

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 1994 (Preliminary Results)

Introduction

The Central Statistical Office carries out a Survey of Employment and Earnings in "large" establishments every year so as to obtain a continuous series of comparable data on the level of employment in these establishments. This paper presents the preliminary results of the survey carried out in March 1994.

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

Coverage

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

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

Response

The preliminary results of the survey presented below are based on the replies from 66% of large establishments, representing 81% of the total employment in such establishments. Estimates were made for non-respondents, on the basis of previous data and observed trends.

Summary of results

It is important to note that

- (i) the following analysis of employment relates to establishments falling within the scope of the survey only as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,800 has been included.
These comprise mostly government employees, numbering 3,800.
- (iii) In the light of additional information obtained since the last survey certain figures, pertaining to 1993 published in the last report, have been revised.

Employment level, March 1993 - March 1994

Total employment in establishments covered by the survey was about 292,400 in March 1994 compared to 290,100 in March 1993. This represents a rise of about 1% in the employment level, almost totally male. In fact the number of female workers in large establishments has increased by around 200 only while an increase of about 2,100 occurred in male employment.

It should be noted that foreign workers now numbering around 8,000, mainly in EPZ and construction industries, are also included. It must however also be pointed out that these figures do not include outworkers who numbered around 2,000 in March 1993 and 1,500 in March 1994.

Employment by sector

The two sectors registering important rises in employment between March 1993 and March 1994 are "Wholesale, retail trade, restaurants and hotels" and "Community, social and personal services" with increases of 2,700 and 2,300 respectively. "Financing, insurance, real estate and business services" showed a net increase of 1,000 employees. These increases were partly offset by decreases of 1,300 in "Agriculture and fishing", 2,300 in "Manufacturing" and 600 in Construction.

As regards distribution by sex, male employment went up by about 2,000 in the trade and hotel services and by 1,300 and 700 in "Community, social and personal services" and "Financing, insurance, real estate and business services" respectively. At the same time, the number of males employed by agricultural and manufacturing enterprises, which has been declining over the past few years, has gone down further by 1,600 and 200 respectively. The decrease of about 600 employees noted in construction activities is mainly due to the closure of the Central Housing Authority.

The manufacturing sector which employs the largest number of female workers, has registered a marked fall in female employment during the period March 1993 to March 1994. In fact, from 64,800 in March 1993, the total number of women employed by large manufacturing establishments has dropped to 62,800 in March 1994. However, increases were noted in nearly all the other sectors; the most important ones being about a thousand in "community, social and personal services" and around 600 in "Wholesale, retail trade, restaurants and hotels".

Employment in large establishments of the EPZ

Between March 1993 and March 1994, the number of persons employed by large EPZ firms, declined by 3,200 i.e. from 85,600 to 82,400. It is to be noted that a similar decrease was noted between March 1992 and March 1993. This fall in employment occurred in the "Wearing apparel" group which nevertheless still remains the main supplier of jobs in the EPZ sector, with nearly 85% of total employment in this sector. Both male and female employment went down during the period under review. The decreases noted were 900 among males and 2,300 among females.

More than half of the total number of persons employed by EPZ manufacturing establishments are remunerated on piece and hourly rates. In March 1993, 48,000 out of the total of 85,000 employees in these firms, were piece and hourly rate workers. The corresponding figure noted this year was 43,800 out of 81,700.

Earnings

Average monthly earnings for employees exclusively on monthly rates of pay in all sectors covered by the survey have increased by about 21% over March 1993 to reach around Rs 5,800 in March 1994. It must be pointed out that the bulk of this was the effect of PRB. As regards employees exclusively on daily rates of pay, average daily earnings have increased by 13% to reach Rs 131.

In the EPZ sector, average earnings went up by about 16% for both monthly rate and daily rate employees. Piece rate and hourly rate workers, which as pointed out before, are mostly found in the EPZ (and specifically manufacturing) earned an average of around Rs 126 daily and Rs 12 per hour respectively in March 1994.

It should be noted that 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.

Table 1 - Employment in large establishments by major industrial group and sex, March 1993 - March 1994

Industrial group	March 1993 ¹			March 1994			Difference (Mar 94 - Mar 93)		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
	<u>Agriculture and fishing</u>	<u>31,610</u>	<u>11,315</u>	<u>42,925</u>	<u>29,961</u>	<u>11,653</u>	<u>41,614</u>	<u>-1,649</u>	<u>338</u>
<u>Sugarcane</u> ²	<u>28,517</u>	<u>9,843</u>	<u>38,360</u>	<u>26,737</u> ³	<u>10,259</u> ³	<u>36,996</u> ³	<u>-1,780</u>	<u>416</u>	<u>-1,364</u>
Tea ²	<u>1,045</u>	<u>595</u>	<u>1,640</u>	<u>901</u>	<u>403</u>	<u>1,304</u>	<u>-144</u>	<u>-192</u>	<u>-336</u>
Tobacco	<u>124</u>	<u>252</u>	<u>376</u>	<u>123</u>	<u>271</u>	<u>394</u>	<u>-1</u>	<u>19</u>	<u>18</u>
Other	<u>1,924</u>	<u>625</u>	<u>2,549</u>	<u>2,200</u>	<u>720</u>	<u>2,920</u>	<u>276</u>	<u>95</u>	<u>371</u>
<u>Mining and quarrying</u>	<u>81</u>	<u>88</u>	<u>169</u>	<u>79</u>	<u>86</u>	<u>165</u>	<u>-2</u>	<u>-2</u>	<u>-4</u>
<u>Manufacturing</u>	<u>42,170</u>	<u>64,836</u>	<u>107,006</u>	<u>41,940</u>	<u>62,774</u>	<u>104,714</u>	<u>-230</u>	<u>-2,062</u>	<u>-2,292</u>
EPZ	<u>24,994</u>	<u>59,936</u>	<u>84,930</u>	<u>24,045</u>	<u>57,661</u>	<u>81,706</u>	<u>-949</u>	<u>-2,275</u>	<u>-3,224</u>
Other	<u>17,176</u>	<u>4,900</u>	<u>22,076</u>	<u>17,895</u>	<u>5,113</u>	<u>23,008</u>	<u>719</u>	<u>213</u>	<u>932</u>
<u>Electricity and water</u>	<u>3,465</u>	<u>137</u>	<u>3,602</u>	<u>3,384</u>	<u>147</u>	<u>3,531</u>	<u>-81</u>	<u>10</u>	<u>-71</u>
<u>Construction</u>	<u>13,730</u>	<u>222</u>	<u>13,952</u>	<u>13,161</u>	<u>216</u>	<u>13,377</u>	<u>-569</u>	<u>-6</u>	<u>-575</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>15,581</u>	<u>5,040</u>	<u>20,621</u>	<u>17,658</u>	<u>5,685</u>	<u>23,343</u>	<u>2,077</u>	<u>645</u>	<u>2,722</u>
<u>Transport, storage & communication</u>	<u>12,191</u>	<u>1,620</u>	<u>13,811</u>	<u>12,492</u>	<u>1,704</u>	<u>14,196</u>	<u>301</u>	<u>84</u>	<u>385</u>
<u>Financing, insurance, real estate and business services</u>	<u>7,431</u>	<u>3,097</u>	<u>10,528</u>	<u>8,143</u>	<u>3,352</u>	<u>11,495</u>	<u>712</u>	<u>255</u>	<u>967</u>
<u>Community, social and personal services</u>	<u>57,375</u>	<u>17,111</u>	<u>74,486</u>	<u>58,708</u>	<u>18,076</u>	<u>76,784</u>	<u>1,333</u>	<u>965</u>	<u>2,298</u>
Government:									
(a) Central	<u>44,219</u>	<u>11,583</u>	<u>55,802</u>	<u>44,237</u>	<u>11,865</u>	<u>56,102</u>	<u>18</u>	<u>282</u>	<u>300</u>
(b) Local	<u>4,675</u>	<u>610</u>	<u>5,285</u>	<u>4,688</u>	<u>622</u>	<u>5,310</u>	<u>13</u>	<u>12</u>	<u>25</u>
Other	<u>8,481</u>	<u>4,918</u>	<u>13,399</u>	<u>9,783</u>	<u>5,589</u>	<u>15,372</u>	<u>1,302</u>	<u>671</u>	<u>1,973</u>
<u>Activities not elsewhere specified</u>	<u>2,891</u>	<u>89</u>	<u>2,980</u>	<u>3,083</u>	<u>75</u>	<u>3,158</u>	<u>192</u>	<u>-14</u>	<u>178</u>
Total	<u>186,525</u>	<u>103,555</u>	<u>290,080</u>	<u>188,609</u>	<u>103,768</u>	<u>292,377</u>	<u>2,084</u>	<u>213</u>	<u>2,297</u>

1) revised

2) including factories

3) Employment in sugar factories was 6800 in 1994 (6700 males, 100 females)

Table 2 - Employment by major industrial group, March 1990 - March 1993

Republic of Mauritius

Both sexes

Industrial group	1990	1991	1992	1993 ¹	1994
<u>Agriculture and fishing</u>	<u>45,061</u>	<u>45,437</u>	<u>44,409</u>	<u>42,925</u>	<u>41,614</u>
Sugarcane ²	39,945	40,138	39,272	38,360	36,966
Tea ²	2,758	2,623	2,367	1,640	1,304
Tobacco	437	433	439	376	394
Other	1,921	2,243	2,331	2,549	2,920
<u>Mining and quarrying</u>	<u>180</u>	<u>170</u>	<u>170</u>	<u>169</u>	<u>165</u>
<u>Manufacturing</u>	<u>110,436</u>	<u>109,256</u>	<u>110,626</u>	<u>107,006</u>	<u>104,714</u>
EPZ	86,797	86,482	88,131	84,930	81,706
Other	23,639	22,774	22,495	22,076	23,008
<u>Electricity and water</u>	<u>3,471</u>	<u>3,443</u>	<u>3,454</u>	<u>3,602</u>	<u>3,531</u>
<u>Construction</u>	<u>11,589</u>	<u>11,607</u>	<u>12,989</u>	<u>13,952</u>	<u>13,377</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>16,816</u>	<u>18,254</u>	<u>19,386</u>	<u>20,621</u>	<u>23,343</u>
<u>Transport, storage & communication</u>	<u>12,262</u>	<u>13,644</u>	<u>13,879</u>	<u>13,811</u>	<u>14,196</u>
<u>Financing, insurance, real estate and business services</u>	<u>9,117</u>	<u>9,978</u>	<u>10,139</u>	<u>10,528</u>	<u>11,495</u>
<u>Community, social and personal services</u>	<u>69,604</u>	<u>71,266</u>	<u>72,629</u>	<u>74,486</u>	<u>76,784</u>
Government:					
(a) Central	54,492	54,860	54,880	55,802	56,102
(b) Local	5,158	5,150	5,135	5,280	5,310
Other	9,954	11,256	12,614	13,399	15,372
<u>Activities not elsewhere specified</u>	<u>4,953</u>	<u>4,573</u>	<u>4,040</u>	<u>2,980</u>	<u>3,158</u>
Total	283,489	287,628	291,721	290,080	292,377

1) revised

2) including factories

Table 2(Cont'd) - Employment by major industrial group, March 1990 - March 1994

Republic of Mauritius
Male

Industrial group	1990	1991	1992	1993 ¹	1994
<u>Agriculture and fishing</u>	<u>33,542</u>	<u>33,564</u>	<u>32,759</u>	<u>31,610</u>	<u>29,961</u>
Sugarcane ²	29,873	29,800	29,125	28,517	26,737
Tea ²	2,029	1,940	1,736	1,045	901
Tobacco	149	143	140	124	123
Other	1,491	1,681	1,758	1,924	2,200
<u>Mining and quarrying</u>	<u>83</u>	<u>82</u>	<u>79</u>	<u>81</u>	<u>79</u>
<u>Manufacturing</u>	<u>45,936</u>	<u>45,164</u>	<u>44,844</u>	<u>42,170</u>	<u>41,940</u>
EPZ	28,747	28,265	27,741	24,994	24,045
Other	17,189	16,899	17,103	17,176	17,895
<u>Electricity and water</u>	<u>3,334</u>	<u>3,306</u>	<u>3,319</u>	<u>3,465</u>	<u>3,384</u>
<u>Construction</u>	<u>11,295</u>	<u>11,416</u>	<u>12,793</u>	<u>13,730</u>	<u>13,161</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>12,964</u>	<u>14,036</u>	<u>14,931</u>	<u>15,581</u>	<u>17,658</u>
<u>Transport, storage & communication</u>	<u>10,974</u>	<u>12,210</u>	<u>12,349</u>	<u>12,191</u>	<u>12,492</u>
<u>Financing, insurance, real estate and business services</u>	<u>6,553</u>	<u>7,266</u>	<u>7,201</u>	<u>7,431</u>	<u>8,143</u>
<u>Community, social and personal services</u>	<u>54,814</u>	<u>55,702</u>	<u>56,485</u>	<u>57,375</u>	<u>58,708</u>
Government:					
(a) Central	43,974	43,955	43,944	44,219	44,237
(b) Local	4,655	4,640	4,547	4,675	4,688
Other	6,185	7,107	7,994	8,481	9,783
<u>Activities not elsewhere specified</u>	<u>4,864</u>	<u>4,485</u>	<u>3,953</u>	<u>2,891</u>	<u>3,083</u>
Total	184,359	187,231	188,713	186,525	188,609

1) revised

2) including factories

Table 2(Cont'd) - Employment by major industrial group, March 1990 - March 1994

Republic of Mauritius
Female

Industrial group	1990	1991	1992	1993 ¹	1994
<u>Agriculture and fishing</u>	<u>11,519</u>	<u>11,873</u>	<u>11,650</u>	<u>11,315</u>	<u>11,653</u>
Sugarcane ²	10,072	10,338	10,147	9,843	10,259
Tea ²	729	683	631	595	403
Tobacco	288	290	299	252	271
Other	430	562	573	625	720
<u>Mining and quarrying</u>	<u>97</u>	<u>88</u>	<u>91</u>	<u>88</u>	<u>86</u>
<u>Manufacturing</u>	<u>64,500</u>	<u>64,092</u>	<u>65,782</u>	<u>64,836</u>	<u>62,774</u>
EPZ	58,050	58,217	60,390	59,936	57,661
Other	6,450	5,875	5,392	4,900	5,106
<u>Electricity and water</u>	<u>137</u>	<u>137</u>	<u>135</u>	<u>137</u>	<u>147</u>
<u>Construction</u>	<u>294</u>	<u>191</u>	<u>196</u>	<u>222</u>	<u>216</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>3,852</u>	<u>4,218</u>	<u>4,455</u>	<u>5,040</u>	<u>5,685</u>
<u>Transport, storage & communication</u>	<u>1,288</u>	<u>1,434</u>	<u>1,530</u>	<u>1,620</u>	<u>1,704</u>
<u>Financing, insurance, real estate and business services</u>	<u>2,564</u>	<u>2,712</u>	<u>2,938</u>	<u>3,097</u>	<u>3,352</u>
<u>Community, social and personal services</u>	<u>14,790</u>	<u>15,564</u>	<u>16,144</u>	<u>17,111</u>	<u>18,076</u>
Government:					
(a) Central	10,518	10,905	10,936	11,583	11,865
(b) Local	503	510	588	610	622
Other	3,769	4,149	4,620	4,918	5,589
<u>Activities not elsewhere specified</u>	<u>89</u>	<u>88</u>	<u>87</u>	<u>89</u>	<u>75</u>
Total	99,130	100,397	103,008	103,555	103,768

1) revised

2) including factories

Table 3 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1990 - March 1994
 Republic of Mauritius

Industrial group	(Rupees)				
	1990	1991	1992	1993 ¹	1994
Agriculture and fishing	2,331	2,985	3,096	3,152	3,540
Sugarcane ²	2,274	2,939	3,003	3,080	3,455
Tea ²	2,999	3,506	4,235	4,447	5,026
Other	3,165	3,640	4,184	4,324	5,032
Mining and quarrying	3,807	4,250	4,702	4,940	6,717
Manufacturing	3,105	3,570	3,967	4,437	5,203
Electricity and water	5,270	6,215	7,005	7,357	10,044
Construction	3,793	4,650	5,660	5,716	6,614
Wholesale, retail trade, restaurants and hotels	3,507	4,060	4,839	5,244	5,692
Transport, storage & communication	4,568	5,306	5,914	6,223	6,752
Financing, insurance, real estate and business services	5,055	5,807	6,692	7,243	7,980
Community, social and personal services	3,893	4,353	4,784	4,898	6,434
Government:					
(a) Central	3,941	4,370	4,805	4,941	6,525
(b) Local	3,204	3,565	3,832	4,027	5,428
Other	3,996	4,657	5,125	5,343	6,438
Activities not elsewhere specified	2,715	3,120	3,597	3,787	4,316
All sectors	3,524	4,080	4,530	4,779	5,786

1) revised

2) including factories

Table 4 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1990 - March 1994
 Republic of Mauritius

Industrial group	(Rupees)				
	1990	1991	1992	1993 ³	1994
Agriculture and fishing	64	81	95	111	114
Sugar ¹	65	83	96	111	115
Tea ¹	71	85	100	121	125
Other	51	65	86	97	103
Mining and quarrying	46	54	62	64	80
Manufacturing	60	83	92	108	122
Electricity and water ²	-	-	208	-	-
Construction	101	125	146	155	177
Wholesale, retail trade, restaurants and hotels	77	90	105	121	132
Transport, storage & communication	113	123	138	132	149
Financing, insurance, real estate and business services	82	88	109	127	141
Community, social and personal services	73	72	97	94	127
Government:					
(a) Central	73	97	82	115	123
(b) Local	76	84	99	99	120
Other	72	68	97	99	128
Activities not elsewhere specified	63	83	88	104	128
All sectors	68	89	102	116	131

1) including factories

2) no employees on daily rates of pay

3) revised

Table 5 - Employment in large establishments of EPZ by industrial group and sex ,March 1992 - March 1994

Industrial group	March 1992			March 1993			March 1994		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>27,741</u>	<u>60,390</u>	<u>88,131</u>	<u>24,994</u>	<u>59,936</u>	<u>84,930</u>	<u>24,045</u>	<u>57,661</u>	<u>81,706</u>
of which:									
Textiles	3,828	1,750	5,578	3,134	1,240	4,374	3,294	1,269	4,563
Wearing apparel (except footwear)	21,003	54,018	75,021	18,998	54,042	73,040	17,950	51,660	69,610
Wood and furniture	312	90	402	334	86	420	302	101	403
Jewellery and related articles	910	497	1,407	769	478	1,247	652	472	1,124
Other	1,688	4,035	5,723	1,759	4,090	5,849	1,847	4,159	6,006
<u>Other non-manufacturing</u>	<u>369</u>	<u>323</u>	<u>692</u>	<u>382</u>	<u>327</u>	<u>709</u>	<u>383</u>	<u>329</u>	<u>712</u>
TOTAL	28,110	60,713	88,823	25,376	60,263	85,639	24,428	57,990	82,418

**Table 6-Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rate of pay
March 1990 - March 1994**

Industrial group	1990	1991	1992	1993	1994
<u>Manufacturing</u>	<u>2,959</u>	<u>3,445</u>	<u>3,879</u>	<u>4,284</u>	<u>4,954</u>
of which:					
Textiles	3,092	3,500	3,900	4,323	5,072
Wearing apparel (except footwear)	3,010	3,500	3,850	4,302	4,956
Wood and furniture	2,059	2,500	3,655 ¹	3,607	4,405
Jewellery and related articles	3,339	3,800	4,010	4,521	4,136
Other	2,494	3,010	4,005	4,104	4,944
<u>Other non-manufacturing</u>	<u>2,262</u>	<u>3,000</u>	<u>3,560</u>	<u>4,442</u>	<u>5,020</u>
All sectors	2,950	3,440	3,875	4,287	4,955

1) Increase is partly due to change in classification

**Table 7 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rate of pay,
March 1990 - March 1994**

Industrial group	1990	1991	1992	1993	1994
<u>Manufacturing</u>	<u>55</u>	<u>74</u>	<u>85</u>	<u>96</u>	<u>112</u>
of which:					
Textiles	58	80	87	115	132
Wearing apparel (except footwear)	53	70	82	92	109
Wood and furniture	68	84	95 ¹	95	117
Jewellery and related articles	90	112	138	138	167
Other	61	85	94	103	111
<u>Other non-manufacturing</u>	<u>42</u>	<u>55</u>	<u>70</u>	<u>90</u>	<u>98</u>
All sectors	55	74	85	96	111

1) Increase is partly due to change in classification

Announcing the forthcoming Publication of a Report by the Ministry of Economic
Planning and Development

**"A SURVEY OF WOMEN'S ROLES IN ECONOMIC
ACTIVITY"**

A survey was undertaken by the Ministry of Economic Planning and Development with the Collaboration of the Central Statistical Office, the Ministry of Women's Rights, Family Welfare and Child Development and the University of Mauritius in May 1993 on the underlying factors which both contribute and deter women's entry into the labour market. A total of 1,500 households comprising a population of 6,500 of whom 50 percent were females were surveyed.

The Report probes into women's activities and makes some suggestions for maximising women's time use.

The Report which will be available by November 1994 at Rs 200 (US\$ 15) can be ordered from

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