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1. Survey of Employment and Earnings in Large Establishments.
September 1987 (Preliminary Results)

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SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

SEPTEMBER 1987 (Preliminary Results)

Introduction

The Central Statistical Office carries out a Survey of Employment and Earnings in 'large' establishments every year in March and September. This paper presents the preliminary results of the 44th round of the survey carried out in September 1987.

The first round of the survey was taken in September 1966, and since then, two rounds have been taken every year, one in March and the other in September. The aim of the survey is to obtain a continuous series of comparable data on the level of employment in these establishments in March when activity in the agricultural sector is relatively low and in September when the harvest of the sugar cane crop is in full swing.

A new questionnaire has been used for the September 1987 round of the survey. The former questionnaire divided the employees of an establishment into two categories: those on monthly rates of pay and those on daily/piece rates of pay with the aim of enabling the calculation of average monthly earnings for the first category and average daily earnings for the second category. The calculation of average daily earnings was often complicated by the difficulty of converting piece-rates into time-rates for piece rated employees. A further complication was the fact that employees on weekly or hourly rates of pay were included with those on daily/piece rates of pay. The new questionnaire divides the employees of an establishment into three categories: (i) those whose pay, at the end of the reference month, were based on monthly rates (ii) those who were exclusively on daily rates of pay during the last payroll period for the reference month (iii) all others. This makes the calculation of average daily earnings not only easier, but also restricts it to the group to which it in fact relates. In particular, employees on piece rates of pay are now excluded from the calculation of average daily earnings. The consequence of this is that, since employees on piece rates usually earn more, for the same number of hours worked, than their counterparts on time rates of pay, the average daily earnings may be somewhat less than they would be if piece rate employees were also included.

No attempt will be made here to combine the average monthly earnings for employees on monthly rates and the average daily earnings for employees on daily rates of pay into average monthly earnings for all employees, as has been the practice in the past. Instead separate tables for average earnings of employees on monthly-rates, and of those on daily rates of pay will be given.

Coverage

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

- (a) Agricultural establishments comprising -
 - (i) Sugar cane plantations where 25 arpents or more were harvested;

- (ii) Tea plantations of 5 arpents or more;
 - (iii) All "flue-cured" tobacco establishments, irrespective of acreage;
 - (iv) Other agricultural establishments employing at least 10 persons on the day of the survey.
- (b) Non-agricultural establishments comprising -
- (i) All Central and Local government departments
 - (ii) Those employing at least 10 persons on the day of the Survey. It is to be noted that "outdoor" workers are excluded; these are piece-workers who although employed by an establishment are working in their own homes.

Summary of Results

It is important to note that the following analysis of employment relates to establishments falling within the scope of the survey only. The coverage of the survey has been described in the preceding paragraph.

Employment by sex

Total employment in establishments covered by the survey stood, in September 1987, at 259,200. This figure represents an increase of 20,900 (i.e. 8.8%) over the corresponding figure for September 1986. The number of males in employment rose by 8.8% from 157,100 in September 1986 to 171,000 in September 1987 (an increase of 13,900). The number of females in employment rose also by 8.8% during the same period from 81,100 to 88,200, (an increase of 7,100).

Employment in establishments covered by the survey has thus continued to increase at a fast pace. Between March 1983, when the survey recorded the lowest employment figure since the beginning of the eighties, and September 1987, employment in such establishments has increased by almost 70,000 or 37%.

Changes in employment by industry and sex

Table 1 shows changes in employment between September 1986 and September 1987 by industrial group and sex. The biggest increase was recorded in the manufacturing sector where net additions amounted to 15,432. Male employment in that sector increased by 25.0% from 34,327 to 42,898 whereas female employment rose by 13.8% from 49,614 to 56,475. The proportionate increase was thus once again higher among males than among females indicating a continuing of the process of levelling of male and female employment in that sector. The increase in the numbers employed in the manufacturing sector is mainly the result of the expansion of the EPZ sector for which details are given in Tables 6 and 7. 85.0% of the increase

in that sector is accounted for by the expansion of the sector "Wearing apparel (except footwear)", against 91.3% for the preceding 12 month-period. Significant increases in employment were also noted in 'Construction' (1,348), 'wholesale, retail trade, restaurants and hotels' (962), 'Transport, storage and communication' (874), and 'Community, social and personal services' (608). An increase of 2,372 in 'Activities not elsewhere specified' is accounted for by recruitment on the part of the Development Works Corporation to fulfill contracts mainly in the field of construction. In the Agricultural and Fishing Sector, a decrease of 885 was registered.

Employment in large establishments of the EPZ

Employment in the EPZ sector by industry and sex is given in Tables 6 and 7. Between September 1986 and September 1987, the numbers employed in large establishments of the EPZ sector rose from 68,212 to 82,968 i.e. an increase of 14,756. This compares with an increase of 20,127 in the previous 12 months between September 1985 and September 1986. On the other hand, it must be noted that the non-EPZ sector registered an increase in employment of 6,153 against only 2,770 in the preceding 12 month-period. Furthermore whereas the increase in employment in the EPZ sector benefited 8,038 males against 6,718 females, in the non-EPZ sector the increase was more massively in favour of males, 5,816 new jobs going to males against 337 to females.

Earnings

Average monthly earnings for employees on monthly rates of pay in all sectors covered by the survey have increased by around 19% between September 1986 and September 1987 (see table 4). Average daily earnings for employees on daily rates of pay have increased by around 7% during the same period (see table 5).

The corresponding increases in the EPZ sector when taken separately are around 8% (see table 8) for average monthly earnings of employees on monthly rates of pay, and around 8% (see table 9) for average daily earnings of employees on daily rates of pay.

It should be noted that apart from increase in salaries and wages, fluctuations in average monthly and average daily earnings may be due to:

- (i) Changes in the mix of employees of various categories or with various lengths of service. For example, a large intake of professionals by, say, an architectural firm can cause a sudden jump in the average monthly earnings. On the other hand, a large intake of employees at the lower end of a wage scale has the effect of lowering the average earnings; this seems to have occurred in the transport industry;
- (ii) Changes in overtime, regular bonuses and commissions;

N.B. The results of the Bi-annual Survey of Employment and Earnings are very useful in studying long term trends, yet great care should be exercised when studying short term fluctuations, as they do not give a good indication of such fluctuations.

Table 1 - Employment ^{1/} in large establishments by major industrial group and sex - September 1986 - September 1987

Industrial group	September 1986			September 1987			Difference : September 1987 - September 1986		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture and fishing	38,369	13,663	52,032	37,995	13,152	51,147	- 374	- 511	- 885
Sugar ^{2/}	33,634	12,166	45,800	33,216	11,616	44,832	- 418	- 550	- 968
Tea ^{3/}	2,876	478	3,354	2,855	483	3,338	- 21	5	- 16
Tobacco	415	690	1,105	395	655	1,050	- 20	- 35	- 55
Other	1,444	329	1,773	1,529	398	1,927	85	69	154
Mining and quarrying	92	87	179	85	83	168	- 7	- 4	- 11
Manufacturing	34,327	49,614	83,941	42,898	56,475	99,373	8,571	6,861	15,432
of which wearing apparel (except footwear)	18,373	43,179	61,552	25,391	49,272	74,663	7,018	6,093	13,111
Electricity and water	3,569	135	3,704	3,472	127	3,599	- 97	- 8	- 105
Construction	6,295	122	6,417	7,628	137	7,765	1,333	15	1,348
Wholesale, retail trade, restaurants and hotels	7,977	2,130	10,107	8,682	2,387	11,069	705	257	962
Transport, storage & communication	8,454	635	9,089	9,217	746	9,963	763	111	874
Financing, insurance, real estate and business services	3,822	1,516	5,338	4,022	1,630	5,652	200	114	314
Community, social and personal services	49,834	13,200	63,034	50,222	13,420	63,642	388	220	608
Government : (a) Central	39,942	9,556	49,498	40,037	9,632	49,669	95	76	171
(b) Local ^{4/}	4,724	518	5,242	4,668	520	5,188	- 56	2	- 54
Other	5,168	3,126	8,294	5,517	3,268	8,785	349	142	491
Activities not elsewhere specified	4,404	40	4,444	6,776	40	6,816	2,372	-	2,372
Grand Total	157,143	81,142	238,285	170,997	88,197	259,194	13,854	7,055	20,909

^{1/} as on last Thursday of the month ^{2/} including factories ^{3/} including factories and Tea Development Authority

^{4/} Municipalities and district councils

Table 2 - Employment ^{1/} by major industrial group (Bi-annual Survey of Employment and Earnings, September 1980-September 1987)

Industrial group	1980	1981	1982	1983	1984	1985	1986	1987
Agriculture and fishing	58,042	56,955	56,711	55,826	53,453	52,651	52,032	51,147
Sugar ^{2/}	51,146	50,066	49,864	49,132	47,575	46,603	45,800	44,832
Tea ^{3/}	4,743	4,611	4,728	4,281	3,391	3,361	3,354	3,338
Tobacco	1,202	1,253	934	1,069	1,042	1,076	1,105	1,050
Other	951	1,025	1,185	1,344	1,445	1,611	1,773	1,927
Mining and quarrying	145	147	152	165	166	165	179	168
Manufacturing	36,360	37,178	36,884	38,310	48,613	62,949	83,941	99,373
of which wearing apparel (except footwear)	16,991	19,358	18,998	19,677	28,829	42,393	61,552	74,663
Electricity and water	4,487	4,363	4,403	4,133	3,899	3,772	3,704	3,599
Construction	7,391	6,300	5,619	4,448	4,141	5,012	6,417	7,765
Wholesale, retail trade, restaurants and hotels	9,221	8,999	8,996	8,923	8,934	9,222	10,107	11,069
Transport, storage & communication	8,134	8,207	7,929	7,980	8,480	8,714	9,089	9,963
Financing, insurance, real estate and business services	4,459	4,634	4,737	4,625	4,874	5,174	5,338	5,652
Community, social & personal services	62,845	63,176	63,408	63,193	63,179	63,183	63,034	63,642
Government : (a) Central	49,129	49,358	49,471	49,639	49,973	49,997	49,498	49,669
(b) Local ^{4/}	5,417	5,547	5,577	5,276	5,175	5,109	5,242	5,188
Other	8,299	8,271	8,360	8,278	8,031	8,077	8,294	8,785
Activities not elsewhere specified	6,477	6,355	6,239	6,224	4,888	4,546	4,444	6,816
Grand Total	197,561	196,314	195,078	193,827	200,627	215,388	238,285	259,194

^{1/} revised and classified according to the International Standard Industrial Classification, 1968 edition

^{2/} including factories

^{3/} including factories and Tea Development Authority

^{4/} municipalities and district councils

Table 3 - Employment ^{1/} by major industrial group (Bi-annual Survey of Employment and Earnings, March 1980- March 1987)

Industrial group	1980	1981	1982	1983	1984	1985	1986	1987
Agriculture and fishing	54,014	53,456	52,457	52,145	49,803	48,292	46,910	46,381
Sugar ^{2/}	47,493	47,271	46,457	46,082	44,628	42,882	41,718	40,974
Tea ^{3/}	963	4,582	4,747	4,613	3,643	3,508	3,173	3,133
Tobacco	857	729	275	239	263	384	424	455
Other	701	874	978	1,211	1,269	1,518	1,595	1,819
Mining and quarrying	145	147	147	160	164	164	198	171
Manufacturing of which wearing apparel (except footwear)	36,172	36,889	38,329	36,924	42,168	56,113	76,503	93,211
Electricity and water	16,624	18,518	20,175	18,799	23,192	36,207	55,260	69,330
Construction	4,639	4,430	4,451	4,231	4,084	3,914	3,635	3,688
Wholesale, retail trade, restaurants and hotels	8,144	7,257	5,659	4,525	3,971	4,771	5,001	7,191
Transport, storage & communication	9,297	9,122	9,129	9,070	8,882	9,251	9,573	10,583
Financing, insurance, real estate and business services	8,987	7,842	8,147	7,963	8,219	8,408	8,611	10,097
Community, social & personal services	4,369	4,576	4,699	4,699	4,784	4,986	5,229	5,672
Government : (a) Central (b) Local ^{4/}	62,712	62,822	64,008	63,388	62,887	62,991	63,020	63,292
Other	48,728	49,029	50,163	49,811	49,538	49,919	49,715	49,669
Activities not elsewhere specified	5,389	5,522	5,536	5,265	5,217	5,109	5,187	5,188
	8,118	8,271	8,309	8,312	8,132	7,963	8,118	8,435
	8,118	6,913	6,376	6,151	5,864	4,725	4,496	4,995
Grand Total	196,597	193,454	193,372	189,256	190,826	203,615	223,176	245,381

1/ revised and classified according to the International Standard Industrial Classification, 1968 edition

2/ including factories

3/ including factories and Tea Development Authority

4/ municipalities and district councils

Table 4 - Average monthly earnings in all sectors by industrial group for employees on monthly rates of pay (September 1980 - September 1987)

Industrial group	(Rupees)							
	1980	1981	1982	1983	1984	1985	1986	1987
Agriculture and fishing	1,073	1,308	1,469	1,548	1,704	1,770	1,939	2,219
Sugar 1/	1,060	1,294	1,475	1,552	1,708	1,768	1,942	2,213
Tea 2/	1,198	1,464	1,234	1,374	1,530	1,605	1,707	2,113
Other	1,836	2,064	2,199	2,011	2,144	2,342	2,370	2,819
Mining and quarrying	1,719	1,935	2,076	2,242	2,105	2,484	2,629	3,058
Manufacturing	1,327	1,506	1,568	1,642	1,766	1,896	2,010	2,253
Electricity and water	1,941	2,200	2,330	2,573	2,685	2,952	3,088	3,814
Construction	1,416	1,772	1,904	1,972	1,887	2,101	2,233	2,640
Wholesale, retail trade, restaurants and hotels	1,498	1,699	1,904	1,956	2,053	2,203	2,416	2,593
Transport, storage and communication	1,826	2,317	2,422	2,636	2,706	2,926	3,100	3,428
Financing, insurance, real estate and business services	2,475	2,656	2,869	3,005	3,142	3,392	3,676	4,116
Community, social and personal services	1,571	1,767	1,927	2,043	2,148	2,245	2,355	2,966
Government : (a) Central	1,571	1,758	1,936	2,051	2,153	2,243	2,353	2,990
(b) Local 3/	1,346	1,559	1,584	1,692	1,808	1,913	1,985	2,566
Other	1,703	1,944	2,096	2,217	2,334	2,466	2,590	3,056
Activities not elsewhere specified	1,880	1,626	1,644	1,579	1,484	1,569	1,707	2,156
All sectors	1,442	1,672	1,822	1,921	2,034	2,151	2,298	2,744

1/ including factories

2/ including factories and Tea Development Authority

3/ municipalities and district councils

Table 6 - Employment in EPZ by industrial group and sex (September 1986 - September 1987)

Industrial group	September 1986			September 1987		
	Males	Females	Both sexes	Males	Females	Both sexes
Manufacturing	21,774	46,164	67,938	29,788	52,881	82,669
of which :						
Textiles	1,754	1,003	2,757	2,564	1,279	3,643
Wearing apparel (except footwear)	17,772	42,172	59,944	24,710	48,232	72,942
Wood and furniture	284	102	386	247	85	332
Jewellery and related articles	630	333	963	715	355	1,070
Other	1,334	2,554	3,888	1,752	2,930	4,682
Other non-manufacturing	163	111	274	187	112	299
T o t a l	21,937	46,275	68,212	29,975	52,993	82,968

Table 7 - Employment in EPZ by industrial group and sex, (March 1986 - March 1987)

Industrial group	March 1986			March 1987		
	Males	Females	Both sexes	Males	Females	Both sexes
Manufacturing	18,689	42,724	61,413	26,542	50,004	76,546
of which:						
Textiles	1,545	959	2,504	2,223	1,074	3,297
Wearing apparel (except footwear)	15,081	38,734	53,815	21,789	45,794	67,583
Wood and furniture	278	90	368	269	92	361
Jewellery and related articles	602	291	893	637	347	984
Other	1,183	2,650	3,833	1,624	2,697	4,321
Other non-manufacturing	150	98	248	161	112	273
T o t a l	18,839	42,822	61,661	26,703	50,116	76,819

Table 8 - Average monthly earnings in EPZ by industrial group for employees on monthly rates of pay

(March 1985 - September 1987)

(Rupees)

Industrial group	March			September		
	1985	1986	1987	1985	1986	1987
	<u>Manufacturing</u>	<u>1,594</u>	<u>1,797</u>	<u>1,859</u>	<u>1,747</u>	<u>1,819</u>
of which :						
Textiles	1,848	2,051	2,062	1,952	1,909	2,312
Wearing apparel (except footwear)	1,539	1,804	1,834	1,750	1,810	1,910
Wood and furniture	1,287	1,097	1,193	1,178	1,153	1,473
Jewellery and related articles	1,709	1,854	2,131	1,849	2,028	2,661
Other	1,686	1,708	1,839	1,646	1,847	1,936
<u>Other non-manufacturing</u>	<u>1,239</u>	<u>1,651</u>	<u>1,837</u>	<u>1,462</u>	<u>1,925</u>	<u>1,926</u>
<u>All Sectors</u>	<u>1,589</u>	<u>1,795</u>	<u>1,859</u>	<u>1,741</u>	<u>1,820</u>	<u>1,973</u>

Table 9 - Average daily earnings in EPZ by industrial group for employees on daily rates of pay

(March 1985 - September 1987)

(Rupees)

Industrial group	March			September		
	1985	1986	1987	1985	1986	1987
	<u>Manufacturing</u>	<u>32</u>	<u>33</u>	<u>36</u>	<u>34</u>	<u>36</u>
of which :						
Textiles	39	43	46	43	44	46
Wearing apparel (except footwear)	32	33	36	33	36	38
Wood and furniture	30	37	47	34	47	50
Jewellery and related articles	33	45	48	42	45	57
Other	31	36	39	35	38	43
<u>Other non-manufacturing</u>	<u>33</u>	<u>35</u>	<u>37</u>	<u>41</u>	<u>38</u>	<u>39</u>
<u>All Sectors</u>	<u>32</u>	<u>33</u>	<u>36</u>	<u>34</u>	<u>36</u>	<u>39</u>