

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 1995 (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 1995.

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

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

2. Coverage

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

- (a) Agricultural establishments comprising:
 - (i) sugar cane plantations of 10 hectares or more;
 - (ii) tea plantations of 2 hectares or more;
 - (iii) all 'flue-cured' tobacco establishments, irrespective of acreage;
 - (iv) other agricultural establishments employing at least 10 persons on the day of the survey.

- (b) Non-agricultural establishments employing at least 10 persons on the day of the survey. It is to be noted that "outworkers", that is, piece-rate workers who, although

remunerated by an establishment, are working in their own homes on materials provided by the establishment, are excluded.

(c) All central and local government departments.

3. Response

The preliminary results of the survey presented below are based on the replies from 69% of large establishments, representing 88% of the total employment in such establishments. Estimates were made for non-respondents, on the basis of previous data and observed trends.

4. 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 4,600 has been included. These comprise mostly government employees, numbering 3,600.
- (iii) employment figures given in this report also include the number of foreigners employed by large establishments. From 700 and 300 in 1990, the number of male and female foreign workers have increased to around 5,500 and 4,400 respectively by March 1995.

4.1 Employment level, March 1994 - March 1995

Total employment in establishments covered by the survey was about 289,600 in March 1995 compared to 292,400 in March 1994. This represents a fall of about 1% in the employment level, almost totally among males. In fact the number of male workers in large establishments has decreased by around 2700 while among females the decrease was around a hundred.

It should be noted that foreign workers now numbering around 9900, mainly in EPZ and construction industries, are also included. However, outworkers who numbered around 1,500 in March 1995 are excluded.

4.2 Employment by industry

Analysis of the employment figures by industry group shows an almost similar pattern as that noted in March 1994, i.e. significant increases were noted in the tertiary sector while in the primary and secondary sectors, employment in large establishments has declined further.

In fact, between March 1994 and March 1995, an increase of about 1100 employees was noted in 'Wholesale, retail trade, restaurants and hotels' while 'Financing, insurance, real estate and business services' and 'Community, social and personal services' registered increases of 600 and 800 respectively. On the other hand, employment in the construction industry has gone down by around 2600, mainly due to reductions in the workforce of some establishments on completion of contracts. In the agricultural and manufacturing sectors, decreases of about 1900 and 900 respectively were noted during the same period.

As regards distribution by sex, the increases of about 500 female employees in each of the sectors 'Wholesale, retail trade, restaurants and hotels' and 'Community, social and personal services' have almost compensated for the reduction of 1200 in agricultural establishments. Among males, increases totalling about 1700 were noted in 'Wholesale, retail trade, restaurants and hotels', 'Transport, storage and communication', 'Financing, insurance, real estate and business services' and 'Community, social and personal services'. On the other hand, a fall of nearly 2600 is noted in the number of male employees of large construction enterprises. Furthermore, the numbers of male workers employed in large manufacturing and agricultural establishments, which have been declining over the past years, have gone down by 800 and 700 respectively during the period March 1994 to March 1995.

4.3 Employment in large establishments of the EPZ

Between March 1994 and March 1995, the number of persons employed by large EPZ firms declined by 1300 i.e from 82,400 to 81,100. Both male and female employment levels were affected. The number of male workers which was around 24,400 in March 1994 went down to around 23,600 in March 1995. The figures for females were 58,000 in March 1994 and 57,400 in March 1995.

After the fall of 3400 noted in the employment level of the wearing apparel group between March 1993 and March 1994, a further decrease of 2800 has been noted in March 1995. However, in the other industry groups of the EPZ, a net increase of around 1500 employees is noted during the period March 1994 to March 1995 compared to only 200 during the preceding twelve months, i.e March 1993 to March 1994.

About half of the total number of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 40,700 out of the total of 81,100 employees in these firms were piece- and hourly-rate workers. The corresponding figures noted in March 1994 were 43,800 out of 82,400.

4.4 Earnings

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.

4.4.1 Earnings of 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 10% over March 1994 to reach around Rs 6,350 in March 1995. The highest increases noted were in Construction and Agriculture, i.e. 26 and 23% respectively. These increases were mainly due to revision of salaries in these two sectors. As regards earnings of employees exclusively on daily rates of pay, an increase of 9% was noted so that by March 1995 a daily paid employee was earning an average of Rs 142.

4.4.2 Earnings in large establishments of the EPZ

In the EPZ sector, average earnings went up by about 6% for monthly rate employees while among daily rate employees, the increase was 5%. 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 134 daily and Rs 12 per hour respectively in March 1995.

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Ministry of Economic Planning and Development,
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Table 1 - Employment in large establishments by major industrial group and sex, March 1994 - March 1995

Industrial group	March 1994			March 1995			Difference (Mar 95 - Mar 94)			
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	
<u>Agriculture and fishing</u>										
<u>Sugarcane</u> ¹	29,961	11,653	41,614	29,302	10,426	39,728	-659	-1,227	-1,886	
Tea ¹	26,737 ²	10,259 ²	36,996 ²	25,936 ²	9,287 ²	35,223 ²	-801	-972	-1,773	
Tobacco	901	403	1,304	789	162	951	-112	-241	-353	
Other	123	271	394	123	277	400	0	6	6	
Other	2,200	720	2,920	2,454	700	3,154	254	-20	234	
<u>Mining and quarrying</u>	79	86	165	96	126	222	17	40	57	
<u>Manufacturing</u>	41,940	62,774	104,714	41,105	62,673	103,778	-835	-101	-936	
EPZ	24,045	57,661	81,706	23,253	57,120	80,373	-792	-541	-1,333	
Other	17,895	5,113	23,008	17,852	5,553	23,405	-43	440	397	
<u>Electricity and water</u>	3,384	147	3,531	3,305	155	3,460	-79	8	-71	
<u>Construction</u>	13,161	216	13,377	10,580	204	10,784	-2,581	-12	-2,593	
<u>Wholesale, retail trade, restaurants and hotels</u>	17,658	5,685	23,343	18,318	6,154	24,472	660	469	1,129	
<u>Transport, storage & communication</u>	12,492	1,704	14,196	12,773	1,757	14,530	281	53	334	
<u>Financing, insurance, real estate and business services</u>	8143	3,352	11,495	8559	3,537	12,096	416	185	601	
<u>Community, social and personal services</u>	58708	18,076	76,784	59007	18,534	77,541	299	458	757	
Government:										
(a) Central	44,237	11,865	56,102	44,184	12,016	56,200	-53	151	98	
(b) Local	4,688	622	5,310	4,764	632	5,396	76	10	86	
Other	9,783	5,589	15,372	10,059	5,886	15,945	276	297	573	
<u>Activities not elsewhere specified</u>	3,083	75	3,158	2,889	69	2,958	-194	-6	-200	
Total	188,609	103,768	292,377	185,934	103,635	289,569	-2,675	-133	-2,808	

1) Including factories

2) Employment in sugar factories was 6800 in 1994 (6700 males, 100 females) and 6114 in 1995 (6031 males, 83 females)

Table 2 - Employment by major industrial group, March 1991 - March 1995

Republic of Mauritius

Both sexes

Industrial group	1991	1992	1993	1994	1995
<u>Agriculture and fishing</u>	<u>45,437</u>	<u>44,409</u>	<u>42,925</u>	<u>41,614</u>	<u>39,728</u>
Sugarcane ¹	40,138	39,272	38,360	36,966	35,223
Tea ¹	2,623	2,367	1,640	1,304	951
Tobacco	433	439	376	394	400
Other	2,243	2,331	2,549	2,920	3,154
<u>Mining and quarrying</u>	<u>170</u>	<u>170</u>	<u>169</u>	<u>165</u>	<u>222</u>
<u>Manufacturing</u>	<u>109,256</u>	<u>110,626</u>	<u>107,006</u>	<u>104,714</u>	<u>103,778</u>
EPZ	86,482	88,131	84,930	81,706	80,373
Other	22,774	22,495	22,076	23,008	23,405
<u>Electricity and water</u>	<u>3,443</u>	<u>3,454</u>	<u>3,602</u>	<u>3,531</u>	<u>3,460</u>
<u>Construction</u>	<u>11,607</u>	<u>12,989</u>	<u>13,952</u>	<u>13,377</u>	<u>10,784</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,254</u>	<u>19,386</u>	<u>20,621</u>	<u>23,343</u>	<u>24,472</u>
<u>Transport, storage & communication</u>	<u>13,644</u>	<u>13,879</u>	<u>13,811</u>	<u>14,196</u>	<u>14,530</u>
<u>Financing, insurance, real estate and business services</u>	<u>9,978</u>	<u>10,139</u>	<u>10,528</u>	<u>11,495</u>	<u>12,096</u>
<u>Community, social and personal services</u>	<u>71,266</u>	<u>72,629</u>	<u>74,486</u>	<u>76,784</u>	<u>77,541</u>
Government:					
(a) Central	54,860	54,880	55,802	56,102	56,200
(b) Local	5,150	5,135	5,280	5,310	5,396
Other	11,256	12,614	13,399	15,372	15,945
<u>Activities not elsewhere specified</u>	<u>4,573</u>	<u>4,040</u>	<u>2,980</u>	<u>3,158</u>	<u>2,958</u>
Total	287,628	291,721	290,080	292,377	289,569

1) including factories

Table 2(Cont'd) - Employment by major industrial group, March 1991 - March 1995

Republic of Mauritius
Male

Industrial group	1991	1992	1993	1994	1995
<u>Agriculture and fishing</u>	<u>33,564</u>	<u>32,759</u>	<u>31,610</u>	<u>29,961</u>	<u>29,302</u>
<u>Sugarcane</u> ¹	29,800	29,125	28,517	26,737	25,936
Tea ¹	1,940	1,736	1,045	901	789
Tobacco	143	140	124	123	123
Other	1,681	1,758	1,924	2,200	2,454
<u>Mining and quarrying</u>	<u>82</u>	<u>79</u>	<u>81</u>	<u>79</u>	<u>96</u>
<u>Manufacturing</u>	<u>45,164</u>	<u>44,844</u>	<u>42,170</u>	<u>41,940</u>	<u>41,105</u>
EPZ	28,265	27,741	24,994	24,045	23,253
Other	16,899	17,103	17,176	17,895	17,852
<u>Electricity and water</u>	<u>3,306</u>	<u>3,319</u>	<u>3,465</u>	<u>3,384</u>	<u>3,305</u>
<u>Construction</u>	<u>11,416</u>	<u>12,793</u>	<u>13,730</u>	<u>13,161</u>	<u>10,580</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>14,036</u>	<u>14,931</u>	<u>15,581</u>	<u>17,658</u>	<u>18,318</u>
<u>Transport, storage & communication</u>	<u>12,210</u>	<u>12,349</u>	<u>12,191</u>	<u>12,492</u>	<u>12,773</u>
<u>Financing, insurance, real estate and business services</u>	<u>7,266</u>	<u>7,201</u>	<u>7,431</u>	<u>8,143</u>	<u>8,559</u>
<u>Community, social and personal services</u>	<u>55,702</u>	<u>56,485</u>	<u>57,375</u>	<u>58,708</u>	<u>59,007</u>
Government:					
(a) Central	43,955	43,944	44,219	44,237	44,184
(b) Local	4,640	4,547	4,675	4,688	4,764
Other	7,107	7,994	8,481	9,783	10,059
<u>Activities not elsewhere specified</u>	<u>4,485</u>	<u>3,953</u>	<u>2,891</u>	<u>3,083</u>	<u>2,889</u>
Total	187,231	188,713	186,525	188,609	185,934

1) including factories

Table 2(Cont'd) - Employment by major industrial group, March 1991 - March 1995

Republic of Mauritius		1991	1992	1993	1994	1995
Female						
Industrial group						
<u>Agriculture and fishing</u>		<u>11,873</u>	<u>11,650</u>	<u>11,315</u>	<u>11,653</u>	<u>10,426</u>
Sugarcane ¹		10,338	10,147	9,843	10,259	9,287
Tea ¹		683	631	595	403	162
Tobacco		290	299	252	271	277
Other		562	573	625	720	700
<u>Mining and quarrying</u>		<u>88</u>	<u>91</u>	<u>88</u>	<u>86</u>	<u>126</u>
<u>Manufacturing</u>		<u>64,092</u>	<u>65,782</u>	<u>64,836</u>	<u>62,774</u>	<u>62,673</u>
EPZ		58,217	60,390	59,936	57,661	57,120
Other		5,875	5,392	4,900	5,106	5,553
<u>Electricity and water</u>		<u>137</u>	<u>135</u>	<u>137</u>	<u>147</u>	<u>155</u>
<u>Construction</u>		<u>191</u>	<u>196</u>	<u>222</u>	<u>216</u>	<u>204</u>
<u>Wholesale, retail trade, restaurants and hotels</u>		<u>4,218</u>	<u>4,455</u>	<u>5,040</u>	<u>5,685</u>	<u>6,154</u>
<u>Transport, storage & communication</u>		<u>1,434</u>	<u>1,530</u>	<u>1,620</u>	<u>1,704</u>	<u>1,757</u>
<u>Financing, insurance, real estate and business services</u>		<u>2,712</u>	<u>2,938</u>	<u>3,097</u>	<u>3,352</u>	<u>3,537</u>
<u>Community, social and personal services</u>		<u>15,564</u>	<u>16,144</u>	<u>17,111</u>	<u>18,076</u>	<u>18,534</u>
Government:						
(a) Central		10,905	10,936	11,583	11,865	12,016
(b) Local		510	588	610	622	632
Other		4,149	4,620	4,918	5,589	5,886
<u>Activities not elsewhere specified</u>		<u>88</u>	<u>87</u>	<u>89</u>	<u>75</u>	<u>69</u>
Total		100,397	103,008	103,555	103,768	103,635

1) including factories

Table 3 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1991 - March 1995
Republic of Mauritius

Industrial group	(Rupees)				
	1991	1992	1993	1994	1995
Agriculture and fishing	2,985	3,096	3,152	3,540	4,368
Sugarcane ¹	2,939	3,003	3,080	3,455	4,286
Tea ¹	3,506	4,235	4,447	5,026	5,008
Other	3,640	4,184	4,324	5,032	5,486
Mining and quarrying	4,250	4,702	4,940	6,717	7,583
Manufacturing	3,570	3,967	4,437	5,203	5,602
Electricity and water	6,215	7,005	7,357	10,044 ²	8,998
Construction	4,650	5,660	5,716	6,614	8,355
Wholesale, retail trade, restaurants and hotels	4,060	4,839	5,244	5,692	6,376
Transport, storage & communication	5,306	5,914	6,223	6,752	7,339
Financing, insurance, real estate and business services	5,807	6,692	7,243	7,980	9,323
Community, social and personal services	4,353	4,784	4,898	6,434	6,739
Government:					
(a) Central	4,370	4,805	4,941	6,525	6,799
(b) Local	3,565	3,832	4,027	5,428	5,719
Other	4,657	5,125	5,343	6,438	6,872
Activities not elsewhere specified	3,120	3,597	3,787	4,316	4,905
All sectors	4,080	4,530	4,779	5,786	6,352

1) Including factories

2) High overtime payments in March 1994

Table 4 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1991 - March 1995
Republic of Mauritius

Industrial group	(Rupees)				
	1991	1992	1993	1994 ³	1995
Agriculture and fishing	81	95	111	114	134
Sugar ¹	83	96	111	115	139
Tea ¹	85	100	121	125	135
Other	65	86	97	103	113
Mining and quarrying	54	62	64	74	80
Manufacturing	83	92	108	122	131
Electricity and water ²	-	208	-	-	-
Construction	125	146	155	177	204
Wholesale, retail trade, restaurants and hotels	90	105	121	130	139
Transport, storage & communication	123	138	132	149	168
Financing, insurance, real estate and business services	88	109	127	141	142
Community, social and personal services	72	97	94	112	114
Government:					
(a) Central	97	82	115	123	125
(b) Local	84	99	99	120	123
Other	68	97	99	110	113
Activities not elsewhere specified	83	88	104	128	134
All sectors	89	102	116	130	142

1) including factories

2) no employees on daily rates of pay except in 1992

3) revised

Table 5 - Employment in large establishments of EPZ by industrial group and sex, March 1993 - March 1995

Industrial group	March 1993			March 1994			March 1995		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</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>	<u>23,253</u>	<u>57,120</u>	<u>80,373</u>
of which:									
Textiles	3,134	1,240	4,374	3,294	1,269	4,563	3,461	1,198	4,659
Wearing apparel (except footwear)	18,998	54,042	73,040	17,950	51,660	69,610	16,694	50,114	66,808
Wood and furniture	334	86	420	302	101	403	242	93	335
Jewellery and related articles	769	478	1,247	652	472	1,124	666	648	1,314
Other	1,759	4,090	5,849	1,847	4,159	6,006	2,190	5,067	7,257
<u>Other non-manufacturing</u>	<u>382</u>	<u>327</u>	<u>709</u>	<u>383</u>	<u>329</u>	<u>712</u>	<u>394</u>	<u>319</u>	<u>713</u>
TOTAL	25,376	60,263	85,639	24,428	57,990	82,418	23,647	57,439	81,086

**Table 6-Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rate of pay
March 1991 - March 1995**

Industrial group	1991	1992	1993	1994	1995
<u>Manufacturing</u>	<u>3,445</u>	<u>3,879</u>	<u>4,284</u>	<u>4,954</u>	<u>5,250</u>
of which:					
Textiles	3,500	3,900	4,323	5,072	5,452
Wearing apparel (except footwear)	3,500	3,850	4,302	4,956	5,156
Wood and furniture	2,500	3,655	3,607	4,405	4,677
Jewellery and related articles	3,800	4,010	4,521	4,136	4,789
Other	3,010	4,005	4,104	4,944	5,526
<u>Other non-manufacturing</u>	<u>3,000</u>	<u>3,560</u>	<u>4,442</u>	<u>5,020</u>	<u>5,707</u>
All sectors	3,440	3,875	4,287	4,955	5,257

**Table 7 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rate of pay,
March 1991 - March 1995**

Industrial group	1991	1992	1993	1994	1995
<u>Manufacturing</u>	<u>74</u>	<u>85</u>	<u>96</u>	<u>112</u>	<u>118</u>
of which:					
Textiles	80	87	115	132	134
Wearing apparel (except footwear)	70	82	92	109	111
Wood and furniture	84	95	95	117	126
Jewellery and related articles	112	138	138	167	170
Other	85	94	103	111	132
<u>Other non-manufacturing</u>	<u>55</u>	<u>70</u>	<u>90</u>	<u>98</u>	<u>108</u>
All sectors	74	85	96	111	117