

## SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

### March 1991 (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 survey, carried out in March 1991.

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 both 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.

The questionnaire used was revised in September 1989 in order to collect employment and earnings data on employees by the different types of rates of pay. Thus employees may now be 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

#### Coverage

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

- (a) Agricultural establishments comprising
  - (i) Sugar cane plantations where 10 hectares or more were harvested;
  - (ii) Tea plantations of 2 hectares or more;
  - (iii) All 'flue-cured' tobacco establishments, irrespective of acreage;
  - (iv) Other agricultural establishments employing at least 10 persons on the day of the survey.

(b) Non-agricultural establishments employing at least 10 persons on the day of the survey. It is to be noted that "outworkers" are excluded; these 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

### Summary of Results

The preliminary results of the survey presented below are based on the replies from 70% of all large establishments, representing about 85% of total employment in such establishments. Almost all establishments employing more than 100 persons and who did not reply within the set time limit, were contacted by officers of the section. Estimates were made for the remaining non-respondents on the basis of previous data and observed trends.

It is important to note that the following analysis of employment relates to establishments falling within the scope of the survey only.

### Employment by sex

Total employment in establishments covered by the survey rose by 2900 or by 1% to reach 280,300 in March 1991 as compared to the corresponding period of the previous year. Male employment rose from 179,100 to 180,800 over the period while female employment stood at 99,500 as compared to 98,400. Approximately the same rate of increase was noted for both male and female employment, i.e. 1%. The proportion of male to female employment has remained almost at the same level as in March 1990, i.e. 65% to 35%.

### Employment by sector

An analysis of the changes in employment between March 1990 and March 1991 by industrial group shows net increases of around 1500 in "Wholesale, retail trade, restaurant & hotels", "Transport, storage & communication" and "Community, social & personal services". The "Financing, insurance, real estate & business services" also registered an increase in employment, i.e. 500 or 5%. These increases were partly offset by decreases in "Manufacturing" and "Construction", i.e. 1500 and 500 respectively. Further details are given in Table 1.

As regards distribution by sex, the increase in male employment went to the services industries, specifically "Transport, storage & communication" (11%) and the trade and hotel industries (9%). "Manufacturing and Construction" showed decreases of 2% and 4% respectively. As for female employment, increases of 9% and 5% were noted in "Wholesale, retail trade, restaurants & hotels" and "Community, social & personal services" respectively while the manufacturing sector showed a decrease of about 1%.

### Employment in large establishments of the EPZ.

Between March 1990 and March 1991 the number of persons employed in large establishments of the EPZ sector fell by 600 to 86,100. This decrease is noted in male employment while female employment stood at the March 1990 level. An important decline of 2,400 in employment was noted in the "Wearing apparel" group.

Employees on piece rates of pay and hourly rates of pay are mostly found in the manufacturing EPZ sector. The respective figures as at March 1991 were about 24,600 and 21,100.

### Earnings

Average monthly earnings for employees exclusively on monthly rates of pay in all sectors covered by the survey have increased by about 15% over March 1990 to reach around Rs 4,100 in March 1991 (Table 4). As regards employees exclusively on daily rates of pay, average daily earnings have increased by around 30% (Table 5).

The corresponding increases in the EPZ sector when taken separately are around 17% (Table 10) for employees on monthly rates of pay and around 35% (Table 11) for employees on daily rates of pay. As already mentioned, the EPZ sector, and specially the Manufacturing Industries, is the main employer of piece rate and hourly rate workers. Piece rate workers earned an average of around Rs 85 daily while hourly rate workers earned around Rs 8.30 per hour in March 1991 in this sector.

### Notes

- (i) Apart from increases in salaries and wages, fluctuations in average earnings may be due to:
  - (a) Changes in the mix of employees of various categories or with various lengths of service. For example a large intake of professionals by, say, an architectural firm can cause a sudden jump in the average monthly earnings. On the other hand a large intake of employees at the lower end of a wage scale has the effect of lowering the average earnings.
  - (b) Changes in overtime, regular bonuses and commissions.
- (ii) 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.

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Table 1 - Employment<sup>1/</sup> in large establishments by major industrial group and sex - March 1990 - March 1991

Industrial group	March 1990			March 1991			Difference March 1991 - March 1990		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
<u>Agriculture and fishing</u>									
Sugar <sup>2/</sup>	33,542	11,519	45,061	33,464	11,873	45,337	-78	354	276
Tea <sup>3/</sup>	29,873	10,072	39,945	29,600	10,338	40,138	-73	266	193
Tobacco	2,029	729	2,758	1,940	683	2,623	-89	-46	-135
Other	149	288	437	143	290	433	-6	2	-4
	1,491	430	1,921	1,581	562	2,143	90	132	222
<u>Mining and quarrying</u>	90	90	180	82	80	170	-8	-2	-10
<u>Manufacturing</u>	45,544	64,152	109,736	44,579	63,677	108,256	-965	-515	-1,480
Wearing apparel (except footwear)	23,412	54,827	78,239	21,985	53,883	75,868	-1,427	-944	-2,371
Other	22,132	9,365	31,497	22,594	9,794	32,388	462	429	891
<u>Electricity and water</u>	3,304	137	3,441	3,276	137	3,413	-28	0	-28
<u>Construction</u>	10,595	294	10,889	10,166	191	10,357	-429	-103	-532
<u>Wholesale, retail trade, restaurants and hotels</u>	12,689	3,837	16,526	13,851	4,203	18,054	1,162	366	1,528
<u>Transport, storage &amp; communication</u>	10,944	1,283	12,227	12,180	1,429	13,609	1,236	146	1,382
<u>Financing, insurance, real estate and business services</u>	6,388	2,529	8,917	6,775	2,671	9,446	387	142	529
<u>Community, social and personal services</u>	51,190	14,430	65,600	52,031	15,200	67,231	861	770	1,631
Government : (a) Central	40,396	10,192	50,588	40,360	10,575	50,935	-36	383	347
(b) Local <sup>4/</sup>	4,655	503	5,158	4,640	510	5,150	-15	7	-8
Other	6,119	3,735	9,854	7,031	4,115	11,146	912	380	1,292
<u>Activities not elsewhere specified</u>	4,789	39	4,828	4,410	36	4,448	-379	-1	-380
<b>Grand Total</b>	<b>179,055</b>	<b>98,350</b>	<b>277,405</b>	<b>160,814</b>	<b>99,507</b>	<b>280,321</b>	<b>1,759</b>	<b>1,157</b>	<b>2,916</b>

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<sup>1/</sup> by major industrial group (Bi-annual Survey of Employment and Earnings, March 1984 - March 1991)

Industrial group	1984	1985	1986	1987	1988	1989	1990	1991
<u>Agriculture and fishing</u>	<u>49,803</u>	<u>48,292</u>	<u>46,910</u>	<u>46,381</u>	<u>44,993</u>	<u>44,933</u>	<u>45,061</u>	<u>45,337</u>
Sugar <sup>2/</sup>	44,628	42,882	41,718	40,974	39,698	39,579	39,945	40,138
Tea <sup>3/</sup>	3,643	3,508	3,173	3,133	3,013	2,840	2,758	2,623
Tobacco	263	384	424	455	421	432	437	433
Other	1,269	1,518	1,595	1,819	1,861	2,082	1,921	2,143
<u>Mining and quarrying</u>	<u>164</u>	<u>164</u>	<u>198</u>	<u>171</u>	<u>170</u>	<u>175</u>	<u>180</u>	<u>170</u>
<u>Manufacturing</u>	<u>42,168</u>	<u>56,113</u>	<u>76,503</u>	<u>93,311</u>	<u>105,816</u>	<u>106,910</u>	<u>109,736</u>	<u>108,256</u>
Wearing apparel (except footwear)	23,192	36,207	55,260	69,330	79,005	77,682	78,239	75,868
Other	18,976	19,906	21,243	23,981	26,811	29,236	31,497	32,388
<u>Electricity and water</u>	<u>4,084</u>	<u>3,914</u>	<u>3,635</u>	<u>3,688</u>	<u>3,557</u>	<u>3,489</u>	<u>3,441</u>	<u>3,413</u>
<u>Construction</u>	<u>3,971</u>	<u>4,771</u>	<u>5,001</u>	<u>7,191</u>	<u>9,376</u>	<u>9,999</u>	<u>10,889</u>	<u>10,357</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>8,882</u>	<u>9,251</u>	<u>9,573</u>	<u>10,583</u>	<u>12,825</u>	<u>14,085</u>	<u>16,526</u>	<u>18,054</u>
<u>Transport, storage &amp; communication</u>	<u>8,219</u>	<u>8,408</u>	<u>8,611</u>	<u>9,702</u>	<u>10,296</u>	<u>11,799</u>	<u>12,227</u>	<u>13,609</u>
<u>Financing, insurance, real estate and business services</u>	<u>4,784</u>	<u>4,986</u>	<u>5,229</u>	<u>5,672</u>	<u>7,048</u>	<u>7,748</u>	<u>8,917</u>	<u>9,446</u>
<u>Community, social &amp; personal services</u>	<u>62,887</u>	<u>62,991</u>	<u>63,020</u>	<u>63,292</u>	<u>64,156</u>	<u>64,051</u>	<u>65,600</u>	<u>67,231</u>
Government : (a) Central	49,538	49,919	49,715	49,669	50,102	49,643	50,588	50,935
(b) Local <sup>4/</sup>	5,217	5,109	5,187	5,188	5,214	5,142	5,158	5,150
Other	8,132	7,963	8,118	8,435	8,840	9,266	9,854	11,146
<u>Activities not elsewhere specified</u>	<u>5,864</u>	<u>4,725</u>	<u>4,496</u>	<u>4,995</u>	<u>5,765</u>	<u>5,290</u>	<u>4,828</u>	<u>4,448</u>
Grand Total	190,826	203,615	223,176	244,986	264,004	268,487	277,405	280,321

<sup>1/</sup> classified according to the International Standard Industrial Classification, 1968 Edition

<sup>2/</sup> including factories

<sup>3/</sup> including factories and Tea Development Authority

<sup>4/</sup> municipalities and district councils





Table 5 - Average daily earnings in large establishments by industrial group for employees exclusively on daily rates of pay  
(March 1984 - March 1991)  
(Rupees)

Industrial group	1984	1985	1986	1987	1988	1989	1990	1991
Agriculture and fishing	39	40	43	43	53	62	64	81
Sugar 1/	38	39	44	44	54	63	65	83
Tea 2/	43	40	39	38	53	66	71	85
Other	38	40	43	44	50	53	51	65
Mining and quarrying	25	31	33	32	40	47	46	54
Manufacturing	31	34	34	38	46	53	60	83
Electricity and water	40	57	58	62	109	132	-	-
Construction	56	59	68	71	72	85	101	125
Wholesale, retail trade, restaurants and hotels	50	44	43	48	57	66	77	90
Transport, storage and communication	64	59	67	71	78	94	113	123
Financing, insurance, real estate and business services	80	79	83	95	70	77	82	88
Community, social and personal services	41	44	46	49	63	71	73	72
Government: (a) Central	39	43	44	48	69	63	73	97
(b) Local 3/	41	42	47	49	63	73	76	84
Other	48	47	51	51	62	72	72	68
Activities not elsewhere specified	39	41	41	52	67	61	63	83
All sectors	36	37	38	41	51	59	68	89

1/ including factories

2/ including factories and Tea Development Authority

3/ municipalities and district councils

Table 6 - Average monthly earnings in large establishments by industrial group for employees exclusively on monthly rates of pay

(September 1983 - September 1990)

(Rupees)

Industrial group	1983	1984	1985	1986	1987	1988	1989	1990
Agriculture and fishing	1,548	1,704	1,770	1,939	2,261	2,519	2,720	3,390
Sugar 1/	1,552	1,708	1,768	1,942	2,249	2,512	2,700	3,400
Tea 2/	1,374	1,530	1,605	1,707	2,181	2,435	2,738	3,260
Mining and quarrying	2,242	2,105	2,484	2,629	3,139	3,253	4,006	4,250
Manufacturing	1,642	1,766	1,896	2,010	2,332	2,522	2,934	3,430
Electricity and water	2,573	2,605	2,952	3,038	3,605	4,048	5,026	5,850
Construction	1,972	1,887	2,101	2,233	2,652	3,107	3,864	4,470
Wholesale, retail trade, restaurants and hotels	1,956	2,053	2,203	2,416	2,783	2,889	3,511	3,800
Transport, storage & communication	2,636	2,706	2,926	3,100	3,693	4,093	4,485	5,000
Financing, insurance, real estate and business services	3,005	3,142	3,392	3,676	4,098	4,341	5,110	5,600
Community, social and personal services	2,043	2,148	2,245	2,355	2,955	3,136	3,856	4,460
Government : (a) Central	2,051	2,153	2,243	2,353	2,982	3,125	3,923	4,320
(b) Local 3/	1,692	1,803	1,913	1,985	2,575	2,794	3,212	3,560
Other	2,217	2,334	2,466	2,590	3,011	3,381	3,837	4,390
Activities not elsewhere specified	1,579	1,484	1,569	1,707	2,150	2,146	2,716	3,120
All sectors	1,921	2,034	2,151	2,298	2,778	2,996	3,548	4,050

1/ including factories

2/ including factories and Tea Development Authority

3/ municipalities and district councils

Table 7 - Average daily earnings in large establishments by industrial group for employees exclusively on daily rates of pay  
(September 1983 - September 1990)

Industrial group	1983	1984	1985	1986	1987	1988	1989	1990
Agriculture and fishing	44	44	48	54	63	68	85	97
Sugar <u>1/</u>	47	48	52	59	67	72	92	105
Tea <u>2/</u>	36	31	36	34	42	53	61	82
Other	34	35	37	41	44	45	46	57
Mining and quarrying	25	28	30	31	38	42	46	50
Manufacturing	31	33	35	38	44	48	56	30
Electricity and water	45	41	58	63	97	119	132	-
Construction	54	71	65	68	73	77	86	108
Wholesale, retail trade, restaurants and hotels	39	50	45	45	54	58	70	88
Transport, storage and communication	63	68	67	81	75	88	117	126
Financing, insurance, real estate and business services	65	68	74	76	68	79	89	79
Community, social and personal services	41	43	45	52	63	64	67	74
Government: (a) Central	40	41	43	50	68	59	75	80
(b) Local <u>3/</u>	38	42	47	50	65	67	71	82
Other	46	51	53	58	58	65	61	66
Activities not elsewhere specified	41	42	39	51	62	56	60	74
All sectors	38	39	41	43	51	56	68	88

1/ including factories

2/ including factories and Tea Development Authority

3/ municipalities and district councils

Table 8 - Employment in EPZ by industrial group and sex (March 1990 - March 1991)

Industrial group	March 1990			March 1991		
	Males	Females	Both Sexes	Males	Females	Both Sexes
<u>Manufacturing</u>	<u>28,447</u>	<u>57,750</u>	<u>86,197</u>	<u>27,765</u>	<u>57,817</u>	<u>85,582</u>
of which :						
Textiles	3,040	1,529	4,569	3,831	1,786	5,617
Wearing apparel (except footwear)	22,118	52,349	74,467	20,810	51,292	72,102
Wood and furniture	218	102	320	202	124	326
Jewellery and related articles	1,125	507	1,632	932	417	1,349
Other	1,946	3,263	5,209	1,990	4,198	6,188
<u>Other non-manufacturing</u>	<u>278</u>	<u>233</u>	<u>511</u>	<u>305</u>	<u>236</u>	<u>541</u>
T O T A L	28,725	57,983	86,708	28,070	58,053	86,123

Table 9 - Employment in EPZ by industrial group and sex (September 1989 - September 1990)

Industrial group	September 1989			September 1990		
	Males	Females	Both Sexes	Males	Females	Both Sexes
<u>Manufacturing</u>	<u>29,034</u>	<u>58,051</u>	<u>87,085</u>	<u>27,190</u>	<u>56,920</u>	<u>84,110</u>
of which :						
Textiles	3,057	1,492	4,549	2,740	1,410	4,150
Wearing apparel (except footwear)	22,463	50,050	74,553	21,020	51,040	72,060
Wood and furniture	287	136	423	335	165	500
Jewellery and related articles	11,158	498	1,656	905	405	1,310
Other	2,069	3,835	5,904	2,190	3,900	6,090
<u>Other non-manufacturing</u>	<u>228</u>	<u>180</u>	<u>408</u>	<u>305</u>	<u>245</u>	<u>550</u>
T O T A L	29,262	58,231	87,493	27,495	57,165	84,660

Table 10 - Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay  
(September 1988 - March 1991)  
(Rupees)

Industrial group	September			March		
	1988	1989	1990	1989	1990	1991
	<u>Manufacturing</u>	<u>2,357</u>	<u>2,793</u>	<u>3,460</u>	<u>2,628</u>	<u>2,958</u>
of which :						
Textiles	2,658	2,928	3,450	2,815	3,092	3,500
Wearing apparel (except footwear)	2,220	2,556	3,580	2,625	3,010	3,500
Wood and furniture	1,741	2,002	2,300	1,657	2,059	2,500
Jewellery and related articles	2,897	2,931	4,000	3,098	3,339	3,800
Other	2,316	2,457	2,780	2,393	2,494	3,010
<u>Other non-manufacturing</u>	<u>2,303</u>	<u>2,419</u>	<u>2,640</u>	<u>2,541</u>	<u>2,262</u>	<u>3,000</u>
<u>All Sectors</u>	<u>2,357</u>	<u>2,795</u>	<u>3,450</u>	<u>2,627</u>	<u>2,950</u>	<u>3,450</u>

Table 11 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay  
(September 1988 - March 1991)

(Rupees)

Industrial group	September			March		
	1988	1989	1990	1989	1990	1991
	<u>Manufacturing</u>	45	52	70	50	55
of which :						
Textiles	48	55	80	53	58	80
Wearing apparel (except footwear)	44	49	70	48	53	70
Wood and furniture	52	58	80	56	68	84
Jewellery and related articles	61	96	96	77	90	112
Other	52	56	70	56	61	85
<u>Other non-manufacturing</u>	33	32	50	36	42	55
<u>All Sectors</u>	45	52	70	50	55	74