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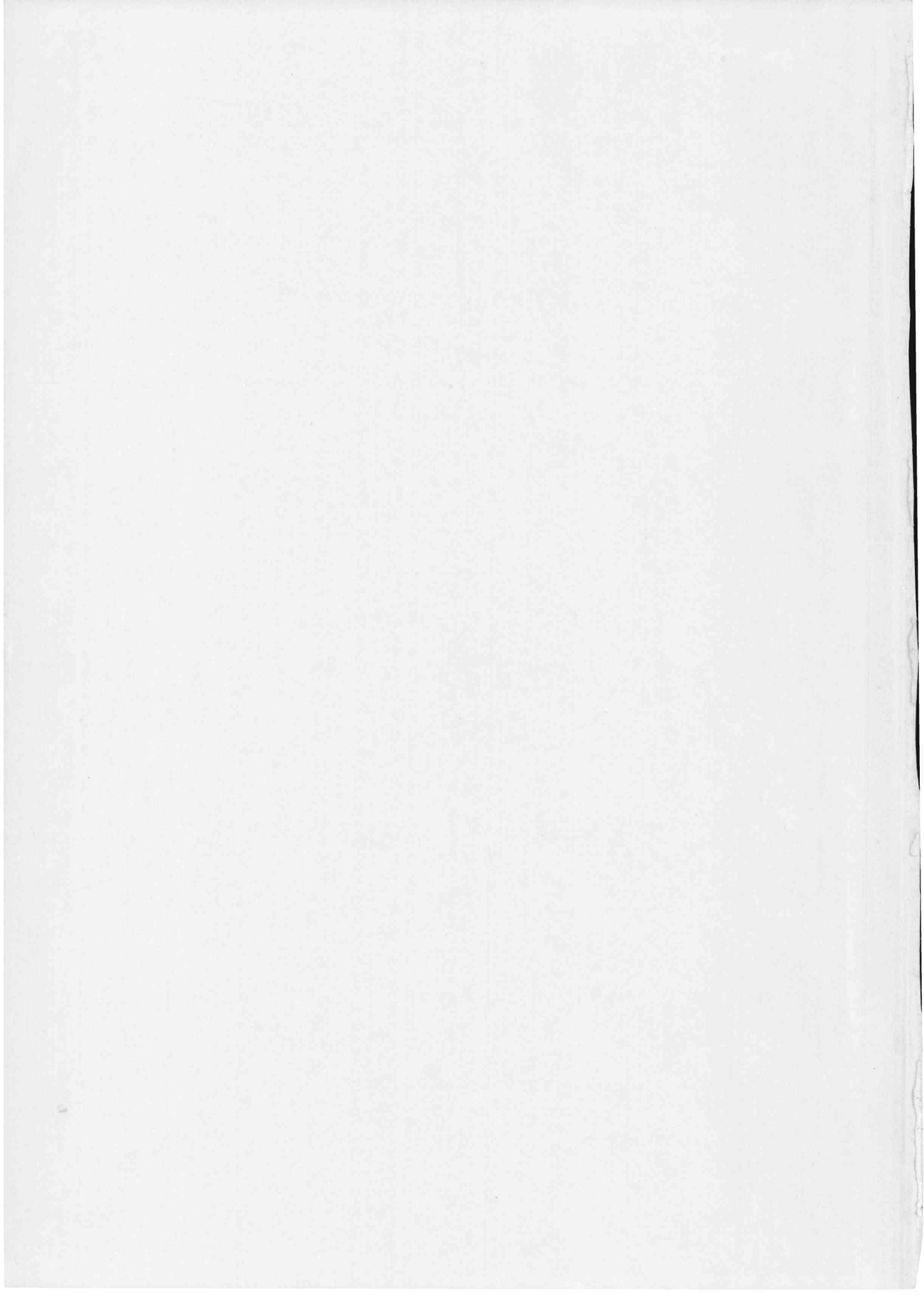
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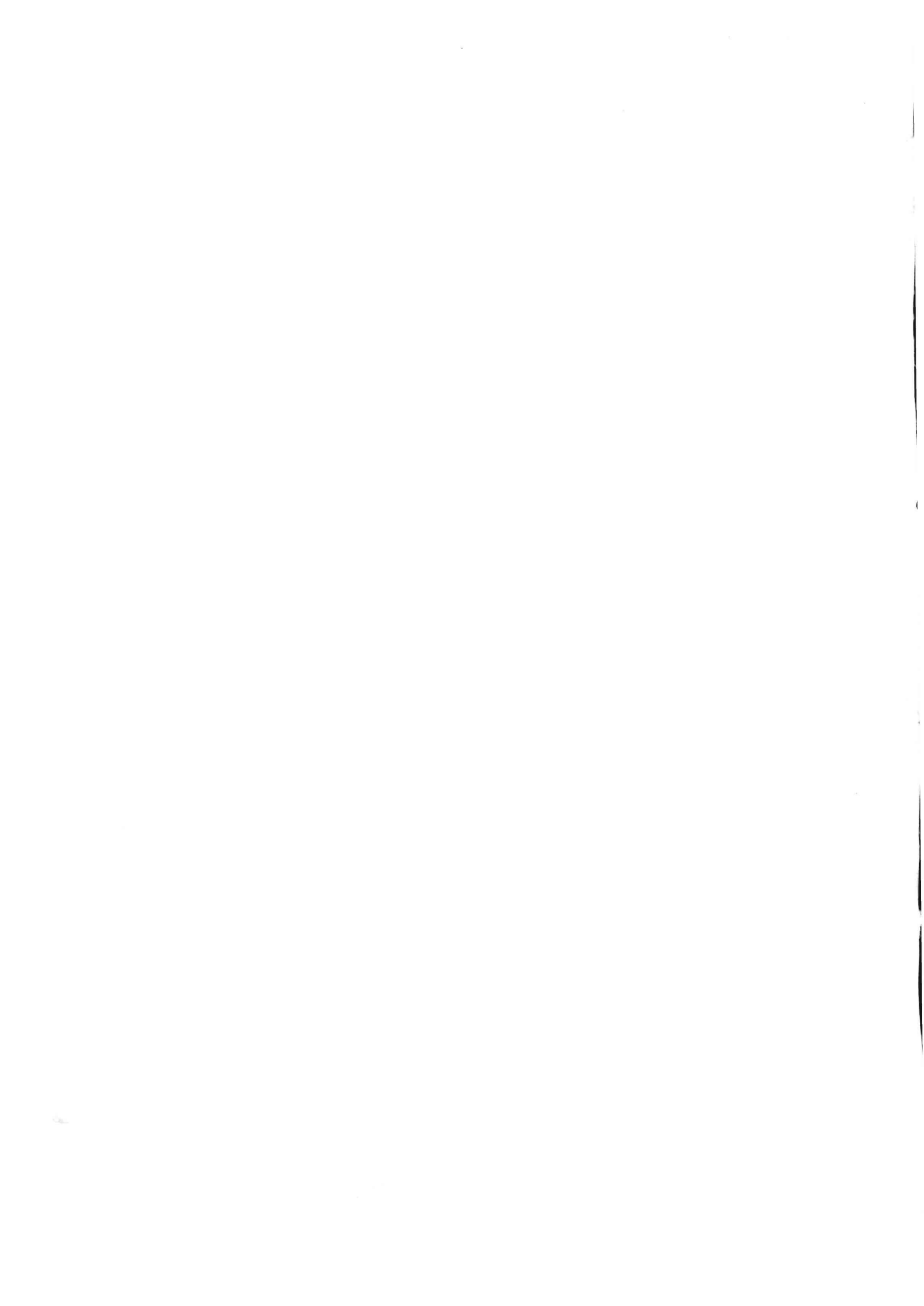
DIGEST
OF
LABOUR STATISTICS
1999

April 2000

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Digest
OF
LABOUR STATISTICS
1999



FOREWORD

This is the sixth issue of the Digest of Labour Statistics, a regular publication of the Central Statistical Office. This digest seeks to bring together data relating to labour force, employment and unemployment for the Republic of Mauritius for the year 1999. Updated corresponding data for previous years are also given for comparison purposes.

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

Data from the March 1999 Survey of Employment and Earnings, given in chapter 2, show the level of employment and earnings in large establishments.

The third chapter gives an analysis of the September 1998 Survey of Employment, Earnings and Hours of work. Occupational wage rates and average hours of work in different sectors of the economy are worked out on the basis of data collected from a sample of large establishments. Wage rate indices with base year 1992 are also presented.

Copies of the various questionnaires used in the surveys are given in the appendix. It is to be noted that the reference period as well as the coverage of the various surveys described here 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.

(H. Bundhoo)

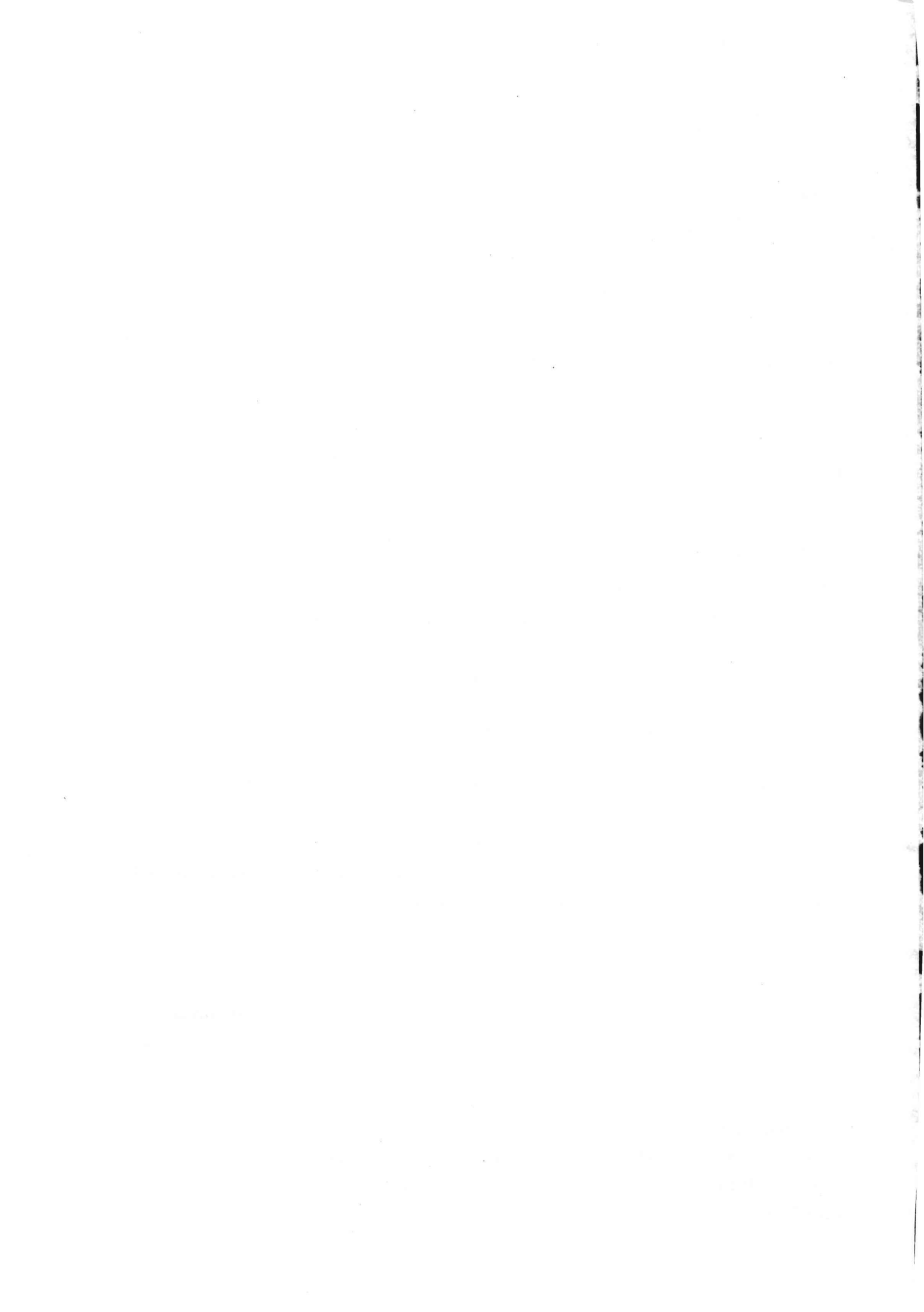
Ag. Director of Statistics

Central Statistical Office

Ministry of Economic Development, Productivity & Regional Development

Port Louis, Mauritius

March 2000



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CHAPTER 1



Chapter 1

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT

YEAR 1999

1. INTRODUCTION

This chapter presents a set of estimates relating to the Labour Force, Employment and Unemployment in the Republic of Mauritius for the year 1999, together with comparative figures for the previous years. These estimates have been worked out on the basis of data obtained from the 1990 Housing and Population Census, as well as the 1995 Labour Force Sample Survey, and other enquiries conducted by the CSO. All estimates refer to the middle of the year. Figures for 1999 are provisional and are subject to revision in later issues, while those for previous years are revised estimates.

2. COVERAGE

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

Employment figures cover 'large' as well as 'other than large' establishments. 'Large' establishments are those employing 10 or more persons. 'Other than large' establishments cover all other units including own account/self employed workers. To have a complete picture of the total size of the workforce, foreigners working on contractual basis in Mauritius have also been included.

3. SOURCES OF DATA

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

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 'other than large' establishments have been based on data from (i) the 1995 Labour Force Sample Survey, (ii) the 1997 Census of Economic Activities in small establishments, (iii) administrative records of permits and licenses and (iv) area under cultivation in the agricultural sector.

4. LABOUR FORCE

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

The total labour force (including 12,900 foreigners) is estimated at 530,200 for 1999, showing an increase of 13,200 (2.6%) over the 1998 figure which was 517,000. The male labour force stood at 346,000 while the female labour force numbered 184,200, showing respectively increases of 5,500 (1.6%) and 7,700 (4.4%) from their levels in 1998. Table 1.2 gives further details by age group since 1997.

5. EMPLOYMENT LEVEL

Total employment has increased by 9,700 (2.0%) from 487,200 in 1998 to reach 496,900 in 1999. Foreign workers numbering 12,900 are included in the 1999 estimate.

Total male employment is estimated to have increased by 4,800 (1.5%), that is, from 327,700 in 1998 to 332,500 in 1999. Female employment increased by 4,900 (3.1%) to reach 164,400, as compared to 159,500 estimated for 1998 (Table 1.3).

Employment in 'large' establishments has increased by 3,600 (1.2%) from 294,700 in 1998 to 298,300 in 1999.

Estimates worked out for 'other than large' establishments indicate an increase of 6,100 (3.2%) workers in 1999. The number of persons engaged in that sector rose from 192,500 in 1998 to reach 198,600 in 1999 (Table 1.4).

6. UNEMPLOYMENT

The number of unemployed persons (those not working but looking for work) was obtained by subtracting the estimated number of persons working in the different sectors from the total labour force. This estimate stood at 33,300 (13,500 males and 19,800 females). The unemployment rate (number of unemployed persons as a percentage of the Mauritian labour force) was estimated at 6.4% in 1999. The corresponding unemployment rates by sex stood at 4.0% for male and 11.3 % for female (Table 1.5).

Table 1.1 - Activity rates by age-group and sex , 1997 - 1999

Age (years)	MALE			FEMALE		
	1997	1998	1999	1997	1998	1999
12 - 14	5.6	5.1	4.3	2.1	2.0	1.5
15 - 19	35.8	34.0	31.7	20.5	19.9	18.4
20 - 24	88.4	88.1	86.0	50.2	51.2	51.5
25 - 29	95.5	95.5	95.5	46.1	46.6	47.1
30 - 34	96.4	96.6	96.8	48.0	49.0	50.0
35 - 39	96.9	97.1	97.3	55.9	57.2	58.5
40 - 44	96.4	96.6	96.8	53.4	54.6	55.8
45 - 49	95.5	95.6	95.8	46.6	47.6	48.6
50 - 54	92.5	92.7	92.9	39.2	40.0	40.8
55 - 59	84.1	84.4	84.7	30.2	30.8	31.4
60 - 64	35.8	36.2	36.6	9.4	9.5	9.5
65 - 69	26.8	26.9	27.0	7.3	7.4	7.4
70 - 74	14.2	14.1	14.0	3.1	3.0	3.0
75 and above	10.2	10.1	9.8	0.9	0.9	0.9
12 and above	73.9	74.2	74.2	36.4	37.2	37.8
15 and above	78.7	78.8	78.7	38.7	39.4	40.0

Table 1.2 - Labour force by age group and sex , 1997 - 1999 (in thousands)

Age (years)	MALE			FEMALE		
	1997	1998	1999	1997	1998	1999
12 - 14	1.7	1.5	1.2	0.6	0.5	0.4
15 - 19	20.9	19.4	17.5	11.7	11.1	9.9
20 - 24	45.1	47.1	47.4	24.7	26.6	27.7
25 - 29	46.4	45.1	46.2	21.1	20.6	21.5
30 - 34	51.9	51.7	50.4	24.3	24.8	24.6
35 - 39	46.6	48.2	50.0	25.9	27.2	28.7
40 - 44	40.6	41.4	42.6	21.8	22.6	23.9
45 - 49	33.0	35.0	36.6	16.1	17.4	18.4
50 - 54	20.9	22.8	23.9	9.5	10.5	11.2
55 - 59	14.3	14.2	15.3	5.7	5.8	6.3
60 - 64	5.3	5.4	5.3	1.6	1.6	1.6
65 - 69	2.9	2.9	3.0	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	0.9	0.1	0.1	0.1
Mauritian labour force	331.7	336.8	341.6	164.5	170.2	175.7
Foreign labour force	3.7	3.7	4.4	4.9	6.3	8.5
Total labour force	335.4	340.5	346.0	169.4	176.5	184.2

Fig 1.1 - Age-specific activity rates, 1999

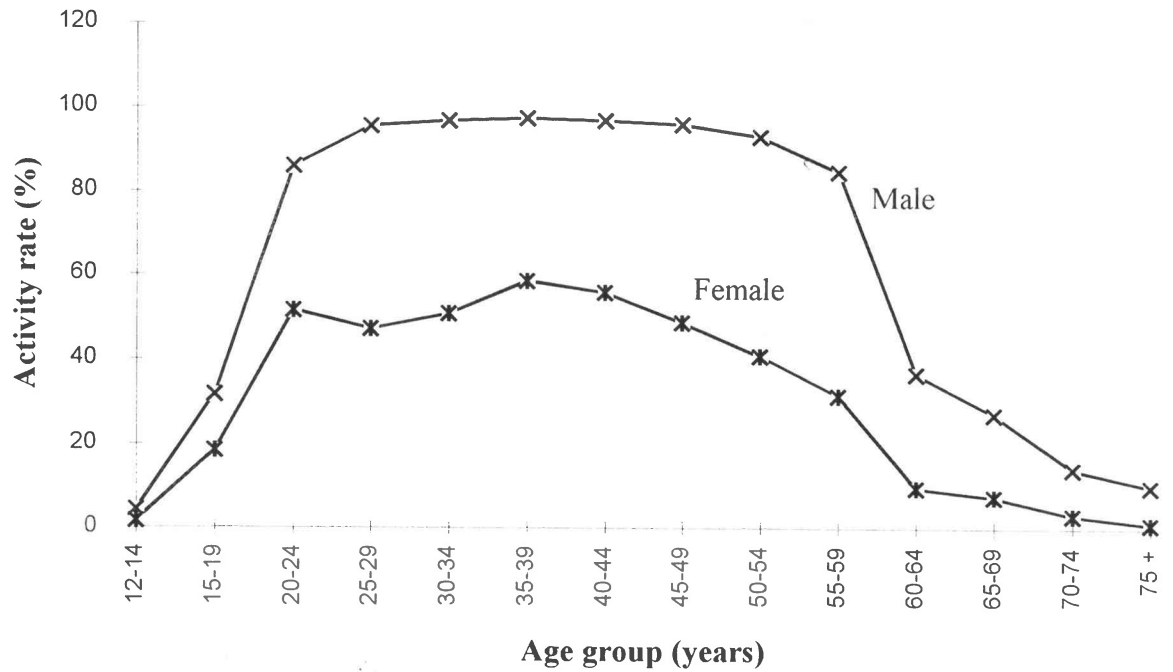


Fig 1.2 - Labour force by age group, 1999

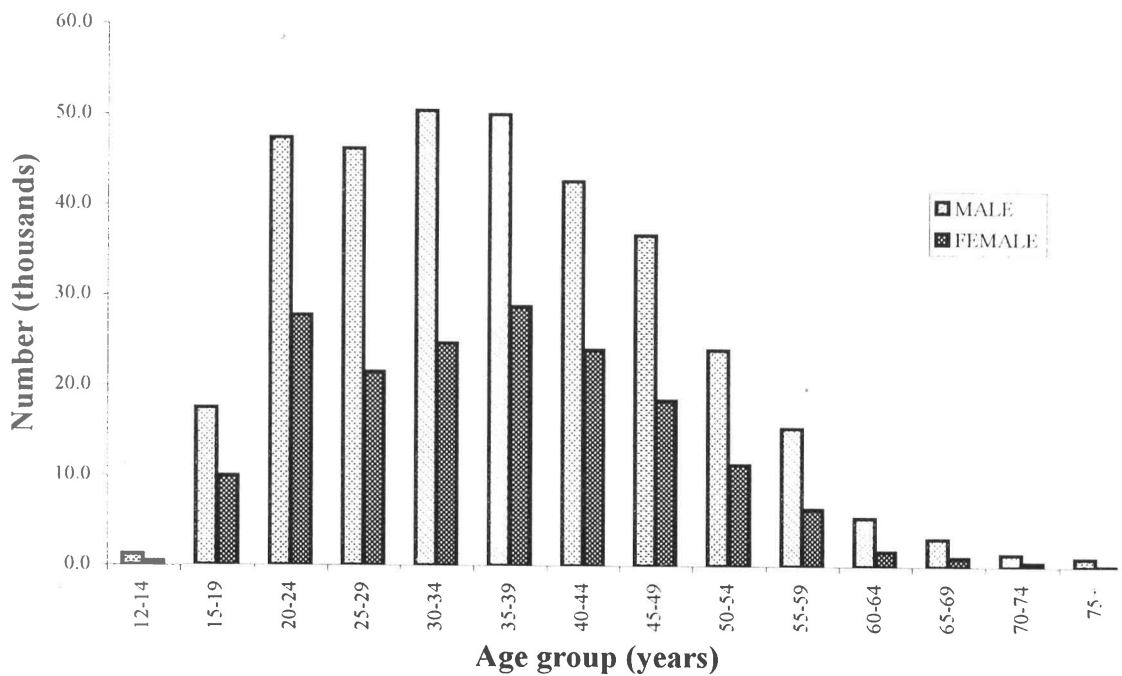


Table 1.3 - Employment' by industry and sex, 1996 - 1999

Industry	1996			1997			1998 ²			1999 ³		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)
Agriculture & fishing of which sugar cane	43.8 (24.9)	16.6 (9.7)	60.4 (34.6)	43.5 (24.6)	15.8 (9.3)	59.3 (33.9)	42.2 (23.5)	15.5 (9.2)	57.7 (32.7)	41.1 (22.6)	14.8 (8.6)	55.9 (31.2)
Mining & quarrying	1.5	0.1	1.6	1.3	0.1	1.4	1.3	0.1	1.4	1.3	0.1	1.4
Manufacturing of which sugar EPZ	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)	74.1 (4.0) (27.7)	69.9 (0.1) (59.0)	144.0 (4.1) (86.7)	75.7 (3.83) (29.4)	72.6 (0.04) (61.1)	148.3 (3.87) (90.5)
Electricity & water	3.2	0.2	3.4	3.1	0.2	3.3	3.1	0.2	3.3	3.0	0.2	3.2
Construction	37.6	0.2	37.8	36.6	0.2	36.8	36.6	0.2	36.8	37.6	0.3	37.9
Wholesale & retail trade, restaurants & hotels	48.3	20.8	69.1	52.5	22.8	75.3	54.8	24.5	79.3	56.8	25.9	82.7
Transport, storage, & communication	26.1	2.5	28.6	27.1	2.8	29.9	27.1	3.0	30.1	27.6	3.3	30.9
Financing, insurance, real estate & business services	10.3	4.8	15.1	10.8	5.2	16.0	11.2	5.6	16.8	12.0	5.9	17.9
Community, social and personal services of which : Central government Local government	74.0 (44.1) (4.8)	39.0 (12.3) (0.7)	113.0 (56.4) (5.5)	74.7 (43.4) (5.1)	39.6 (12.6) (0.7)	114.3 (56.0) (5.8)	74.9 (43.3) (4.8)	40.4 (13.2) (0.8)	115.3 (56.5) (5.6)	75.5 (43.3) (5.0)	41.2 (13.5) (0.8)	116.7 (56.8) (5.8)
Activities n.e.c	2.9	0.1	3.0	2.4	0.1	2.5	2.4	0.1	2.5	1.9	0.1	2.0
Total	317.6	148.4	466.0	322.3	153.2	475.5	327.7	159.5	487.2	332.5	164.4	496.9

¹ Employment figures include foreign workers² Revised³ Provisional

Table 1.4 - Employment¹ by industry and size of establishment, 1996 - 1999

Industry	1996			1997			1998 ²			1999 ³		
	Large	Other	Total	Large	Other	Total	Large	Other	Total	Large	Other	Total
	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)	(thousands)
Agriculture & fishing of which sugar cane	33.8 (30.1)	26.6 (4.5)	60.4 (34.6)	32.8 (29.3)	26.5 (4.6)	59.3 (33.9)	31.1 (28.0)	26.6 (4.7)	57.7 (32.7)	29.5 (26.5)	26.4 (4.7)	55.9 (31.2)
Mining & quarrying	0.2	1.4	1.6	0.2	1.2	1.4	0.2	1.2	1.4	0.2	1.2	1.4
Manufacturing of which sugar EPZ	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)	112.2 (4.1) (85.3)	31.8 (0.0) (1.4)	144.0 (4.1) (86.7)	115.3 (3.9) (88.9)	33.0 (0.0) (1.6)	148.3 (3.9) (90.5)
Electricity & water	3.4	0.0	3.4	3.3	0.0	3.3	3.3	0.0	3.3	3.2	0.0	3.2
Construction	10.0	27.8	37.8	9.4	27.4	36.8	8.9	27.9	36.8	9.3	28.6	37.9
Wholesale & retail trade, restaurants & hotels	25.1	44.0	69.1	26.3	49.0	75.3	27.9	51.4	79.3	28.5	54.2	82.7
Transport, storage & communication	14.6	14.0	28.6	15.1	14.8	29.9	14.9	15.2	30.1	15.0	15.9	30.9
Financing, insurance, real estate & business services	12.7	2.4	15.1	13.0	3.0	16.0	13.6	3.2	16.8	14.3	3.6	17.9
Community, social and personal services	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)	80.1 (56.5) (5.6)	35.2 (0.0) (0.0)	115.3 (56.5) (5.6)	81.0 (56.7) (5.8)	35.7 (0.0) (0.0)	116.7 (56.7) (5.8)
Activities n.e.c	3.0	0.0	3.0	2.5	0.0	2.5	2.5	0.0	2.5	2.0	0.0	2.0
Total	286.8	179.2	466.0	287.8	187.7	475.5	294.7	192.5	487.2	298.3	198.6	496.9

¹ Employment figures include foreign workers

² Revised

³ Provisional

Fig 1.3 - Employment by size of establishment and sex, 1991-1999

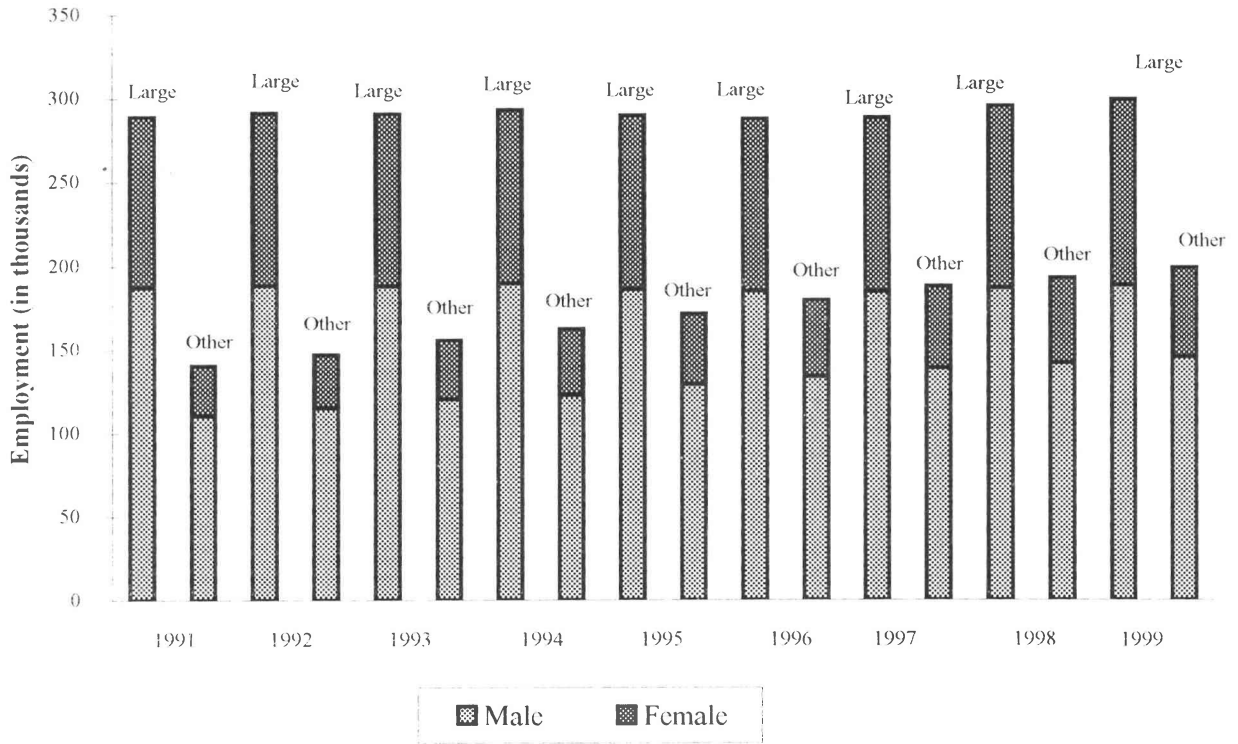


Fig 1.4 - Employment by industry, 1999

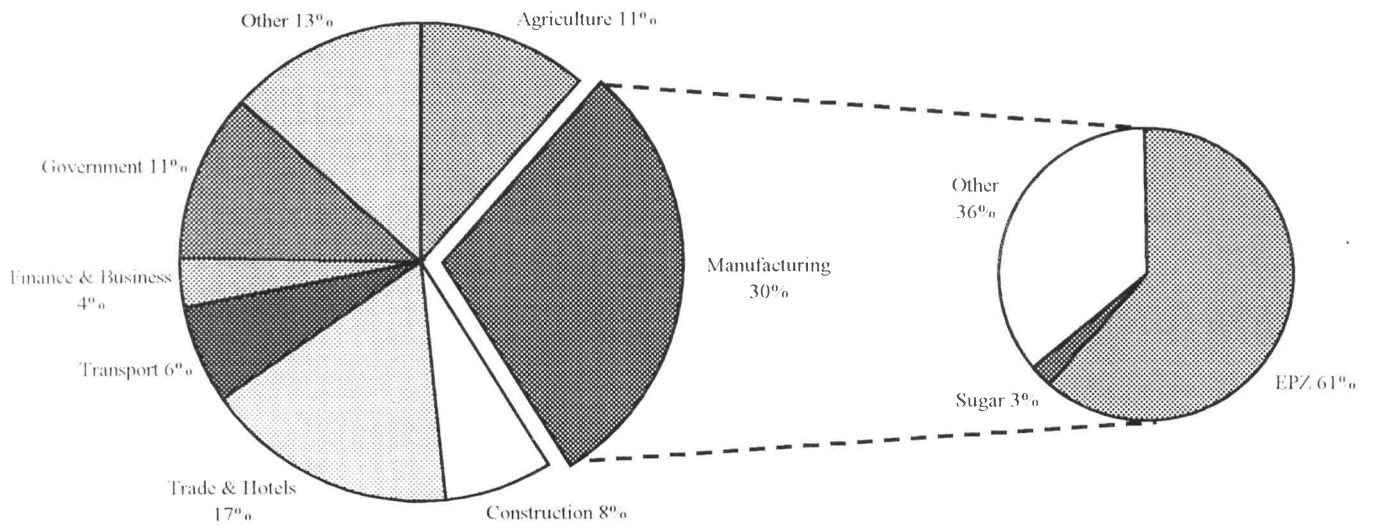


Table 1.5 - Labour force, Employment and Unemployment, 1991 - 1999

(thousands)

Year	Labour force			Employment ¹			Unemployment	
	Mauritian	Foreign workers	Total	in large establishments ²	outside large establishments	Total	Number	Rate ³ (%)
Both sexes								
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	294.7	192.5	487.2	29.8	5.9
1999	517.3	12.9	530.2	298.3	198.6	496.9	33.3	6.4
Male								
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	186.4	141.3	327.7	12.8	3.8
1999	341.6	4.4	346.0	187.8	144.7	332.5	13.5	4.0
Female								
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	108.3	51.2	159.5	17.0	10.0
1999	175.7	8.5	184.2	110.5	53.9	164.4	19.8	11.3

Note: 1999 figures are provisional

1998 figures are revised estimates

¹ Includes foreign workers

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, 1991 and 1999

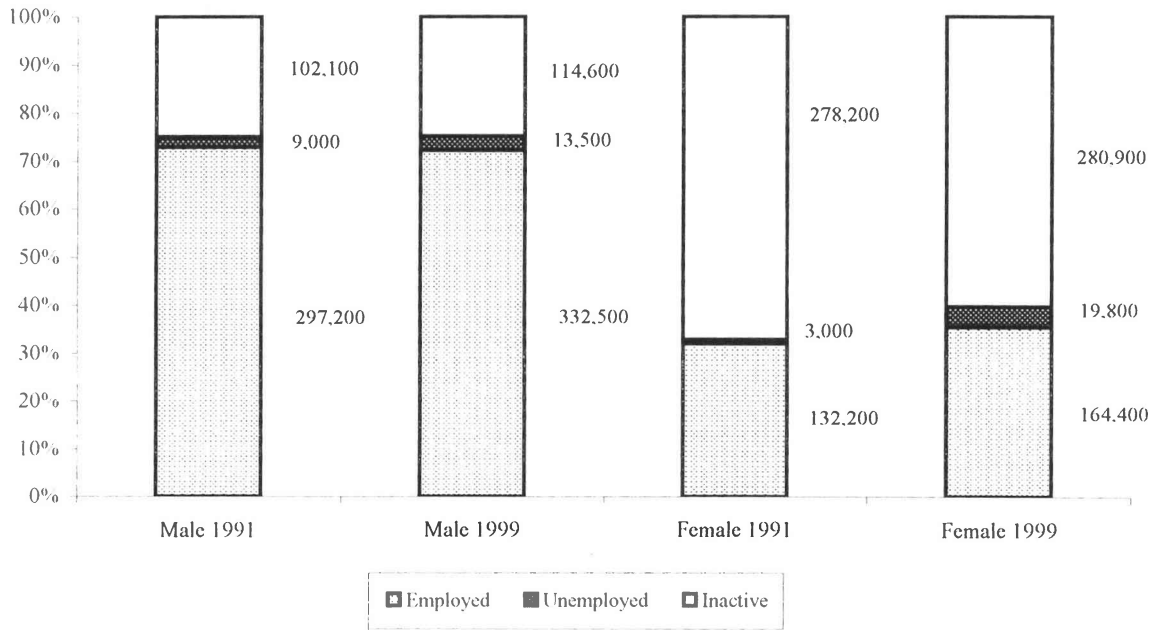
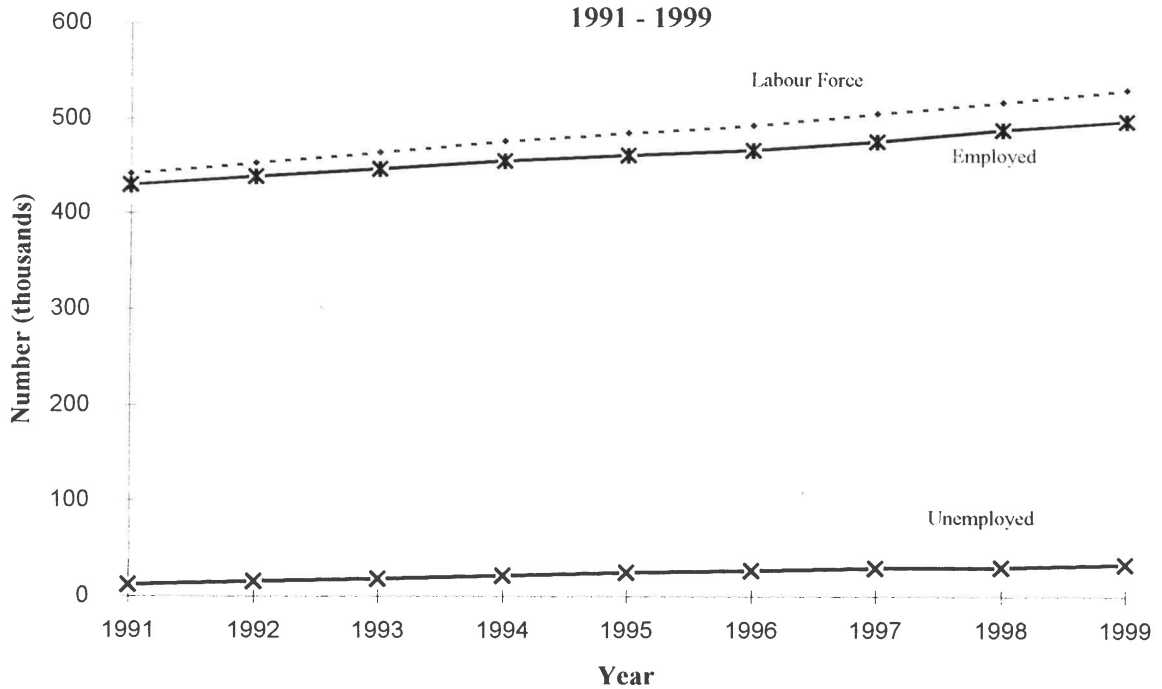
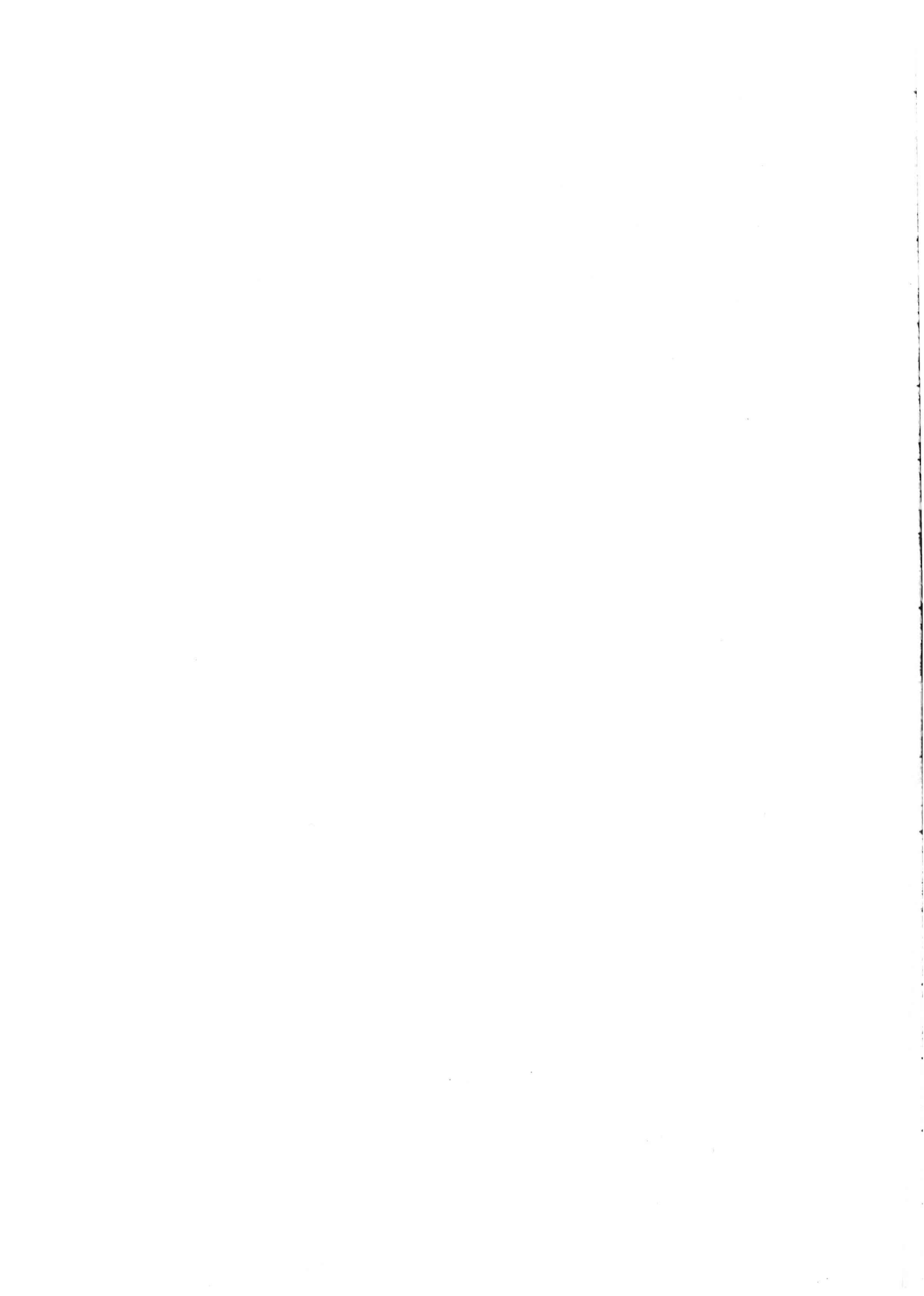


Fig 1.6 - Labour force, Employment and Unemployment, 1991 - 1999





CHAPTER 2

Chapter 2

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS MARCH 1999

1. INTRODUCTION

Every year in March the Central Statistical Office (C.S.O) carries out a Survey of Employment and Earnings in 'large' establishments so as to obtain a continuous series of comparable data on the level of employment in these 'large' establishments. This chapter presents the results of the survey carried out in March 1999. To help analysis, comparative figures for previous years are also provided as appropriate.

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

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

2. COVERAGE

As in previous rounds, the 1999 survey covered only the following types of establishment:

- (a) Agricultural establishments comprising:
 - (i) sugar cane plantations of 10 hectares or more;
 - (ii) tea plantations of 2 hectares or more;
 - (iii) all 'flue-cured' tobacco establishments, irrespective of acreage;
 - (iv) other agricultural establishments employing at least 10 persons during the reference period (March 1999).
- (b) Non-agricultural establishments employing at least 10 persons during the reference month. It is to be noted that 'outworkers' are excluded. Outworkers are piece-rate workers who, although remunerated by an establishment, are working in their own homes on materials provided by the establishment.
- (c) All central and local government departments.

3. DATA COLLECTION

The questionnaires (published as an appendix to this report) were mailed to some 5,500 establishments with the request that they be completed and returned to this office by 16 April 1999.

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 by the end of May 1999 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 the list of employers kept by the CSO, which is continuously revised and updated on the basis of information that become available through various sources. The mailing list of 5,483 establishments, which included 58 establishments in Rodrigues, was made up of:

- (a) all the 2,527 establishments which, at the preceding round of the survey in March 1998, had been found to fall within the scope of the survey;
- (b) 2,956 establishments, selected from the remaining list of employers which, on the basis of indications, 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 25 March 1999. 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, 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 1999, and their corresponding earnings.

In Sections III and IV, employers were asked to state the number of employees who were on daily rates of pay and piece rates of pay respectively. They were also requested to supply the earnings and man-days paid to these employees during the last payroll period in March 1999.

In Section V, they were asked to state the number of employees, together with their corresponding earnings and man-hours paid during the last payroll in March 1999, 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 2.11 and 2.12) do not necessarily add up to the total number of employees reported in Tables 2.6 and 2.7 because they relate to periods and not to a specific date.

7. DEFINITIONS

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

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

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

8. RESPONSE

Among establishments mentioned in Section 5(a), the number falling out of the scope of the survey was 193, either because they had ceased operation or their employment had shrunk to less than 10. On the other hand, government

departments increased by 5. As regards the second category of establishments mentioned in Section 5, of which 660 replied, 169 were found to fall within the scope of the survey.

Among the 2,508 establishments falling within the scope of the survey in March 1999, 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 2.9 and 2.10.

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

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

10. SUMMARY OF RESULTS

It is important to note that

- (i) the following analysis of employment relates only to 'large' establishments falling within the scope of the survey as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,400 has been included, of which 75% (3,300) are government employees.
- (iii) employment figures given in this report also include 12,900 foreigners employed by large establishments.

10.1 Employment level. March 1998 - March 1999

Total employment in establishments covered by the survey increased by 4,850 (1.6%) from 292,772 in March 1998 to 297,622 in March 1999. The number of male workers rose by around 2,200 while female workers increased by about 2,600.

Foreign workers now numbering around 12,900 (4,440 males and 8,460 females), mainly engaged in the manufacturing sector, are included in the employment figures. Corresponding figures for March 1998 were 10,040 (3,670 males and 6,370 females).

10.2 Employment by industry

Analysis of the employment figures by industry group shows an almost similar pattern to that noted in March 1998, i.e. continued increase in employment in the secondary and tertiary sectors accompanied by a decline in the primary sector.

Between March 1998 and March 1999, the 'Manufacturing' industry registered a net increase of about 4,100 employees. The main contributor to this increase was the EPZ sector with a net gain of 4,900, while the non-EPZ manufacturing enterprises had a shortfall of 800 employees. On the other hand, 'Construction' employment, which had been declining during the previous three years, has now increased by about 300. 'Wholesale, retail trade, restaurants and hotels' and 'Financing, insurance, real estate and business services' registered net increases of about 660 and 650 respectively, although employment in 'Restaurants' went down by about 100. A rise of 1,375 was also noted in 'Community, social and personal services', of which government and private educational services contributed about 780 and 480 employees respectively.

'Large' establishments engaged in 'Agriculture and fishing' and in 'Activities not elsewhere specified' showed lower levels of employment in March 1999 as compared to March 1998, with decreases of about 1,560 and 600 respectively.

As regards distribution by gender, male employment increased by around 2,200, the main contribution coming from the manufacturing sector where male employment increased by about 2,000. Other sectors showing increase in male employment are 'Construction' (300), 'Wholesale, retail trade, restaurants and hotels' (400), 'Financing, insurance, real estate and business services' (600), and 'Community, social and personal services' (500). These increases were however mitigated by decreases of 800 in 'Agriculture and fishing' and 600 in 'Activities not elsewhere specified'.

Female employment has increased by around 2,600 between March 1998 and March 1999. Once again the main contribution came from the manufacturing sector

with a net gain of 2,100, followed by 'Community, social and personal services' (900). Smaller increases were observed in all other sectors except 'Agriculture and fishing' where the female employment fell by about 800.

10.3 Employment in the EPZ sector

The number of persons employed by 'large' EPZ firms was estimated at around 89,950 (77,850 Mauritians and 12,100 foreigners) in March 1999, showing a net increase of about 5,200 (6%) over the March 1998 figure of 84,800. Male employment, which stood at 26,900 in March 1998, rose to 29,500 in March 1999 while female employment went up from 57,900 to around 60,400 during the same period.

The rise in the employment level of the EPZ sector occurred mainly in enterprises manufacturing wearing apparel, where a net increase of 4,885 was noted between March 1998 and March 1999. A net decrease of about 200 employees was, however, noted in 'Footwear and leather products'.

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, almost the same figure as in March 1998.

10.4 Earnings

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

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

(b) Changes in overtime, regular bonuses and commissions

10.4.1 Earnings in all 'large' establishments

Average monthly earnings for employees exclusively on monthly rates of pay in all sectors covered by the survey have increased by about 9% from Rs 8,100 in March 1998 to reach around Rs 8,800 in March 1999. The largest increase (13%) was noted in 'Community, social and personal services' as a result of an increase of about 14% in the Government sector. Increases were also noted in the following industrial groups: Agriculture and fishing (9.5%); Manufacturing (2%); Construction (8%); Wholesale, retail trade, restaurants and hotels (9.5%); Financing, insurance, real estate and business services (6%); Activities not elsewhere specified (9%). On the other hand, 'Electricity and water' registered a decrease of 3%, resulting from a fall in overtime earnings.

Earnings of employees exclusively on daily rates of pay increased by 3.4% from Rs 178 per day in March 1998 to Rs 184 in March 1999.

10.4.2 Earnings in 'large' establishments of the EPZ

In the EPZ sector, average earnings increased marginally by about 0.3% for monthly rate employees, as compared to an increase of 3.4% for daily rate employees. The marginal increase in average earnings for monthly paid employees is attributable to days not worked and shorter working hours in March 1999, with consequent loss of allowances related to attendance, productivity and travelling. Piece rate workers, found mostly in large manufacturing establishments of the EPZ, were earning an average of Rs 169 per day in March 1999 as compared to Rs 159 in March 1998. Hourly rate workers, also found mostly in large EPZ manufacturing establishments, were being paid Rs 15 per hour in both March 1998 and March 1999.

11. SURVEY OF VACANCIES

All establishments except central and local government services were also requested to supply information on unfilled vacancies as at 25 March 1999. A total of around 2,460 (1,360 males and 1,100 females) was reported as compared to 1560 (760 males and 800 females) in March 1998. It is to be noted that about 60% of these vacancies occurred in the occupational group 'Machine operators and assemblers' (mainly in manufacturing establishments), followed by 15% in the occupational group 'Elementary occupations'. Table 2.30 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 1997	March 1998	March 1999
<u>Agriculture and fishing</u>	<u>314</u>	<u>298</u>	<u>280</u>
Sugarcane	198	187	183
Tea	11	10	7
Tobacco	41	46	35
Fishing	9	6	6
Flower growing	28	24	25
Other	27	25	24
<u>Mining and quarrying</u>	<u>5</u>	<u>5</u>	<u>5</u>
<u>Manufacturing</u>	<u>878</u>	<u>927</u>	<u>924</u>
Food:			
Bread	25	28	24
Biscuits and confectionery	18	16	16
Meat	7	8	8
Sugar	17	16	16
Tea processing	5	5	5
Other	37	41	43
Beverage and tobacco:			
Distilleries & cigarette manufacture	8	7	7
Wine and beer	4	4	4
Soft drinks	4	4	4
Textiles	52	50	48
Wearing apparel (except footwear)	332	352	361
Leather products	10	9	7
Footwear	13	14	12
Wood and furniture	43	43	40
Paper products	15	16	18
Printing and publishing	46	49	48

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

Industrial group	No. of establishments covered by the survey in:		
	March 1997	March 1998	March 1999
Rubber products	10	9	9
Miscellaneous chemical products	29	32	32
Plastic products	30	32	32
Non-metallic mineral products:			
Stone and concrete	29	32	31
Other	5	6	7
Iron and steel basic industries	7	9	8
Metal products	32	36	38
Machinery:			
Electrical	17	18	18
Non-electrical	12	13	12
Transport equipment	9	11	8
Watches and clocks	5	5	5
Jewellery and related articles	21	25	24
Miscellaneous manufacturing industries	36	37	39
<u>Electricity and water</u>	<u>5</u>	<u>5</u>	<u>6</u>
<u>Construction</u>	<u>76</u>	<u>84</u>	<u>87</u>
<u>Wholesale, retail trade, restaurants and</u>			
<u>hotels</u>	<u>463</u>	<u>491</u>	<u>474</u>
Wholesale and retail trade	342	359	344
Restaurants	46	55	51
Hotels	75	77	79

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

Industrial group	No. of establishments covered by the survey in:		
	March 1997	March 1998	March 1999
<u>Transport, storage & communication</u>	<u>92</u>	<u>97</u>	<u>95</u>
Road transport:			
Buses	11	12	12
Other	17	18	17
Docks and stevedoring	14	13	13
Travel and tourism	32	37	37
Other	18	17	16
<u>Financing, insurance, real estate and business services</u>	<u>177</u>	<u>191</u>	<u>193</u>
Banks ¹ and other financial institutions	31	38	40
Insurance	23	23	25
Engineering and architectural services	30	33	30
Advertising services	11	13	14
Other business services	82	84	84
<u>Community, social and personal services</u>	<u>422</u>	<u>426</u>	<u>441</u>
Government:			
(a) Central	135	133	138
(b) Local	9	9	9
Private education services	141	145	151
Private health services	13	12	11
Repair of motor vehicles	14	13	15
Amusement and recreational services	33	37	35
Other services	77	77	82
<u>Activities not elsewhere specified</u>	<u>3</u>	<u>3</u>	<u>3</u>
T o t a l	2,435	2,527	2,508

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

Table 2.2 - Number of establishments¹ by district and industrial group, March 1999

District \ Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Financing, insurance, real estate services ²	Community, social and personal services	Activities not elsewhere specified	Total
Port- Louis	17	-	254	2	22	230	55	155	94	3	832
Pamplemousses	10	-	90	-	12	26	6	1	18	-	163
Riviere du Rempart	48	-	50	-	1	32	3	-	13	-	147
Flacq	71	-	42	-	-	20	4	1	13	-	151
Grand Port	24	-	38	-	-	10	2	-	12	-	86
Savanne	40	-	37	-	-	2	-	-	8	-	87
Plaine Wilhems	26	-	283	3	39	102	16	23	115	-	607
Moka	12	-	103	-	7	24	5	6	20	-	177
Black River	32	5	23	-	4	18	-	1	2	-	85
Rodrigues	-	-	4	1	2	10	4	6	8	-	35
Total	280	5	924	6	87	474	95	193	303	3	2,370

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 district and industrial group, March 1999

Both sexes

District	Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, real estate and business services	Community, social and personal services	Activities not elsewhere specified	Total
Port- Louis		1.232	-	16.637	58	3.340	10.207	8.955	12.774	7.330	1.958	62.491
Pamplemousses		1.523	-	13.243	-	2.011	2.262	887	12	1.053	-	20.991
Riviere du Rempart		3.391	-	8.588	-	93	2.289	67	-	928	-	15.356
Flacq		6.704	-	6.544	-	-	3.971	57	30	694	-	18.000
Grand Port		5.837	-	6.946	-	-	1.126	624	-	361	-	14.894
Savanne		4.466	-	6.482	-	-	53	-	-	764	-	11.765
Plaine Wilhems		1.313	-	33.820	3.056	2.598	3.601	3.878	1.104	8.757	-	58.127
Moka		1.669	-	9.418	-	295	1.892	321	270	3.890	-	17.755
Black River		2.695	212	1.270	-	549	2.576	-	12	194	-	7.508
Rodrigues		-	-	134	49	41	356	157	57	278	-	1.072
Total		28.830	212	103.082	3.163	8.927	28.333	14.946	14.259	24.249	1.958	227.959

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 district and industrial group, March 1999

Male		Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, insurance, real estate and business services	Community, social and personal services	Activities not elsewhere specified	Total
District													
Port- Louis	1,018	-	10,000	53	3,263	7,523	7,178	8,944	5,264	1,894	45,137		
Pamplemousses	1,158	-	5,575	-	1,978	1,838	835	4	830	-	12,218		
Riviere du Rempart	2,375	-	3,058	-	93	1,779	61	-	659	-	8,025		
Flacq	4,717	-	1,758	-	-	3,262	55	30	495	-	10,317		
Grand Port	4,036	-	2,174	-	-	891	518	-	173	-	7,792		
Savanne	3,365	-	2,610	-	-	39	-	-	574	-	6,588		
Plaine Wilhems	855	-	15,149	2,897	2,484	2,204	3,577	716	5,534	-	33,416		
Moka	1,081	-	4,672	-	288	1,345	268	203	2,329	-	10,186		
Black River	2,118	97	701	-	529	2,003	-	6	164	-	5,618		
Rodrigues	-	-	123	45	37	267	149	37	187	-	845		
Total	20,723	97	45,820	2,995	8,672	21,151	12,641	9,940	16,209	1,894	140,142		

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 district and industrial group, March 1999

Female		Industry	Agriculture	Mining and quarrying	Manufacturing	Electricity and water	Construction	Wholesale, retail trade, restaurants and hotels	Transport, storage and communication	Finance, insurance, real estate services	Community, social and personal services	Activities not elsewhere specified	Total
District													
Port-Louis		214	-	6,637	5	77	2,684	1,777	3,830	2,066	64	17,354	
Pamplemousses		365	-	7,668	-	33	424	52	8	223	-	8,773	
Riviere du Rempart		1,016	-	5,530	-	-	510	6	-	269	-	7,331	
Flacq		1,987	-	4,786	-	-	709	2	-	199	-	7,683	
Grand Port		1,801	-	4,772	-	-	235	106	-	188	-	7,102	
Savanne		1,101	-	3,872	-	-	14	-	-	190	-	5,177	
Plaine Wilhems		458	-	18,671	159	114	1,397	301	388	3,223	-	24,711	
Moka		588	-	4,746	-	7	547	53	67	1,561	-	7,569	
Black River		577	115	569	-	20	573	-	6	30	-	1,890	
Rodrigues		-	-	11	-	4	89	8	20	91	-	227	
Total		8,107	115	57,262	168	255	7,182	2,305	4,319	8,040	64	87,817	

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

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

Table 2.4 - Changes in employment by industrial group and sex, March 1998 - March 1999

Industrial group	Employment		Change		
	March 1998 ¹	March 1999	Both Sexes	Male	Female
	Number	Number			
Agriculture and fishing	30,393	28,831	-1,562	-797	-765
Mining and quarrying	218	212	-6	-4	-2
Manufacturing	111,226	115,309	4,083	1995	2088
Electricity and water	3,220	3,163	-57	-58	1
Construction	8,899	9,227	328	319	9
Wholesale, retail trade, restaurants and hotels	27,812	28,476	664	410	254
Transport, storage & communication	15,076	15,065	-11	-52	41
Financing, insurance, real estate and business services	13,680	14,328	648	567	81
Community, social and personal services	79,678	81,053	1,375	467	908
of which: Central government	(56,126)	(56,759)	(633)	(6)	(627)
Local government	(5,630)	(5,775)	(145)	(130)	(15)
Activities not elsewhere specified	2,570	1,958	-612	-612	-
Total	292,772	297,622	4,850	2,235	2,615

¹ revised

Table 2.5 - Number of establishments¹ and employees by size of employment, March 1999

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	119	642	-	-	-	-	119	642
10 - 19	71	942	228	3,157	425	5,854	724	9,953
20 - 29	23	567	138	3,356	184	4,443	345	8,366
30 - 39	6	199	82	2,846	113	3,909	201	6,954
40 - 49	9	384	62	2,717	83	3,664	154	6,765
50 - 59	5	269	56	3,098	45	2,429	106	5,796
60 - 79	8	531	54	3,711	78	5,315	140	9,557
80 - 99	4	351	42	3,779	58	5,143	104	9,273
100 - 199	9	1,186	122	18,012	77	10,732	208	29,930
200 - 299	4	1,049	53	13,468	36	8,853	93	23,370
300 - 399	5	1,688	29	10,610	20	6,840	54	19,138
400 - 499	1	464	13	6,148	13	5,627	27	12,239
500 - 999	6	4,402	35	23,961	13	8,369	54	36,732
1,000 & over	10	16,157	10	20,446	12	19,770	32	56,373
Total	280	28,831	924	115,309	1,157	90,948	2,361	235,088

¹ excluding Central and Local Government

Table 2.6 - Employment by industrial group and sex, March 1998 and March 1999

Industrial group	March 1998			March 1999		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Agriculture and fishing</u>	<u>21,521</u>	<u>8,872</u>	<u>30,393</u>	<u>20,724</u>	<u>8,107</u>	<u>28,831</u>
Sugarcane	19,485	8,031	27,516	18,727	7,334	26,061
Tea	125	144	269	130	123	253
Tobacco	87	187	274	64	145	209
Fishing	331	17	348	285	13	298
Flower growing	213	261	474	196	271	467
Other	1,280	232	1,512	1,322	221	1,543
<u>Mining and quarrying</u>	<u>101</u>	<u>117</u>	<u>218</u>	<u>97</u>	<u>115</u>	<u>212</u>
<u>Manufacturing</u>	<u>47,644</u>	<u>63,582</u>	<u>111,226</u>	<u>49,639</u>	<u>65,670</u>	<u>115,309</u>
Food:						
Bread	450	53	503	399	53	452
Biscuits and confectionery	306	312	618	292	363	655
Meat	1,061	270	1,331	1,057	267	1,324
Sugar	4,038	52	4,090	3,861	25	3,886
Tea processing	390	39	429	386	43	429
Other	1,956	1,404	3,360	1,930	1,470	3,400
Beverage and tobacco:						
Distilleries & cigarette manufacture	395	129	524	349	151	500
Wine and beer	685	77	762	710	82	792
Soft drinks	1,357	74	1,431	1,348	73	1,421
Textiles	3,987	1,339	5,326	4,141	1,396	5,537
Wearing apparel (except footwear)	19,700	52,648	72,348	22,238	54,793	77,031
Leather products	234	847	1,081	201	658	859
Footwear	370	305	675	329	240	569
Wood and furniture	1,464	209	1,673	1,360	212	1,572
Paper products	666	246	912	645	291	936
Printing and publishing	1,385	649	2,034	1,345	662	2,007
Rubber products	195	34	229	196	32	228

Table 2.6 - (cont'd) - Employment by industrial group and sex, March 1998 and March 1999

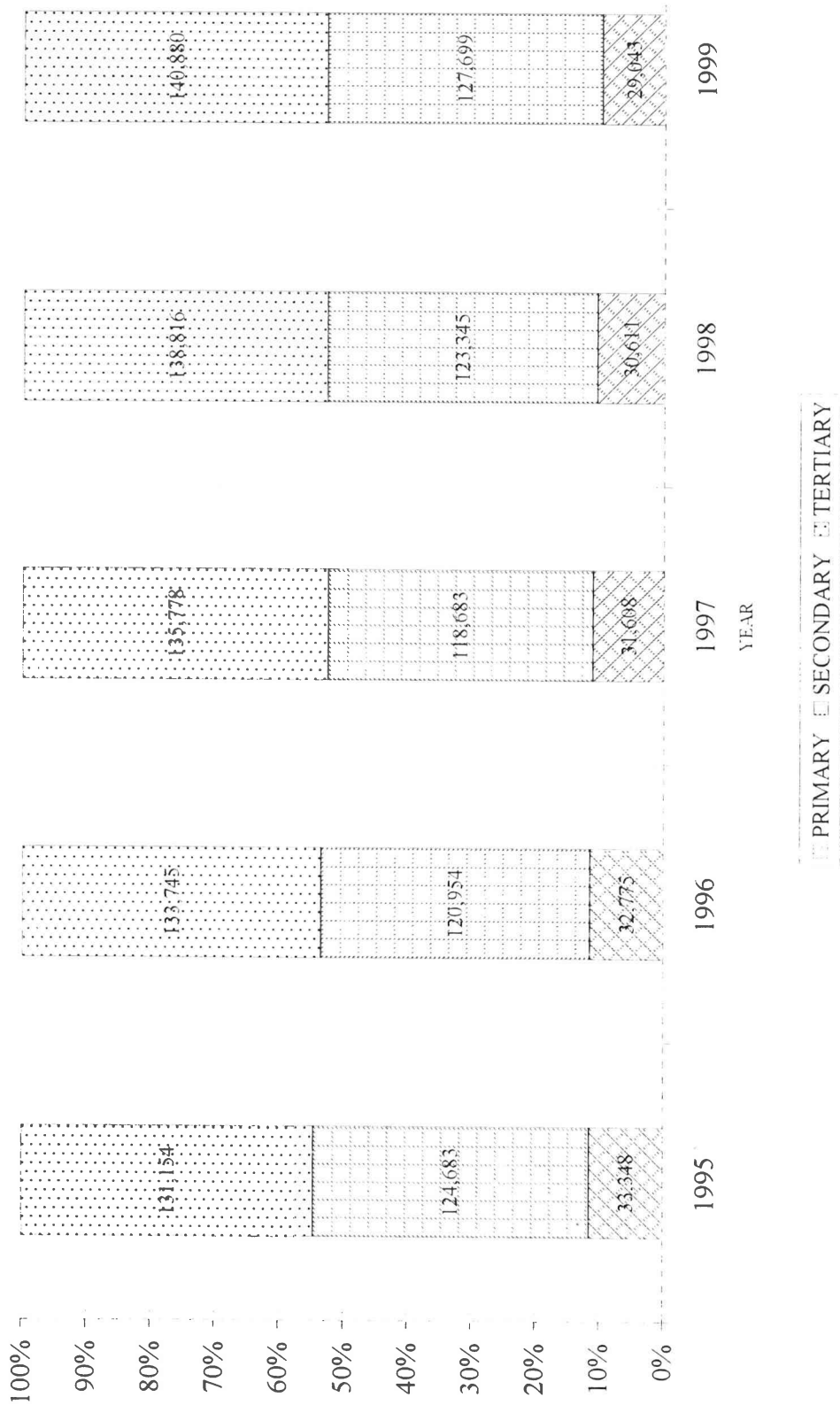
Industrial group	March 1998			March 1999		
	Male	Female	Both sexes	Male	Female	Both sexes
Miscellaneous chemical products	1,664	394	2,058	1,627	404	2,031
Plastic products	857	360	1,217	886	402	1,288
Non-metallic mineral products :						
Stone and concrete	1,087	98	1,185	1,077	93	1,170
Other	146	45	191	144	58	202
Iron and steel basic industries	564	27	591	436	20	456
Metal products	1,288	142	1,430	1,349	169	1,518
Machinery						
Electrical	503	168	671	498	205	703
Non-electrical	676	44	720	596	44	640
Transport equipment	406	20	426	403	20	423
Watches and clocks	182	432	614	247	440	687
Jewellery and related articles	864	1,044	1,908	825	1,027	1,852
Miscellaneous manufacturing industries	768	2,121	2,889	764	1,977	2,741
<u>Electricity and water</u>	<u>3,053</u>	<u>167</u>	<u>3,220</u>	<u>2,995</u>	<u>168</u>	<u>3,163</u>
<u>Construction</u>	<u>8,652</u>	<u>247</u>	<u>8,899</u>	<u>8,971</u>	<u>256</u>	<u>9,227</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>20,857</u>	<u>6,955</u>	<u>27,812</u>	<u>21,267</u>	<u>7,209</u>	<u>28,476</u>
Wholesale and retail trade	10,758	4,488	15,246	10,813	4,660	15,473
Restaurants	1,125	264	1,389	1,043	245	1,288
Hotels	8,974	2,203	11,177	9,411	2,304	11,715
<u>Transport, storage & communication</u>	<u>12,810</u>	<u>2,266</u>	<u>15,076</u>	<u>12,758</u>	<u>2,307</u>	<u>15,065</u>
Road transport:						
Buses	5,254	53	5,307	5,253	55	5,308
Other	916	140	1,056	923	128	1,051
Docks and stevedoring	1,958	110	2,068	1,806	115	1,921
Travel and tourism	2,482	1,442	3,924	2,628	1,480	4,108
Other	2,200	521	2,721	2,148	529	2,677

Table 2.6 (cont'd) - Employment by industrial group and sex, March 1998 and March 1999

Industrial group	March 1998			March 1999		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Financing, insurance, real estate and business services</u>	<u>9,434</u>	<u>4,246</u>	<u>13,680</u>	<u>10,001</u>	<u>4,327</u>	<u>14,328</u>
Banks and other financial institutions	2,832	1,799	4,631	2,841	1,655	4,496
Insurance	1,152	780	1,932	1,162	817	1,979
Engineering and architectural services	954	185	1,139	938	183	1,121
Advertising services	138	120	258	156	118	274
Other business services	4,358	1,362	5,720	4,904	1,554	6,458
<u>Community, social and personal services</u>	<u>59,042</u>	<u>20,636</u>	<u>79,678</u>	<u>59,509</u>	<u>21,544</u>	<u>81,053</u>
Government services:						
(a) Central	43,264	12,862	56,126	43,270	13,489	56,759
(b) Local	4,869	761	5,630 ¹	4,999	776	5,775
Private education services	4,529	3540	8,069	4,709	3838	8,547
Private health services	159	784	943	199	727	926
Repair of motor vehicles	653	77	730	687	94	781
Amusement and recreational services	1,291	432	1,723	1,277	426	1,703
Other services	4,277	2180	6,457	4,368	2194	6,562
<u>Activities not elsewhere specified</u>	<u>2,506</u>	<u>64</u>	<u>2,570</u>	<u>1,894</u>	<u>64</u>	<u>1,958</u>
Total	185,620	107,152	292,772	187,855	109,767	297,622

¹ revised

FIG. 2.1 - EMPLOYMENT BY SECTOR, MARCH 1995 - MARCH 1999



Figures for large establishments only

Table 2.7 - Employment by major industrial group, March 1995 - March 1999

Both sexes

Industrial group	1995	1996	1997 ¹	1998 ¹	1999
<u>Agriculture and fishing</u>	<u>33,126</u>	<u>32,547</u>	<u>31,386</u>	<u>30,393</u>	<u>28,831</u>
Sugarcane	29,109	29,066	28,173	27,516	26,061
Tea	463	398	308	269	253
Tobacco	400	339	241	274	209
Other	3,154	2,744	2,664	2,334	2,308
<u>Mining and quarrying</u>	<u>222</u>	<u>228</u>	<u>222</u>	<u>218</u>	<u>212</u>
<u>Manufacturing</u>	<u>110,439</u>	<u>107,354</u>	<u>105,849</u>	<u>111,226</u>	<u>115,309</u>
Sugar	6,114	5,039	4,346	4,090	3,886
EPZ ²	80,373	79,467	79,617	84,031	88,920
Other	23,952	22,848	21,886	23,105	22,503
<u>Electricity and water</u>	<u>3,460</u>	<u>3,406</u>	<u>3,288</u>	<u>3,220</u>	<u>3,163</u>
<u>Construction</u>	<u>10,784</u>	<u>10,194</u>	<u>9,546</u>	<u>8,899</u>	<u>9,227</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>24,472</u>	<u>25,046</u>	<u>26,285</u>	<u>27,812</u>	<u>28,476</u>
<u>Transport, storage & communication</u>	<u>14,530</u>	<u>14,597</u>	<u>15,019</u>	<u>15,076</u>	<u>15,065</u>
<u>Financing, insurance, real estate and business services</u>	<u>12,096</u>	<u>12,533</u>	<u>13,183</u>	<u>13,680</u>	<u>14,328</u>
<u>Community, social and personal services</u>	<u>77,098</u>	<u>78,435</u>	<u>78,844</u>	<u>79,678</u>	<u>81,053</u>
Government:					
(a) Central	56,200	56,828	56,077	56,126	56,759
(b) Local	5,396	5,508	5,652	5,630	5,775
Other	15,502	16,099	17,115	17,922	18,519
<u>Activities not elsewhere specified</u>	<u>2,958</u>	<u>3,134</u>	<u>2,447</u>	<u>2,570</u>	<u>1,958</u>
Total	289,185	287,474	286,069	292,772	297,622

¹ revised² excluding non-manufacturing EPZ establishments

Table 2.7 (Cont'd) - Employment by major industrial group, March 1995 - March 1999

Male	Industrial group	1995	1996	1997 ¹	1998 ¹	1999
	<u>Agriculture and fishing</u>	<u>22,663</u>	<u>22,644</u>	<u>22,000</u>	<u>21,521</u>	<u>20,724</u>
	Sugarcane	19,905	20,323	19,696	19,485	18,727
	Tea	181	139	148	125	130
	Tobacco	123	107	76	87	64
	Other	2,454	2,075	2,080	1,824	1,803
	<u>Mining and quarrying</u>	<u>96</u>	<u>100</u>	<u>93</u>	<u>101</u>	<u>97</u>
	<u>Manufacturing</u>	<u>47,647</u>	<u>46,343</u>	<u>45,639</u>	<u>47,644</u>	<u>49,639</u>
	Sugar	6,031	4,984	4,289	4,038	3,861
	EPZ ²	23,253	23,735	24,782	26,418	29,054
	Other	18,363	17,624	16,568	17,188	16,724
	<u>Electricity and water</u>	<u>3,305</u>	<u>3,242</u>	<u>3,129</u>	<u>3,053</u>	<u>2,995</u>
	<u>Construction</u>	<u>10,580</u>	<u>9,967</u>	<u>9,299</u>	<u>8,652</u>	<u>8,971</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,318</u>	<u>18,756</u>	<u>19,714</u>	<u>20,857</u>	<u>21,267</u>
	<u>Transport, storage & communication</u>	<u>12,773</u>	<u>12,712</u>	<u>12,913</u>	<u>12,810</u>	<u>12,758</u>
	<u>Financing, insurance, real estate and business services</u>	<u>8,559</u>	<u>8,836</u>	<u>9,309</u>	<u>9,434</u>	<u>10,001</u>
	<u>Community, social and personal services</u>	<u>58,543</u>	<u>59,194</u>	<u>58,769</u>	<u>59,042</u>	<u>59,509</u>
	Government:					
	(a) Central	44,184	44,496	43,508	43,264	43,270
	(b) Local	4,764	4,847	4,988	4,869	4,999
	Other	9,595	9,851	10,273	10,909	11,240
	<u>Activities not elsewhere specified</u>	<u>2,889</u>	<u>3,077</u>	<u>2,388</u>	<u>2,506</u>	<u>1,894</u>
	Total	185,373	184,871	183,253	185,620	187,855

¹ revised² excluding non-manufacturing EPZ establishments

Table 2.7 (Cont'd) - Employment by major industrial group, March 1994 - March 1999

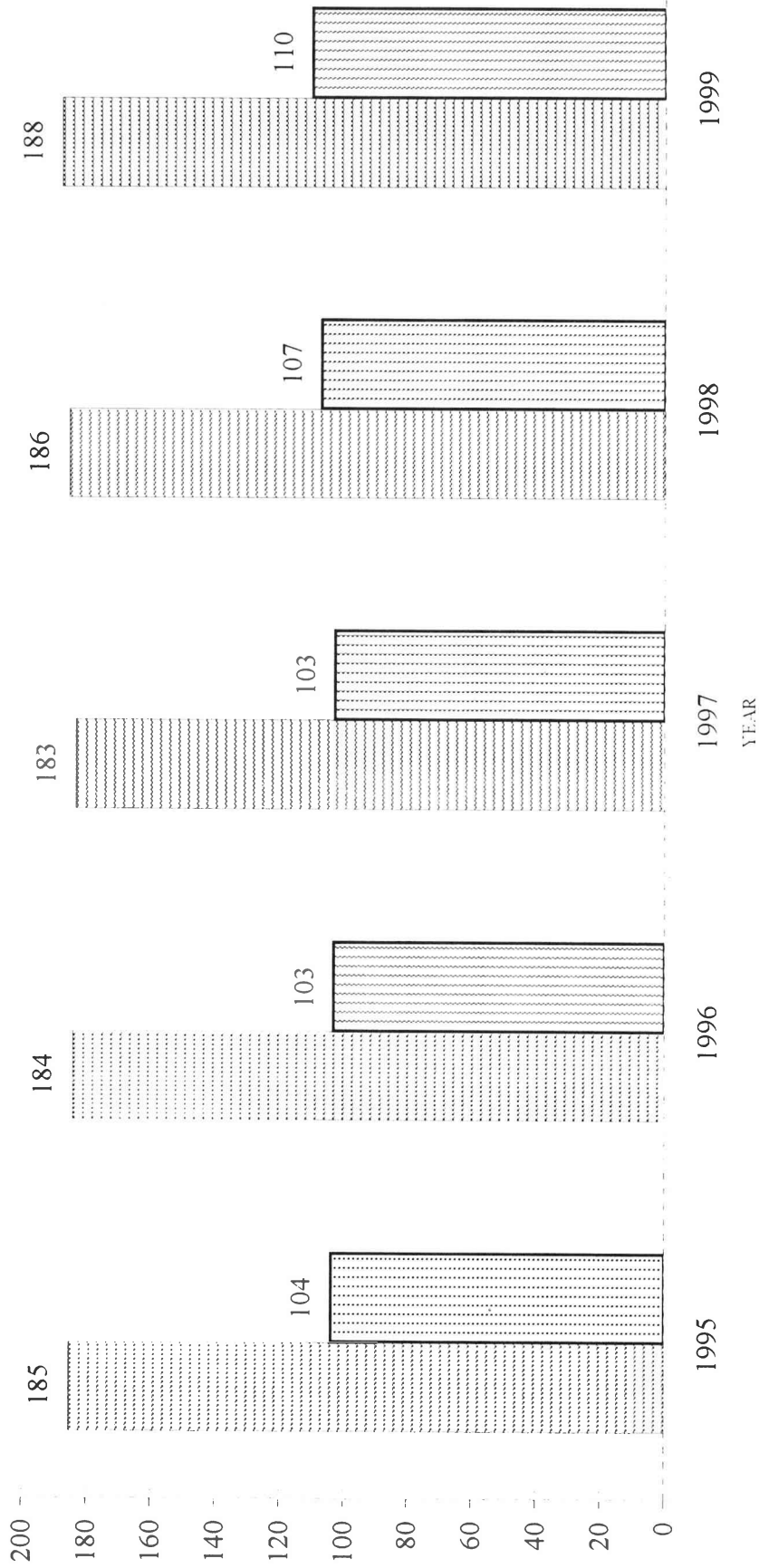
Female

Industrial group	1995	1996	1997 ¹	1998	1999
<u>Agriculture and fishing</u>	<u>10,463</u>	<u>9,903</u>	<u>9,386</u>	<u>8,872</u>	<u>8,107</u>
<u>Sugarcane</u>	9,204	8,743	8,477	8,031	7,334
Tea	282	259	160	144	123
Tobacco	277	232	165	187	145
Other	700	669	584	510	505
<u>Mining and quarrying</u>	<u>126</u>	<u>128</u>	<u>129</u>	<u>117</u>	<u>115</u>
<u>Manufacturing</u>	<u>62,792</u>	<u>61,011</u>	<u>60,210</u>	<u>63,582</u>	<u>65,670</u>
Sugar	83	55	57	52	25
EPZ ²	57,120	55,732	54,835	57,613	59,866
Other	5,589	5,224	5,318	5,917	5,779
<u>Electricity and water</u>	<u>155</u>	<u>164</u>	<u>159</u>	<u>167</u>	<u>168</u>
<u>Construction</u>	<u>204</u>	<u>227</u>	<u>247</u>	<u>247</u>	<u>256</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>6,154</u>	<u>6,290</u>	<u>6,571</u>	<u>6,955</u>	<u>7,209</u>
<u>Transport, storage & communication</u>	<u>1,757</u>	<u>1,885</u>	<u>2,106</u>	<u>2,266</u>	<u>2,307</u>
<u>Financing, insurance, real estate and business services</u>	<u>3,537</u>	<u>3,697</u>	<u>3,874</u>	<u>4,246</u>	<u>4,327</u>
<u>Community, social and personal services</u>	<u>18,555</u>	<u>19,241</u>	<u>20,075</u>	<u>20,636</u>	<u>21,544</u>
Government:					
(a) Central	12,016	12,332	12,569	12,862	13,489
(b) Local	632	661	664	761	776
Other	5,907	6,248	6,842	7,013	7,279
Activities not elsewhere specified	69	57	59	64	64
Total	103,812	102,603	102,816	107,152	109,767

¹ revised² excluding non-manufacturing EPZ establishments.

Thousands

FIG. 2.2 - Employment by sex, March 1995 - March 1999



Male Female

Table 2.8 - Employment¹ by industrial group and sex in the public sector, March 1998 and March 1999

Industrial group	March 1998 ²			March 1999		
	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture and fishing	1,497	497	1,994	1,487	496	1,983
Manufacturing	575	12	587	558	12	570
Electricity and water	2,968	162	3,130	2,909	161	3,070
Construction	-	-	-	-	-	-
Wholesale, retail trade, restaurants and hotels	642	95	737	588	82	670
Transport, storage & communication	5,816	446	6,262	5,741	470	6,211
Financing, insurance, real estate and business services	1,410	876	2,286	1,353	862	2,215
Community, social and personal services	52,476	15,714	68,190	52,659	16,453	69,112
of which: Central government	(43,264)	(12,862)	(56,126)	(43,270)	(13,489)	(56,759)
Local government	(4,968)	(761)	(5,729)	(4,999)	(776)	(5,775)
Activities not elsewhere specified	2,506	64	2,570	1,894	64	1,958
Total	67,890	17,866	85,756	67,189	18,600	85,789

¹ including Rodrigues² revised

Table 2.9 - Government services : Employment by Ministry and sex, March 1999

Government Services	Male	Female	Both sexes
<u>1. CENTRAL GOVERNMENT</u>			
Office of the President, Judicial, National Assembly, etc.	427	143	570
Prime Minister's Office	10,691	824	11,515
Ministry of Finance	1,812	856	2,668
Audit, Public & Police Service			
Commissions, Ombudsman's Office, etc.	215	195	410
Ministry of Agriculture, Food Technology & Natural Resources	5,348	436	5,784
Ministry of Public Infrastructure & Public Safety	2,484	111	2,595
Ministry of Education & Scientific Research	6,479	3,971	10,450
Ministry of Health and quality of life	5,548	4,215	9,763
Ministry of Local Government & Urban and Rural Development	1,585	41	1,626
Ministry of Housing and Lands	287	112	399
Deputy Prime Minister's Office and Ministry of Foreign Affairs, & International Trade	96	105	201
Ministry of Social Security and National Solidarity	552	467	1,019
Ministry of Economic Development, Productivity and Regional Development	172	141	313
Ministry of Youth and Sports	318	70	388

Table 2.9 (cont'd) - Government services : Employment by Ministry and sex, March 1999

Government Services	Male	Female	Both sexes
Ministry of Public Utilities	1,577	227	1,804
Ministry for Rodrigues	2,944	431	3,375
Ministry of Industry and Commerce	143	105	248
Ministry of Tourism and Leisure	19	26	45
Ministry of Arts and Culture	166	81	247
Ministry of Women, Child Development and Family Welfare	55	62	117
Attorney General and Ministry of Justice, Human Rights and Corporate Affairs and Ministry of Labour & Industrial Relations	245	189	434
Ministry of Civil Service Affairs and Administrative Reform	132	181	313
Ministry of Land Transport, Shipping and Port Development	722	129	851
Ministry of Environment, Human Resources Development and Employment	645	152	797
Ministry of Telecommunications & Information Technology	73	136	209
Ministry of Fisheries and Cooperatives	535	83	618
Total Central Government	43,270	13,489	56,759
2 LOCAL GOVERNMENT			
Municipalities	3,611	533	4,144
District Councils	1,388	243	1,631
Total Local Government	4,999	776	5,775
Total General Government Services	48,269	14,265	62,534

Table 2.10 - Government services: Employment and earnings, March 1999

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1999 (Rs 000)	Number of employees	Earnings per day ¹ (Rs 000)
1. CENTRAL GOVERNMENT				
Office of the President, Judicial, National Assembly, etc.	558	7,700.02	4	0.79
Prime Minister's Office	11,409	120,935.93	1	0.20
Ministry of Finance	2,601	31,123.99	1	0.19
Audit, Public & Police Service				
Commissions, Ombudsman's Office, etc.	382	5,281.68	-	-
Ministry of Agriculture, Food Technology & Natural Resources	5,442	40,606.62	-	-
Ministry of Public Infrastructure & Public Safety	2,529	19,230.45	4	0.48
Ministry of Education & Scientific Research	10,111	104,261.08	29	3.96
Ministry of Health and quality of life	9,276	103,928.33	96	15.96
Ministry of Local Government and Urban & Rural Development	1,613	10,179.20	-	-
Ministry of Housing and Lands	382	4,090.27	-	-
Deputy Prime Minister's Office and Ministry of Foreign Affairs, International Trade	192	2,573.39	-	-
Ministry of Social Security and National Solidarity	967	9,226.17	-	-
Ministry of Economic Development, Productivity & Regional Development	277	3,568.62	-	-
Ministry of Youth and Sports	377	3,529.90	-	-

¹ average per day worked out from last payroll of March 1999

Table 2.10 (cont'd) - Government services: Employment and earnings, March 1999

Government Services	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1999 (Rs 000)	Number of employees	Earnings per day ¹ (Rs 000)
Ministry of Public Utilities	1,751	11,441.61	3	0.49
Ministry for Rodrigues	3,375	24,147.60	-	-
Ministry of Industry and Commerce	246	2,726.67	-	-
Ministry of Tourism and Leisure	42	555.54	-	-
Ministry of Arts and Culture	244	2,353.65	1	0.33
Ministry of Women, Child Development and Family Welfare	108	1,122.37	-	-
Attorney General and Ministry of Justice, Human Rights and Corporate Affairs and Ministry of Labour & Industrial Relations	415	5,321.80	-	-
Ministry of Civil Service Affairs and Administrative Reform	303	3,783.23	-	-
Ministry of Land Transport, Shipping and Port Development	840	7,681.04	-	-
Ministry of Environment, Human Resources Development and Employment	778	6,018.18	-	-
Ministry of Telecommunication and Information Technology	202	2,428.59	-	-
Ministry of Fisheries and Cooperatives	599	5,907.83	-	-
Total Central Government ²	55,019	542,723.76	139	22.40
2. LOCAL GOVERNMENT				
Municipalities	4,115	29,303.13	29	4.99
District Councils	1,496	9,956.72	135	20.19
Total Local Government	5,611	39,259.85	164	25.18
Total General Government Services	60,630	581,983.61	303	47.58

¹ average per day worked out from the last payroll of March 1999² employees on leave without pay are **not** included here

Table 2.11 - Employment and earnings for employees on monthly and daily rates of pay, March 1999

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1999 (Rs 000)	Number of employees	Earnings ¹ per day (Rs 000)
<u>Agriculture and fishing</u>	<u>21,724</u>	<u>125,825.62</u>	<u>5,615</u>	<u>1,074.91</u>
Sugar cane	20,480	115,200.00	4,420	888.96
Tea	36	361.87	149	23.08
Tobacco	24	89.54	177	18.94
Fishing	140	1,060.50	61	11.66
Flower growing	170	1,183.03	286	34.87
Other	874	7,930.68	522	97.40
<u>Mining and quarrying</u>	<u>15</u>	<u>159.26</u>	<u>197</u>	<u>21.14</u>
<u>Manufacturing</u>	<u>36,502</u>	<u>256,766.26</u>	<u>25,734</u>	<u>4,270.70</u>
Food:				
Bread	79	680.51	367	97.62
Biscuits and confectionery	351	1,468.23	309	53.15
Meat	1,305	8,825.72	21	3.72
Sugar	3,394	25,400.70	547	130.19
Tea	211	1,413.91	225	40.50
Other	1,500	12,493.50	698	122.15
Beverage and tobacco:				
Distilleries & cigarette manufacture	390	5,143.71	108	20.84
Wine and beer	578	6,088.65	254	45.72
Soft drinks	1,352	10,945.79	76	15.58
Textiles	3,421	23,628.85	1,097	206.24
Wearing apparel (except footwear)	12,789	79,317.38	16,000	2,368.00
Leather products	125	1,115.13	701	103.04
Footwear	242	1,262.76	198	33.06

¹ earnings per day worked out from the last payroll for the month of March 1999

Table 2.11 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1999

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1999 (Rs 000)	Number of employees	Earnings ¹ per day (Rs 000)
<u>Manufacturing (cont'd)</u>				
Wood and furniture	515	3,970.65	887	184.50
Paper products	749	4,545.68	172	22.88
Printing & publishing	1,666	15,097.29	205	56.17
Rubber products	149	881.93	74	11.39
Miscellaneous chemical products	1,792	14,167.55	136	21.49
Plastic products	826	5,279.79	151	17.67
Non-metallic mineral products:				
Stone and concrete	377	3,860.10	761	189.49
Other	98	609.85	84	18.98
Iron and steel basic industries	384	2,684.55	65	14.17
Metal products	913	6,394.65	532	160.13
Machinery:				
Electrical	450	3,157.20	249	70.47
Non-electrical	432	4,257.36	19	1.99
Transport equipment	318	2,090.21	105	19.22
Watches and clocks	281	1,760.18	86	15.65
Jewellery and related articles	907	4,622.98	429	57.06
Miscellaneous manufacturing industries	908	5,601.45	1,178	169.63
<u>Electricity and water</u>	<u>3,159</u>	<u>38,119.65</u>	<u>4</u>	<u>1.18</u>
<u>Construction</u>	<u>1,982</u>	<u>24,513.38</u>	<u>5,127</u>	<u>1,384.96</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>27,651</u>	<u>227,322.68</u>	<u>550</u>	<u>98.05</u>
Wholesale and retail trade	14,873	136,876.22	513	93.25
Restaurants	1,252	7,689.78	20	2.03
Hotels	11,526	82,756.68	17	2.77

¹ earnings per day worked out from the last payroll for the month of March 1999

Table 2.11 (cont'd) - Employment and earnings for employees on monthly and daily rates of pay, March 1999

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1999 (Rs 000)	Number of employees	Earnings ¹ per day (Rs 000)
<u>Transport, storage & communication</u>	<u>13,240</u>	<u>144,826.29</u>	<u>1,741</u>	<u>382.54</u>
Road transport:				
Buses	4,064	25,599.14	1,267	266.77
Other	854	7,645.86	214	54.86
Docks and stevedoring	1,706	27,840.21	207	52.15
Travel and tourism	3,959	51,740.17	35	5.65
Other	2,657	32,000.91	18	3.11
<u>Financing, insurance, real estate and business services</u>	<u>12,533</u>	<u>154,156.12</u>	<u>1,338</u>	<u>237.66</u>
Banks and other financial institutions	4,472	64,289.47	-	-
Insurance	1,726	20,278.78	-	-
Engineering and architectural services	914	9,741.41	215	44.50
Advertising services	270	3,185.46	-	-
Other business services	5,151	56,661.00	1,123	193.16
<u>Community, social and personal services</u>	<u>78,267</u>	<u>752,117.21</u>	<u>1,050</u>	<u>147.58</u>
Government services :				
(a) Central ²	55,019	542,723.76	139	22.40
(b) Local	5,611	39,259.85	164	25.18
Private education services	8,481	95,725.05	18	3.12
Private health services	903	5,235.59	19	2.58
Repair of motor vehicles	711	5,717.86	45	7.07
Amusement and other recreational services	1,571	13,931.63	69	10.35
Other services	5,971	49,523.47	596	76.88
<u>Activities not elsewhere specified</u>	<u>1,632</u>	<u>11,220.00</u>	<u>326</u>	<u>47.92</u>
Total	196,705	1,735,026.47	41,682	7,666.64

¹ earnings per day worked out from the last payroll for the month of March 1999

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

Table 2.12 - Employment and earnings¹ for employees on piece and hourly rates of pay, March 1999

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	1,353	280.97	168	3.68
Other	1,161	209.29	-	-
	192	71.68	168	3.68
<u>Manufacturing</u>	21,902	3,727.93	19,139	291.30
Textiles	10	2.19	511	10.98
Wearing apparel (except footwear)	21,404	3,617.28	15,642	225.71
Wood and furniture	131	30.65	-	-
Jewellery and related articles	4	0.57	457	9.17
Other	353	77.24	2,529	45.44
<u>Construction</u>	1,519	450.51	299	8.74
<u>Services</u>	147	58.96	400	18.91
Total	24,921	4,518.37	20,006	322.63

¹ earnings per day/hour worked out from the last payroll for the month of March 1999

Table 2.13 - Average monthly earnings¹ by industrial group, March 1995 - March 1999

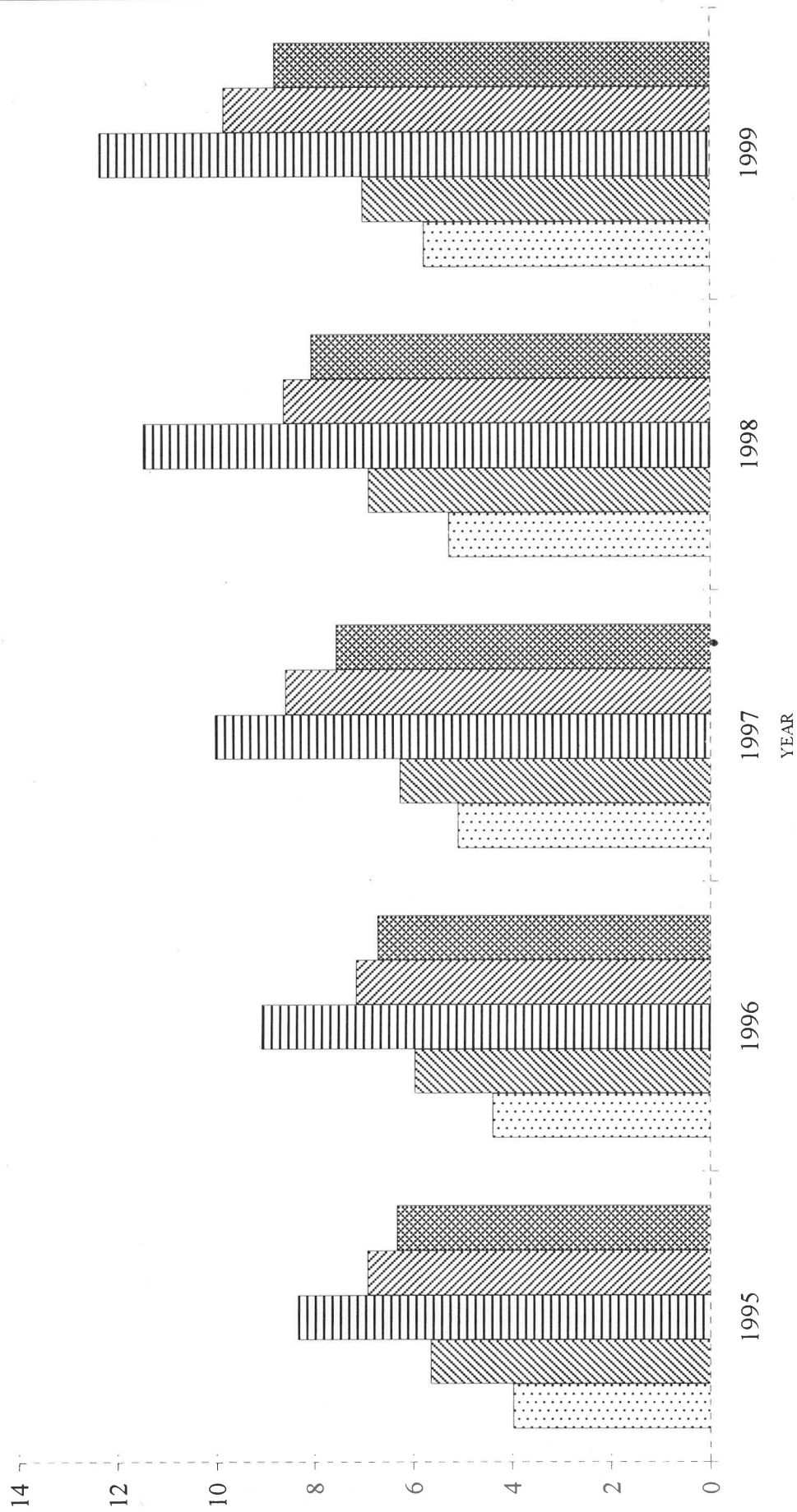
Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
Agriculture and fishing	3,878	4,252	4,888	5,161	5,608
<i>of which</i> Sugar cane	3,824	4,217	4,863	5,109	5,516
Mining and quarrying	2,427	2,851	3,071	3,134	3,344
Manufacturing	4,037	4,272	4,558	4,913	5,087
<i>of which</i> EPZ ²	3,490	3,730	4,015	4,306	4,440
Electricity and water	8,723	9,695	10,108	12,448	12,061
Construction	5,964	6,433	7,271	8,078	8,296
Wholesale, retail trade, restaurants and hotels	6,272	6,629	6,981	7,421	8,152
Transport, storage & communication	6,971	7,725	8,387	10,071	10,309
Financing, insurance, real estate and business services	8,213	8,897	9,602	10,157	11,570
Community, social and personal services	6,724	7,032	8,249	8,442	9,533
<i>of which</i> Central government	6,931	7,172	8,605	8,621	9,850
Activities not elsewhere specified	4,658	4,514	5,428	5,670	6,367
All sectors	5,389	5,767	6,461	6,883	7,479 ✓

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 1995 - March 1999

Rs (Thousands)



Agriculture and fishing
 Manufacturing
 Construction
 All sectors

Table 2.14 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1995 - March 1999
(Rupees)

Industrial group	1995	1996	1997	1998	1999
Agriculture and fishing	3,981	4,396	5,116	5,289	5,792
<i>of which Sugarcane</i>	3,879	4,294	5,004	5,147	5,625
Mining and quarrying	7,583	8,207	8,524	10,060 ²	10,617
Manufacturing	5,659	5,972	6,282	6,912	7,034
<i>of which EPZ¹</i>	5,250	5,493	5,777	6,376 ²	6,371
Electricity and water	8,988	9,707	10,112	12,448	12,067
Construction	8,355	9,096	10,038	11,479	12,368
Wholesale, retail trade, restaurants and hotels	6,376	6,735	7,042	7,510	8,221
Transport, storage & communication	7,339	8,122	8,766	10,647	10,938
Financing, insurance, real estate and business services	9,248	10,096	11,010	11,550	12,300
Community, social and personal services	6,814	7,079	8,296	8,502	9,609
<i>of which Central Government</i>	6,931	7,176	8,612	8,643	9,864
Activities not elsewhere specified	4,905	4,704	5,623	6,313	6,875
All sectors	6,334	6,731	7,572	8,080	8,820

¹ excluding non-manufacturing EPZ establishments

² revised

FIG. 2.4 - Average Daily Earnings, March 1995 - March 1999

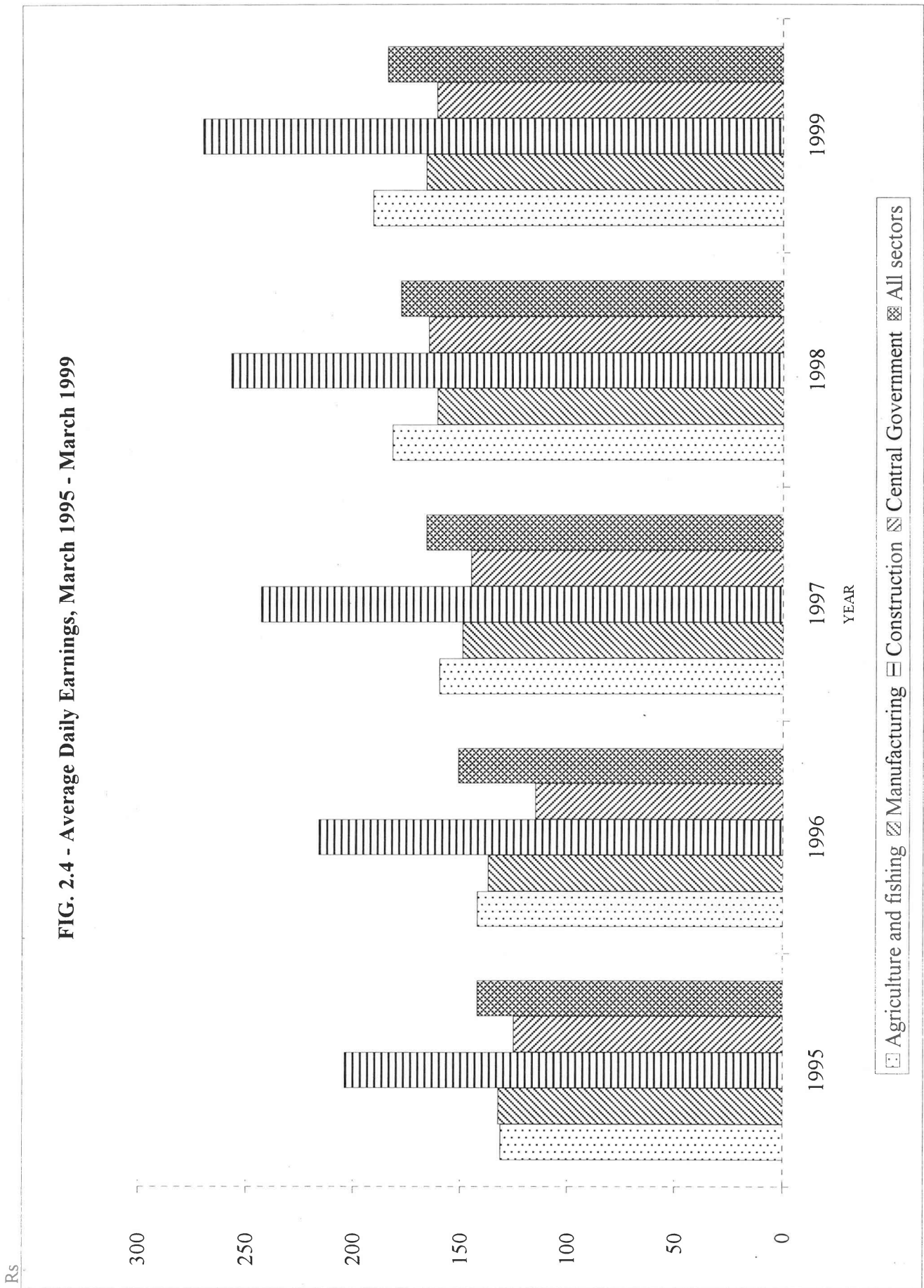


Table 2.15 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1995 - March 1999
(Rupees)

Industrial group	1995	1996	1997	1998	1999
Agriculture and fishing	131	142	160	182	191
<i>of which</i> Sugarcane	137	148	168	192	201
Mining and quarrying	80	92	104	103	107
Manufacturing	132	137	149	161	166
<i>of which</i> EPZ ¹	118	125	137	146	151
Electricity and water ²	-	107	127	-	296
Construction	204	216	243	257	270
Wholesale, retail trade, restaurants and hotels	139	152	155	159	178
Transport, storage & communication	168	185	215	220 ³	220
Financing, insurance, real estate and business services	142	146	159	162	178
Community, social and personal services	114	131	139 ³	139	141
<i>of which</i> Central Government	125	115	145	165	161
Activities not elsewhere specified	134	159	178	169	147
All sectors	142	151	166	178	184

¹ excluding non-manufacturing EPZ establishments

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

³ revised

Table 2.16 - Average daily earnings by industrial group for employees on piece rates of pay, March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
<u>Agriculture and fishing</u>	<u>148</u>	<u>155</u>	<u>197</u>	<u>240</u>	<u>208</u>
<u>Manufacturing</u>	<u>134</u>	<u>145</u>	<u>156</u>	<u>159</u>	<u>170</u>
Wearing apparel (except footwear)	133	144	155	158	169
Wood & furniture	170	194	200	191	234
Jewellery and related articles	252	237	269	135	142
Other	171	167	176	199	219
<u>Construction</u>	<u>281</u>	<u>306</u>	<u>333</u>	<u>374</u>	<u>297</u>
<u>Other sectors</u>	<u>262</u>	<u>287</u>	<u>357</u>	<u>308</u>	<u>401</u>
All sectors	140	154	167	175	181

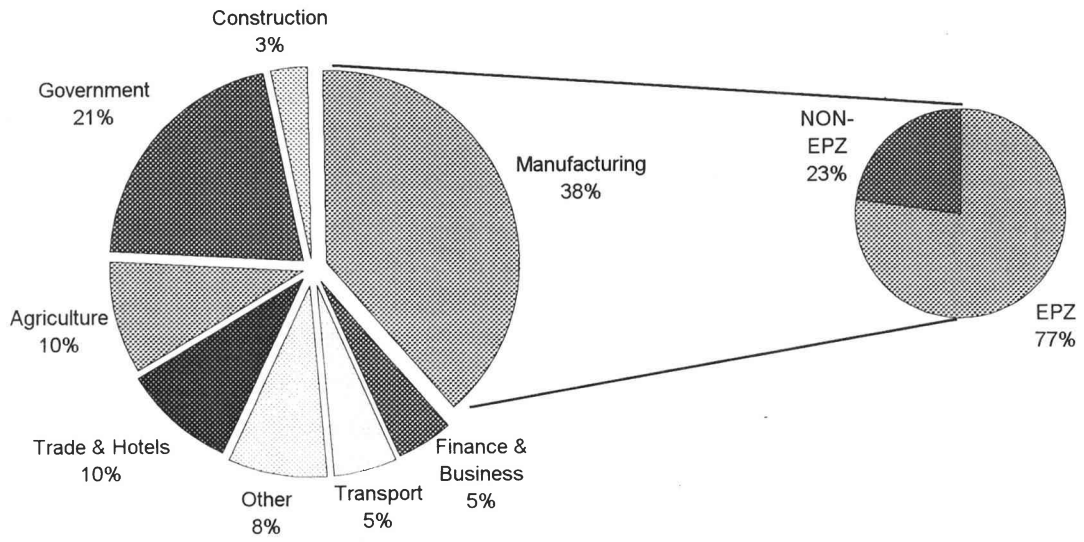
Table 2.17 - Average hourly earnings by industrial group for employees on hourly rates of pay, March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
<u>Agriculture and fishing</u>	<u>19</u>	<u>20</u>	<u>19</u>	<u>19</u>	<u>22</u>
<u>Manufacturing</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>15</u>
Textiles	17	19	20	19	21
Wearing apparel (except footwear)	12	12	13	14	14
Wood & furniture	-	-	-	12	-
Jewellery and related articles	14	14	15	18	20
Other	15	16	16	17	18
<u>Construction</u>	<u>26</u>	<u>26</u>	<u>29</u>	<u>29</u>	<u>29</u>
<u>Other sectors</u>	<u>34</u>	<u>29</u>	<u>34</u>	<u>36</u>	<u>47</u>
All sectors	13	13	13	14	16

Table 2.18 - Number of establishments and employees by industrial group and size of employment in the EPZ sector - March 1999

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>170</u>	<u>4,313</u>	<u>90</u>	<u>6,408</u>	<u>152</u>	<u>36,091</u>	<u>41</u>	<u>42,108</u>	<u>453</u>	<u>88,920</u>
Food	6	90	2	124	-	-	1	1,423	9	1,637
Textiles	17	381	11	779	8	1,738	3	2,392	39	5,290
Wearing apparel (except footwear)	80	2,184	62	4,370	126	31,162	35	37,264	303	74,980
Footwear & leather products	2	81	2	149	-	-	1	528	5	758
Wood and furniture	6	111	1	60	1	114	-	-	8	285
Professional/scientific measuring equipment & optical goods	3	73	4	314	4	963	-	-	11	1,350
Jewellery & related articles	6	183	4	331	4	947	-	-	14	1,461
Other	50	1,210	4	281	9	1,167	1	501	64	3,159
<u>Non-manufacturing</u>	<u>22</u>	<u>439</u>	-	-	<u>3</u>	<u>594</u>	-	-	<u>25</u>	<u>1,033</u>
Total	192	4,752	90	6,408	155	36,685	41	42,108	478	89,953

Fig. 2.5 - Employment by sector, March 1999



A cross-section of EPZ employment

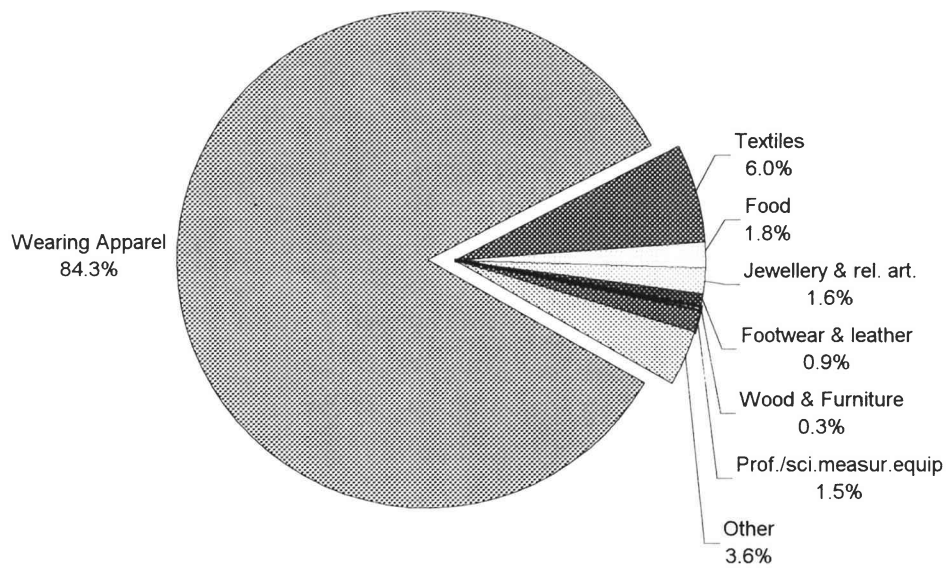


Table 2.19 - Employment¹ in large establishments of EPZ by industrial group and sex, March 1997 - March 1999

Industrial group	March 1997			March 1998			March 1999		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
	<u>Manufacturing</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>	<u>29,054</u>	<u>59,866</u>	88,920
Food	642	987	1,629	633	978	1,611	627	1,010	1,637
Textiles	3,931	1,342	5,273	3,916	1,156	5,072	4,070	1,220	5,290
Wearing apparel (except footwear)	17,585	48,062	65,647	19,092	51,003	70,095	21,666	53,314	74,980
Footwear & leather products	204	933	1,137	195	800	995	158	600	758
Wood and furniture	251	81	332	247	63	310	227	58	285
Professional/scientific measuring equipment & optical goods	512	686	1,198	543	671	1,214	571	779	1,350
Jewellery and related articles	674	768	1,442	661	885	1,546	598	863	1,461
Other	983	1,976	2,959	1,131	2,057	3,188	1,137	2,022	3,159
<u>Non-manufacturing</u>	<u>420</u>	<u>311</u>	<u>731</u>	<u>438</u>	<u>316</u>	<u>754</u>	<u>487</u>	<u>546</u>	<u>1,033</u>
TOTAL	25,202	55,146	80,348	26,856	57,929	84,785	29,541	60,412	89,953

¹ employment data : (a) exclude 925 outworkers in March 1997, 800 in March 1998 and 1,111 in March 1999

(b) include 6,952 foreign workers in March 1997, 9,126 in March 1998 and 12,110 in March 1999

Table 2.20 - Employment and earnings in the EPZ sector for employees on monthly and daily rates of pay, March 1999

Industrial group	Monthly rates of pay		Daily rates of pay	
	Number of employees	Earnings for March 1999 (Rs 000)	Number of employees	Earnings per day (Rs 000) ¹
<u>Manufacturing</u>	<u>18,176.00</u>	<u>115,802.28</u>	<u>18,816.00</u>	<u>2,835.50</u>
Food	336	2,360.40	78	11.08
Textiles	3,303	22,856.76	1,033	197.30
Wearing apparel (except footwear)	12,019	75,190.86	14,993	2,233.96
Footwear & leather products	94	898.54	550	79.20
Wood and furniture	93	725.59	121	26.98
Professional/scientific measuring equipment & optical goods	315	2,446.29	621	98.12
Jewellery and related articles	554	2,791.61	419	55.73
Other	1,462	8,532.23	1,001	133.13
<u>Non-manufacturing</u>	<u>275</u>	<u>2,589.40</u>	<u>383</u>	<u>45.57</u>
Total	18,451	118,391.68	19,199	2,881.07

Table 2.21 - Employment and earnings in the EPZ sector for employees on piece and hourly rates of pay, March 1999

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>21,431.00</u>	<u>3,626.75</u>	<u>18,459.00</u>	<u>276.66</u>
Food	4	0.91	932	15.46
Textiles	10	2.18	476	10.70
Wearing apparel (except footwear)	21,348	3,607.81	15,447	223.06
Footwear & leather products	-	-	108	1.49
Wood and furniture	66	14.94	-	-
Professional/scientific measuring equipment & optical goods	3	0.91	408	7.41
Jewellery and related articles	-	-	446	8.95
Other	-	-	642	9.59
<u>Non-manufacturing</u>	<u>-</u>	<u>-</u>	<u>374</u>	<u>14.43</u>
Total	21,431	3,626.75	18,833	291.09

¹ earnings per day worked out from the last payroll for the month of March 1999

Table 2.22 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998 ¹	1999
<u>Manufacturing</u>	<u>5,250</u>	<u>5,493</u>	<u>5,777</u>	<u>6,376</u>	<u>6,371</u>
Food	8,050	7,032	7,409	6,220	7,025
Textiles	5,452	5,632	5,951	6,733	6,920
Wearing apparel (except footwear)	5,156	5,463	5,758	6,452	6,256
Footwear & leather products	7,332	8,288	8,394	9,210	9,559
Wood and furniture	4,677	5,284	5,345	5,967	7,802
Professional/scientific measuring equipment & optical goods	4,843	5,700	6,851	7,748	7,766
Jewellery and related articles	4,789	4,670	4,936	4,772	5,039
Other	5,063	4,975	4,907	5,193	5,836
<u>Non-manufacturing</u>	<u>5,707</u>	<u>5,902</u>	<u>6,527</u>	<u>8,100</u>	<u>9,416</u>
All sectors	5,257	5,497	5,787	6,395	6,417

Table 2.23 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay, March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
<u>Manufacturing</u>	<u>118</u>	<u>125</u>	<u>137</u>	<u>146</u>	<u>151</u>
Food	111	115	121	141	142
Textiles	134	165	176	194	191
Wearing apparel (except footwear)	111	119	134	143	149
Footwear & leather products	131	137	137	136	144
Wood and furniture	126	148	162	223	223
Professional/scientific measuring equipment & optical goods	144	138	141	159	158
Jewellery and related articles	170	186	150	137	133
Other	119	140	163	145	133
<u>Non-manufacturing</u>	<u>108</u>	<u>108</u>	<u>89</u>	<u>98</u>	<u>119</u>
All sectors	117	125	137	145	150

¹ revised

Table 2.24 - Average daily earnings in EPZ by industrial group for employees exclusively on piece rates of pay, March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
<u>Manufacturing</u>	<u>134</u>	<u>145</u>	<u>156</u>	<u>159</u>	<u>169</u>
Food	-	-	185	228	228
Textiles	-	-	-	196	219
Wearing apparel (except footwear)	133	144	155	158	169
Footwear & leather products	-	-	-	-	-
Wood and furniture	214	233	218	212	226
Professional/scientific measuring equipment and optical goods	133	97	137	224	303
Jewellery and related articles	261	242	271	-	-
Other	142	95	-	-	-
<u>Non-manufacturing</u>	-	-	-	-	-
All sectors	134	145	156	159	169

Table 2.25 - Average hourly earnings in EPZ by industrial group for employees exclusively on hourly rates of pay, March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
<u>Manufacturing</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>14</u>	<u>15</u>
Food	-	-	11	15	17
Textiles	17	19	20	20	22
Wearing apparel (except footwear)	12	12	13	14	14
Footwear & leather products	16	16	17	16	14
Wood and furniture	-	-	-	-	-
Professional/scientific measuring equipment and optical goods	14	15	17	19	18
Jewellery and related articles	13	14	15	18	20
Other	13	13	13	15	15
<u>Non-manufacturing</u>	<u>17</u>	<u>20</u>	<u>29</u>	<u>39</u>	<u>39</u>
All sectors	12	13	14	15	15

Table 2.26 - Sugar Industry: Employment by size of plantations and sex, March 1999

Employer	Size class (hectares)	Male	Female	Both sexes
Planters (including metayers)	10 - 19	363	381	744
	20 - 29	111	149	260
	30 - 39	119	96	215
	40 & over	971	531	1,502
Total employed by :				
(i) planters		1,564	1,157	2,721
(ii) millers estates and annexes		17,163	6,177	23,340
(iii) factories		3,861	25	3,886
Total		22,588	7,359	29,947

Table 2.27 - Employment and earnings in the Sugar Industry, March 1999

Employer	Monthly rates of pay		Daily rates of pay	
	Number of workers	Earnings for March 1999 (Rs 000)	Number of workers	Earnings per day ¹ (Rs 000)
Millers estates and annexes	<u>22,901</u>	<u>135,387.07</u>	<u>3,345</u>	<u>755.22</u>
Factories	3,394	25,400.70	547	130.19
Plantations	19,507	109,986.37	2,798	625.03
Other planters (including metayers)	<u>973</u>	<u>5,213.63</u>	<u>1,622</u>	<u>263.92</u>
Total	23,874	140,600.70	4,967	1,019.14

¹ average per day worked out from the last payroll of March 1999

Table 2.28 - Sugar Industry: Employment by geographical region and area harvested - March 1999

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	106	15	14	859	994	4,529	5,523
South: Bel Ombre, Britannia, Mon Trésor- Mon-Désert, Riche-en-Eau, Rose Belle, St. Félix, Savannah, Union St. Aubin	275	55	66	367	763	10,864	11,627
East: Beau Champ, Constance, F.U.E.L	215	125	60	47	447	6,740	7,187
West & Central Plateau: Médine, Highlands, Mon Désert Alma	148	65	75	229	517	5,093	5,610
Total	744	260	215	1,502	2,721	27,226	29,947

¹ include factories

Table 2.29 - Foreign workers employed in large establishments by industry & sex, 1993 - 1999

Both sexes

Industry	1993	1994	1995	1996	1997	1998	1999
Agriculture and fishing	200	125	100	-	1	18	1
Manufacturing	2,750	4,350	6,145	6,115	7,051	9,233	12,227
Electricity and water	-	50	-	-	1	-	-
Construction	3,000	3,000	2,400	1,400	950	350	300
Wholesale, retail trade, restaurants & hotels	350	300	400	200	210	196	143
Transport, storage & communication	300	300	400	200	103	123	119
Financing, insurance, real estate & business services	100	50	150	200	201	55	69
Community, social & personal services	200	100	200	100	100	67	45
Total	6,900	8,275	9,795	8,215	8,617	10,042	12,904

Male

Industry	1993	1994	1995	1996	1997	1998	1999
Agriculture and fishing	200	125	100	-	1	18	1
Manufacturing	850	1,300	1,975	2,091	2,215	2,941	3,819
Electricity and water	-	50	-	-	1	-	-
Construction	3,000	3,000	2,400	1,400	950	350	299
Wholesale, retail trade, restaurants & hotels	300	250	350	175	178	158	116
Transport, storage & communication	300	300	400	200	100	121	117
Financing, insurance, real estate & business services	100	50	150	200	197	47	61
Community, social & personal services	100	100	200	100	72	39	30
Total	4,850	5,175	5,575	4,166	3,714	3,674	4,443

Female

Industry	1993	1994	1995	1996	1997	1998	1999
Agriculture and fishing	-	-	-	-	-	-	-
Manufacturing	1,900	3,050	4,170	4,024	4,836	6,292	8,408
Electricity and water	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	1
Wholesale, retail trade, restaurants & hotels	50	50	50	25	32	38	27
Transport, storage & communication	-	-	-	-	3	2	2
Financing, insurance, real estate & business services	-	-	-	-	4	8	8
Community, social & personal services	100	-	-	-	28	28	15
Total	2,050	3,100	4,220	4,049	4,903	6,368	8,461

Table 2.30 - Job vacancies by occupation, industry and sex as at 26 March, 1999

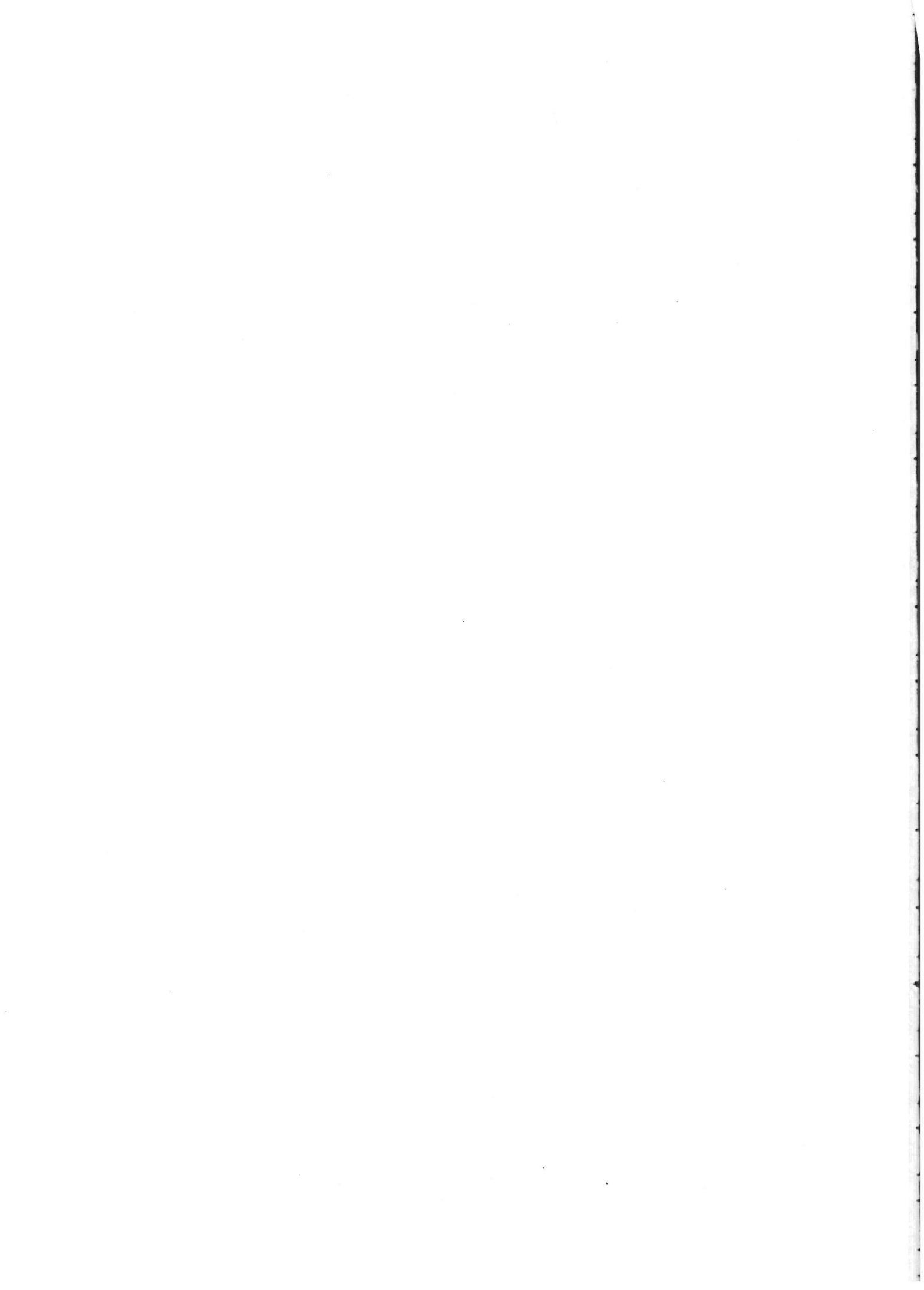
Male

Occupation	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	Total
Senior officials and managers		-	-	2	2	-	2		20	7	33
Professionals		-	-	4	5	-	1	1	56	18	85
Technicians & associate professionals		-	-	8	23	-	3	1	21	10	66
Clerks		-	-	29	27	-	13	1	9	37	116
Service workers & sales workers		-	-	-	-	-	3	-	-	2	5
Skilled agricultural & fishery workers		-	-	-	-	-	-	-	-	-	-
Craft & related trades workers		-	-	79	-	-	10	-	-	1	90
Extraction & building trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Metal, machinery & related trades workers		(-)	(-)	(50)	(-)	(-)	(5)	(-)	(-)	(1)	(56)
Precision, handicraft, printing & related trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Other craft & related trades workers		(-)	(-)	(29)	(-)	(-)	(5)	(-)	(-)	(-)	(34)
Plant & machine operators & assemblers		-	-	644	-	(-)	3	55	-	1	703
Stationary plant & related operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Machine operators & assemblers		(-)	(-)	(637)	(-)	(-)	(-)	(-)	(-)	(-)	(637)
Drivers & mobile plant operators		(-)	(-)	(7)	(-)	(-)	(3)	(55)	(-)	(1)	(66)
Elementary occupations		4	-	108	-	3	77	40	5	28	265
Total		4	-	874	57	3	112	98	111	104	1,363

Table 2.30(Cont'd) - Job vacancies by occupation, industry and sex as at 26 March, 1999

Female		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	Total
Occupation	Industry										
Senior officials and managers		-	-	-	-	-	-	-	-	-	-
Professionals		-	-	8	-	-	-	-	2	5	15
Technicians & associate professionals		-	-	2	-	-	-	-	3	3	8
Clerks		-	-	25	-	2	6	1	4	12	50
Service workers & sales workers		-	-	2	-	-	5	1	-	-	8
Skilled agricultural & fishery workers		-	-	-	-	-	-	-	-	-	-
Craft & related trades workers		-	-	7	-	-	-	-	-	-	7
Extraction & building trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Metal, machinery & related trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Precision, handicraft, printing & related trades workers		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Other craft & related trades workers		(-)	(-)	(7)	(-)	(-)	(-)	(-)	(-)	(-)	(7)
Plant & machine operators & assemblers		-	-	898	-	-	-	-	-	-	898
Stationary plant & related operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Machine operators & assemblers		(-)	(-)	(898)	(-)	(-)	(-)	(-)	(-)	(-)	(898)
Drivers & mobile plant operators		(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Elementary occupations		-	-	93	-	-	17	-	-	1	111
Total		-	-	1,035	-	2	28	2	9	21	1,097

CHAPTER 3



Chapter 3

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

SEPTEMBER 1998

1. INTRODUCTION

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

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

This chapter shows the results of the survey carried out in September 1999. Comparative figures for previous years are also presented to facilitate analysis.

2. COVERAGE

2.1 Industrial groups

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

2.2 Occupations

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

2.3 Establishment

For the purpose of the survey, only 'large' establishments, as defined in chapter 2, are considered.

2.4 Employee

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

3. THE REPORTING UNIT

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

4. SAMPLE DESIGN

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

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

5. DATA COLLECTION

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

6. CONCEPTS AND DEFINITIONS

6.1 Wages

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

6.2 Earnings

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

6.3 Normal hours of work

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

6.4 Overtime hours

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

7. WAGE RATE INDICES

Wage rate indices for years 1995 to 1998 with base year 1992 are published in this report.

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

7.1 Index calculation

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

7.2 Weights

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

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

7.3 Changes in the index

Between September 1997 and September 1998, the wage index rose by 16.5 points (10.4%) from 158.3 to 174.8. The corresponding rise of the preceding twelve months was slightly smaller, at 14.3 points (9.9%) from 144.0 to 158.3. Table 3.6 gives the subindices for all major industry groups for years 1997 and 1998, where a general upward movement is noted. The value of the subindices range between 148.2 in 'Wholesale, retail trade, restaurants and hotels' and 188.5 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 165.0 and 184.5 respectively.

7.4. **Contribution of the industry groups to the index**

The contribution of each industry group to the overall index is shown in Table 3.7. 'Community, social and personal services' contributed most (7.1 points) to the increase of 16.5 points in the overall index between 1997 and 1998. It should be noted that 6.0 points in the 7.1 points rise was due to increases in the salaries of government employees following the implementation of the PRB report. Other important contributions were 3.7 points from 'Manufacturing', and 1.7 points from 'Agriculture and Fishing'.

7.5. **Change in wage rates by industry**

For the period September 1997 to September 1998, the largest increase in wage rates (14.1%) was observed in the sector 'Community, social and personal services', as a result of an increase of 14.7% in the Government sector. Employees of the sector 'Electricity and Water' also benefited from an increase of 13.3% in the wage rates following the implementation of the PRB report. Important rises in wages were also noted in 'Construction' (12.3%), 'Agriculture and Fishing' (10.6%) and 'Financing, insurance, real estate and business services' (10.4%). The remaining sectors registered increases ranging between 6% and 8%. Table 3.8 displays the changes in the wage rates by industry group.

7.6. **Limitations**

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

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

Table 3.1 - Employment¹ by industrial group and sex, September 1997-September 1998

Industrial group	September 1997			September 1998		
	Male	Female	Both sexes	Male	Female	Both sexes
<u>Agriculture and fishing</u>	23,930	10,235	34,165	21,740	10,110	31,850
Sugarcane	21,630	8,800	30,430	19,600	8,860	28,460
Tea	140	200	340	80	160	240
Other	2,160	1,235	3,395	2,060	1,090	3,150
<u>Mining and quarrying</u>	90	120	210	85	100	185
<u>Manufacturing</u>	45,175	60,760	105,935	49,204	64,184	113,388
Sugar	4,350	50	4,400	4,000	50	4,050
EPZ ²	25,280	54,975	80,255	28,204	58,334	86,538
Other	15,545	5,735	21,280	17,000	5,800	22,800
<u>Electricity and water</u>	3,141	173	3,314	3,060	170	3,230
<u>Construction</u>	9,050	200	9,250	8,800	200	9,000
<u>Wholesale, retail trade, restaurants and hotels</u>	20,165	6,230	26,395	20,900	7,000	27,900
<u>Transport, storage & communication</u>	13,000	2,025	15,025	12,670	2,200	14,870
<u>Financing, insurance, real estate and business services</u>	8,980	3,910	12,890	9,400	4,200	13,600
<u>Community, social and personal services</u>	59,135	20,175	79,310	59,044	21,296	80,340
Government:						
Central	43,345	12,575	55,920	43,410	13,450	56,860
Local	4,915	715	5,630	4,839	756	5,595
Other	10,875	6,885	17,760	10,795	7,090	17,885
<u>Activities not elsewhere specified</u>	2,468	57	2,525	2,178	66	2,244
All Sectors	185,134	103,885	289,019	187,081	109,526	296,607

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

² Excluding non- manufacturing EPZ establishments

Table 3.2 - Average monthly earnings¹ by industrial group, September 1994 -September 1998

Rupees

Industrial group	1994	1995	1996	1997	1998
Agriculture and fishing	4,148	4,599	5,140	5,540	6,110
<i>of which</i> Sugarcane	4,145	4,550	5,100	5,550	6,070
Mining and quarrying	2,300	2,719	2,925	3,275	3,219
Manufacturing	4,018	4,150	4,650	5,025	5,210
Electricity and water	8,650	9,300	9,730	11,435	12,196
Construction	5,889	6,310	7,060	7,450	8,300
Wholesale, retail trade, restaurants and hotels	5,853	6,306	6,680	7,460	8,108
Transport, storage & communication	6,714	7,355	7,900	9,600	10,300
Financing, insurance, real estate and business services	8,340	8,800	9,345	10,420	11,250
Community, social and personal services	6,550	6,843	7,230	8,690	9,646
<i>of which</i> Central Government	6,700	6,936	7,200	8,700	9,600
Activities not elsewhere specified	4,490	4,675	4,900	5,150	5,800
All sectors	5,305	5,622	6,100	6,945	7,486

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

Table 3.3(cont'd) - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1998 and 1999

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)	
			Jul-98	Jul-99
Agriculture				
Sugarcane plantations	45 hrs crop season	Overseer - Grade I	23.48	24.66
		Field worker(other than special category): Male	16.71	17.84
		: Female	12.03	12.99
Tea plantations	45	Field labourer :Male	15.25	16.38
		Field labourer :Female	11.59	12.52
		Sirdar/Gangman	17.98	19.11
Manufacturing				
Poultry breeding & processing	45	Farm worker: Male	15.25	16.38
		Farm worker: Female	11.59	12.52
		Factory operator	11.07	11.96
Biscuits and confectionery	45	Machine operator	15.11	16.24
		Ovenman	14.08	15.16
		Unskilled worker	13.25	14.31
Sugar factories	45	Fitter/Welder - Grade I	24.68	25.91
		Driver (heavy mechanical unit) - Grade I	22.12	23.30
		Factory operator - Grade I (1st year)	17.85	18.98
Tea factories	45	Factory worker :Male	15.25	16.38
		Factory worker :Female	11.59	12.52
		Factory operator	16.91	18.04
Soft drinks	45	Factory operator	11.07	11.96
		Factory attendant	10.22	11.05
		Salesman (1st year) Distributive	14.17	15.25
		Driver - Grade I (1st year)	17.48	18.61
Textiles	45	Factory worker (1st year)	7.74	8.51
		Unskilled worker (1st year)	6.34	7.11
Furniture	45	Furniture upholsterer - Grade I	18.50	19.63
		Varnisher/Cabinet maker - Grade I	18.50	19.63

¹ Normal hours of work per week

Table 3.3 - Normal hours of work and wage rates prescribed by the National Remuneration Board, 1998 and 1999

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)	
			Jul-98	Jul-99
Printing & publishing	45	Typist/Stenographer (1st year)	17.93	19.06
		Printing machine operator (letter press)	31.71	32.98
		Binder/Cutter (1st year)	16.95	18.08
Non-electrical machinery	45	Fitter - Grade I (1st year)	18.17	19.30
		Mechanic (1st year)	20.84	22.02
		Metal worker - Grade I (1st year)	18.17	19.30
Construction	45	Mason/Carpenter - Grade I	20.76	21.94
		Unskilled Worker	16.6	17.73
Wholesale, retail trade, restaurants and hotels	45	Salesperson (1st year)	14.17	15.25
		Hotels	48	Receptionist	21.11	22.28
Wholesale & retail trade	45	Waiter (1st year)	14.25	15.34
		Cook (1st year)	20.14	21.32
Hotels	48	Cleaner	14.74	15.87
		Transport	40	Bus driver (1st year)	25.09	26.48
Bus transport ²	40	Bus conductor (1st year)	23.44	24.83
Lorry transport	45	Driver - Grade I (1st year)	17.48	18.61
		Lorry helper (1st year)	15.46	16.59
Services	45	Professional nurse (1st year)	19.76	20.94
		Nursing aid assistant (1st year)	14.12	15.20
Private health services	45	Garage mechanic - Grade I (1st year)	18.17	19.30
		Panel beater - Grade I (1st year)	18.17	19.30
Repair of motor vehicles	45			

¹ Normal hours of work per week² Figures exclude 18% increase of Permanent Arbitration Award

Table 3.4 - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1997 - September 1998

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)	
		1997 (excluding overtime hrs)	1998 (including overtime hrs)	1997	1998	1997 (including overtime hrs)	1998	1997	1998
Agriculture Sugarcane plantations	Overseer -Grade I	45.0	44.8	37.05	42.69	48.1	48.1	37.05	43.32
	Field worker(other than special cat.)	40.5	39.5	32.47	36.03	42.7	41.1	32.55	36.44
Tea plantations	Fieldworker	43.2	43.6	18.91	19.16	43.4	43.8	18.93	19.21
	Sirdar/Gangman	45.0	45.0	28.61	29.75	45.0	47.3	28.61	29.75
Manufacturing Poultry breeding & processing	Farm worker	44.8	44.5	23.91	25.44	47.9	51.0	24.31	26.47
	Factory worker	43.1	44.0	22.82	23.41	48.8	48.7	22.40	24.00
Biscuits and confectionery	Machine operator	40.6	42.2	21.78	22.17	40.6	57.2	21.78	22.41
	Factory worker	41.0	39.7	12.80	13.78	42.3	42.6	12.97	13.90
Sugar factories	Fitter - Grade I	44.9	44.3	31.18	32.50	63.5	63.9	34.08	36.39
	Welder Grade I	44.9	44.7	30.80	31.43	55.9	58.3	33.86	34.66
	Driver (heavy mechanical unit) Gd I	44.8	44.9	32.63	37.71	58.0	57.0	36.50	38.25
	Factory operator Gd I	44.7	44.5	25.04	27.27	78.5	69.4	28.58	30.46

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government),
September 1997 - September 1998

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)	
		1997	1998	1997	1998	1997	1998	1997	1998
Tea factories	Factory worker	43.1	43.8	18.68	19.84	45.7	45.9	19.01	20.13
	Factory operator	45.0	45.0	23.65	23.96	46.9	53.0	23.82	24.79
Soft drinks	Beverage machine operator	45.0	45.0	27.61	29.82	50.9	57.0	28.59	31.73
	Driver/Salesman	45.0	45.0	32.78	38.32	45.5	45.6	32.83	38.30
	Lorry helper	45.0	45.0	25.18	26.50	45.6	45.5	25.23	26.52
Textiles (excluding wearing apparel)	Factory worker	44.0	44.5	20.20	21.89	46.1	47.5	20.41	22.11
	Unskilled worker	44.3	44.5	15.34	16.94	47.6	51.8	16.03	17.56
	Machine operator	43.6	44.1	18.69	20.86	46.0	47.5	19.55	21.77
Wearing apparel (except footwear)	Machine operator	42.8	43.0	16.43	17.90	47.1	46.6	16.60	18.13
	Weaver/Knitter	41.0	41.1	16.43	17.43	45.2	45.4	16.76	17.59
	Unskilled worker	43.0	43.4	15.96	16.49	48.9	48.8	16.33	16.58
Manuf. of leather products (except footwear)	Factory worker	44.5	43.8	14.10	14.94	44.9	46.1	14.14	15.19
	Shoemaking machine operator	45.0	44.5	21.35	22.50	45.2	45.8	21.34	22.52

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), September 1997 - September 1998

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)	
		1997 (excluding overtime hrs)	1998	1997	1998	1997 (including overtime hrs)	1998	1997	1998
Furniture	Furniture upholsterer - Grade I Varnisher/Cabinet maker grade I	44.1	45.0	28.79	30.83	44.4	49.4	28.87	30.44
		43.2	40.6	27.57	28.48	44.0	42.3	27.63	28.55
Manufacture of paper products	Machine operator Unskilled worker	43.5	44.1	26.11	26.96	47.8	46.9	27.82	28.83
		43.5	43.0	17.87	19.59	47.4	45.3	18.58	20.25
Printing & publishing	Reporter/Journalist	33.6	35.4	94.80	97.02	34.2	35.9	95.79	98.04
	Typist/stenographer	38.8	30.0	47.01	51.17	40.4	30.0	47.79	51.17
	Printing machine operator	41.8	44.7	33.75	32.52	47.7	52.6	35.27	34.29
	Binder/Cutter	45.0	43.5	26.48	28.73	51.0	46.1	27.65	29.34
Chemical products (excluding fertilisers)	Mixing/Blending machine operator Unskilled worker	44.1	42.6	22.74	24.06	50.9	55.3	23.62	25.08
		45.0	44.8	19.18	20.53	49.2	49.9	19.82	21.31
Manufacture of rubber products	Machine operator	43.6	44.5	22.98	23.50	46.2	47.5	23.23	23.59
Plastic products	Factory operator Other fact.worker	43.5	43.6	23.09	22.60	44.8	43.8	23.15	22.62
		44.6	44.6	24.06	22.94	44.7	44.7	24.06	22.94
Iron & steel basic industries	Factory worker	44.4	44.3	22.39	24.98	53.2	55.5	22.86	25.17

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government) September 1997 - September 1998

Industrial group	Occupation	Average hrs of work per week		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		1997	1998	1997	1998	1997	1998	1997	1998
Manufacture of metal (except machinery)	Factory worker	43.1	43.2	26.37	26.62	53.5	53.3	27.94	27.90
	Fitter	44.6	41.9	33.04 ³	34.71	45.5	51.0	28.18	35.31
Non-electrical machinery	Mechanic	43.7	43.8	30.17 ³	34.61	45.3	55.6	29.04	35.28
	Factory worker	41.9	42.1	21.52	21.43	42.9	44.0	21.70	21.93
Electrical machinery & appliances	Factory worker	43.6	43.9	22.00	21.72	44.8	44.0	22.06	21.75
	Diamond cutter/Polisher								
Jewellery & related articles	Lineman	40.0	40.0	42.15	48.37	59.2	54.7	47.71	59.71
	Power generating machine operator	40.0	40.0	44.59	49.32	50.3	51.5	48.35	58.53
Electricity	Labourer/Unskilled worker	40.0	40.0	26.37	29.45	50.6	50.1	29.27	33.41
	Meter reader	40.0	41.9	43.47	54.11	40.1	42.4	43.50	54.36
Water	Tradesmen	40.0	40.0	36.63	41.02	46.0	46.3	38.89	44.98
	Mason : Grade 1	43.7	43.3	43.00	48.16	48.1	46.6	42.45	47.54
Construction	Carpenter : Grade 1	43.6	44.8	37.18	41.64	48.6	50.7	37.01	41.45
	Labourer Helper	42.0	42.4	24.28	28.16	47.8	47.5	24.58	28.51

³ Revised

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government) September 1997 - September 1998

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)	
		1997 (excluding overtime hrs)	1998	1997	1998	1997 (including overtime hrs)	1998	1997	1998
Wholesale, retail trade, restaurants and hotels Wholesale , retail trade	Salesperson	44.1	45.0	28.69	30.41	47.6	50.0	28.88	30.90
	Sales representative	39.1	36.8	88.94	97.28	39.5	36.8	88.96	97.30
Hotels	Receptionist	46.3	46.6	29.10	30.14	49.2	51.0	29.70	31.28
	Waiter	45.0	45.0	21.80	21.28	49.1	51.5	20.86	22.36
	Cook	44.8	45.0	27.30	29.76	49.9	52.1	28.52	31.37
	Cleaner	44.8	45.0	18.88	20.92	50.3	51.4	19.77	22.00
Transport, storage & communication Bus transport	Bus driver	34.3	34.5	28.80	29.66	40.8	42.5	30.88	31.81
	Bus conductor	33.9	33.6	25.53	26.30	40.0	41.0	27.35	28.72
Lorry transport	Driver	44.9	44.8	41.56	44.88	50.7	50.1	40.83	44.52
	Lorry helper	44.6	44.0	28.79	28.50	54.6	55.6	29.64	29.65
Docks & stevedoring	Dock worker	37.4	40.6	36.10	43.32	56.8	49.9	46.56	53.54
Communication	Telephone installer/Service	39.7	39.9	45.36	47.54	43.6	43.2	47.29	49.17
	Telephone operator	35.9	35.9	59.50	65.18	45.5	47.1	67.97	74.80
	Telecom technician	36.0	36.0	72.70	72.01	40.4	39.4	75.38	75.36

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government) September 1997 - September 1998

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)	
		1997 (excluding overtime hrs)	1998	1997	1998	1997 (including overtime hrs)	1998	1997	1998
Financing, insurance, real estate and business services Banks and other financial institutions	Bank teller	37.8	37.7	57.20	61.48	38.7	38.7	57.83	62.15
	Clerk/Senior clerk	38.9	38.7	69.96	75.63	40.6	39.8	71.33	76.66
Insurance	Insurance clerk	35.5	35.0	52.60	61.57	35.5	35.1	52.60	61.61
	Clerk- General	34.1	34.2	52.98	64.44	34.1	34.3	52.98	64.61
Engineering & architectural services	Draughtsman	35.8	36.8	47.63	55.23	37.8	37.8	48.40	55.79
	Engineer	35.5	37.3	115.24	127.45	35.5	37.3	115.24	127.45
Community, social and personal services Sanitary services	Office/Building cleaner	44.8	46.5	14.54	15.15	49.9	47.9	14.61	15.23
	Scavenger/Street sweeper	42.9	43.5	16.11	17.18	47.0	49.5	16.39	17.81
Private health services	Professional Nurse	45.8	45.7	42.99	45.91	46.3	46.2	43.24	46.28
	Nursing Aid	45.9	45.8	26.70	24.32	47.2	46.4	27.04	24.54

Table 3.4 (Cont'd) - Wages, earnings and hours of work of selected occupations by industrial group(excluding government) September 1997 - September 1998

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		1997	1998	1997	1998	1997	1998	1997	1998
Private education services	Education Officer	31.0	31.1	108.87	124.00	31.0	31.1	108.87	124.00
	Lecturer (full time)	38.2	38.2	119.69	123.40	38.2	38.2	119.69	123.40
Repair of motor vehicles	Garage mechanic - Grade I	40.4	40.8	29.84	32.82	41.0	41.1	30.01	33.31
	Panel beater - Grade I	40.0	41.3	41.75	43.00	40.0	41.3	41.75	43.00
Laundry services	Machine operator	45.0	45.0	19.76	20.75	64.2	64.0	20.65	21.68
	Driver	45.0	45.0	21.89	22.98	79.3	79.0	24.67	25.90

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

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

**Table 3.5 - Average wages/salaries per month of selected occupations in government services,
September 1994 - September 1998**

Occupation	<u>Rupees</u>				
	1994	1995	1996	1997	1998
Central government					
Medical and Health officer	13,889	14,255	17,288	19,313	21,943
Education officer	13,586	13,721	13,873	15,673	16,698
Nursing officer	6,459	6,772	7,096	8,064	9,631
Teacher/Senior teacher	6,670	7,200	7,523	8,817	9,935
Clerical officer/Higher clerical officer	5,374	5,624	5,952	6,795	7,671
Police constable	6,105	6,278	6,596	7,581	8,836
Mason	5,422	5,609	5,716	6,491	7,195
Carpenter	5,368	5,541	5,795	6,561	7,230
Driver	4,764	4,981	5,148	5,924	6,605
Hospital servant	4,455	4,615	4,808	5,435	6,070
Labourer	3,875	4,062	4,183	4,790	5,290
Local government					
Inspector of health	7,089	7,612	8,040	9,350	10,583
Clerical officer	5,279	5,702	5,497	6,100	6,800
Gardener	3,877	4,316	4,472	5,028	5,522
Mason	5,179	5,450	5,475	5,903 ¹	6,809
Carpenter	4,826	5,169	5,373	5,930	6,802
Driver	4,593	4,948	5,131	5,909	6,413
Refuse collector	3,664	4,020	4,270	4,902	5,389
Labourer	3,477	3,718	4,060	4,624	5,112

¹ Revised

Table 3.6 - Wage index by industry group, 1995 - 1998**(Base:September 1992 = 100)**

Industry group	Weights	1995	1996	1997	1998
Agriculture and fishing	93	134.5	148.6	170.5	188.5
Manufacturing, mining & quarrying	313	136.3	142.4	153.2	165.0
Electricity and water	23	128.0	132.5	146.6	166.1
Construction	54	146.2	150.4	162.8	182.8
Wholesale, retail trade, restaurants and hotels	88	132.7	136.2	140.4	148.2
Transport, storage & communication	68	135.1	148.0	168.4	181.3
Financing, insurance, real estate and business services	48	143.2	154.4	165.6	182.8
Community, social and personal services	313	136.9	143.7	161.7	184.5
of which Government services	(257)	(133.8)	(140.7)	(158.2)	(181.5)
Other services	(56)	(151.2)	(158.0)	(178.0)	(198.3)
All sectors	1,000	136.6	144.0	158.3	174.8

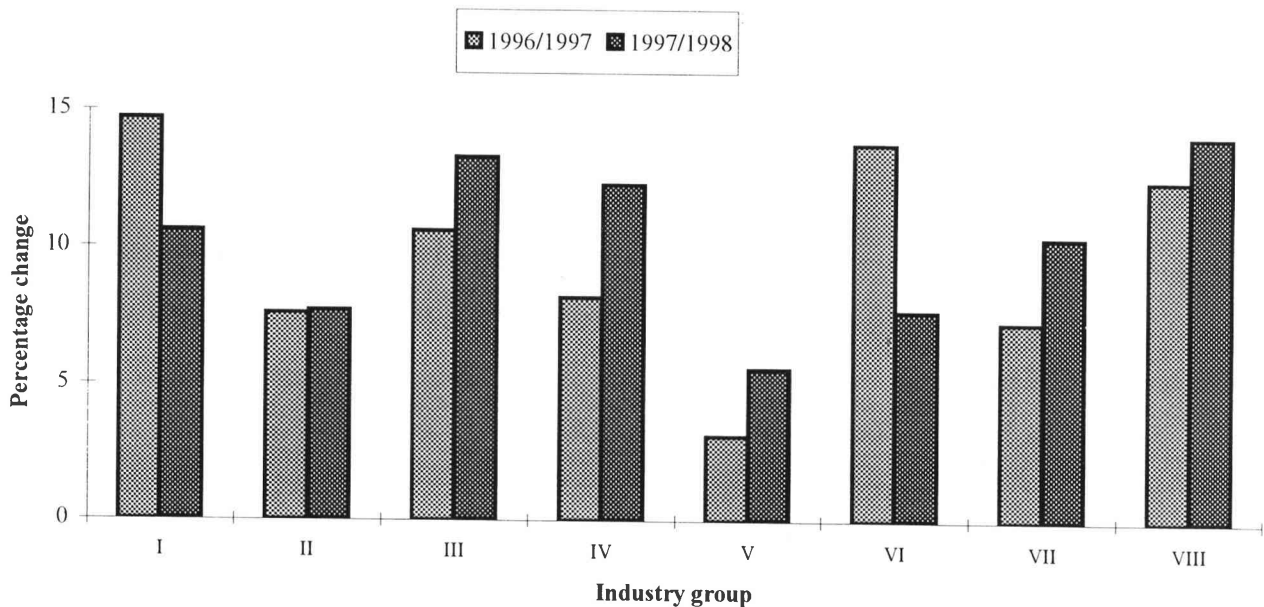
Table 3.7 - Contribution of industry groups to change in index , 1994 to 1995 and 1997 to 1998

Industry group	1994 to 1995	1995 to 1996	1996 to 1997	1997 to 1998
Agriculture and fishing	0.7	1.3	2.0	1.7
Manufacturing, mining & quarrying	3.0	2.0	3.4	3.7
Electricity and water	0.2	0.1	0.3	0.4
Construction	0.5	0.2	0.7	1.1
Wholesale, retail trade, restaurants and hotels	0.8	0.3	0.4	0.7
Transport, storage & communication	0.6	0.9	1.4	0.9
Financing, insurance, real estate and business services	0.9	0.5	0.5	0.8
Community, social and personal services	2.3	2.1	5.6	7.1
of which Government services	(1.3)	(1.8)	(4.5)	(6.0)
Other services	(1.0)	(0.4)	(1.1)	(1.1)
Total absolute change (points)	9.0	7.4	14.3	16.5

Table 3.8 - Annual percentage change in wage rates by industry group, 1994 - 1995 to 1997 - 1998

Industry group	Percentage change			
	1994 to 1995	1995 to 1996	1996 to 1997	1997 to 1998
I Agriculture and fishing	6.2	10.5	14.7	10.6
II Manufacturing, mining & quarrying	7.6	4.5	7.6	7.7
III Electricity and water	6.8	3.5	10.6	13.3
IV Construction	6.0	2.9	8.2	12.3
V Wholesale, retail trade, restaurants and hotels	7.8	2.6	3.1	5.6
VI Transport, storage & communication	7.1	9.5	13.8	7.7
VII Financing, insurance, real estate and business services	14.2	7.8	7.3	10.4
VIII Community, social and personal services	5.6	5.0	12.5	14.1
of which Government services	(3.8)	(5.2)	(12.4)	(14.7)
Other services	(13.6)	(4.5)	(12.7)	(11.4)
Overall percentage change	7.1	5.2	9.9	10.4

Fig 3.1 - Annual percentage change in wage rates by industry group, 1997 - 1998



APPENDIX

My Ref.:46/03 Vol. II

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

29 March, 1999

From: Director of Statistics

To : Heads of Ministries/Departments

Survey of Employment and Earnings - March 1999

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 **16 April, 1999. 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 2000**

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 2000 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 2000 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 2000 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.....

Central Statistical Office,
First Floor,
L.I.C. Centre,
John Kennedy Street,
Port Louis.

22 September, 1998

Dear Sir/Madam,

**Survey of Employment, Earnings and Hours of work
September 1998**

The Central Statistical Office is carrying out a survey of employment, earnings and hours of work among large establishments for the month of **September 1998**. The principal aim of the survey is to obtain occupational data on wages and hours of work for measuring wage rates in different industrial sectors. At the same time in Section I of the questionnaire, information is collected on the total earnings paid to all employees at the establishment.

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

The explanatory notes included in the questionnaire are meant to enable you to complete the questionnaire correctly. However, should you still require assistance, please contact the **LABOUR SECTION** of this office, (Tel. No. 212-2316 or 212-2317 or 208-0781 or 212-2783).

I should be grateful if you could kindly complete the enclosed questionnaires and return one copy to this office by **13 October 1998**. The second copy is for your records. I would like to reiterate our assurance that all data provided by you will be treated as **STRICTLY CONFIDENTIAL** and will be used only in the compilation of statistical tables which will **NOT** reveal any of the particulars relating to any individual establishment.

Thanking you for your continued co-operation,

Yours faithfully,

K.Nassurally
for Director of Statistics



My Ref. 46/03 Vol. II

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

29 March, 1999

Dear Sir / Madam ,

Survey of Employment and Earnings - March 1999

The Central Statistical Office is carrying out a survey of employment and earnings for March 1999. The principal aim of the survey is to determine the level of employment in large establishments. At the same time, information is collected on job vacancies and the gross cash salary/wage bill of the establishments.

Two copies of a questionnaire are enclosed and it would be appreciated if you could complete them and return one copy to this office by **16 April 1999, at latest**. The other copy is for your records .

Explanatory notes have been included under *General Notes*. Should you encounter any difficulty in the completion of the questionnaire, or should you require additional copies of the questionnaire, please contact the **LABOUR SECTION** of the Central Statistical Office (Tel. No. **212-2316, 212-2317, 208-0781, 212-2783, Fax No. 211-4150**).

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

Thanking you for your kind co-operation,

Yours faithfully,

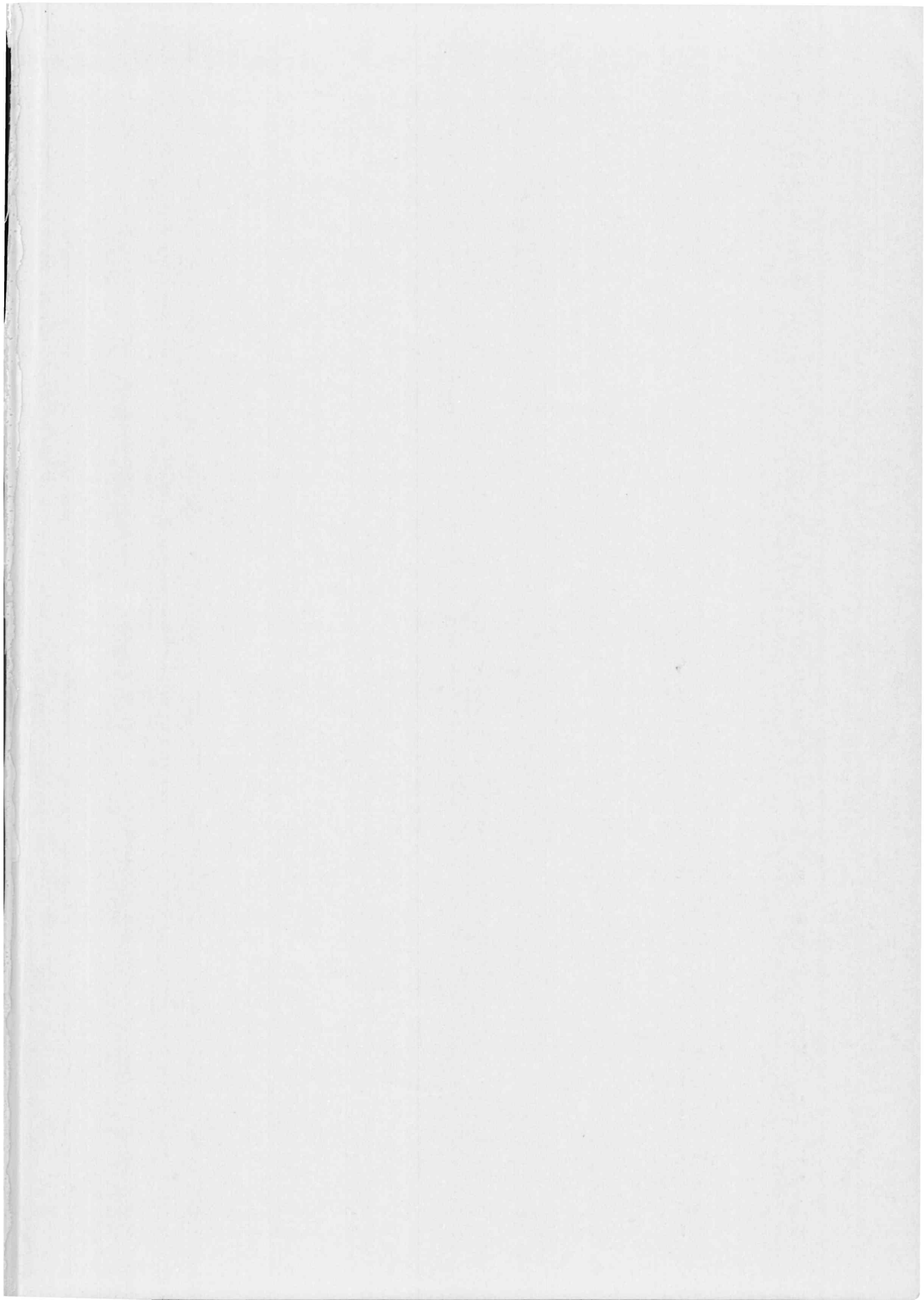
K.Nassurally
for Director of Statistics

SECTION II TO VI : EMPLOYMENT AND EARNINGS BY DIFFERENT RATES OF PAY — MARCH 1999

EMPLOYMENT AND EARNINGS	SECTION II		SECTION III		SECTION IV		SECTION V		SECTION VI		
	Employees on Monthly Rates of Pay at the End of March 1999 (See note 1)		Employees on Daily Rates of Pay as per Last Payroll for March 1999 (See note 2)		Employees on Piece Rates of Pay as per Last Payroll for March 1999 (See note 3)		Employees on Hourly Rates of Pay as per Last Payroll for March 1999 (See note 4)		Employees on Other Rates of Pay as per Last Payroll for March 1999 (See note 5)		
	Male	Female	For Office Use	Rupees	For Office Use	Rupees	For Office Use	Rupees	For Office Use	Rupees	For Office Use
1. Number of Employees appearing on payroll in March 1999 (Mauritians only)	B 1	B 2	C 1	C 2	D 1	D 2	E 1	E 2	F 1	F 2	
2. GROSS CASH SALARIES/WAGES (See note 6)	B 3	B 4	C 6	C 7	D 6	D 7	E 6	E 7	F 6	F 7	
(i) Salaries/Wages (Basic pay + cost of living allowance)	B 3	B 4	C 6	C 7	D 6	D 7	E 6	E 7	F 6	F 7	
(ii) Overtime pay	B 4	B 5	C 7	C 8	D 7	D 8	E 7	E 8	F 7	F 8	
(iii) Productivity bonuses, commissions, travelling and other allowances which are regularly paid at the end of each month/pay period.	B 5	B 6	C 8	C 9	D 8	D 9	E 8	E 9	F 8	F 9	
(iv) Other payments which are not regularly made every month/pay period e.g. any end of year and seasonal bonuses paid at the end of March (excluding end-of-service gratuities, retirement and severance allowances)	B 6	B 7	C 9	C 10	D 9	D 10	E 9	E 10	F 9	F 10	
(v) End-of-service gratuities, retirement and severance allowances	B 7	B 8	C 10	C 11	D 10	D 11	E 10	E 11	F 10	F 11	
(vi) Arrears, if any, paid in respect of adjustment of payments (e.g. salaries, wages, overtime, etc.) for previous months/pay periods	B 8		C 11		D 11		E 11		F 11		
TOTAL GROSS CASH SALARIES/WAGES	...	...	...	...	...	...	...	...	...	...	...
3. (i) Period covered by last payroll in March in respect of employees in sections III to VI	From:.....to:.....		From:.....to:.....		From:.....to:.....		From:.....to:.....		From:.....to:.....		
(ii) Number of working days or hours (excluding overtime) during above pay period as in 3 (i) above	Days:.....		Days:.....		Days:.....		Hours:.....		Days or hours:.....		F 4
(iii) Total number of man-days or man-hours paid (<i>nombre de journées ou d'heures payées</i>) excluding overtime hours worked, in respect of employees mentioned in 1 for payroll period in 3(i) above (See note 7)	Man-days : (normal working days)		Man-days : (normal working days)		Man-days : (normal working days)		Man-hours : (excluding overtime hours)		Man-days or man-hours : (excluding overtime hours)		F 3
(iv) Number of absences not paid during above pay period in respect of employees mentioned in 1 above	Man-days :		Man-days :		Man-days :		Man-hours :		Man-days or man-hours :		F 5
(v) Number of overtime hours worked during the payroll period in 3 (i) above	Man-hours :		Man-hours :		Man-hours :		Man-hours :		Man-hours :		F 12

GENERAL NOTES

- All employees, except **Non-Mauritians and outworkers**, of the establishment should be reported in any of the sections II, III, IV, V and VI. Non-Mauritians and outworkers are to be reported in section VII on page 4.
- Includes all employees whose pay are based on monthly rates.
 - Excludes all employees whose pay are calculated on other than monthly rates (e.g. weekly, daily, hourly, piece). Such employees should be excluded from this section even if they receive their pay once monthly.
 - Retired persons receiving a pension should be excluded even if their names appear on the payroll.
 - Includes all employees who were *exclusively* on daily rates of pay during the last payroll period in March 1999. Such employees should be included here even if they receive their pay once monthly.
 - All other employees are to be excluded from this section.
 - Employees, who during the pay period, worked partly on daily rates and partly on other rates (e.g. piece-rates) are to be included in Section VI.
 - Includes all employees who were *exclusively* on piece rates of pay during the last payroll in March 1999. Such employees should be included here even if they receive their pay once daily or monthly.
 - Employees who, during the pay period, worked partly on piece rates and partly on other rates (e.g. hourly rates) are to be included in Section VI.
 - Includes all employees who were *exclusively* on hourly rates of pay during the last payroll in March 1999. Such employees should be included here even if they receive their pay daily or monthly.
 - Employees who, during the pay period, worked partly on hourly rates and partly on other rates are to be included in Section VI.
 - Includes all employees appearing on the last payroll for March 1999, and not included in Sections II, III, IV, and V (e.g. employees who during the pay period worked under a mixture of different schemes).
 - Gross cash salaries/wages paid in March 1999 to employees reported in 1 above.
Total Gross Cash salaries/wages refer to the gross cash pay before any deductions such as taxes, pension scheme contributions paid by employees etc.
 - Man-days paid = Total No. of days paid to employees during period covered by payroll (including No. of days paid but not worked e.g. paid leave, paid public holidays, etc).
 - Man-hours paid = Total No. of hours paid to employees during period covered by payroll (including No. of hours paid but not worked e.g. paid leave, paid public holidays, etc). Overtime hours should be excluded.



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