

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 1997 (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 1997.

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

1.2 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.

1.3 Response

The preliminary results of the survey presented below are based on the replies from 68% of large establishments, representing 90% of the total employment in such establishments. Estimates were made for non-respondents, on the basis of their data for previous years.

2. 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 only as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,300 has been included. These comprise mostly government employees, numbering about 3,500.
- (iii) employment figures given in this report also include 8600 foreigners employed by large establishments.

2.1 Employment level, March 1996 - March 1997

Total employment in establishments covered by the survey was 286,300 in March 1997 compared to 287,500 in March 1996, representing thus a decrease of 1,200 or 0.4%. The number of male workers went down by around 1,400 while among females, an increase of about 300 was noted. Included in the above are some 8,600 foreign workers (3,700 males and 4,900 females) mainly engaged in EPZ and construction firms.

2.2 Employment by industry

Analysis of the employment figures by industry group shows continuity in the pattern noted during the past five years, i.e. 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 1996 and March 1997 'Wholesale, retail trade, restaurants and hotels' registered an increase of 1200 employees, the major part of this increase (900) occurred in hotels. Rise in employment level was also noted in the services sector where an increase of about 700 was noted in each of the sectors 'Financing, insurance, real estate and business services' and 'Community, social and personal services'. Large establishments engaged in 'Transport, storage and communication' also showed a higher employment level in March 1997 than in March 1996. A net rise of 400 workers was noted there. The increases in the above sectors however made up for the continuing decline in the employment level of large establishments of the agricultural and manufacturing sectors, where decreases of 1,200 and 1,500 respectively were noted between March 1996 and March 1997.

As regards distribution by sex, male employment went up by around 1,000 in 'Wholesale, retail trade, restaurants and hotels', 500 in 'Financing, insurance, real estate and business services' and 200 in 'Transport, storage and communication'. These increases were however offset by decreases in all the other industry groups, the main ones being of the order of 700 in each of the sectors 'Manufacturing', 'Construction' and 'Activities not elsewhere specified' and around 600 in 'Agriculture and fishing'. Among females, decreases of 800 and 500 were noted in manufacturing and agricultural establishments respectively, which were tempered by an increase of 900 in 'Community, social and personal services' and smaller increases of 300 in 'Wholesale, retail trade, restaurants and hotels', and 200 in each of the sectors 'Transport, storage and communication' and 'Financing, insurance, real estate and business services'.

2.3 Employment in large establishments of the EPZ

The number of persons employed by large EPZ firms (i.e those employing 10 or more persons) was around 80,300 in March 1997, thus showing a small increase of 200 over the March 1996 figure of 80,100. Male employment which stood at 24,100 in March 1996, rose to 25,200 in March 1997, while female employment went down to around 55,100 in March 1997 from 56,000 in March 1996.

The small rise in the employment level of the EPZ sector is attributable to enterprises manufacturing textile products and wearing apparel where a net increase of 500 is noted between March 1996 and March 1997. Among enterprises engaged in the sectors 'Professional, scientific equipment and optical goods' and 'Footwear and leather products', decreases of 300 and 200 respectively were noted.

A large proportion of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 37,800 out of the total of 80,300 employees in these firms were piece- and hourly- rate workers. The corresponding figures in March 1996 were 38,000 out of 80,100.

2.4 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 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 allowances, bonuses and commissions.

It must be mentioned that the increase in earnings noted in March 1997 is partly attributed to an increase in transport costs which occurred in January 1997 and are refunded by employers.

2.4.1 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 12% over March 1996 to reach around Rs 7,500 in March 1997. The highest increase (17%) was noted in 'Community, social and personal services' being mainly due to the CSAT award wage adjustments in the public sector. A high increase in salaries of monthly paid employees was noted in the agricultural sector as well (16%), particularly in the Sugar Industry. As regards earnings of employees exclusively on daily rates of pay, an increase of 10% was noted, so that by March 1997, a daily paid employee was earning an average of Rs. 166, compared to Rs. 151 in March 1996.

2.4.2 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 nearly 9%. 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 156 daily and Rs 14 per hour respectively in March 1997 compared to Rs. 145 daily and Rs. 13 per hour in March 1996.

Central Statistical Office,
Ministry of Economic Development and Regional Co-operation,
Port Louis.

August 1997

Table 1 - Employment in large establishments by industrial group and sex, March 1996 - March 1997

Industrial group	March 1996 ¹			March 1997			Difference (Mar 97 - Mar 96)		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
<u>Agriculture and fishing</u>	<u>22,644</u>	<u>9,903</u>	<u>32,547</u>	<u>22,000</u>	<u>9,386</u>	<u>31,386</u>	<u>-644</u>	<u>-517</u>	<u>-1,161</u>
<u>Sugarcane</u>	<u>20,323</u>	<u>8,743</u>	<u>29,066</u>	<u>19,696</u>	<u>8,477</u>	<u>28,173</u>	<u>-627</u>	<u>-266</u>	<u>-893</u>
<u>Tea</u>	<u>139</u>	<u>259</u>	<u>398</u>	<u>148</u>	<u>160</u>	<u>308</u>	<u>9</u>	<u>-99</u>	<u>-90</u>
<u>Tobacco</u>	<u>107</u>	<u>232</u>	<u>339</u>	<u>76</u>	<u>165</u>	<u>241</u>	<u>-31</u>	<u>-67</u>	<u>-98</u>
<u>Other</u>	<u>2,075</u>	<u>669</u>	<u>2,744</u>	<u>2,080</u>	<u>584</u>	<u>2,664</u>	<u>5</u>	<u>-85</u>	<u>-80</u>
<u>Mining and quarrying</u>	<u>100</u>	<u>128</u>	<u>228</u>	<u>93</u>	<u>129</u>	<u>222</u>	<u>-7</u>	<u>1</u>	<u>-6</u>
<u>Manufacturing</u>	<u>46,343</u>	<u>61,011</u>	<u>107,354</u>	<u>45,639</u>	<u>60,210</u>	<u>105,849</u>	<u>-704</u>	<u>-801</u>	<u>-1,505</u>
<u>Sugar</u>	<u>4,984</u>	<u>55</u>	<u>5,039</u>	<u>4,289</u>	<u>57</u>	<u>4,346</u>	<u>-695</u>	<u>2</u>	<u>-693</u>
<u>EPZ</u>	<u>23,735</u>	<u>55,732</u>	<u>79,467</u>	<u>24,782</u>	<u>54,835</u>	<u>79,617</u>	<u>1,047</u>	<u>-897</u>	<u>150</u>
<u>Other</u>	<u>17,624</u>	<u>5,224</u>	<u>22,848</u>	<u>16,568</u>	<u>5,318</u>	<u>21,886</u>	<u>-1,056</u>	<u>94</u>	<u>-962</u>
<u>Electricity and water</u>	<u>3,242</u>	<u>164</u>	<u>3,406</u>	<u>3,129</u>	<u>159</u>	<u>3,288</u>	<u>-113</u>	<u>-5</u>	<u>-118</u>
<u>Construction</u>	<u>9,967</u>	<u>227</u>	<u>10,194</u>	<u>9,299</u>	<u>247</u>	<u>9,546</u>	<u>-668</u>	<u>20</u>	<u>-648</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,756</u>	<u>6,290</u>	<u>25,046</u>	<u>19,714</u>	<u>6,571</u>	<u>26,285</u>	<u>958</u>	<u>281</u>	<u>1,239</u>
<u>Transport, storage & communication</u>	<u>12,712</u>	<u>1,885</u>	<u>14,597</u>	<u>12,913</u>	<u>2,106</u>	<u>15,019</u>	<u>201</u>	<u>221</u>	<u>422</u>
<u>Financing, insurance, real estate and business services</u>	<u>8,836</u>	<u>3,697</u>	<u>12,533</u>	<u>9,309</u>	<u>3,874</u>	<u>13,183</u>	<u>473</u>	<u>177</u>	<u>650</u>
<u>Community, social and personal services</u>	<u>59,194</u>	<u>19,241</u>	<u>78,435</u>	<u>58,965</u>	<u>20,135</u>	<u>79,100</u>	<u>-229</u>	<u>894</u>	<u>665</u>
<u>Government:</u>									
<u>(a) Central</u>	<u>44,496</u>	<u>12,332</u>	<u>56,828</u>	<u>43,508</u>	<u>12,569</u>	<u>56,077</u>	<u>-988</u>	<u>237</u>	<u>-751</u>
<u>(b) Local</u>	<u>4,847</u>	<u>661</u>	<u>5,508</u>	<u>5,184</u>	<u>724</u>	<u>5,908</u>	<u>337</u>	<u>63</u>	<u>400</u>
<u>Other</u>	<u>9,851</u>	<u>6,248</u>	<u>16,099</u>	<u>10,273</u>	<u>6,842</u>	<u>17,115</u>	<u>422</u>	<u>594</u>	<u>1,016</u>
<u>Activities not elsewhere specified</u>	<u>3,077</u>	<u>57</u>	<u>3,134</u>	<u>2,388</u>	<u>59</u>	<u>2,447</u>	<u>-689</u>	<u>2</u>	<u>-687</u>
<u>Total</u>	<u>184,871</u>	<u>102,603</u>	<u>287,474</u>	<u>183,449</u>	<u>102,876</u>	<u>286,325</u>	<u>-1,422</u>	<u>273</u>	<u>-1,149</u>

¹ Revised

Table 2 - Employment in large establishments by industrial group, March 1993 - March 1997

Both sexes	Industrial group	1993	1994	1995	1996 ¹	1997
	<u>Agriculture and fishing</u>	<u>35,109</u>	<u>34,163</u>	<u>33,126</u>	<u>32,547</u>	<u>31,386</u>
	Sugarcane	31,260	30,229	29,109	29,066	28,173
	Tea	924	620	463	398	308
	Tobacco	376	394	400	339	241
	Other	2,549	2,920	3,154	2,744	2,664
	<u>Mining and quarrying</u>	<u>169</u>	<u>165</u>	<u>222</u>	<u>228</u>	<u>222</u>
	<u>Manufacturing</u>	<u>114,822</u>	<u>112,165</u>	<u>110,439</u>	<u>107,354</u>	<u>105,849</u>
	Sugar	7,100	6,767	6,114	5,039	4,346
	EPZ	84,930	81,706	80,373	79,467	79,617
	Other	22,792	23,692	23,952	22,848	21,886
	<u>Electricity and water</u>	<u>3,602</u>	<u>3,531</u>	<u>3,460</u>	<u>3,406</u>	<u>3,288</u>
	<u>Construction</u>	<u>13,952</u>	<u>13,377</u>	<u>10,784</u>	<u>10,194</u>	<u>9,546</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>20,621</u>	<u>23,343</u>	<u>24,472</u>	<u>25,046</u>	<u>26,285</u>
	<u>Transport, storage & communication</u>	<u>13,811</u>	<u>14,196</u>	<u>14,530</u>	<u>14,597</u>	<u>15,019</u>
	<u>Financing, insurance, real estate and business services</u>	<u>10,528</u>	<u>11,495</u>	<u>12,096</u>	<u>12,533</u>	<u>13,183</u>
	<u>Community, social and personal services</u>	<u>74,486</u>	<u>76,784</u>	<u>77,098</u>	<u>78,435</u>	<u>79,100</u>
	Government:					
	(a) Central	55,802	56,102	56,200	56,828	56,077
	(b) Local	5,285	5,310	5,396	5,508	5,908
	Other	13,399	15,372	15,502	16,099	17,115
	<u>Activities not elsewhere specified</u>	<u>2,980</u>	<u>3,158</u>	<u>2,958</u>	<u>3,134</u>	<u>2,447</u>
	Total	290,080	292,377	289,185	287,474	286,325

¹ Revised

Table 2(cont'd) - Employment in large establishments by industrial group, March 1993 - March 1997

Male

Industrial group	1993	1994	1995	1996 ¹	1997
<u>Agriculture and fishing</u>	23,969	23,375	22,663	22,644	22,000
Sugarcane	21,517	20,773	19,905	20,323	19,696
Tea	404	279	181	139	148
Tobacco	124	123	123	107	76
Other	1,924	2,200	2,454	2,075	2,080
<u>Mining and quarrying</u>	81	79	96	100	93
<u>Manufacturing</u>	49,811	49,221	47,647	46,343	45,639
Sugar	7,000	6,659	6,031	4,984	4,289
EPZ	24,994	24,045	23,253	23,735	24,782
Other	17,817	18,517	18,363	17,624	16,568
<u>Electricity and water</u>	3,465	3,384	3,305	3,242	3,129
<u>Construction</u>	13,730	13,161	10,580	9,967	9,299
<u>Wholesale, retail trade, restaurants and hotels</u>	15,581	17,658	18,318	18,756	19,714
<u>Transport, storage & communication</u>	12,191	12,492	12,773	12,712	12,913
<u>Financing, insurance, real estate and business services</u>	7,431	8,143	8,559	8,836	9,309
<u>Community, social and personal services</u>	57,375	58,708	58,543	59,194	58,965
Government:					
(a) Central	44,219	44,237	44,184	44,496	43,508
(b) Local	4,675	4,688	4,764	4,847	5,184
Other	8,481	9,783	9,595	9,851	10,273
<u>Activities not elsewhere specified</u>	2,891	3,083	2,889	3,077	2,388
Total	186,525	189,304	185,373	184,871	183,449

¹ Revised

Table 2(cont'd) - Employment in large establishments by industrial group, March 1993 - March 1997

Female	Industrial group	1993	1994	1995	1996 ¹	1997
	<u>Agriculture and fishing</u>	<u>11,140</u>	<u>10,788</u>	<u>10,463</u>	<u>9,903</u>	<u>9,386</u>
	Sugarcane	9,743	9,456	9,204	8,743	8,477
	Tea	520	341	282	259	160
	Tobacco	252	271	277	232	165
	Other	625	720	700	669	584
	<u>Mining and quarrying</u>	<u>88</u>	<u>86</u>	<u>126</u>	<u>128</u>	<u>129</u>
	<u>Manufacturing</u>	<u>65,011</u>	<u>62,944</u>	<u>62,792</u>	<u>61,011</u>	<u>60,210</u>
	Sugar	100	108	83	55	57
	EPZ	59,936	57,661	57,120	55,732	54,835
	Other	4,975	5,175	5,589	5,224	5,318
	<u>Electricity and water</u>	<u>137</u>	<u>147</u>	<u>155</u>	<u>164</u>	<u>159</u>
	<u>Construction</u>	<u>222</u>	<u>216</u>	<u>204</u>	<u>227</u>	<u>247</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>5,040</u>	<u>5,685</u>	<u>6,154</u>	<u>6,290</u>	<u>6,571</u>
	<u>Transport, storage & communication</u>	<u>1,620</u>	<u>1,704</u>	<u>1,757</u>	<u>1,885</u>	<u>2,106</u>
	<u>Financing, insurance, real estate and business services</u>	<u>3,097</u>	<u>3,352</u>	<u>3,537</u>	<u>3,697</u>	<u>3,874</u>
	<u>Community, social and personal services</u>	<u>17,111</u>	<u>18,076</u>	<u>18,555</u>	<u>19,241</u>	<u>20,135</u>
	Government:					
	(a) Central	11,583	11,865	12,016	12,332	12,569
	(b) Local	610	622	632	661	724
	Other	4,918	5,589	5,907	6,248	6,842
	<u>Activities not elsewhere specified</u>	<u>89</u>	<u>75</u>	<u>69</u>	<u>57</u>	<u>59</u>
	Total	103,555	103,073	103,812	102,603	102,876

¹ Revised

Table 3 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1993 - March 1997

Industrial group	(Rupees)					
	1993	1994	1995	1996	1997	
Agriculture and fishing	2,862	3,187	3,981	4,396	5,116	
of which sugarcane	2,771	3,075	3,879	4,294	5,004	
Mining and quarrying	4,940	6,717	7,583	8,207	8,524	
Manufacturing	4,411	5,162	5,659	5,972	6,282	
of which EPZ ¹	4,284	4,954	5,250	5,537	5,794	
Electricity and water	7,357	10,044	8,988	9,707	10,112	
Construction	5,716	6,614	8,355	9,096	10,038	
Wholesale, retail trade, restaurants and hotels	5,244	5,692	6,376	6,735	7,042	
Transport, storage & communication	6,223	6,752	7,339	8,122	8,439	
Financing, insurance, real estate and business services	7,243	7,980	9,248	10,096	11,010	
Community, social and personal services	4,898	6,417	6,814	7,079	8,296	
of which central government	4,941	6,525	6,931	7,176	8,612	
Activities not elsewhere specified	3,787	4,316	4,905	4,704	5,623	
All sectors	4,779	5,779	6,334	6,731	7,539	

¹excluding non-manufacturing EPZ establishments.

Table 4 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1993 - March 1997

Industrial group	(Rupees)					
	1993	1994	1995	1996	1997	
Agriculture and fishing	105	110	131	142	160	
of which sugarcane	108	112	137	148	168	
Mining and quarrying	64	80	80	92	104	
Manufacturing	109	122	132	137	149	
of which EPZ ¹	96	112	118	125	137	
Electricity and water	-	-	-	107	127	
Construction	155	177	204	216	243	
Wholesale, retail trade, restaurants and hotels	121	132	139	152	155	
Transport, storage & communication	132	149	168	185	215	
Financing, insurance, real estate and business services	127	141	142	146	159	
Community, social and personal services	94	112	114	131	149	
of which central government	115	123	125	115	209	
Activities not elsewhere specified	104	128	134	159	178	
All sectors	116	131	142	151	166	

¹excluding non-manufacturing EPZ establishments.

Table 5 - Employment in large establishments of EPZ by industrial group and sex, March 1995 - March 1997

Industrial group	March 1995			March 1996 ¹			March 1997		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>23,253</u>	<u>57,120</u>	<u>80,373</u>	<u>23,735</u>	<u>55,732</u>	<u>79,467</u>	<u>24,782</u>	<u>54,835</u>	<u>79,617</u>
of which:									
Food	559	981	1,540	634	922	1,556	642	987	1,629
Textiles	3,461	1,198	4,659	3,547	1,352	4,899	3,931	1,342	5,273
Wearing apparel (except footwear)	16,694	50,114	66,808	16,958	48,568	65,526	17,585	48,062	65,647
Footwear and Leather products	233	1,106	1,339	219	1,078	1,297	204	933	1,137
Wood and furniture	242	93	335	218	81	299	251	81	332
Professional / Scientific measuring equipment & optical goods	530	958	1,488	535	961	1,496	512	686	1,198
Jewellery and related articles	666	648	1,314	697	687	1,384	674	768	1,442
Other	868	2,022	2,890	927	2,083	3,010	983	1,976	2,959
<u>Non-manufacturing</u>	<u>394</u>	<u>319</u>	<u>713</u>	<u>365</u>	<u>312</u>	<u>677</u>	<u>420</u>	<u>311</u>	<u>731</u>
TOTAL	23,647	57,439	81,086	24,100	56,044	80,144	25,202	55,146	80,348

¹ Revised

**Table 6-Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay
March 1993 - March 1997**

Industrial group	(Rupees)				
	1993	1994	1995	1996	1997
<u>Manufacturing</u>	<u>4,284</u>	<u>4,954</u>	<u>5,250</u>	<u>5,493</u>	<u>5,794</u>
of which:					
Food	6,571	7,096	8,050	7,032	7,409
Textiles	4,323	5,072	5,452	5,632	5,951
Wearing apparel (except footwear)	4,302	4,956	5,156	5,463	5,758
Footwear and leather products	5,200	6,170	7,332	8,288	8,394
Wood and furniture	3,607	4,405	4,677	5,284	5,345
Professional/Scientific measuring equipment & optical goods	4,100	4,390	4,843	5,700	6,851
Jewellery and related articles	4,521	4,136	4,789	4,670	5,534
Other	3,872	4,246	5,063	4,975	4,907
<u>Non-manufacturing</u>	<u>4,442</u>	<u>5,020</u>	<u>5,707</u>	<u>5,902</u>	<u>6,527</u>
All sectors	4,287	4,955	5,257	5,497	5,804

**Table 7 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay,
March 1993 - March 1997**

Industrial group	(Rupees)				
	1993	1994	1995	1996	1997
<u>Manufacturing</u>	<u>96</u>	<u>112</u>	<u>118</u>	<u>125</u>	<u>137</u>
of which:					
Food	92	104	115	115	121
Textiles	115	132	134	165	176
Wearing apparel (except footwear)	92	109	111	119	134
Footwear and leather products	98	112	131	137	137
Wood and furniture	95	117	126	148	130
Professional/Scientific measuring equipment & optical goods	132	132	144	138	141
Jewellery and related articles	138	167	170	186	150
Other	99	99	119	140	163
<u>Non-manufacturing</u>	<u>90</u>	<u>98</u>	<u>108</u>	<u>108</u>	<u>89</u>
All sectors	96	111	117	125	136