

WAGE RATE INDEX (WRI)

(Base: fourth quarter 2011 = 100)

1st Quarter 2016

1. Introduction

This issue of the Economic and Social Indicators (ESI) on wage rate index presents data for the first quarter of 2016 together with backward series of indices.

The wage rate index measures changes in the price of labour, i.e., changes in the average rates actually paid by employers to their employees for work during normal working hours.

The methodology used for computing the index is given in the technical note at Annex 1.

2. Movement of the overall wage rate index

The wage rate index (Base = fourth quarter 2011) increased by 0.6% or 0.8 point to reach 129.3 in the first quarter 2016 from 128.5 in the fourth quarter 2015. (Tables 1& 2)

Compared to 1st quarter 2015, the wage rate index which stood at 126.3, increased by 2.4% or 3.0 points. (Table 3)

3(a) Movement of the sub indices, 4th Quarter 2015 to 1st quarter 2016

Almost all industry groups registered increases with the exception of 'Agriculture, forestry & fishing' and 'Human health and social work activities'. Decrease in agricultural sector is due to intercrop season.

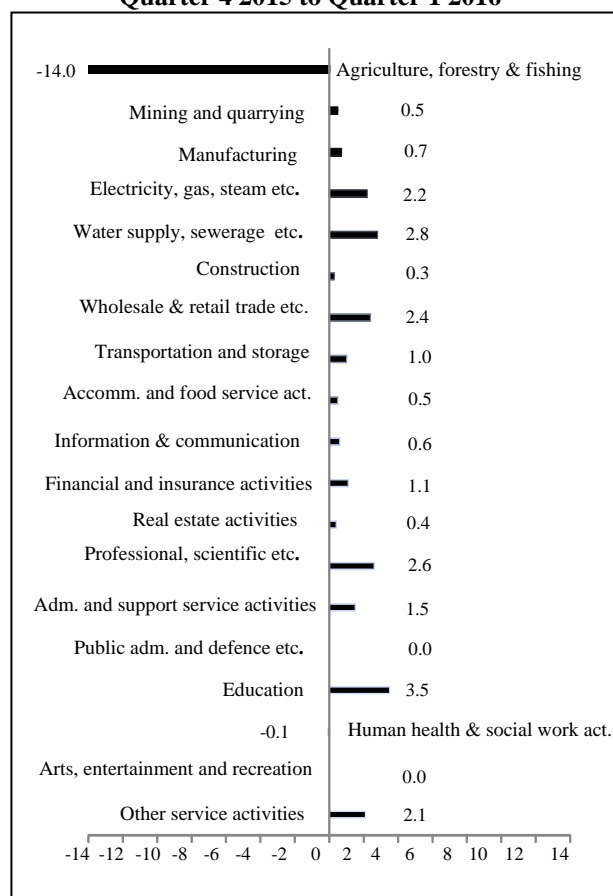
Main increases were in the following industry groups (Chart 1 & Table 2):

| | |
|---|------|
| <i>Education</i> | 3.5% |
| <i>Water supply; sewerage, waste management and remediation activities</i> | 2.8% |
| <i>Professional, scientific and technical activities</i> | 2.6% |
| <i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i> | 2.4% |
| <i>Electricity, gas, steam and air conditioning supply</i> | 2.2% |

Decreases were in:

| | |
|--|--------|
| <i>Agriculture, forestry and fishing</i> | -14.0% |
| <i>Human health and social work activities</i> | -0.1% |

Chart 1: % Change in Wage Rate Index from Quarter 4 2015 to Quarter 1 2016



The wage rate index for the General Government sector which comprises Ministries, Government departments and agencies operating under them, municipalities, district councils and Rodrigues Regional Assembly increased by 0.1% to reach 137.0 in the first quarter 2016 from 136.8 in the fourth quarter 2015. This sector which accounts for around 32% of the total weight of the wage rate index contributed 0.1 point to the overall change of 0.8 point in the index.

3(b) Movement of sub - indices , 1st quarter 2015 to 1st quarter 2016

Table 3 compares the indices for the first quarter 2016 with those for the corresponding quarter 2015. From first quarter 2015 to first quarter 2016, increases were registered in all industry groups with the exception of 'Human health and social work activities'.

Main increases were registered in the following industry groups:

| | |
|---|-------|
| <i>Real estate activities</i> | 11.7% |
| <i>Agriculture, forestry and fishing</i> | 9.7% |
| <i>Administrative and support service act.</i> | 5.5% |
| <i>Water supply; sewerage, waste management and remediation activities</i> | 5.2% |
| <i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i> | 4.9% |
| <i>Electricity, gas, steam and air conditioning supply</i> | 4.8% |

4. Past trend

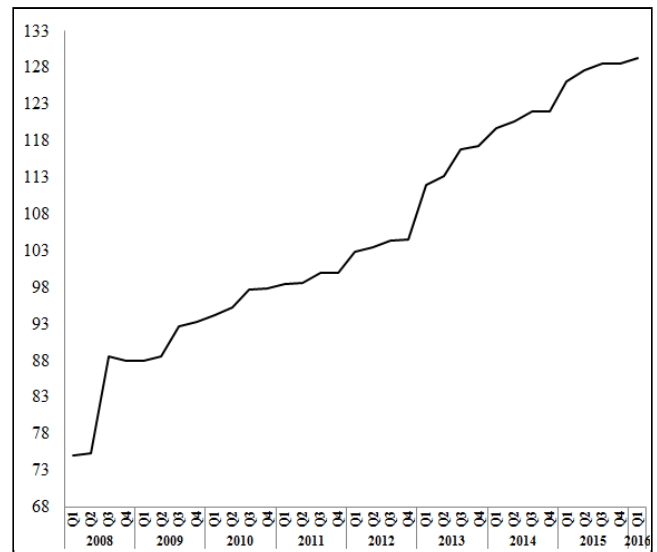
Table 4 presents the quarterly indices from first quarter 2007 to first quarter 2016. Indices for 2007 to 2011 have been worked out using third quarter 2006 as base. As from 2012, the base period used is fourth quarter 2011.

To enable comparison between the two series, chain link series with fourth quarter 2011 as base has been worked out and is given in Table 5. The series are not strictly comparable because of different base periods and weighting patterns.

Chart 2 depicts the trend of the quarterly wage rate indices, which shows a general upward movement in the index throughout the quarters. The increases in the 3rd quarter 2008 and 1st quarter 2013 are mainly explained by salary revision in the Government Sector.

**Chart 2 – Wage rate indices,
1st Quarter 2008 - 1st Quarter 2016**

Base: fourth quarter 2011 = 100



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Table 1- Quarterly Wage Rate Indices by industry group, Q1 - Q4 2015 & Q1 2016*(Base: fourth quarter 2011=100)*

| Industry group | Weight | 2015 ¹ | | | | 2016 ² |
|--|-------------|-------------------|--------------|--------------|--------------|-------------------|
| | | Q1 | Q2 | Q3 | Q4 | Q1 |
| Agriculture, forestry and fishing | 32 | 103.1 | 119.9 | 138.5 | 131.5 | 113.1 |
| Mining and quarrying | 3 | 122.1 | 124.6 | 126.3 | 126.4 | 127.0 |
| Manufacturing | 121 | 122.9 | 124.4 | 124.6 | 125.3 | 126.2 |
| <i>Of which Sugar</i> | 4 | 121.7 | 126.7 | 133.1 | 132.1 | 128.6 |
| <i>Food (excluding sugar)</i> | 26 | 117.3 | 119.0 | 119.4 | 122.3 | 122.4 |
| <i>Textiles</i> | 48 | 123.9 | 125.7 | 123.9 | 125.0 | 126.7 |
| Electricity, gas, steam and air conditioning supply | 15 | 151.1 | 151.2 | 153.5 | 155.0 | 158.4 |
| Water supply; sewerage, waste management and remediation activities | 7 | 134.9 | 135.7 | 135.7 | 138.1 | 141.9 |
| Construction | 50 | 108.4 | 110.8 | 112.2 | 113.0 | 113.3 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 74 | 118.1 | 120.8 | 120.6 | 121.0 | 123.9 |
| Transportation and storage | 67 | 134.0 | 133.8 | 134.7 | 134.8 | 136.1 |
| Accommodation and food service activities | 70 | 119.5 | 119.4 | 119.6 | 121.1 | 121.7 |
| Information and communication | 39 | 127.1 | 126.8 | 127.3 | 127.4 | 128.2 |
| Financial and insurance activities | 77 | 119.5 | 119.5 | 120.2 | 120.6 | 121.9 |
| Real estate activities | 3 | 124.2 | 127.8 | 127.8 | 138.1 | 138.7 |
| Professional, scientific and technical activities | 33 | 111.8 | 111.1 | 111.6 | 111.8 | 114.7 |
| Administrative and support service activities | 38 | 117.0 | 119.2 | 120.7 | 121.6 | 123.4 |
| Public administration and defence; compulsory social security | 190 | 134.7 | 135.3 | 135.3 | 135.1 | 135.1 |
| Education | 107 | 138.1 | 139.2 | 139.1 | 137.4 | 142.2 |
| Human health and social work activities | 62 | 138.7 | 138.9 | 137.5 | 137.7 | 137.6 |
| Arts, entertainment and recreation | 9 | 114.0 | 116.4 | 117.3 | 117.4 | 117.4 |
| Other service activities | 3 | 130.5 | 131.4 | 131.4 | 131.7 | 134.5 |
| All sectors | 1000 | 126.3 | 127.6 | 128.5 | 128.5 | 129.3 |
| <i>of which General Government</i> ³ | 319 | 136.3 | 136.8 | 136.8 | 136.8 | 137.0 |

¹ Revised ² Provisional³ Ministries, government departments and agencies operating under them; municipalities; district councils and Rodrigues Regional Assembly

Table 2 - Percentage change from previous quarter by industry group and contribution of industry groups to overall change in index, Q2 - Q4 2015 & Q1 2016

(Base: fourth quarter 2011=100)

| Industry group | Weight | % change in index | | | | Contribution to change in overall index point | | | |
|--|-------------|-------------------|------------|------------|-------------------|---|------------|------------|-------------------|
| | | 2015 ¹ | | | 2016 ² | 2015 ¹ | | | 2016 ² |
| | | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 |
| Agriculture, forestry and fishing | 32 | 16.3 | 15.5 | -5.1 | -14.0 | 0.5 | 0.6 | -0.2 | -0.6 |
| Mining and quarrying | 3 | 2.0 | 1.4 | 0.1 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| Manufacturing | 121 | 1.2 | 0.2 | 0.6 | 0.7 | 0.2 | 0.0 | 0.2 | 0.1 |
| <i>Of which Sugar</i> | 4 | 4.1 | 5.1 | -0.8 | -2.6 | 0.0 | 0.0 | 0.0 | 0.0 |
| <i>Food (excluding sugar)</i> | 26 | 1.4 | 0.3 | 2.4 | 0.1 | 0.0 | 0.0 | 0.1 | 0.0 |
| <i>Textiles</i> | 48 | 1.5 | -1.4 | 0.9 | 1.4 | 0.1 | -0.1 | 0.1 | 0.1 |
| Electricity, gas, steam and air conditioning supply | 15 | 0.1 | 1.5 | 1.0 | 2.2 | 0.0 | 0.0 | 0.0 | 0.1 |
| Water supply; sewerage, waste management and remediation activities | 7 | 0.6 | 0.0 | 1.8 | 2.8 | 0.0 | 0.0 | 0.0 | 0.0 |
| Construction | 50 | 2.2 | 1.3 | 0.7 | 0.3 | 0.1 | 0.1 | 0.0 | 0.0 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 74 | 2.3 | -0.2 | 0.3 | 2.4 | 0.2 | 0.0 | 0.1 | 0.2 |
| Transportation and storage | 67 | -0.1 | 0.7 | 0.1 | 1.0 | 0.0 | 0.1 | 0.0 | 0.1 |
| Accommodation and food service activities | 70 | -0.1 | 0.2 | 1.3 | 0.5 | 0.0 | 0.0 | 0.1 | 0.1 |
| Information and communication | 39 | -0.2 | 0.4 | 0.1 | 0.6 | 0.0 | 0.0 | 0.0 | 0.0 |
| Financial and insurance activities | 77 | 0.0 | 0.6 | 0.3 | 1.1 | 0.0 | 0.1 | 0.0 | 0.1 |
| Real estate activities | 3 | 2.9 | 0.0 | 8.1 | 0.4 | 0.0 | 0.0 | 0.0 | 0.0 |
| Professional, scientific and technical activities | 33 | -0.6 | 0.5 | 0.2 | 2.6 | 0.0 | 0.0 | 0.0 | 0.1 |
| Administrative and support service activities | 38 | 1.9 | 1.3 | 0.7 | 1.5 | 0.1 | 0.1 | 0.0 | 0.1 |
| Public administration and defence; compulsory social security | 190 | 0.4 | 0.0 | -0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 |
| Education | 107 | 0.8 | -0.1 | -1.2 | 3.5 | 0.1 | 0.0 | -0.2 | 0.5 |
| Human health and social work activities | 62 | 0.1 | -1.0 | 0.1 | -0.1 | 0.0 | -0.1 | 0.0 | 0.0 |
| Arts, entertainment and recreation | 9 | 2.1 | 0.8 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Other service activities | 3 | 0.7 | 0.0 | 0.2 | 2.1 | 0.0 | 0.0 | 0.0 | 0.0 |
| All sectors | 1000 | 1.0 | 0.7 | 0.0 | 0.6 | 1.3 | 0.9 | 0.0 | 0.8 |
| <i>of which General Government</i> ³ | 319 | 0.4 | 0.0 | 0.0 | 0.1 | 0.2 | 0.0 | 0.0 | 0.1 |

¹ Revised ² Provisional

³ Ministries, government departments and agencies operating under them; municipalities; district councils and Rodrigues Regional Assembly

Table 3 - Percentage change from corresponding quarter of the previous year by industry group and contribution of industry groups to overall change in index, Q1 2016/Q1 2015

(Base: fourth quarter 2011=100)

| Industry group | Weight | Q1 2016 ² / Q1 2015 ¹ | |
|--|-------------|---|---|
| | | % Change in index | Contribution to change in overall index point |
| Agriculture, forestry and fishing | 32 | 9.7 | 0.3 |
| Mining and quarrying | 3 | 4.0 | 0.0 |
| Manufacturing | 121 | 2.7 | 0.4 |
| <i>Of which Sugar</i> | 4 | 5.7 | 0.0 |
| <i>Food (excluding sugar)</i> | 26 | 4.3 | 0.1 |
| <i>Textiles</i> | 48 | 2.3 | 0.1 |
| Electricity, gas, steam and air conditioning supply | 15 | 4.8 | 0.1 |
| Water supply; sewerage, waste management and remediation activities | 7 | 5.2 | 0.1 |
| Construction | 50 | 4.5 | 0.3 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 74 | 4.9 | 0.4 |
| Transportation and storage | 67 | 1.6 | 0.1 |
| Accommodation and food service activities | 70 | 1.8 | 0.2 |
| Information and communication | 39 | 0.9 | 0.1 |
| Financial and insurance activities | 77 | 2.0 | 0.2 |
| Real estate activities | 3 | 11.7 | 0.1 |
| Professional, scientific & technical activities | 33 | 2.6 | 0.1 |
| Administrative and support service activities | 38 | 5.5 | 0.2 |
| Public administration and defence; compulsory social security | 190 | 0.3 | 0.1 |
| Education | 107 | 3.0 | 0.4 |
| Human health and social work activities | 62 | -0.8 | -0.1 |
| Arts, entertainment and recreation | 9 | 3.0 | 0.0 |
| Other service activities | 3 | 3.1 | 0.0 |
| All sectors | 1000 | 2.4 | 3.0 |
| <i>of which General Government</i> ³ | 319 | 0.5 | 0.2 |

¹ Revised ² Provisional

³ Ministries, government departments and agencies operating under them; municipalities; district councils and Rodrigues Regional Assembly

Table 4: Wage Rate Index, Q1 2007 - Q1 2016

| Year | Quarterly index | | | |
|--|-----------------|-------|-------|-------|
| | Q1 | Q2 | Q3 | Q4 |
| <i>(Base: third quarter 2006=100)</i> | | | | |
| 2007 | 101.1 | 102.2 | 107.6 | 108.0 |
| 2008 | 109.2 | 109.7 | 128.8 | 128.1 |
| 2009 | 128.0 | 128.8 | 135.0 | 135.9 |
| 2010 | 137.2 | 138.6 | 142.2 | 142.4 |
| 2011 | 143.3 | 143.5 | 145.6 | 145.6 |
| <i>(Base: fourth quarter 2011=100)</i> | | | | |
| 2012 | 102.9 | 103.4 | 104.4 | 104.5 |
| 2013 | 112.0 | 113.2 | 116.9 | 117.3 |
| 2014 | 119.7 | 120.7 | 122.0 | 122.0 |
| 2015 ¹ | 126.3 | 127.6 | 128.5 | 128.5 |
| 2016 ² | 129.3 | - | - | - |

Table 5: Wage Rate Index, Q1 2007 - Q1 2016*(Base: fourth quarter 2011=100)*

| Year | Quarterly index | | | |
|-------------------|-----------------|-------|-------|-------|
| | Q1 | Q2 | Q3 | Q4 |
| 2007 | 69.4 | 70.2 | 73.9 | 74.2 |
| 2008 | 75.0 | 75.3 | 88.5 | 88.0 |
| 2009 | 87.9 | 88.5 | 92.7 | 93.3 |
| 2010 | 94.2 | 95.2 | 97.7 | 97.8 |
| 2011 | 98.4 | 98.6 | 100.0 | 100.0 |
| 2012 | 102.9 | 103.4 | 104.4 | 104.5 |
| 2013 | 112.0 | 113.2 | 116.9 | 117.3 |
| 2014 | 119.7 | 120.7 | 122.0 | 122.0 |
| 2015 ¹ | 126.3 | 127.6 | 128.5 | 128.5 |
| 2016 ² | 129.3 | - | - | - |

¹ Revised ² Provisional

Technical Note

Methodology used for the compilation of the Wage Rate Index

1. Definition

The Wage Rate Index (WRI) measures changes in the price of labour, i.e., changes in the average rates actually paid by employers to their employees for work during normal working hours.

2. Approach adopted

To show genuine changes in the price of labour, it would have been necessary for wages of specific workers at specific establishments to be measured over time. Since this is not possible, the next best approach has been adopted, that is, to follow changes in the wages of groups of employees performing the same jobs. This gives a measure of changes in wage rates of specific occupations but has the following limitations:

- (i) any changes in the mix of employees within the selected occupations is bound to affect the calculated rates and hence the corresponding sectoral indices. Such changes occurs, for example, with a new intake of employees in a specific group - when the wages of the new recruits pull down the average wages for the whole group from one period to the next.
- (ii) wage adjustments resulting from changes in the tasks associated with a particular occupation, which cannot be separated from pure price changes of labour.
- (iii) it is difficult to separate the effects of productivity from the overall change.

3. Coverage

The wage rate index is based on wage rates applicable in 'large' establishments only. Employment in these establishments accounted for around 55% of total employment in year 2015. 'Large' establishments comprise sugar cane plantations of 10 hectares or more; tea plantations of 2 hectares or more; other agricultural and non-agricultural establishments having 10 or more employees as well as General Government Services, i.e. ministries, government departments and agencies operating under them; municipalities; district councils and Rodrigues Regional Assembly.

Time-rated as well as piece-rated wage earners and salaried employees are covered. Apprentices, workers on probation, part-time workers and employees working on a temporary basis are excluded.

4. Calculating the Wage Rate Index

A Laspeyres formula is used. The occupational structure is held constant with reference to the base period of the index, i.e. December 2011. The relative changes in average wage rates are measured at the occupational level and these changes are then weighted to give a combined measure of the change. The following formula is used

$$I_t = \frac{\sum w_i (R_i^t / R_i^o)}{\sum w_i} \times 100$$

where I_t = index for quarter t compared to base period o

$w_i = N_i^o R_i^o$ which represents the total wages paid to all employees in the i^{th} occupation base period, December 2011

R_i^o = wage rate of occupation i in base period, December 2011

R_i^t = wage rate of occupation i in quarter t

The index is first calculated for each industry group and the overall index (covering all industry groups) is computed as a weighted average of the individual industry group indices.

5. Reference period

The base period for the index is quarter 4 2011=100 as from the first quarter of 2012. The wage rate indices for the first, second, third and fourth quarters of 2007 and 2008 are based on wage rates applicable during the months of February, May, August and November respectively. As from 2009, the wage rate indices for the first to fourth quarter are based on wage rates applicable during the months of March, June, September and December respectively.

6. Weights

Two sets of weights are used:

- (i) The weights used for each occupation within a given industry group are based on the distribution of wages by occupation as obtained from the Population Census 2011.
- (ii) The weights for each industry group are based on the distribution of earnings by industry group as obtained from the Survey of Employment and Earnings carried out in around 2,700 'large' establishments in March 2011.

7. Wage rates used

The wage/salary rates of specific occupations, used in the calculation of the index, are the rates paid for normal time work, comprising basic wages and salaries, cost of living allowances and other guaranteed and regular allowances paid at the end of each pay period. Overtime payments are therefore excluded.