

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 2004 (Preliminary results)

1. Introduction

The Central Statistics Office carries out, every year in March, the Survey of Employment and Earnings in 'large' establishments so as to obtain a continuous series of comparable data on the level of employment and earnings in these establishments. This paper presents the preliminary results of the survey conducted in March 2004.

2. Coverage

For the purpose of the survey, 'large' establishments include:

- (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 response from 62% of large establishments, representing 79% of the total employment in this category of

establishments. Estimates have been made for non-response on the basis of previous data and observed trends.

4. Results

4.1 Employment Level, March 2003 – March 2004

Total employment in establishments covered by the survey was 295,400 in March 2004 compared to 298,500 in March 2003, representing a decrease of 3,100 (1.0%) (Table 1). This was the net result of an employment decrease of 7,700 in some industrial groups partly offset by an employment increase of 4,600 in others. Analysis by gender shows that male employment rose by around 900 from 188,500 in 2003 to 189,400 in 2004 while female employment decreased by 4,000 from 110,000 to 106,000 during the same period.

The total employment figure includes some 4,600 persons working in large establishments in Rodrigues, compared to 4,800 in March 2003. These were mainly General Government employees, numbering some 3,200 at March 2004.

Foreign workers who are also included in the total employment figure numbered 18,100 (8,700 males and 9,400 females) in March 2004, representing a decrease of 5.2% compared to 19,100 in March 2003. These workers were mainly engaged in the manufacturing establishments.

4.2 Employment by Industry

Between March 2003 and March 2004, employment in the primary sector (Agriculture, forestry & fishing, and Mining & quarrying), which was on the decline decreased further by some 300. A net fall in employment of about 6,500 was noted in the secondary sector (Manufacturing, Electricity, gas & water, and Construction). Employment in the tertiary sector kept an upward trend, with an increase of about 3,700.

Analysis by industrial group shows that the most important decrease was observed in 'Manufacturing', where a net reduction of 7,200 workers was noted. This was the combined

effect of some 7,800 job decreases in the EPZ and some 600 job increases in the non-EPZ manufacturing industries.

A decrease was also registered in 'Agriculture, forestry and fishing', which lost about 300 jobs. This is explained by some 700 job losses in sugar cane plantation coupled with some 400 job increases in non-sugar agricultural establishments.

Job increases were mainly observed in 'Real estate, renting & business activities' (+1,330), 'Construction' (+730), 'Education' (+700) and 'Hotels & restaurants' (+660).

4.3 Employment by sex

As regards distribution by sex, male employment showed an overall increase of 900. This was mainly due to increases in 'Construction' (+690), 'Hotels & restaurants' (+560), 'Real estate, renting & business activities' (+460), 'Non-sugar cane agriculture' (+440) and 'non-sugar non-EPZ manufacturing industries' (+320), partly offset by decreases in 'EPZ manufacturing' (-1,300), and 'Sugar cane' (-460).

Overall female employment decreased by 4,000. The main contributor to this decrease was 'EPZ manufacturing' where job losses amounted to 6,500. This decrease was, however, mitigated by increases in other industrial groups, the main ones being 'Real estate, renting & business activities' (+870), 'Education' (+730), 'Health & social work' (+330) and 'Non-EPZ manufacturing' (+230).

The evolution of employment in large establishments by sex and industrial group since 2002 is shown in Table 2.

4.4 Employment in the General Government Sector

The General Government sector comprises the Central Government and the Local Government. The Central Government covers ministries and departments, and agencies operating under the authority of the Central Government and responsible for the performance of specialized governmental functions.

Employment in the General Government Sector increased by 1,100 or 1.5% from 71,200 (51,500 males, 19,700 females) in March 2003 to 72,300 (51,600 males, 20,700 females) in March 2004. Male employment increased by 100 and female employment by 1,000.

The rise in the General Government Sector was mainly due to increases in 'Health and social work' (+520) and 'Education' (+300),

4.5 Employment in the large establishments of the EPZ

The number of persons employed by 'large' EPZ establishments decreased by 8,000 or 9.6% from 83,500 (66,600 mauritians, 16,900 foreigners) in March 2003 to 75,500 (60,400 Mauritians and 15,100 foreigners) in March 2004.

The number of male employees, which was 27,800 in March 2003, fell by 1,300 to reach 26,500 in March 2004, while female employment decreased by 6,700 from 55,700 to 49,000 during the same period.

The fall in employment in the EPZ is mainly explained by a decrease of about 8,800 in establishments manufacturing wearing apparel coupled with some increases in establishments manufacturing food products (+480) and textiles (+460).

4.6 Earnings

The level of average earnings is influenced mainly by increases in basic salaries and wages. However, fluctuations may also occur because of:

- (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.

4.6.1 Earnings in all large establishments

For the purpose of the survey, employees are classified into the following different categories according to type of pay: monthly, daily, piece and hourly rate. Table 5 presents the average earnings by industrial group for the years 2002 - 2004, where all rates have been converted to a monthly basis.

Overall average monthly earnings in large establishments increased by 13% from Rs 9,800 in March 2003 to Rs 11,100 in March 2004. A general upward trend was observed in all industrial groups. The largest increase was noted in 'Public administration and defence' (+24%), following the implementation of the PRB report in July 2003. High increases were also observed in 'Health and social work' (+18%), Financial intermediation (+14%), 'Construction' (+13%), and 'Education' (+11%), 'Wholesale & retail trade'(+10%) and 'Other services' (+10%). Smaller increases were observed in the remaining industrial groups, the lowest being in 'Real estate, renting and business activities'.

4.6.2 Earnings in large establishments of the EPZ

Earnings in the EPZ sector have also been converted to monthly rate (Table 6). The average monthly earnings in the overall EPZ sector increased by 8.8% from Rs 5,700 in March 2003 to Rs 6,200 in March 2004. At March 2004, earnings in the large EPZ manufacturing establishments was Rs 6,200 while that for non-manufacturing stood at Rs 9,900.

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Table 1 - Employment in large establishments by industrial group and sex, March 2003 - March 2004

Industrial group	March 2003 ¹			March 2004 ²			Diff. (March 04 - March 03)		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	19,106	4,288	23,394	19,080	4,031	23,111	-26	-257	-283
<i>Sugarcane</i>	12,499	3,041	15,540	12,035	2,787	14,822	-464	-254	-718
<i>Other</i>	6,607	1,247	7,854	7,045	1,244	8,289	438	-3	435
Mining and quarrying	109	105	214	115	102	217	6	-3	3
Manufacturing	47,415	61,492	108,907	46,484	55,231	101,715	-931	-6,261	-7,192
<i>Sugar</i>	2,208	22	2,230	2,260	22	2,282	52	0	52
<i>EPZ products</i>	27,397	55,119	82,516	26,098	48,625	74,723	-1,299	-6,494	-7,793
<i>Other</i>	17,810	6,351	24,161	18,126	6,584	24,710	316	233	549
Electricity, gas and water	2,833	159	2,992	2,780	152	2,932	-53	-7	-60
Construction	14,094	504	14,598	14,780	553	15,333	686	49	735
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	12,425	5,266	17,691	12,710	5,447	18,157	285	181	466
<i>Wholesale & retail trade</i>	10,774	4,957	15,731	11,051	5,136	16,187	277	179	456
<i>Other</i>	1,651	309	1,960	1,659	311	1,970	8	2	10
Hotels and restaurants	13,940	3,875	17,815	14,505	3,971	18,476	565	96	661
Transport, storage and communications ³	14,667	3,085	17,752	14,609	3,192	17,801	-58	107	49
Financial intermediation	4,276	3,071	7,347	4,302	3,192	7,494	26	121	147
<i>Insurance</i>	1,221	987	2,208	1,224	1,010	2,234	3	23	26
<i>Other</i>	3,055	2,084	5,139	3,078	2,182	5,260	23	98	121
Real estate, renting and business activities ³	7,724	3,337	11,061	8,184	4,210	12,394	460	873	1,333
Public administration and defence; compulsory social security	30,560	8,263	38,823	30,371	8,367	38,738	-189	104	-85
Education	10,869	9,766	20,635	10,836	10,495	21,331	-33	729	696
Health and social work	6,069	5,539	11,608	6,262	5,865	12,127	193	326	519
Other services ³	4,390	1,310	5,700	4,359	1,232	5,591	-31	-78	-109
Total	188,477	110,060	298,537	189,377	106,040	295,417	900	-4,020	-3,120

¹ Revised

² Provisional

³ Figures have been revised following reclassification of some establishments by industrial group

Table 2 - Employment in large establishments by sex and industrial group, March 2002 - March 2004

Both sexes

Industrial group	2002 ¹	2003 ¹	2004 ²
Agriculture, forestry and fishing	25,258	23,394	23,111
<i>Sugarcane</i>	17,615	15,540	14,822
<i>Other</i>	7,643	7,854	8,289
Mining and quarrying	170	214	217
Manufacturing	111,017	108,907	101,715
<i>Sugar</i>	3,064	2,230	2,282
<i>EPZ products</i>	84,475	82,516	74,723
<i>Other</i>	23,478	24,161	24,710
Electricity, gas and water	3,041	2,992	2,932
Construction	13,008	14,598	15,333
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	16,909	17,691	18,157
<i>Wholesale & retail trade</i>	15,007	15,731	16,187
<i>Other</i>	1,902	1,960	1,970
Hotels and restaurants	16,755	17,815	18,476
Transport, storage and communications ³	17,398	17,752	17,801
Financial intermediation	6,975	7,347	7,494
<i>Insurance</i>	2,130	2,208	2,234
<i>Other</i>	4,845	5,139	5,260
Real estate, renting and business activities ³	9,926	11,061	12,394
Public administration and defence; compulsory social security	37,780	38,823	38,738
Education	18,914	20,635	21,331
Health and social work	10,986	11,608	12,127
Other services ³	6,079	5,700	5,591
Total	294,216	298,537	295,417

¹ Revised

² Provisional

³ Figures have been revised following reclassification of some establishments by industrial group

Table 2 (cont'd) - Employment in large establishments by sex and industrial group, March 2002 - March 2004

Male

Industrial group	2002 ¹	2003 ¹	2004 ²
Agriculture,forestry and fishing	19,972	19,106	19,080
<i>Sugarcane</i>	13,453	12,499	12,035
<i>Other</i>	6,519	6,607	7,045
Mining and quarrying	85	109	115
Manufacturing	49,191	47,415	46,484
<i>Sugar</i>	3,035	2,208	2,260
<i>EPZ products</i>	28,599	27,397	26,098
<i>Other</i>	17,557	17,810	18,126
Electricity, gas and water	2,868	2,833	2,780
Construction	12,500	14,094	14,780
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	12,063	12,425	12,710
<i>Wholesale & retail trade</i>	10,464	10,774	11,051
<i>Other</i>	1,599	1,651	1,659
Hotels and restaurants	13,336	13,940	14,505
Transport, storage and communications ³	14,569	14,667	14,609
Financial intermediation	4,160	4,276	4,302
<i>Insurance</i>	1,176	1,221	1,224
<i>Other</i>	2,984	3,055	3,078
Real estate, renting and business activities ³	6,768	7,724	8,184
Public administration and defence; compulsory social security	29,880	30,560	30,371
Education	10,251	10,869	10,836
Health and social work	5,777	6,069	6,262
Other services ³	4,806	4,390	4,359
Total	186,226	188,477	189,377

¹ Revised

² Provisional

³ Figures have been revised following reclassification of some establishments by industrial group

Table 2 (cont'd) - Employment in large establishments by sex and industrial group, March 2002 - March 2004

Female

Industrial group	2002 ¹	2003 ¹	2004 ²
Agriculture, hunting, forestry and fishing	5,286	4,288	4,031
<i>Sugarcane</i>	4,162	3,041	2,787
<i>Other</i>	1,124	1,247	1,244
Mining and quarrying	85	105	102
Manufacturing	61,826	61,492	55,231
<i>Sugar</i>	29	22	22
<i>EPZ products</i>	55,876	55,119	48,625
<i>Other</i>	5,921	6,351	6,584
Electricity, gas and water	173	159	152
Construction	508	504	553
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	4,846	5,266	5,447
<i>Wholesale & retail trade</i>	4,543	4,957	5,136
<i>Other</i>	303	309	311
Hotels and restaurants	3,419	3,875	3,971
Transport, storage and communications ³	2,829	3,085	3,192
Financial intermediation	2,815	3,071	3,192
<i>Insurance</i>	954	987	1,010
<i>Other</i>	1,861	2,084	2,182
Real estate, renting and business activities ³	3,158	3,337	4,210
Public administration and defence; compulsory social security	7,900	8,263	8,367
Education	8,663	9,766	10,495
Health and social work	5,209	5,539	5,865
Other services ³	1,273	1,310	1,232
Total	107,990	110,060	106,040

¹ Revised

² Provisional

³ Figures have been revised following reclassification of some establishments by industrial group

Table 3 - Employment in the General Government sector by industrial group and sex, March 2002 - March 2004

Industrial group	2002			2003 ¹			2004 ²		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	4,614	325	4,939	4,916	418	5,334	5,054	423	5,477
Mining and quarrying	-	-	-	-	-	-	-	-	-
Manufacturing	249	34	283	252	33	285	289	40	329
Electricity, gas and water	-	-	-	-	-	-	-	-	-
Construction	2,155	132	2,287	2,010	144	2,154	2,140	158	2,298
Wholesale and retail trade; repair of motor vehicles and motorcycles, personal and household goods	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-
Transport, storage and communications	20	18	38	14	21	35	15	25	40
Financial intermediation	11	8	19	-	-	-	-	-	-
Real estate, renting and business activities	420	297	717	121	203	324	176	253	429
Public administration and defence; compulsory social security	29,849	7,877	37,726	30,469	8,225	38,694	30,346	8,350	38,696
Education	7,145	5,349	12,494	7,717	6,333	14,050	7,527	6,826	14,353
Health and social work	5,465	3,967	9,432	5,710	4,255	9,965	5,916	4,567	10,483
Other services	265	36	301	289	44	333	206	32	238
Total	50,193	18,043	68,236	51,498	19,676	71,174	51,669	20,674	72,343

¹ Revised

² Provisional

Table 4 - Employment in large establishments of EPZ by industrial group and sex , March 2002 - March 2004

Industrial Group	March 2002			March 2003			March 2004 ¹		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>28,599</u>	<u>55,876</u>	<u>84,475</u>	<u>27,397</u>	<u>55,119</u>	<u>82,516</u>	<u>26,098</u>	<u>48,625</u>	<u>74,723</u>
<i>of which:</i>									
Food	685	1,375	2,060	676	1,435	2,111	750	1,840	2,590
Textiles	4,854	2,667	7,521	4,679	2,539	7,218	4,843	2,838	7,681
Wearing apparel (except footwear)	20,564	47,605	68,169	19,581	46,811	66,392	17,957	39,607	57,564
Footwear and leather products	182	533	715	168	609	777	155	639	794
Wood and furniture	213	124	337	233	120	353	227	122	349
Medical, optical and photographic equipment	301	503	804	333	499	832	381	500	881
Watches and clocks	267	515	782	267	408	675	244	444	688
Jewellery & related articles	620	912	1,532	627	934	1,561	659	938	1,597
Paper products and printing and publishing	347	130	477	354	149	503	381	140	521
Chemical and plastic products	229	212	441	198	201	399	191	170	361
Other	337	1,300	1,637	281	1,414	1,695	310	1,387	1,697
<u>Non-manufacturing</u>	<u>491</u>	<u>673</u>	<u>1,164</u>	<u>431</u>	<u>553</u>	<u>984</u>	<u>409</u>	<u>349</u>	<u>758</u>
Total	29,090	56,549	85,639	27,828	55,672	83,500	26,507	48,974	75,481

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¹ Provisional

Table 5 - Average monthly earnings¹ in large establishments by industrial group, March 2002 - March 2004

Industrial group	2002 ²	2003 ²	2004 ³
Agriculture, forestry and fishing	7959	8734	9328
<i>of which Sugarcane</i>	7,386	8,308	8,585
Mining and quarrying	5,155	5,777	5,904
Manufacturing	6,155	6,668	7,222
<i>of which Sugar</i>	9,271	10,941	11,257
<i>EPZ products</i>	5,323	5,684	6,093
Electricity, gas and water	17,518	17,347	18,456
Construction	9,280	10,147	11,445
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	10,762	11,236	12,382
<i>of which Wholesale & retail trade</i>	10,848	11,259	12,435
Hotels and restaurants	8,034	8,402	8,947
Transport, storage and communication ⁴	12,788	13,830	15,100
Financial intermediation	17,179	17,734	20,225
<i>of which Insurance</i>	15,137	16,103	17,357
Real estate, renting and business activities ⁴	11,241	11,972	12,023
Public administration and defence; compulsory social security	11,020	11,232	13,960
Education	11,728	12,524	13,908
Health and social work	12,082	12,812	15,132
Other services ⁴	8,751	9,839	10,846
Total	9,159	9,826	11,084

¹ earnings of daily, hourly and piece rate workers have been converted to a monthly basis and included in this table

² Revised

³ Provisional

⁴ Figures have been revised following reclassification of some establishments by industrial group

Table 6 - Average monthly earnings¹ in large establishments of EPZ , March 2002 - March 2004

Industrial group	2002	2003 ²	2004 ³
<u>Manufacturing</u>	<u>5,323</u>	<u>5,694</u>	<u>6,196</u>
<i>of which:</i>			
Food	5,675	5,782	5,779
Textiles	7,489	6,945	7,341
Wearing apparel (except footwear)	4,973	5,449	5,969
Footwear and leather products	5,942	6,731	6,677
Wood and furniture	5,110	5,707	6,133
Medical, optical and photographic equipment	6,642	7,163	7,531
Watches and clocks	5,918	6,414	6,478
Jewellery & related articles	5,864	6,741	6,942
Paper products and printing and publishing	6,802	7,546	7,799
Chemical and plastic products	6,152	6,930	7,758
Other	5,024	4,845	5,470
<u>Non-manufacturing</u>	<u>7,305</u>	<u>8,440</u>	<u>9,910</u>
Total	5,354	5,733	6,236

¹ earnings of daily, hourly and piece rate workers have been converted to a monthly basis and included in this table

² Revised

³ Provisional