry of Women, Child Development and Family Welfare	66	69	135
Attorney General and Ministry of Justice, Human Rights and Corporate Affairs and Ministry of Labour & Industrial Relations	230	194	424
Ministry of Civil Service Affairs	185	291	476
Ministry of Land Transport, Shipping and Public Safety	632	110	742
Total Central Government	43,264	12,862	56,126
2. LOCAL GOVERNMENT			
Municipalities	3,693	520	4,213
District Councils	1,275	241	1,516
Total Local Government	4,968	761	5,729
Total General Government Services	48,232	13,623	61,855

Table 2.9 - Government services: Employment and earnings, March 1998

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1998 (Rs 000)	Number of employees	Earnings per day ¹ (Rs 000)
1. CENTRAL GOVERNMENT				
Office of the President, Judicial, National Assembly, etc.	544	6,388.96	3	0.56
Prime Minister's Office	10,556	94,421.06	8	0.80
Ministry of Finance	2,481	26,219.13	-	-
Audit, Public & Police Service				
Commissions, Ombudsman's Office, etc.	393	4,255.29	1	0.14
Ministry of Agriculture, Fisheries and Cooperatives	6,311	43,567.38	11	1.75
Ministry of Public Infrastructure	2,613	17,528.27	68	12.00
Ministry of Education and Human Resource Development	11,016	101,894.09	-	-
Ministry of Health and quality of life	9,019	86,017.34	160	25.71
Ministry of Local Government and Environment	2,169	13,322.48	-	-
Ministry of Housing and Land Development	357	3,411.99	-	-
Deputy Prime Minister's Office and Ministry of				
Foreign Affairs, International Trade	125	1,441.59	-	-
Ministry of Social Security and National Solidarity	992	8,485.62	17	2.87
Ministry of Economic Development and				
Regional Co-operation	351	4,358.94	-	-
Ministry of Youth and Sports	353	3,257.34	-	-

Table 2.9 (cont'd) - Government services: Employment and earnings, March 1998

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1998 (Rs 000)	Number of employees	Earnings per day ¹ (Rs 000)
Ministry of Public Utilities	1,584	12,766.53	11	2.08
Ministry for Rodrigues	3,424	21,921.95	-	-
Ministry of Industry and Commerce	230	2,274.43	-	-
Ministry of Tourism and Leisure	40	448.27	-	-
Ministry of Arts and Culture	213	2,052.08	1	0.33
Ministry of Women, Child Development and Family Welfare	126	1,153.30	-	-
Attorney General and Ministry of Justice, Human Rights and Corporate Affairs and				
Ministry of Labour & Industrial Relations	410	4,436.20	-	-
Ministry of Civil Service Affairs	451	4,788.21	-	-
Ministry of Land Transport, Shipping and Public Safety	729	6,527.40	-	-
Total Central Government²	54,487	470,937.83	280	46.24
2. LOCAL GOVERNMENT				
Municipalities	4,213	27,529.25	-	-
District Councils	1,487	8,810.76	29	3.64
Total Local Government	5,700	36,340.01	29	3.64
Total General Government Services	60,187	507,278.00	309	49.88

¹average per day worked out from the last payroll of March 1998

²Employees on leave without pay are not included here

Table 2.10 - Employment and earnings for employees on monthly and daily rates of pay, March 1998

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1998 (Rs 000)	Number of employees	Earnings ¹ per day (Rs 000)
<u>Agriculture and fishing</u>	<u>22,753</u>	<u>120,341.50</u>	<u>7,452</u>	<u>1,359.33</u>
Sugar cane	21,501	110,665.65	6,208	1,191.94
Tea	37	317.05	144	23.04
Tobacco	22	79.93	242	22.74
Fishing	151	1,195.77	51	9.43
Flower growing	175	1,107.22	291	29.10
Other	867	6,975.88	516	83.08
<u>Mining and quarrying</u>	<u>15</u>	<u>139.47</u>	<u>203</u>	<u>20.91</u>
<u>Manufacturing</u>	<u>35,692</u>	<u>246,702.46</u>	<u>25,071</u>	<u>4,045.39</u>
Food:				
Bread	106	786.63	389	90.25
Biscuits and confectionery	330	1,386.66	287	34.44
Meat	1,323	8,109.99	8	1.30
Sugar	3,507	26,330.55	603	151.35
Tea	207	1,341.57	222	39.96
Other	1,535	12,344.47	667	102.05
Beverage and tobacco:				
Distilleries & cigarette manufacture	404	5,046.77	120	21.36
Wine and beer	545	5,269.06	253	45.79
Soft drinks	1,368	10,078.05	63	16.69
Textiles	3,430	22,936.41	818	154.60
Wearing apparel (except footwear)	11,766	75,125.91	15,236	2,148.28
Leather products	147	1,266.11	763	104.53
Footwear	260	1,438.32	282	40.33

¹earnings per day worked out from the last payroll for the month of March 1998

Table 2.10 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1998

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1998 (Rs 000)	Number of employees	Earnings per day (Rs 000)
<u>Manufacturing (cont'd)</u>				
Wood and furniture	525	3,882.90	940	202.10
Paper products	723	4,717.57	178	22.61
Printing & publishing	1,679	13,512.59	199	49.35
Rubber products	146	787.82	78	11.47
Miscellaneous chemical products	1,795	13,722.78	164	29.68
Plastic products	789	4,524.92	129	11.99
Non-metallic mineral products:				
Stone and concrete	372	3,791.05	781	196.81
Other	87	469.10	85	21.76
Iron and steel basic industries	463	3,480.37	121	29.40
Metal products	872	5,680.21	512	144.90
Machinery:				
Electrical	382	3,043.01	274	76.99
Non-electrical	520	4,586.40	15	1.62
Transport equipment	320	2,102.40	106	18.23
Watches and clocks	218	1,301.90	75	14.78
Jewellery and related articles	890	4,264.88	534	76.90
Miscellaneous manufacturing industries	983	5,374.06	1,169	185.87
<u>Electricity and water</u>	<u>3,220</u>	<u>40,082.56</u>	-	-
<u>Construction</u>	<u>1,580</u>	<u>18,136.82</u>	<u>5,224</u>	<u>1,342.57</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>26,883</u>	<u>201,878.38</u>	<u>545</u>	<u>86.79</u>
Wholesale and retail trade	14,642	121,645.74	489	80.69
Restaurants	1,341	7,704.04	29	2.81
Hotels	10,900	72,528.60	27	3.29

Table 2.10 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1998

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1998 (Rs 000)	Number of employees	Earnings per day (Rs 000)
<u>Transport, storage & communication</u>	<u>13,122</u>	<u>139,711.79</u>	<u>1,766</u>	<u>404.59</u>
Road transport:				
Buses	4,037	24,431.92	1,321	282.69
Other	826	7,243.19	261	64.47
Docks and stevedoring	1,806	28,216.95	116	45.59
Travel and tourism	3,746	48,012.48	55	9.41
Other	2,707	31,807.25	13	2.43
<u>Financing, insurance, real estate and business services</u>	<u>10,895</u>	<u>125,842.20</u>	<u>2,565</u>	<u>415.48</u>
Banks and other financial institutions	4,601	60,015.44	-	-
Insurance	1,924	20,123.12	-	-
Engineering and architectural services	947	9,218.10	211	38.84
Advertising services	253	2,946.94	-	-
Other business services	3,170	33,538.60	2,354	376.64
<u>Community, social and personal services</u>	<u>77,259</u>	<u>656,831.70</u>	<u>984</u>	<u>137.22</u>
Government services :				
(a) Central ²	54,487	470,937.83	280	46.24
(b) Local	5,700	36,340.01	29	3.64
Private education services	7,978	79,030.07	19	3.14
Private health services	917	5,091.19	24	3.29
Repair of motor vehicles	652	5,448.76	54	9.18
Amusement and other recreational services	1,610	12,876.78	69	10.14
Other services	5,915	47,107.06	509	61.59
<u>Activities not elsewhere specified</u>	<u>1,709</u>	<u>10,788.92</u>	<u>861</u>	<u>145.51</u>
Total	193,128	1,560,455.80	44,671	7,957.79

²Employees on leave without pay are not included here

Table 2.11 - Employment and earnings¹ for employees on piece and hourly rates of pay, March 1998

Industrial group	Piece rates of pay		Hourly rates of pay	
	Number of employees	Earnings per day (Rs 000)	Number of employees	Earnings per hour (Rs 000)
<u>Agriculture and fishing</u>				
Sugar cane	362	86.95	151	2.87
Other	125	20.75	-	-
	237	66.20	151	2.87
<u>Manufacturing</u>	21,795	3,463.56	19,482	285.58
Textiles	12	2.35	570	11.05
Wearing apparel (except footwear)	21,271	3,360.82	15,808	220.68
Wood and furniture	154	29.41	7	0.08
Jewellery and related articles	4	0.54	436	7.94
Other	354	70.44	2,661	45.83
<u>Construction</u>	1,502	561.75	285	8.40
<u>Services</u>	249	76.77	424	15.16
Total	23,908	4,189.03	20,342	312.01

¹earnings per day/hour worked out from the last payroll for the month of March 1998

Table 2.12 - Average monthly earnings¹ by industrial group, March 1994 - March 1998

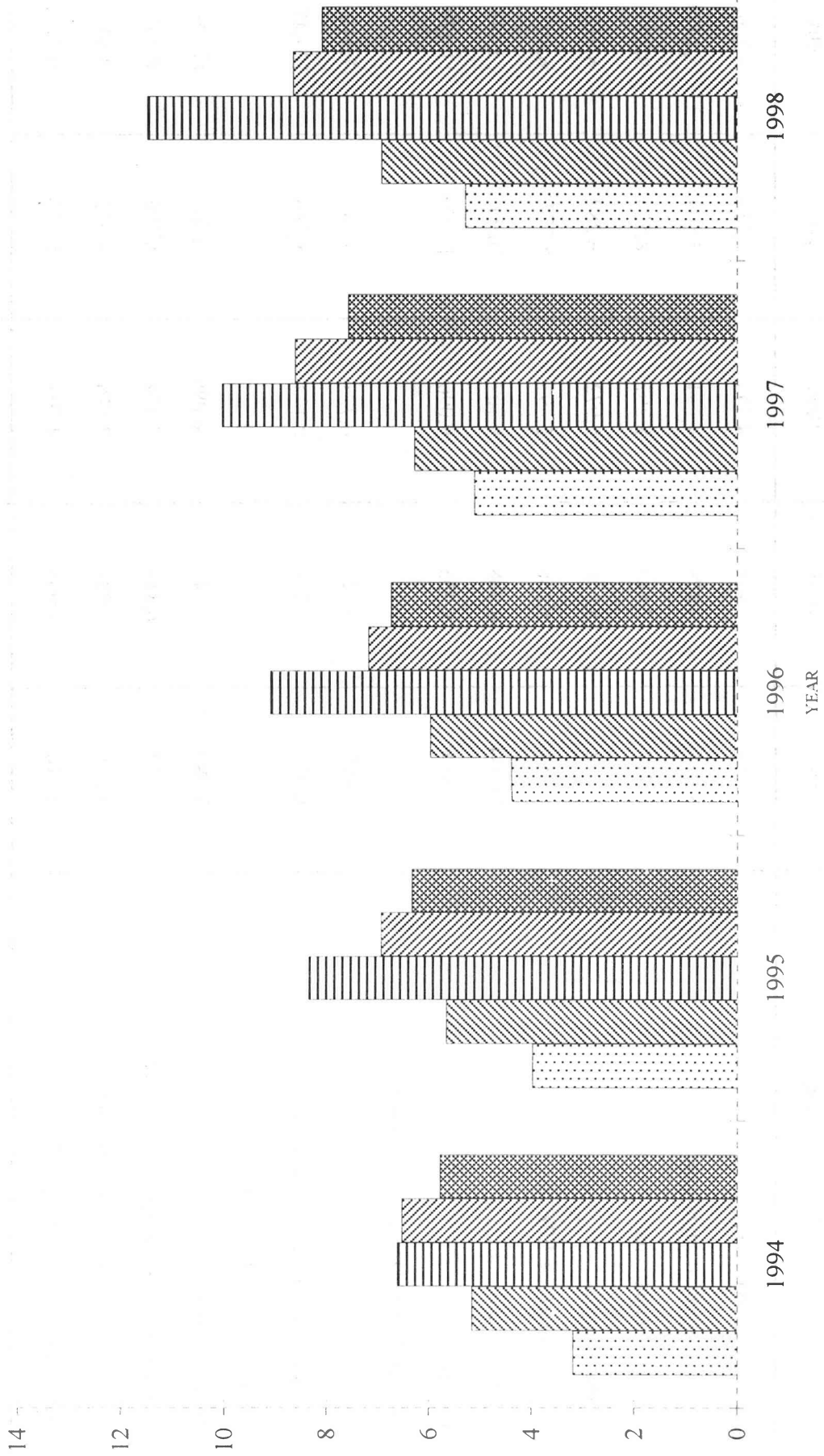
Industrial group	(Rupees)					
	1994	1995	1996	1997	1998	
Agriculture and fishing	3,126	3,878	4,252	4,888	5,161	
<i>of which</i> Sugar cane	3,043	3,824	4,217	4,863	5,109	
Mining and quarrying	2,290	2,427	2,851	3,071	3,134	
Manufacturing	3,702	4,037	4,272	4,558	4,913	
<i>of which</i> EPZ ²	3,276	3,490	3,730	4,015	4,306	
Electricity and water	10,044	8,723	9,695	10,108	12,448	
Construction	5,094	5,964	6,433	7,271	8,078	
Wholesale, retail trade, restaurants and hotels	5,610	6,272	6,629	6,981	7,421	
Transport, storage & communication	6,307	6,971	7,725	8,387	10,071	
Financing, insurance, real estate and business services	7,242	8,213	8,897	9,602	10,157	
Community, social and personal services	6,361	6,724	7,032	8,249	8,442	
<i>of which</i> Central government	6,515	6,931	7,172	8,605	8,621	
Activities not elsewhere specified	4,256	4,658	4,514	5,428	5,670	
All sectors	4,910	5,389	5,767	6,461	6,883	

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 1994 - March 1998

Rs (Thousands)



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

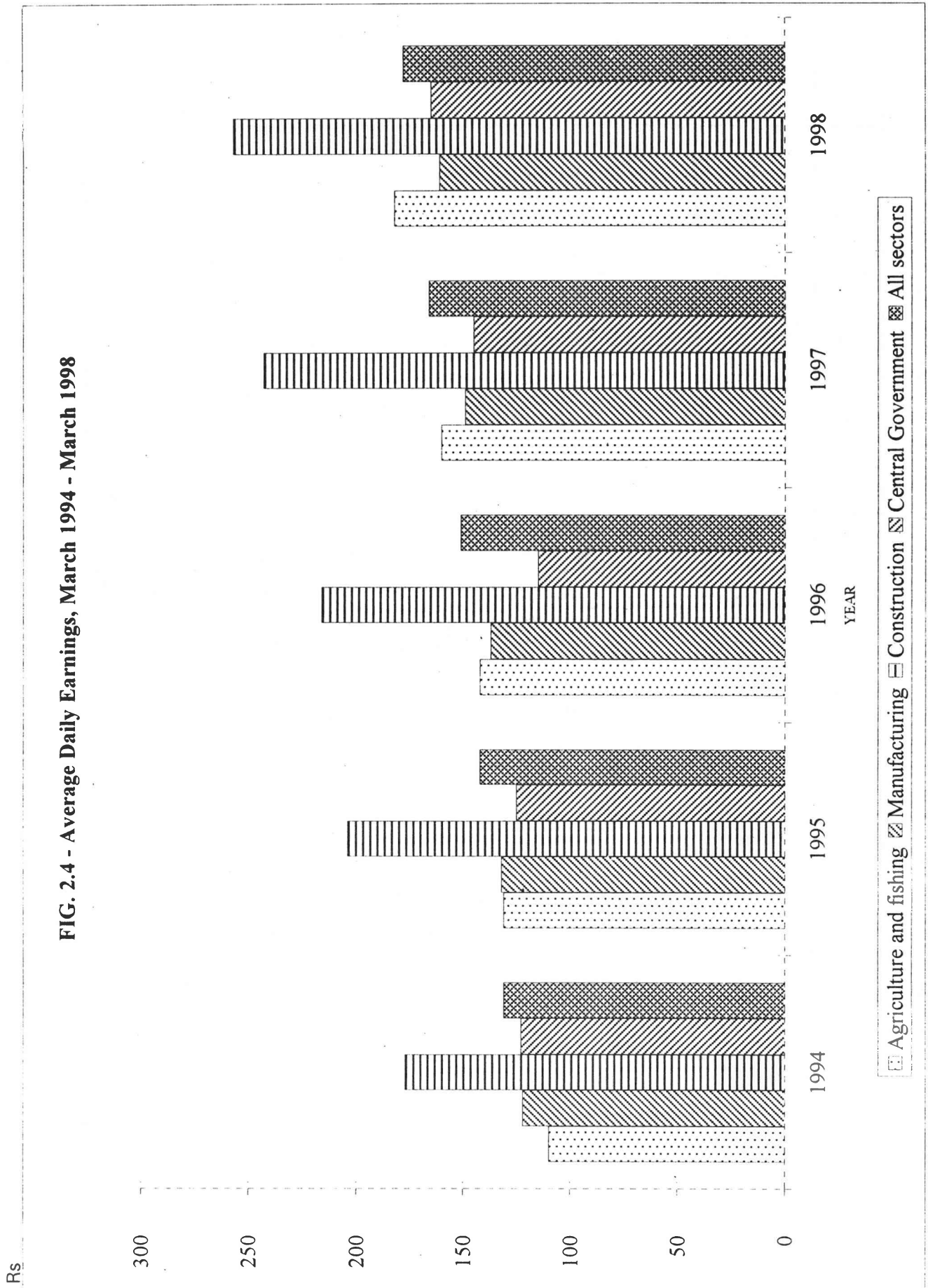
Table 2.13 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1994-March 1998
(Rupees)

Industrial group	1994	1995	1996	1997	1998
Agriculture and fishing	3,187	3,981	4,396	5,116	5,289
<i>of which</i> Sugarcane	3,075	3,879	4,294	5,004	5,147
Mining and quarrying	6,717	7,583	8,207	8,524	9,298
Manufacturing	5,162	5,659	5,972	6,282	6,912
<i>of which</i> EPZ ¹	4,954	5,250	5,493	5,777 ²	6,403
Electricity and water	10,044	8,988	9,707	10,112	12,448
Construction	6,614	8,355	9,096	10,038	11,479
Wholesale, retail trade, restaurants and hotels	5,692	6,376	6,735	7,042	7,510
Transport, storage & communication	6,752	7,339	8,122	8,766	10,647
Financing, insurance, real estate and business services	7,980	9,248	10,096	11,010	11,750
Community, social and personal services	6,417	6,814	7,079	8,296	8,502
<i>of which</i> Central Government	6,525	6,931	7,176	8,612	8,643
Activities not elsewhere specified	4,316	4,905	4,704	5,623	6,313
All sectors	5,779	6,334	6,731	7,572	8,080

¹ excluding non-manufacturing EPZ establishments

² revised

FIG. 2.4 - Average Daily Earnings, March 1994 - March 1998



Agriculture and fishing
 Manufacturing
 Construction
 Central Government
 All sectors

Table 2.14 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1994 - March 1998
(Rupees)

Industrial group	1994	1995	1996	1997	1998
Agriculture and fishing	110	131	142	160	182
<i>of which</i> Sugarcane	112	137	148	168	192
Mining and quarrying	80	80	92	104	103
Manufacturing	122	132	137	149	161
<i>of which</i> EPZ ¹	112	118	125	137	146
Electricity and water ²	-	-	107	127	-
Construction	177	204	216	243	257
Wholesale, retail trade, restaurants and hotels	132	139	152	155	159
Transport, storage & communication	149	168	185	215	229
Financing, insurance, real estate and business services	141	142	146	159	162
Community, social and personal services	112	114	131	139 ³	139
<i>of which</i> Central Government	123	125	115	145	165
Activities not elsewhere specified	128	134	159	178	169
All sectors	131	142	151	166	178

¹excluding non-manufacturing EPZ establishments

²no employees on daily rates of pay for 1994, 1995 and 1998

³revised

Table 2.15 - Average daily earnings by industrial group for employees on piece rates of pay, March 1994 - March 1998

(Rupees)

Industrial group	1994	1995	1996	1997	1998
<u>Agriculture and fishing</u>	<u>137</u>	<u>148</u>	<u>155</u>	<u>197</u>	<u>240</u>
<u>Manufacturing</u>	<u>127</u>	<u>134</u>	<u>145</u>	<u>156</u>	<u>159</u>
Wearing apparel (except footwear)	126	133	144	155	158
Wood & furniture	183	170	194	200	191
Jewellery and related articles	206	252	237	269	135
Other	159	171	167	176	199
<u>Construction</u>	<u>251</u>	<u>281</u>	<u>306</u>	<u>333</u>	<u>374</u>
<u>Other sectors</u>	<u>247</u>	<u>262</u>	<u>287</u>	<u>357</u>	<u>308</u>
All sectors	133	140	154	167	175

Table 2.16 - Average hourly earnings by industrial group for employees on hourly rates of pay, March 1994 - March 1998

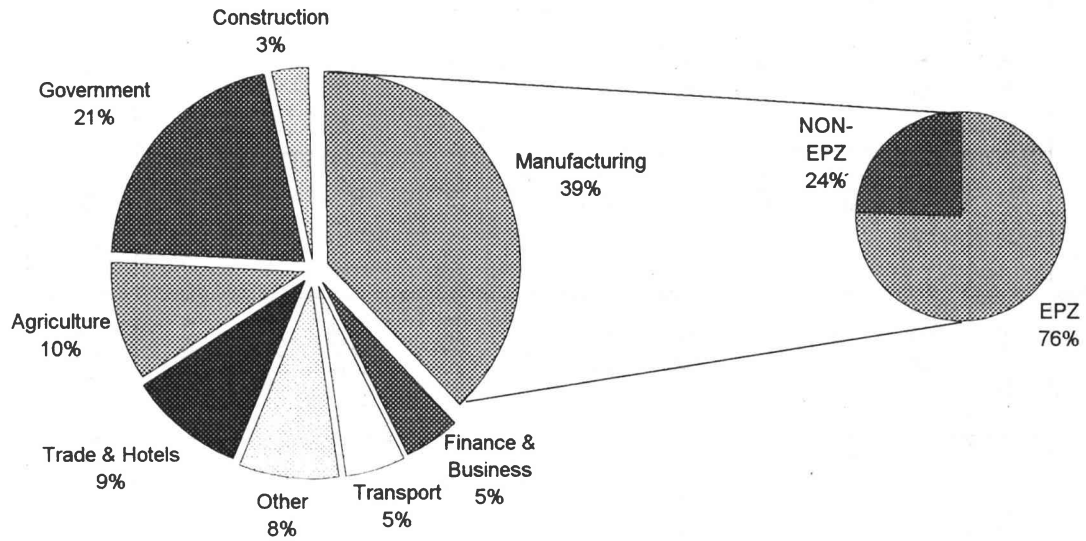
(Rupees)

Industrial group	1994	1995	1996	1997	1998
<u>Agriculture and fishing</u>	<u>19</u>	<u>19</u>	<u>20</u>	<u>19</u>	<u>19</u>
<u>Manufacturing</u>	<u>12</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>
Textiles	17	17	19	20	19
Wearing apparel (except footwear)	11	12	12	13	14
Wood & furniture	-	-	-	-	12
Jewellery and related articles	13	14	14	15	18
Other	14	15	16	16	17
<u>Construction</u>	<u>24</u>	<u>26</u>	<u>26</u>	<u>29</u>	<u>29</u>
<u>Other sectors</u>	<u>45</u>	<u>34</u>	<u>29</u>	<u>34</u>	<u>36</u>
All sectors	13	13	13	14	15

Table 2.17 - Number of establishments and employees by size of employment and industrial group in the EPZ sector - March 1998

Industrial Group	10 - 49		50 - 99		100 - 499		500 & over		Total	
	Number of Establishments	Employment	Number of Establishments	Employment	Number of Establishments	Employment	Number of Establishments	Employment	Number of Establishments	Employment
<u>Manufacturing</u>	<u>164</u>	<u>4,066</u>	<u>86</u>	<u>6,203</u>	<u>152</u>	<u>35,859</u>	<u>38</u>	<u>37,903</u>	<u>440</u>	<u>84,031</u>
Food	5	112	-	-	1	172	1	1,327	7	1,611
Textiles	19	467	10	744	9	2,029	3	1,832	41	5,072
Wearing apparel (except footwear)	80	2,051	56	3,940	124	30,010	33	34,094	293	70,095
Footwear & leather products	1	25	3	212	3	758	-	-	7	995
Wood and furniture	7	129	1	57	1	124	-	-	9	310
Professional/scientific measuring equipment & optical goods	3	67	2	147	4	1,000	-	-	9	1,214
Jewellery & related articles	7	211	4	351	4	984	-	-	15	1,546
Other	42	1,004	10	752	6	782	1	650	59	3,188
<u>Non-manufacturing</u>	<u>21</u>	<u>418</u>	-	-	<u>2</u>	<u>336</u>	-	-	<u>23</u>	<u>754</u>
Total	185	4,484	86	6,203	154	36,195	38	37,903	463	84,785

Fig. 2.5 - Employment by sector, March 1998



A cross-section of EPZ employment

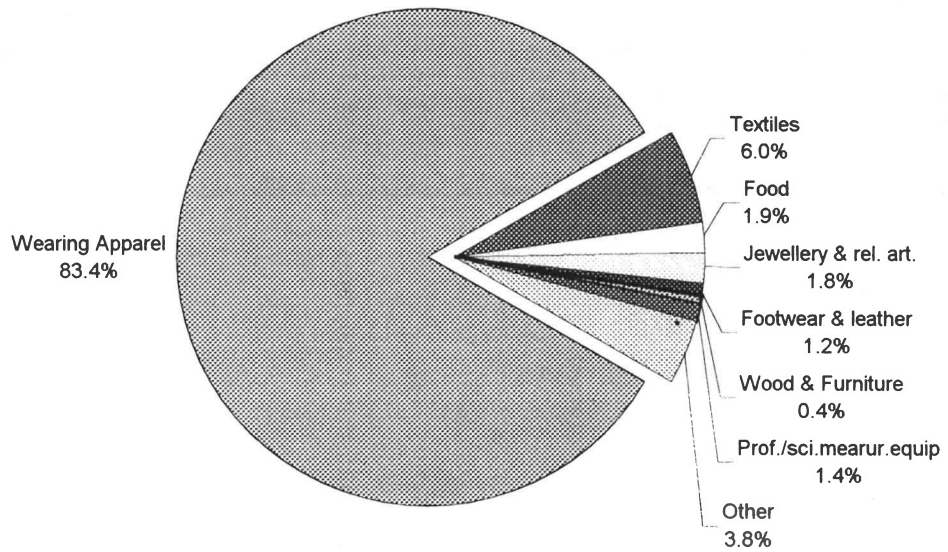


Table 2.18 - Employment¹ in large establishments of EPZ by industrial group and sex, March 1996 - March 1998

Industrial group	March 1996			March 1997			March 1998		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</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>	<u>26,418</u>	<u>57,613</u>	<u>84,031</u>
Food	634	922	1,556	642	987	1,629	633	978	1,611
Textiles	3,547	1,352	4,899	3,931	1,342	5,273	3,916	1,156	5,072
Wearing apparel (except footwear)	16,958	48,568	65,526	17,585	48,062	65,647	19,092	51,003	70,095
Footwear & leather products	219	1,078	1,297	204	933	1,137	195	800	995
Wood and furniture	218	81	299	251	81	332	247	63	310
Professional/scientific measuring equipment & optical goods	535	961	1,496	512	686	1,198	543	671	1,214
Jewellery and related articles	697	687	1,384	674	768	1,442	661	885	1,546
Other	927	2,083	3,010	983	1,976	2,959	1,131	2,057	3,188
<u>Non-manufacturing</u>	<u>365</u>	<u>312</u>	<u>677</u>	<u>420</u>	<u>311</u>	<u>731</u>	<u>438</u>	<u>316</u>	<u>754</u>
TOTAL	24,100	56,044	80,144	25,202	55,146	80,348	26,856	57,929	84,785

¹Employment data : (a) exclude 573 outworkers in March 1996, 925 in March 1997 and 800 in March 1998
(b) include 6,045 foreign workers in March 1996, 6,952 in March 1997 and 9,126 in March 1998

Table 2.19 - Employment and earnings in the EPZ sector for employees on monthly and daily rates of pay, March 1998

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1998 (Rs 000)	Number of employees	Earnings per day (Rs 000) ¹
<u>Manufacturing</u>	<u>17,150</u>	<u>109,810.51</u>	<u>17,737</u>	<u>2,588.91</u>
Food	348	2,765.56	88	12.41
Textiles	3,290	22,151.57	754	146.28
Wearing apparel (except footwear)	10,945	70,617.14	14,050	2,009.15
Footwear & leather products	113	1,040.73	624	84.86
Wood and furniture	117	698.13	122	27.21
Professional/scientific measuring equipment & optical goods	251	1,944.75	626	99.53
Jewellery and related articles	570	2,720.04	515	70.56
Other	1,516	7,872.59	958	138.91
<u>Non-manufacturing</u>	<u>191</u>	<u>1,547.10</u>	<u>264</u>	<u>25.87</u>
Total	17,341	111,357.61	18,001	2,614.78

Table 2.20 - Employment and earnings in the EPZ sector for employees on piece and hourly rates of pay, March 1998

Industrial group	Piece rates of pay		Hourly rates of pay	
	Number of employees	Earnings per day (Rs 000) ¹	Number of employees	Earnings per hour (Rs 000)
<u>Manufacturing</u>	<u>21,244</u>	<u>3,370.30</u>	<u>18,774</u>	<u>271.09</u>
Food	4	0.91	913	13.87
Textiles	12	2.36	520	10.64
Wearing apparel (except footwear)	21,164	3,353.44	15,687	219.46
Footwear & leather products	-	-	245	3.91
Wood and furniture	61	12.92	-	-
Professional/scientific measuring equipment & optical goods	3	0.67	326	6.11
Jewellery and related articles	-	-	420	7.45
Other	-	-	663	9.65
<u>Non-manufacturing</u>	<u>-</u>	<u>-</u>	<u>300</u>	<u>11.58</u>
Total	21,244	3,370.30	19,074	282.67

¹earnings per day worked out from the last payroll for the month of March 1998

Table 2.21 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay March 1994- March 1998

Industrial group	(Rupees)				
	1994	1995	1996	1997 ¹	1998
<u>Manufacturing</u>	<u>4,954</u>	<u>5,250</u>	<u>5,493</u>	<u>5,777</u>	<u>6,403</u>
Food	7,096	8,050	7,032	7,409	7,947
Textiles	5,072	5,452	5,632	5,951	6,733
Wearing apparel (except footwear)	4,956	5,156	5,463	5,758	6,452
Footwear & leather products	6,170	7,332	8,288	8,394	9,210
Wood and furniture	4,405	4,677	5,284	5,345	5,967
Professional/scientific measuring equipment & optical goods	4,390	4,843	5,700	6,851	7,748
Jewellery and related articles	4,136	4,789	4,670	4,936	4,772
Other	4,246	5,063	4,975	4,907	5,193
<u>Non-manufacturing</u>	<u>5,020</u>	<u>5,707</u>	<u>5,902</u>	<u>6,527</u>	<u>8,100</u>
All sectors	4,955	5,257	5,497	5,787	6,422

Table 2.22 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay, March 1994 - March 1998

Industrial group	(Rupees)				
	1994	1995	1996	1997 ¹	1998
<u>Manufacturing</u>	<u>112</u>	<u>118</u>	<u>125</u>	<u>137</u>	<u>146</u>
Food	104	111	115	121	141
Textiles	132	134	165	176	194
Wearing apparel (except footwear)	109	111	119	134	143
Footwear & leather products	112	131	137	137	136
Wood and furniture	117	126	148	162	223
Professional/scientific measuring equipment & optical goods	132	144	138	141	159
Jewellery and related articles	167	170	186	150	137
Other	99	119	140	163	145
<u>Non-manufacturing</u>	<u>98</u>	<u>108</u>	<u>108</u>	<u>89</u>	<u>98</u>
All sectors	111	117	125	137	145

¹ revised

Table 2.23 - Average daily earnings in EPZ by industrial group for employees exclusively on piece rates of pay, March 1994 - March 1998

Industrial group	(Rupees)				
	1994	1995	1996	1997	1998
<u>Manufacturing</u>	<u>126</u>	<u>134</u>	<u>145</u>	<u>156</u>	<u>159</u>
Food	-	-	-	185	228
Textiles	-	-	-	-	196
Wearing apparel (except footwear)	126	133	144	155	158
Footwear & leather products	-	-	-	-	-
Wood and furniture	131	214	233	218	212
Professional/scientific measuring equipment and optical goods	125	133	97	137	224
Jewellery and related articles	206	261	242	271	-
Other	125	142	95	-	-
<u>Non-manufacturing</u>	-	-	-	-	-
All sectors	126	134	145	156	159

Table 2.24 - Average hourly earnings in EPZ by industrial group for employees exclusively on hourly rates of pay, March 1994 - March 1998

Industrial group	(Rupees)				
	1994	1995	1996	1997	1998
<u>Manufacturing</u>	<u>12</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>14</u>
Food	-	-	-	11	15
Textiles	16	17	19	20	20
Wearing apparel (except footwear)	12	12	12	13	14
Footwear & leather products	13	16	16	17	16
Wood and furniture	-	-	-	-	-
Professional/scientific measuring equipment and optical goods	13	14	15	17	19
Jewellery and related articles	13	13	14	15	18
Other	11	13	13	13	15
<u>Non-manufacturing</u>	<u>18</u>	<u>17</u>	<u>20</u>	<u>29</u>	<u>39</u>
All sectors	12	12	13	14	15

Table 2.25 - Sugar Industry: Employment by sex and size of plantations, March 1998

Employer	Size class (hectares)	Male	Female	Both sexes
Planters (including metayers)	10 - 19	510	480	990
	20 - 29	106	193	299
	30 - 39	122	107	229
	40 & over	1,252	678	1,930
Total employed by :				
(i) planters		1,990	1,458	3,448
(ii) millers estates and annexes		17,495	6,573	24,068
(iii) factories		4,038	52	4,090
Total		23,523	8,083	31,606

Table 2.26 - Employment and earnings in the Sugar Industry, March 1998

Employer	Monthly rates of pay		Daily rates of pay	
	Number of workers	Earnings for March 1998 (Rs 000)	Number of workers	Earnings per day ¹ (Rs 000)
Millers estates and annexes	<u>23,716</u>	<u>130,250.34</u>	<u>4,670</u>	<u>1,003.82</u>
Factories	3,507	26,330.55	603	151.35
Plantations	20,209	103,919.79	4,067	852.47
Other planters (including metayers)	<u>1,292</u>	<u>6,745.86</u>	<u>2,141</u>	<u>339.47</u>
Total	25,008	136,996.20	6,811	1,343.29

¹average per day worked out from the last payroll of March 1998

Table 2.27 - Sugar Industry: Employment by geographical region and area harvested - March 1998

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	75	37	-	869	981	4,875	5,856
South: Bel Ombre, Britannia, Mon Trésor- Mon-Désert, Riche-en-Eau, Rose Belle, St. Félix, Savannah, Union St. Aubin	365	84	51	326	826	10,984	11,810
East: Beau Champ, Constance, F.U.E.L	364	100	70	120	654	6,972	7,626
West & Central Plateau: Médine, Highlands, Mon Désert Alma	186	78	108	615	987	5,327	6,314
Total	990	299	229	1,930	3,448	28,158	31,606

¹include factories

Table 2.28 - Foreign workers employed in large establishments by industry & sex, 1992 - 1998

Both sexes

Industry	1992	1993	1994	1995	1996	1997	1998
Agriculture and fishing	100	200	125	100	-	1	18
Manufacturing	1,200	2,750	4,350	6,145	6,115	7,051	9,233
Electricity and water	-	-	50	-	-	1	-
Construction	2,000	3,000	3,000	2,400	1,400	950	350
Wholesale, retail trade, restaurants & hotels	200	350	300	400	200	210	196
Transport, storage & communication	275	300	300	400	200	103	123
Financing, insurance, real estate & business services	100	100	50	150	200	201	55
Community, social & personal services	225	200	100	200	100	100	67
Total	4,100	6,900	8,275	9,795	8,215	8,617	10,042

Male

Industry	1992	1993	1994	1995	1996	1997	1998
Agriculture and fishing	100	200	125	100	-	1	18
Manufacturing	550	850	1,300	1,975	2,091	2,215	2,941
Electricity and water	-	-	50	-	-	1	-
Construction	2,000	3,000	3,000	2,400	1,400	950	350
Wholesale, retail trade, restaurants & hotels	150	300	250	350	175	178	158
Transport, storage & communication	275	300	300	400	200	100	121
Financing, insurance, real estate & business services	100	100	50	150	200	197	47
Community, social & personal services	175	100	100	200	100	72	39
Total	3,350	4,850	5,175	5,575	4,166	3,714	3,674

Female

Industry	1992	1993	1994	1995	1996	1997	1998
Agriculture and fishing	-	-	-	-	-	-	-
Manufacturing	650	1,900	3,050	4,170	4,024	4,836	6,292
Electricity and water	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-
Wholesale, retail trade, restaurants & hotels	50	50	50	50	25	32	38
Transport, storage & communication	-	-	-	-	-	3	2
Financing, insurance, real estate & business services	-	-	-	-	-	4	8
Community, social & personal services	50	100	-	-	-	28	28
Total	750	2,050	3,100	4,220	4,049	4,903	6,368

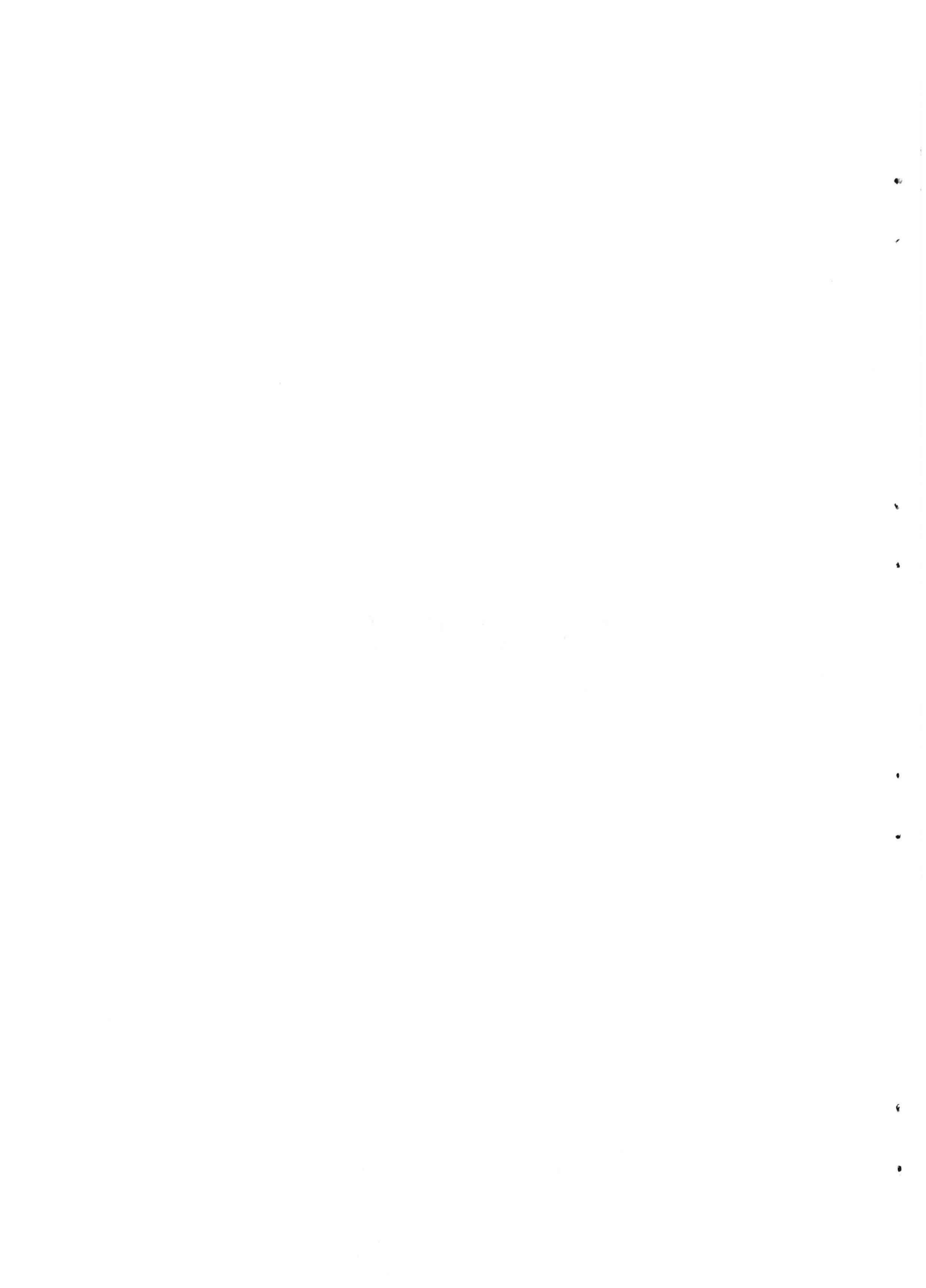
Table 2.29 - Job vacancies by industry, occupation and sex as at 26 March, 1998

Male		Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Financing, insurance, real estate services	Community, social and personal services	Total
Occupation	Industry										
Senior officials and managers		-	-	1	-	-	2	-	3	10	16
Professionals		-	-	1	1	2	3	1	11	36	55
Technicians & associate professionals		-	-	17	1	-	24	10	17	25	94
Clerks		-	-	13	5	-	17	3	5	20	63
Service workers & sales workers		-	-	16	-	-	41	7	-	3	67
Skilled agricultural & fishery workers		-	-	-	-	-	-	-	-	2	2
Craft & related trades workers		-	-	75	-	21	6	1	-	-	103
Extraction & building trades workers		(-)	(-)	(-)	(-)	(10)	(-)	(-)	(-)	(-)	(10)
Metal, machinery, & related trades workers		(-)	(-)	(43)	(-)	(1)	(5)	(1)	(-)	(-)	(50)
Precision, handicraft, printing & related trades workers		(-)	(-)	(10)	(-)	(-)	(-)	(-)	(-)	(-)	(10)
Other craft & related trades workers		(-)	(-)	(22)	(-)	(10)	(1)	(-)	(-)	(-)	(33)
Plant & machine operators & assemblers		1	-	101	-	1	13	9	-	3	128
Stationary plant & related operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Machine operators & assemblers		(-)	(-)	(94)	(-)	(1)	(3)	(1)	(-)	(-)	(99)
Drivers & mobile plant operators		(1)	(-)	(7)	(-)	(-)	(10)	(8)	(-)	(3)	(29)
Elementary occupations		18	-	81	-	70	29	-	4	29	231
Total		19	-	305	7	94	135	31	40	128	759

Table 2.29(Cont'd) - Job vacancies by industry, occupation and sex as at 26 March, 1998

Female		Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Financing, insurance, real estate services	Community, social and personal services	Total
Occupation	Industry											
Senior officials and managers		-	-	-	-	-	-	1	-	-	-	1
Professionals		-	-	-	-	-	-	1	-	2	8	11
Technicians & associate professionals		-	-	2	-	-	-	5	-	2	-	9
Clerks		-	-	6	-	-	-	15	4	3	4	32
Service workers & sales workers		-	-	2	-	-	-	18	3	-	-	23
Skilled agricultural & fishery workers		-	-	-	-	-	-	-	-	-	-	-
Craft & related trades workers		-	-	63	-	-	-	10	-	-	-	73
Extraction & building trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Metal, machinery & related trades workers		(-)	(-)	(15)	(15)	(-)	(-)	(-)	(-)	(-)	(-)	(15)
Precision, handicraft, printing & related trades workers		(-)	(-)	(25)	(25)	(-)	(-)	(10)	(-)	(-)	(-)	(35)
Other craft & related trades workers		(-)	(-)	(23)	(23)	(-)	(-)	(-)	(-)	(-)	(-)	(23)
Plant & machine operators & assemblers		-	-	549	549	-	-	-	-	-	-	549
Stationary plant & related operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Machine operators & assemblers		(-)	(-)	(549)	(549)	(-)	(-)	(-)	(-)	(-)	(-)	(549)
Drivers & mobile plant operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Elementary occupations		17	-	83	83	-	-	1	-	-	-	101
Total		17	-	705	705	-	-	51	7	7	12	799

CHAPTER 3



Chapter 3

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

SEPTEMBER 1997

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 years 1994 to 1997 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 1996 and 1997, wages have gone up by 9.9 % compared to 5.2 % between 1995 and 1996. In fact the overall wage index has risen by 14.3 points, i.e. from 144.0 in September 1996 to 158.3 in September 1997. The corresponding rise of the preceding twelve months, i.e. September 1995 to September 1996, was 7.4 points. Subindices for all major industry groups for 1996 and 1997 are given in Table 3.6, where a general upward movement is obvious. It can be seen that subindices range between 140.4 in 'Wholesale, retail trade, restaurants and hotels' and 170.5 in 'Agriculture and Fishing'. Subindices for 'Manufacturing' and 'Community, social and personal services', which most affect the overall index because of their important weights, were 153.2 and 161.7 respectively.

7.4. Contribution of the industry groups to the index

'Community, social and personal services' contributed most (5.6 points) to the increase of 14.3 points in the overall index between 1996 and 1997. Other important contributions were 3.4 points, from 'Manufacturing', and 2.0 points from 'Agriculture and fishing'. The contribution of each of the industry groups to the overall index is shown in Table 3.7.

7.5. Change in wage rates by industry

The highest increases in wage rates were again noted in the sectors 'Agriculture and fishing' (14.7%) and 'Transport, storage and communication' (13.8%) for the period 1996 to 1997. Important rises in wages was also noted in 'Community, social and personal services' (12.5%) mainly due to adjustments in salaries in the public sector following the CSAT award and in 'Electricity and water' (10.6%) due to revision in salary. The remaining sectors registered increases ranging from 3% in 'Wholesale, retail trade, restaurants and hotels' to 8% in 'Construction' as shown in Table 3.8.

7.6. Limitations

To show genuine changes in the price of labour, it would be necessary to measure the wages of specific individual workers at specific establishments over time. This exercise is practically impossible. 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 - Employment¹ by industrial group, September 1996 - September 1997

Industrial group	September 1996 ³			September 1997		
	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture and fishing	24,190	10,850	35,040	23,930	10,235	34,165
Sugarcane	21,940	9,270	31,210	21,630	8,800	30,430
Tea	150	250	400	140	200	340
Other	2,100	1,330	3,430	2,160	1,235	3,395
Mining and quarrying	110	110	220	90	120	210
Manufacturing	44,745	59,305	104,050	45,175	60,760	105,935
Sugar	4,950	50	5,000	4,350	50	4,400
EPZ ²	23,660	53,930	77,590	25,280	54,975	80,255
Other	16,135	5,325	21,460	15,545	5,735	21,280
Electricity and water	3,200	164	3,364	3,141	173	3,314
Construction	9,670	200	9,870	9,050	200	9,250
Wholesale, retail trade, restaurants and hotels	19,000	6,140	25,140	20,165	6,230	26,395
Transport, storage & communication	12,730	1,905	14,635	13,000	2,025	15,025
Financing, insurance, real estate and business services	8,855	3,780	12,635	8,980	3,910	12,890
Community, social and personal services	58,515	19,370	77,885	59,135	20,175	79,310
Government:						
Central	43,640	12,300	55,940	43,345	12,575	55,920
Local	4,805	695	5,500	4,915	715	5,630
Other	10,070	6,375	16,445	10,875	6,885	17,760
Activities not elsewhere specified	2,769	62	2,831	2,468	57	2,525
All Sectors	183,784	101,886	285,670	185,134	103,885	289,019

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

² Excluding non-manufacturing EPZ establishments

³ Revised

Table 3.2 - Average monthly earnings¹ by industrial group, September 1993 -September 1997

Industrial group	Rupees					
	1993	1994	1995	1996	1997	
Agriculture and fishing	3692	4,148	4,599	5,140	5,540	
<i>of which Sugarcane</i>	3662	4,145	4,550	5,100	5,550	
Mining and quarrying	1900	2,300	2,719	2,925	3,275	
Manufacturing	3450	4,018	4,150	4,650	5,025	
Electricity and water	8044	8,650	9,300	9,730	11,435	
Construction	4711	5,889	6,310	7,060	7,450	
Wholesale,retail trade,restaurants and hotels	5414	5,853	6,306	6,680	7,460	
Transport ,storage & communication	5941	6,714	7,355	7,900	9,600	
Financing ,insurance,real estate and business services	6940	8,340	8,800	9,345	10,420	
Community,social and personal services	6072	6,550	6,843	7,230	8,690	
<i>of which Central Government</i>	6240	6,700	6,936	7,200	8,700	
Activities not eslewhere specified	4025	4,490	4,675	4,900	5,150	
All sectors	4604	5,305	5,622	6,100	6,945	

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, 1997 and 1998

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)	
			Jul-97	Jul-98
Agriculture				
Sugarcane plantations	45 hrs crop season	Overseer - Grade I	22.64	23.48
		Field worker(other than special category): Male	15.89	16.71
		: Female	11.34	12.03
Tea plantations	45	Field labourer :Male	14.43	15.25
		Field labourer :Female	10.93	11.59
		Sirdar/Gangman	17.16	17.98
Manufacturing				
Poultry breeding & processing	45	Farm worker: Male	14.43	15.25
		Farm worker: Female	10.93	11.59
		Factory operator	10.44	11.07
Biscuits and confectionery	45	Machine operator	14.31	15.11
		Ovenman	13.28	14.08
		Unskilled worker	12.50	13.25
Sugar factories	45	Fitter/Welder - Grade I	23.84	24.68
		Driver (heavy mechanical unit) - Grade I	21.28	22.12
		Factory operator - Grade I (1st year)	17.03	17.85
Tea factories	45	Factory worker :Male	14.43	15.25
		Factory worker :Female	10.93	11.59
		Factory operator	16.09	16.91
Soft drinks	45	Factory operator	10.44	11.07
		Factory attendant	9.64	10.22
		Salesman(1st year) Distributive	13.38	14.17
		Driver Grade I (1st year)	16.66	17.48
Textiles	45	Factory worker (1st year)	7.18	7.74
		Unskilled worker (1st year)	5.78	6.34
Furniture	45	Furniture upholsterer - Grade I	17.68	18.5
		Varnisher/Cabinet maker - Grade I	17.68	18.5

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
1997 and 1998**

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)			
			Jul-97	Jul-98		
Printing & publishing	45	Typist/Stenographer (1st year)	17.12	17.93		
		Printing machine operator (letter press)	30.82	31.71		
		Binder/Cutter (1st year)	16.13	16.95		
Non-electrical machinery	45	Fitter Grade I (1st year)	17.36	18.17		
		Mechanic (1st year)	20.00	20.84		
		Metal worker Grade I (1st year)	17.36	18.17		
Construction	45	Mason/Carpenter Grade 1	19.92	20.76		
		Unskilled Worker	15.78	16.6		
Wholesale, retail trade, restaurants and hotels	45	Salesperson (1st year)	13.38	14.17		
		Hotels	48	Receptionist	16.89	21.11
Wholesale & retail trade	45	Waiter (1st year)	9.71	14.25		
		Cook (1st year)	12.61	20.14		
		Cleaner	10.70	14.74		
		Transport	40	Bus driver (1st year)	24.09 ³	25.09
Bus transport ²	45	Bus conductor (1st year)	22.47 ³	23.44		
Lorry transport		Driver Grade I (1st year)	16.66	17.48		
Services	45	Lorry helper (1st year)	14.64	15.46		
		Private health services	45	Professional nurse (1st year)	18.94	19.76
		Nursing aid (assistant, 1st year)	13.32	14.12		
Repair of motor vehicles	45	Garage mechanic - Grade I (1st year)	17.36	18.17		
		Panel beater - Grade I (1st year)	17.36	18.17		

¹ Normal hours of work per week

² Figures exclude 18% increase of Permanent Arbitration Award

³ Revised

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

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)	
		1996 (excluding overtime hrs)	1997 (including overtime hrs)	1996	1997	1996 (including overtime hrs)	1997	1996	1997
Agriculture Sugarcane plantations	Overseer -Grade I	44.9	45.0	33.81	37.05	50.1	48.1	34.58	37.05
	Field worker (other than special cat.)	40.2	40.5	28.01	32.47	43.4	42.7	28.87	32.55
Tea plantations	Fieldworker	42.2	43.2	17.08	18.91	42.9	43.4	17.08	18.93
	Sirdar/Gangman	45.0	45.0	26.05	28.61	45.1	45.0	26.07	28.61
Manufacturing Poultry breeding & processing	Farm worker	44.9	44.8	21.98 ³	23.91	51.0	47.9	22.99 ³	24.31
	Factory worker	44.3	43.1	20.72 ³	22.82	47.4	48.8	21.16 ³	22.40
Biscuits and confectionery	Machine operator	40.6	40.6	19.92	21.78	40.6	40.6	19.92	21.78
	Factory worker	41.3 ³	41.0	11.61	12.80	42.9 ³	42.3	11.77	12.97
Sugar factories	Fitter - Grade I	45.0	44.9	29.26	31.18	65.0	63.5	32.84	34.08
	Welder Grade I	45.0	44.9	28.33	30.80	58.5	55.9	31.62	33.86
	Driver (heavy mechanical unit) Gd I	44.8	44.8	30.56 ³	32.63	61.4	58.0	34.56	36.50
	Factory operator Gd I	44.9	44.7	23.42	25.04	79.4	78.5	26.96	28.58

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

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

³ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

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)	
		1996 (excluding overtime hrs)	1997 (including overtime hrs)	1996	1997	1996 (including overtime hrs)	1997	1996	1997
Tea factories	Factory worker	42.9	43.1	17.42	18.68	46.1	45.7	17.74	19.01
	Factory operator	44.9	45.0	21.74	23.65	55.2 ¹	46.9	22.66	23.82
Soft drinks	Beverage machine operator	44.9	45.0	25.78	27.61	59.7	50.9	27.64	28.59
	Driver/Salesman	45.0	45.0	33.03	32.78	46.1	45.5	33.06	32.83
	Lorry helper	44.9 ¹	45.0	22.81	25.18	45.6 ¹	45.6	22.84	25.23
Textiles (excluding wearing apparel)	Factory worker	43.5	44.0	19.64	20.20	49.1	46.1	20.39	20.41
	Unskilled worker	42.4	44.3	15.34	15.34	44.6	47.6	15.82	16.03
	Machine operator	43.2	43.6	18.40	18.69	45.8	46.0	18.92	19.55
Wearing apparel (except footwear)	Machine operator	42.6	42.8	15.13	16.43	46.6	47.1	15.37	16.60
	Weaver/Knitter	40.6	41.0	15.55	16.43	44.2	45.2	15.72	16.76
	Unskilled worker	42.1	43.0	14.50	15.96	47.3	48.9	14.59	16.33
Manuf. of leather products (except footwear)	Factory worker	44.8	44.5	13.21	14.10	44.8	44.9	13.21	14.14
	Shoemaking machine operator	45.0	45.0	19.29	21.35	45.0	45.2	19.29	21.34

¹ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings per hour (Rs)	
		1996	1997	1996	1997	1996	1997	1996	1997
Furniture	Furniture upholsterer - Grade I Varnisher/Cabinet maker grade I	43.0	44.1	23.89	28.79	43.0	44.4	23.89	28.87
		43.3	43.2	23.56	27.57	44.9	44.0	23.60	27.63
Manufacture of paper products	Machine operator Unskilled worker	43.9	43.5	23.60	26.11	48.0	47.8	25.24	27.82
		43.2	43.5	17.15	17.87	47.5	47.4	18.00	18.58
Printing & publishing	Reporter/Journalist	34.1	33.6	87.52 ¹	94.80	34.4	34.2	88.03 ¹	95.79
	Typist/stenographer	38.0	38.8	44.24 ¹	47.01	39.0	40.4	45.59	47.79
	Printing machine operator	45.0	41.8	30.70	33.75	48.3	47.7	31.60	35.27
	Binder/Cutter	45.0	45.0	23.28	26.48	54.4	51.0	24.91	27.65
Chemical products (excluding fertilisers)	Mixing/Blending machine operator Unskilled worker	44.2	44.1	20.05	22.74	50.6	50.9	21.32	23.62
		44.3	45.0	18.49	19.18	50.4	49.2	19.27	19.82
Manufacture of rubber products	Machine operator	43.8	43.6	21.48	22.98	45.2	46.2	21.56	23.23
Plastic products	Factory operator	43.8 ¹	43.5	21.22 ¹	23.09	45.5 ¹	44.8	21.31 ¹	23.15
	Other fact. worker	44.1 ¹	44.6	23.50 ¹	24.06	44.3 ¹	44.7	23.65 ¹	24.06
Iron & steel basic industries	Factory worker	44.1	44.4	23.34	22.39	61.2	53.2	23.58	22.86

¹ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

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)	
		1996 (excluding overtime hours)	1997	1996	1997	1996 (including overtime hrs)	1997	1996	1997
Manufacture of metal (except machinery)	Factory worker	43.1	43.1	22.34	26.37	52.2	53.5	23.29	27.94
	Fitter Mechanic	42.7 42.6	44.6 43.7	26.06 26.86	28.01 28.54	45.8 46.2	45.5 45.3	26.62 27.63	28.18 29.04
Electrical machinery & appliances	Factory worker	41.9	41.9	19.22	21.52	42.8	42.9	19.31	21.70
Jewellery & related articles	Diamond cutter/Polisher	43.8	43.6	20.07	22.00	44.8	44.8	19.98	22.06
Electricity	Lineman	40.0	40.0	38.20	42.15	55.1	59.2	45.59	47.71
	Power generating machine operator	40.0	40.0	38.48	44.59	46.9	50.3	43.09	48.35
Water	Labourer/Unskilled worker	40.0	40.0	22.85	26.37	50.8	50.6	25.41	29.27
	Meter reader	40.0	40.0	40.56	43.47	40.2	40.1	40.64	43.50
	Tradesmen	40.0	40.0	34.19	36.63	48.5	46.0	36.00	38.89
Construction	Mason : Grade 1	43.7	43.7	40.07	43.00	48.2	48.1	40.19	42.45
	Carpenter : Grade 1	44.1	43.6	35.08	37.18	48.5	48.6	35.08	37.01
	Labourer/Helper	43.7	42.0	20.04	24.28	50.2	47.8	20.06	24.58

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

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)	
		1996 (excluding overtime hrs)	1997 (including overtime hrs)	1996	1997	1996 (including overtime hrs)	1997	1996	1997
Wholesale, retail trade, restaurants and hotels Wholesale, retail trade	Salesperson	40.6	44.1	28.29	28.69	42.1	47.6	28.42	28.88
	Sales representative	36.4	39.1	83.94	88.94	37.0	39.5	83.94	88.96
Hotels	Receptionist	46.7	46.3	29.10	29.10	52.0	49.2	29.70	29.70
	Waiter	45.8	45.0	20.80	21.80	49.1	49.1	21.30	20.86
	Cook	45.3	44.8	27.13 ¹	27.30	50.1	49.9	28.00 ¹	28.52
	Cleaner	45.3	44.8	17.69	18.88	49.7	50.3	18.25	19.77
Transport, storage & communication Bus transport	Bus driver	36.4	34.3	27.98	28.80	40.3	40.8	31.44	30.88
	Bus conductor	36.2	33.9	24.05	25.53	41.4	40.0	26.48	27.35
Lorry transport	Driver	44.8	44.9	38.91	41.56	49.9	50.7	38.79	40.83
	Lorry helper	44.4	44.6	23.74	28.79	52.2	54.6	24.55	29.64
Docks & stevedoring	Dock worker	34.7	37.4	32.53	36.10	56.1	56.8	41.95	46.56
Communication	Telephone installer/Servicer	40.0	39.7	42.91	45.36	45.0	43.6	44.82	47.29
	Telephone operator	36.0	35.9	58.60	59.50	46.6	45.5	65.28	67.97
	Telecom technician	36.0	36.0	70.77 ¹	72.70	40.8	40.4	74.27 ¹	75.38

¹ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

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)	
		1996 (excluding overtime hrs)	1997 (including overtime hrs)	1996	1997	1996 (including overtime hrs)	1997	1996	1997
Financing, insurance, real estate and business services Banks and other financial institutions	Bank teller	38.7	37.8	52.77	57.20	41.6	38.7	54.34	57.83
	Clerk/Senior clerk	38.7	38.9	64.38	69.96	40.5	40.6	65.57	71.33
Insurance	Insurance clerk	35.5	35.5	45.97	52.60	36.6	35.5	45.99	52.60
	Clerk- General	34.2	34.1	50.86	52.98	34.3	34.1	50.93	52.98
Engineering & architectural services	Draughtsman	37.1	35.8	43.51	47.63	38.3	37.8	44.75	48.40
	Engineer	36.1	35.5	107.80	115.24	36.1	35.5	107.80	115.24
Community, social and personal services Sanitary services	Office/Building cleaner	45.0	44.8	13.75 ¹	14.54	47.7	49.9	14.00 ¹	14.61
	Scavenger/Street sweeper	42.9 ¹	42.9	13.89	16.11	44.0 ¹	47.0	14.00	16.39
Private health services	Professional Nurse	45.7	45.8	40.53 ¹	42.99	46.4	46.3	40.76 ¹	43.24
	Nursing Aid	46.0	45.9	23.90 ¹	26.70	47.2	47.2	24.17 ¹	27.04

¹ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1996 - September 1997

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)	
		1996 (excluding overtime hrs)	1997 (including overtime hrs)	1996	1997	1996 (including overtime hrs)	1997	1996	1997
Private education services	Education Officer Lecturer (full time)	31.0	31.0	96.25	108.87	31.0	31.0	96.25	108.87
		37.7	38.2	119.05	119.69	37.7	38.2	119.05	119.69
Repair of motor vehicles	Garage mechanic - Grade I Panel beater - Grade I	40.4	40.4	27.45	29.84	40.5	41.0	27.47	30.01
		41.2	40.0	39.12	41.75	41.2	40.0	39.12	41.75
Laundry services	Machine operator Driver	44.8	45.0	18.55	19.76	57.6	64.2	19.22	20.65
		44.8	45.0	21.84	21.89	63.9	79.3	26.16	24.67

**Table 3.5 -Average wages/salaries per month of selected occupations in government services,
September 1993 - September 1997**

Rupees

Occupation	1993	1994	1995	1996	1997
Central government					
Education officer	12,182	13,586	13,721	13,873	15,673
Nursing officer	6,079	6,459	6,772	7,096	8,064
Teacher/Senior teacher	6,469	6,670	7,200 ¹	7,523 ¹	8,817
Clerical officer/higher clerical officer	4,889	5,374	5,624	5,952	6,795
Police constable	5,620	6,105	6,278	6,596	7,581
Mason	5,049	5,422	5,609	5,716	6,491
Carpenter	4,957	5,368	5,541	5,795	6,561
Driver	4,413	4,764	4,981	5,148	5,924
Hospital servant	4,214	4,455	4,615	4,808	5,435
Labourer	3,601	3,875	4,062	4,183	4,790
Local government					
Inspector of health	7,101	7,089	7,612	8,040	9,350
Clerical officer	5,245	5,279	5,702	5,497	6,100
Gardener	3,617	3,877	4,316	4,472	5,028
Mason	4,824	5,179	5,450	5,475	5,903 ¹
Carpenter	4,594	4,826	5,169	5,373	5,930
Driver	4,300	4,593	4,948	5,131	5,909
Refuse collector	3,469	3,664	4,020	4,270	4,902
Labourer	3,165	3,477	3,718	4,060	4,624

¹ Revised

Table 3.6 - Wage index by industry group , 1994 - 1997
(Base:September 1992 = 100)

Industry group	Weight	1994	1995	1996 ¹	1997
Agriculture and fishing	93	126.6	134.5	148.6	170.5
Manufacturing,mining & quarrying	313	126.7	136.3	142.4	153.2
Electricity and water	23	119.8	128.0	132.5	146.6
Construction	54	137.9	146.2	150.4	162.8
Wholesale, retail trade, restaurants and hotels	88	123.1	132.7	136.2	140.4
Transport, storage & communication	68	126.2	135.1	148.0	168.4
Financing, insurance, real estate and business services	48	125.4	143.2	154.4	165.6
Community, social and personal services	313	129.6	136.9	143.7	161.7
of which Government services	(257)	(128.9)	(133.8)	(140.7)	(158.2)
Other services	(56)	(133.1)	(151.2)	(158.0)	(178.0)
All sectors	1000	127.6	136.6	144.0	158.3

Table 3.7 - Contribution of industry groups to change in index point , 1993 to 1994 - 1996 to 1997

Industry group	1993 to 1994	1994 to 1995	1995 to 1996 ¹	1996 to 1997
Agriculture and fishing	1.4	0.7	1.3	2.0
Manufacturing,mining & quarrying	3.6	3.0	2.0	3.4
Electricity and water	0.2	0.2	0.1	0.3
Construction	1.8	0.5	0.2	0.7
Wholesale, retail trade, restaurants and hotels	0.9	0.8	0.3	0.4
Transport, storage & communication	1.0	0.6	0.9	1.4
Financing, insurance, real estate and business services	0.5	0.9	0.5	0.5
Community, social and personal services	2.7	2.3	2.1	5.6
of which Government services	(2.3)	(1.3)	(1.8)	(4.5)
Other services	(0.4)	(1.0)	(0.4)	(1.1)
Total absolute change (points)	12.1	9.0	7.4	14.3

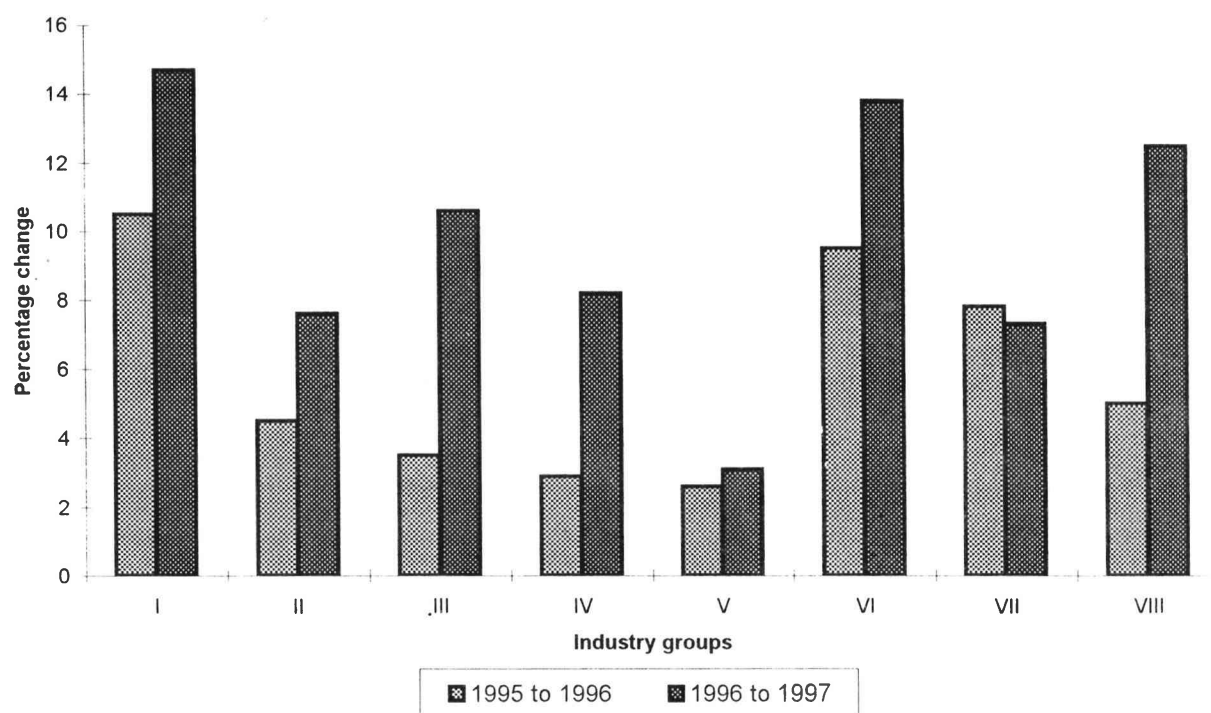
¹ Revised

Table 3.8 - Annual percentage change in wage rates by industry group, 1993 to 1994 - 1996 to 1997

Industry group	Percentage change			
	1993 to 1994	1994 to 1995	1995 to 1996 ¹	1996 to 1997
I Agriculture and fishing	14.0	6.2	10.5	14.7
II Manufacturing, mining & quarrying	10.0	7.6	4.5	7.6
III Electricity and water	7.1	6.8	3.5	10.6
IV Construction	31.3	6.0	2.9	8.2
V Wholesale, retail trade, restaurants and hotels	9.4	7.8	2.6	3.1
VI Transport, storage & communication	12.7	7.1	9.5	13.8
VII Financing, insurance, real estate and business services	9.3	14.2	7.8	7.3
VIII Community, social and personal services	7.1	5.6	5.0	12.5
of which Government services	(7.5)	(3.8)	(5.2)	(12.4)
Other services	(5.7)	(13.6)	(4.5)	(12.7)
Overall percentage change	10.5	7.1	5.2	9.9

¹ Revised

Fig 3.1 - Annual percentage change in wage rates by industry group, 1996 - 1997



APPENDIX



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