

WAGE RATE INDEX (WRI)

(Base: fourth quarter 2016 = 100)

4th Quarter and Year 2019

1. Introduction

This issue of the Economic and Social Indicators (ESI) on wage rate index presents data for the fourth quarter and year 2019 using as base the fourth quarter of 2016 (Q₄ 2016=100).

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 2016) increased by 0.2% or 0.2 point to reach 113.6 in fourth quarter 2019 from 113.4 in third quarter 2019 (Table 1 and 2).

Compared to fourth quarter 2018, the wage rate index which stood at 109.4, increased by 3.8% or 4.2 points (Table 3).

3. Movement of the sub-indices, 3rd Quarter 2019 to 4th quarter 2019

Increases were registered in all sectors except for 'Manufacturing', 'Public administration and defence; compulsory social security', 'Education' and 'Human health and social work activities'.

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

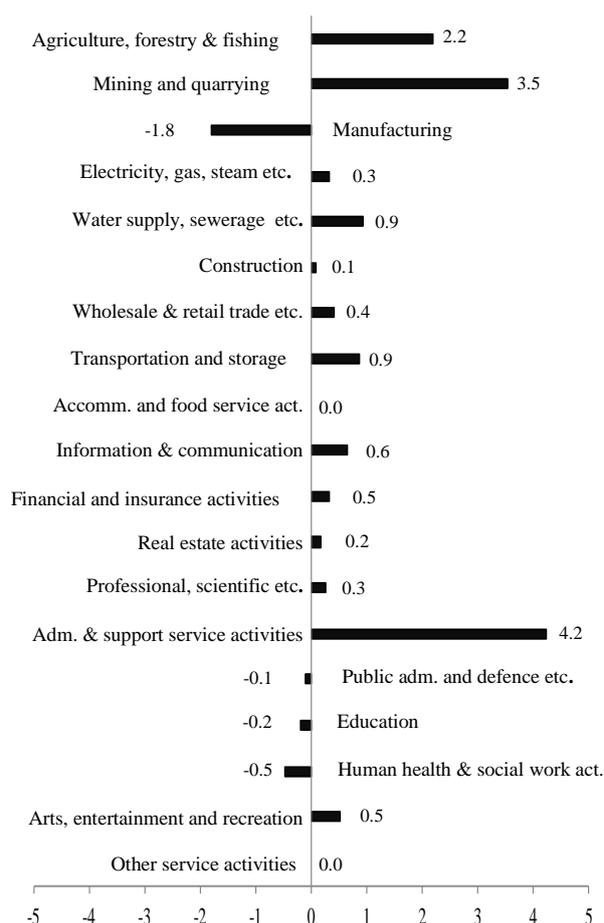
| | |
|--|------|
| <i>Admin. and support service activities</i> | 4.2% |
| <i>Mining and quarrying</i> | 3.5% |
| <i>Agriculture, forestry and fishing</i> | 2.2% |

Decreases were noted in the following industry groups:

| | |
|--|-------|
| <i>Manufacturing</i> | -1.8% |
| <i>Human health and social work activities</i> | -0.5% |
| <i>Education</i> | -0.2% |
| <i>Public administration and defence; compulsory social security</i> | -0.1% |

The decrease in 'Manufacturing' was in the textile sector due to a fall in piece rate wages. Decreases in the indices for 'Public administration and defence; compulsory social security' and 'Human health and social work activities' are mainly explained by recruitment of new employees.

Chart 1: % Change in Wage Rate Index from 3rd Quarter 2019 to 4th Quarter 2019



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 decreased by 0.2% to reach 105.5 in fourth quarter 2019, from 105.7 in third quarter 2019. This sector accounts for around 34% of the total weight of the wage rate index.

4. Movement of the sub-indices, 4th Quarter 2018 to 4th quarter 2019

Table 3 compares the indices for the four quarters of 2019 with the corresponding quarters of 2018. The wage rate index increased continuously from fourth quarter 2018 to fourth quarter 2019.

Main increases were registered in the following industry groups:

| | |
|--|-------|
| <i>Admin. and support service activities</i> | 12.8% |
| <i>Mining and quarrying</i> | 11.5% |
| <i>Water supply; sewerage, waste management and remediation activities</i> | 10.5% |
| <i>Electricity, gas, steam and air conditioning supply</i> | 7.0% |
| <i>Manufacturing</i> | 5.9% |
| <i>Financial and insurance activities</i> | 5.8% |

5. Wage Rate Index, Year 2019

The wage rate index for the year 2019, worked out as the average of the quarterly indices, reached 112.8 compared to 108.4 for the year 2018. An increase of 4.1 % or 4.5 points was noted (Table 4). The wage rate index for the General Government sector, accounting for 34% of total weight, increased by 1.4% to reach 105.7 in 2019 from 104.2 in 2018. This sector contributed 0.5 point to the increase of 4.5 points on the overall index for 2019.

Main increases were registered in the following industry groups:

| | |
|--|-------|
| <i>Admin. and support service activities</i> | 11.2% |
| <i>Water supply; sewerage, waste management and remediation activities</i> | 8.7% |
| <i>Mining and quarrying</i> | 7.7% |
| <i>Manufacturing</i> | 7.4% |
| <i>Electricity, gas, steam and air conditioning supply</i> | 7.1% |
| <i>Financial and insurance</i> | 6.2% |
| <i>Transportation and storage</i> | 6.2% |

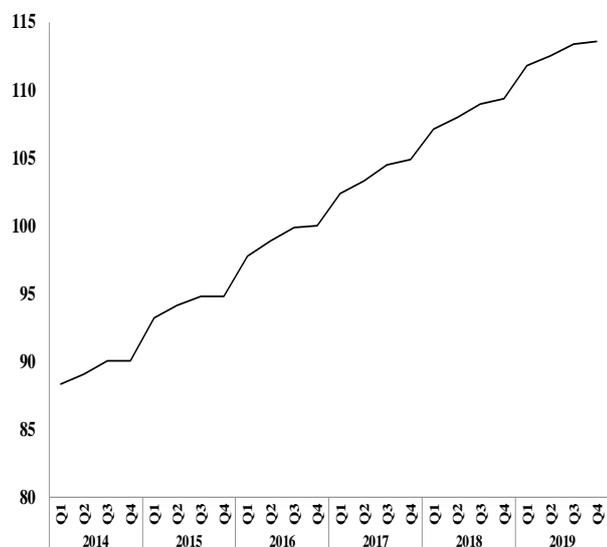
6. Past trend

Table 5 presents the quarterly indices from first quarter 2007 to fourth quarter 2019 with different base periods. As from 2017, the base period used is fourth quarter 2016.

To enable comparison between the two series, chain link series with fourth quarter 2016 as base has been worked out and is provided in Table 5. The series are not strictly comparable because of weighting patterns.

Chart 2 depicts the trend of the quarterly wage rate index from 2014 to 2019 using fourth quarter 2016 as base period. It shows a general upward movement in the index throughout the period.

**Chart 2 - Wage rate index,
1st quarter 2014 - 4th quarter 2019**
(Base: fourth quarter 2016=100)



7. Indices for the Private and Public sectors, Q4 2019

The index for the private sector which accounts for around 54% of the total weight of the wage rate index increased by 0.3% or 0.3 point from 116.4 in third quarter 2019 to 116.7 in fourth quarter 2019 (Tables 7 & 8).

Compared to fourth quarter 2018, the index for the private sector, which stood at 111.6, increased by 4.6% or 5.1 points (Table 9).

The index for the public sector which comprises General Government and Public enterprises and accounting for around 46% of the wage rate index, increased by 0.1% or 0.1 point from 109.9 in third quarter 2019 to 110.0 in fourth quarter 2019 (Tables 11 & 12).

Compared to fourth quarter 2018, the index for the public sector, which stood at 106.8, increased by 3.0% or 3.2 points (Table 13).

8. Indices for the Private and Public sectors, Year 2019

The index for the private sector for year 2019 which is an average of the four quarters, worked out to 115.4 compared to 109.8 for year 2018. This corresponds to an increase of 5.1% or 5.6 points in the index (Table 10).

The index for the public sector for year 2019, worked out to 109.8 compared to 106.7 for year 2018, representing an increase of 2.9% or 3.1 points (Table 14).

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Table 1 - Quarterly Wage Rate Indices by industry group, 2019 ¹*(Base: fourth quarter 2016 = 100)*

| Industry group | Weight | 2019 ¹ | | | | |
|--|-------------|-------------------|--------------|--------------|--------------|--------------|
| | | Q1 | Q2 | Q3 | Q4 | Year |
| Agriculture, forestry and fishing | 32 | 95.9 | 96.3 | 103.9 | 106.2 | 100.6 |
| Mining and quarrying | 3 | 111.3 | 116.0 | 118.4 | 122.6 | 117.1 |
| Manufacturing | 110 | 122.0 | 124.3 | 127.5 | 125.2 | 124.8 |
| <i>of which sugar</i> | 4 | 105.8 | 110.7 | 119.4 | 127.8 | 115.9 |
| <i>food (excluding sugar)</i> | 17 | 126.8 | 128.5 | 129.2 | 131.1 | 128.9 |
| <i>textiles</i> | 46 | 127.7 | 131.0 | 136.9 | 128.4 | 131.0 |
| Electricity, gas, steam and air conditioning supply | 16 | 113.4 | 115.2 | 119.1 | 119.5 | 116.8 |
| Water supply; sewerage, waste management and remediation activities | 8 | 114.4 | 114.7 | 117.1 | 118.2 | 116.1 |
| Construction | 38 | 108.3 | 109.4 | 109.9 | 110.0 | 109.4 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 73 | 114.7 | 116.6 | 116.8 | 117.3 | 116.4 |
| Transportation and storage | 69 | 114.0 | 114.9 | 115.4 | 116.4 | 115.2 |
| Accommodation and food service activities | 65 | 107.4 | 107.7 | 108.1 | 108.1 | 107.8 |
| Information and communication | 44 | 122.3 | 122.9 | 123.1 | 123.9 | 123.1 |
| Financial and insurance activities | 75 | 119.7 | 119.9 | 120.0 | 120.4 | 120.0 |
| Real estate activities | 4 | 109.0 | 109.5 | 110.2 | 110.4 | 109.8 |
| Professional, scientific and technical activities | 48 | 109.9 | 111.1 | 111.4 | 111.7 | 111.0 |
| Administrative and support service activities | 33 | 119.6 | 121.9 | 125.0 | 130.3 | 124.2 |
| Public administration and defence; compulsory social security | 181 | 105.6 | 105.0 | 105.3 | 105.2 | 105.3 |
| Education | 120 | 109.4 | 109.6 | 109.6 | 109.4 | 109.5 |
| Human health and social work activities | 69 | 106.5 | 105.8 | 105.7 | 105.2 | 105.8 |
| Arts, entertainment and recreation | 10 | 112.2 | 113.6 | 114.3 | 114.9 | 113.8 |
| Other service activities | 4 | 110.1 | 110.5 | 115.2 | 115.2 | 112.8 |
| All sectors | 1000 | 111.8 | 112.5 | 113.4 | 113.6 | 112.8 |
| <i>of which General Government</i> ² | 335 | 106.1 | 105.6 | 105.7 | 105.5 | 105.7 |

¹ Provisional² 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, Q1 to Q4 2019

(Base: fourth quarter 2016 = 100)

| Industry group | Weight | 2019 ¹ | | | | | | | |
|--|-------------|-------------------|------------|------------|------------|---|------------|------------|------------|
| | | % change in index | | | | Contribution to change in overall index point | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Agriculture, forestry and fishing | 32 | -9.9 | 0.4 | 7.9 | 2.2 | -0.3 | 0.0 | 0.2 | 0.1 |
| Mining and quarrying | 3 | 1.2 | 4.2 | 2.1 | 3.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| Manufacturing | 110 | 3.2 | 1.9 | 2.6 | -1.8 | 0.3 | 0.3 | 0.4 | -0.3 |
| <i>of which sugar</i> | 4 | -3.1 | 4.6 | 7.9 | 7.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| <i>food (excluding sugar)</i> | 17 | 2.0 | 1.3 | 0.5 | 1.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| <i>textiles</i> | 46 | 6.1 | 2.6 | 4.5 | -6.2 | 0.3 | 0.2 | 0.3 | -0.4 |
| Electricity, gas, steam and air conditioning supply | 16 | 1.5 | 1.6 | 3.4 | 0.3 | 0.0 | 0.0 | 0.1 | 0.0 |
| Water supply; sewerage, waste management and remediation activities | 8 | 6.9 | 0.3 | 2.1 | 0.9 | 0.1 | 0.0 | 0.0 | 0.0 |
| Construction | 38 | 2.4 | 1.0 | 0.5 | 0.1 | 0.1 | 0.0 | 0.0 | 0.0 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 73 | 2.2 | 1.7 | 0.2 | 0.4 | 0.2 | 0.2 | 0.0 | 0.0 |
| Transportation and storage | 69 | 2.2 | 0.8 | 0.4 | 0.9 | 0.2 | 0.1 | 0.0 | 0.1 |
| Accommodation and food service activities | 65 | 0.9 | 0.3 | 0.4 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 |
| Information and communication | 44 | 2.1 | 0.5 | 0.2 | 0.6 | 0.1 | 0.0 | 0.0 | 0.0 |
| Financial and insurance activities | 75 | 5.2 | 0.2 | 0.1 | 0.3 | 0.3 | 0.0 | 0.0 | 0.0 |
| Real estate activities | 4 | 2.9 | 0.5 | 0.6 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 |
| Professional, scientific and technical activities | 48 | 1.1 | 1.1 | 0.3 | 0.3 | 0.1 | 0.1 | 0.0 | 0.0 |
| Administrative and support service activities | 33 | 3.5 | 1.9 | 2.5 | 4.2 | 0.1 | 0.1 | 0.1 | 0.3 |
| Public administration and defence; compulsory social security | 181 | 2.6 | -0.6 | 0.3 | -0.1 | 0.5 | -0.1 | 0.1 | 0.0 |
| Education | 120 | 2.9 | 0.2 | 0.0 | -0.2 | 0.4 | 0.0 | 0.0 | 0.0 |
| Human health and social work activities | 69 | 2.3 | -0.7 | -0.1 | -0.5 | 0.2 | 0.0 | 0.0 | 0.0 |
| Arts, entertainment and recreation | 10 | 1.4 | 1.2 | 0.6 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| Other service activities | 4 | 0.2 | 0.4 | 4.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| All sectors | 1000 | 2.2 | 0.6 | 0.8 | 0.2 | 2.4 | 0.7 | 0.9 | 0.2 |
| <i>of which General Government</i> ² | 335 | 2.4 | -0.5 | 0.1 | -0.2 | 0.8 | -0.2 | 0.0 | -0.1 |

¹ Provisional

² 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 to Q4 2018 & 2019

(Base: fourth quarter 2016 = 100)

| Industry group | Weight | 2019/2018 | | | | | | | |
|--|-------------|-------------------|------------|------------|------------|---|------------|------------|------------|
| | | % change in index | | | | Contribution to change in overall index point | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Agriculture, forestry and fishing | 32 | 2.8 | 0.7 | -5.2 | -0.2 | 0.1 | 0.0 | -0.2 | 0.0 |
| Mining and quarrying | 3 | 4.5 | 6.3 | 8.2 | 11.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| Manufacturing | 110 | 8.3 | 6.8 | 8.7 | 5.9 | 1.0 | 0.9 | 1.0 | 0.8 |
| <i>of which sugar</i> | 4 | 1.7 | 3.9 | 5.3 | 17.0 | 0.0 | 0.0 | 0.0 | 0.1 |
| <i>food (excluding sugar)</i> | 17 | 4.2 | 4.3 | 4.4 | 5.5 | 0.1 | 0.1 | 0.1 | 0.1 |
| <i>textiles</i> | 46 | 12.9 | 9.3 | 13.9 | 6.6 | 0.7 | 0.5 | 0.8 | 0.4 |
| Electricity, gas, steam and air conditioning supply | 16 | 7.2 | 7.7 | 6.7 | 7.0 | 0.1 | 0.1 | 0.1 | 0.1 |
| Water supply; sewerage, waste management and remediation | 8 | 7.4 | 7.5 | 9.4 | 10.5 | 0.1 | 0.1 | 0.1 | 0.1 |
| Construction | 38 | 2.8 | 3.4 | 4.0 | 4.0 | 0.1 | 0.1 | 0.2 | 0.2 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 73 | 6.1 | 7.1 | 5.7 | 4.5 | 0.5 | 0.6 | 0.5 | 0.4 |
| Transportation and storage | 69 | 7.4 | 7.0 | 6.2 | 4.3 | 0.5 | 0.5 | 0.5 | 0.3 |
| Accommodation and food service activities | 65 | 2.7 | 2.0 | 1.9 | 1.6 | 0.2 | 0.1 | 0.1 | 0.1 |
| Information and communication | 44 | 3.9 | 4.2 | 4.0 | 3.4 | 0.2 | 0.2 | 0.2 | 0.2 |
| Financial and insurance activities | 75 | 6.5 | 6.3 | 6.2 | 5.8 | 0.5 | 0.5 | 0.5 | 0.5 |
| Real estate activities | 4 | 3.4 | 3.6 | 4.3 | 4.2 | 0.0 | 0.0 | 0.0 | 0.0 |
| Professional, scientific and technical activities | 48 | 2.7 | 3.1 | 3.0 | 2.8 | 0.1 | 0.2 | 0.2 | 0.1 |
| Administrative and support service activities | 33 | 9.8 | 10.5 | 11.4 | 12.8 | 0.4 | 0.5 | 0.4 | 0.5 |
| Public administration and defence; compulsory social security | 181 | 0.9 | 0.8 | 1.4 | 2.2 | 0.2 | 0.1 | 0.3 | 0.4 |
| Education | 120 | 3.7 | 3.2 | 2.8 | 2.9 | 0.5 | 0.4 | 0.4 | 0.4 |
| Human health and social work activities | 69 | 1.9 | 1.0 | 0.8 | 1.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Arts, entertainment and recreation | 10 | 5.6 | 5.3 | 3.9 | 3.8 | 0.1 | 0.1 | 0.0 | 0.0 |
| Other service activities | 4 | 1.6 | 1.3 | 5.6 | 4.8 | 0.0 | 0.0 | 0.0 | 0.0 |
| All sectors | 1000 | 4.4 | 4.2 | 4.0 | 3.8 | 4.7 | 4.5 | 4.4 | 4.2 |
| <i>of which General Government</i> ¹ | 335 | 1.3 | 1.1 | 1.4 | 1.8 | 0.5 | 0.4 | 0.5 | 0.6 |

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

Table 4 - Wage Rate Indices, percentage change and contribution of industry group, years 2018 & 2019*(Base: fourth quarter 2016=100)*

| Industry group | Weight | Year 2018 ¹ | Year 2019 ² | % change | Change in overall index point |
|--|---------------|-------------------------------|-------------------------------|-----------------|--------------------------------------|
| Agriculture, forestry and fishing | 32 | 101.2 | 100.6 | -0.6 | 0.0 |
| Mining and quarrying | 3 | 108.8 | 117.1 | 7.7 | 0.0 |
| Manufacturing | 110 | 116.1 | 124.8 | 7.4 | 0.9 |
| <i>of which sugar</i> | 4 | 108.3 | 115.9 | 7.1 | 0.0 |
| <i>food (excluding sugar)</i> | 17 | 123.3 | 128.9 | 4.6 | 0.1 |
| <i>textiles</i> | 46 | 118.4 | 131.0 | 10.6 | 0.6 |
| Electricity, gas, steam and air conditioning supply | 16 | 109.0 | 116.8 | 7.1 | 0.1 |
| Water supply, sewerage, waste management and remediation activities | 8 | 106.8 | 116.1 | 8.7 | 0.1 |
| Construction | 38 | 105.7 | 109.4 | 3.5 | 0.1 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 73 | 109.9 | 116.4 | 5.8 | 0.5 |
| Transportation and storage | 69 | 108.5 | 115.2 | 6.2 | 0.5 |
| Accommodation and food service activities | 65 | 105.7 | 107.8 | 2.0 | 0.1 |
| Information and communication | 44 | 118.5 | 123.1 | 3.9 | 0.2 |
| Financial and insurance activities | 75 | 113.0 | 120.0 | 6.2 | 0.5 |
| Real estate activities | 4 | 105.7 | 109.8 | 3.9 | 0.0 |
| Professional, scientific and technical activities | 48 | 107.9 | 111.0 | 2.9 | 0.1 |
| Administrative and support service activities | 33 | 111.7 | 124.2 | 11.2 | 0.4 |
| Public administration and defence; compulsory social security | 181 | 103.9 | 105.3 | 1.3 | 0.2 |
| Education | 120 | 106.2 | 109.5 | 3.2 | 0.4 |
| Human health and social work activities | 69 | 104.6 | 105.8 | 1.2 | 0.1 |
| Arts, entertainment and recreation | 10 | 108.7 | 113.8 | 4.6 | 0.1 |
| Other service activities | 4 | 109.1 | 112.8 | 3.3 | 0.0 |
| All sectors | 1000 | 108.4 | 112.8 | 4.1 | 4.5 |
| <i>of which General Government ³</i> | 335 | 104.2 | 105.7 | 1.4 | 0.5 |

1 Revised

2 Provisional

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

Table 5 - Quarterly Wage Rate Indices, Q1 2007 - Q4 2019

| Year | Quarterly indices | | | |
|--|-------------------|-------|-------|-------|
| | 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 | 126.3 | 127.6 | 128.5 | 128.5 |
| 2016 | 132.5 | 134.0 | 135.3 | 135.5 |
| <i>(Base: fourth quarter 2016 = 100)</i> | | | | |
| 2017 | 102.4 | 103.3 | 104.5 | 104.9 |
| 2018 ¹ | 107.1 | 108.0 | 109.0 | 109.4 |
| 2019 ² | 111.8 | 112.5 | 113.4 | 113.6 |

Table 6 - Quarterly and Yearly Wage Rate Indices, 2007 - 2019*(Base: fourth quarter 2016 = 100)*

| Year | Quarterly indices | | | | Year |
|-------------------|-------------------|-------|-------|-------|-------|
| | Q1 | Q2 | Q3 | Q4 | |
| 2007 | 51.2 | 51.8 | 54.5 | 54.8 | 53.1 |
| 2008 | 55.4 | 55.6 | 65.3 | 64.9 | 60.3 |
| 2009 | 64.9 | 65.3 | 68.4 | 68.9 | 66.9 |
| 2010 | 69.5 | 70.3 | 72.1 | 72.2 | 71.0 |
| 2011 | 72.6 | 72.8 | 73.8 | 73.8 | 73.3 |
| 2012 | 75.9 | 76.3 | 77.0 | 77.1 | 76.6 |
| 2013 | 82.7 | 83.5 | 86.3 | 86.6 | 84.8 |
| 2014 | 88.3 | 89.1 | 90.0 | 90.0 | 89.4 |
| 2015 | 93.2 | 94.2 | 94.8 | 94.8 | 94.3 |
| 2016 | 97.8 | 98.9 | 99.9 | 100.0 | 99.2 |
| 2017 | 102.4 | 103.3 | 104.5 | 104.9 | 103.8 |
| 2018 ¹ | 107.1 | 108.0 | 109.0 | 109.4 | 108.4 |
| 2019 ² | 111.8 | 112.5 | 113.4 | 113.6 | 112.8 |

¹ Revised ² Provisional

Table 7 - Quarterly Wage Rate Indices by main industry group for the Private sector, 2019*(Base: fourth quarter 2016 = 100)*

| Industry group | Weight | Private sector | | | | |
|--|------------|-------------------|--------------|--------------|--------------|--------------|
| | | 2019 ¹ | | | | |
| | | Q1 | Q2 | Q3 | Q4 | Year |
| All sectors | 543 | 113.5 | 114.9 | 116.4 | 116.7 | 115.4 |
| of which | | | | | | |
| Agriculture, forestry and fishing | 23 | 91.1 | 92.8 | 103.7 | 106.5 | 98.5 |
| Manufacturing | 110 | 122.0 | 124.3 | 127.5 | 125.2 | 124.8 |
| Construction | 30 | 108.3 | 109.9 | 110.5 | 110.9 | 109.9 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 69 | 114.6 | 116.6 | 116.8 | 117.4 | 116.4 |
| Transportation and storage | 20 | 118.7 | 120.6 | 121.6 | 121.9 | 120.7 |
| Accommodation and food service activities | 65 | 107.4 | 107.7 | 108.1 | 108.1 | 107.8 |
| Information and communication | 27 | 109.4 | 110.3 | 110.7 | 112.0 | 110.6 |
| Financial and insurance activities | 50 | 115.3 | 115.5 | 115.5 | 115.9 | 115.6 |
| Professional, scientific and technical activities | 44 | 110.2 | 111.4 | 111.7 | 111.9 | 111.3 |
| Administrative and support service activities | 33 | 119.6 | 121.9 | 125.0 | 130.3 | 124.2 |
| Education | 46 | 112.7 | 112.8 | 112.8 | 112.9 | 112.8 |

Table 8 - Percentage change from previous quarter by main industry group and contribution of industry groups to overall change in index - Private Sector, Q1 to Q4 2019*(Base: fourth quarter 2016 = 100)*

| Industry group | Weight | 2019 ¹ | | | | | | | |
|--|------------|-------------------|------------|------------|------------|-----------------------------------|------------|------------|------------|
| | | % change in index | | | | Contribution to change in overall | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| All sectors | 543 | 1.7 | 1.2 | 1.3 | 0.3 | 1.9 | 1.4 | 1.5 | 0.3 |
| of which | | | | | | | | | |
| Agriculture, forestry and fishing | 23 | -15.1 | 1.9 | 11.7 | 2.7 | -0.7 | 0.1 | 0.5 | 0.1 |
| Manufacturing | 110 | 3.2 | 1.9 | 2.6 | -1.8 | 0.8 | 0.5 | 0.6 | -0.5 |
| Construction | 30 | 2.4 | 1.5 | 0.5 | 0.4 | 0.1 | 0.1 | 0.0 | 0.0 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 69 | 2.0 | 1.7 | 0.2 | 0.5 | 0.3 | 0.3 | 0.0 | 0.1 |
| Transportation and storage | 20 | 3.5 | 1.6 | 0.8 | 0.2 | 0.1 | 0.1 | 0.0 | 0.0 |
| Accommodation and food service activities | 65 | 0.9 | 0.3 | 0.4 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 |
| Information and communication | 27 | 2.1 | 0.8 | 0.4 | 1.2 | 0.1 | 0.0 | 0.0 | 0.1 |
| Financial and insurance activities | 50 | 2.2 | 0.2 | 0.0 | 0.3 | 0.2 | 0.0 | 0.0 | 0.0 |
| Professional, scientific and technical activities | 44 | 1.2 | 1.1 | 0.3 | 0.2 | 0.1 | 0.1 | 0.0 | 0.0 |
| Administrative and support service activities | 33 | 3.5 | 1.9 | 2.5 | 4.2 | 0.2 | 0.1 | 0.2 | 0.3 |
| Education | 46 | 4.5 | 0.1 | 0.0 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 |

¹ Provisional

Table 9 - Percentage change from corresponding quarter of the previous year by industry group and contribution of industry groups to overall change in index - Private Sector, Q1 to Q4 2018 & 2019

(Base: fourth quarter 2016 = 100)

| Industry group | Weight | 2019/2018 | | | | | | | |
|--|------------|-------------------|------------|------------|------------|---|------------|------------|------------|
| | | % change in index | | | | Contribution to change in overall index point | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| All sectors | 543 | 5.5 | 5.2 | 5.1 | 4.6 | 5.9 | 5.7 | 5.6 | 5.1 |
| of which | | | | | | | | | |
| Agriculture, forestry and fishing | 23 | 3.5 | 1.2 | -7.4 | -0.7 | 0.1 | 0.0 | -0.4 | 0.0 |
| Manufacturing | 110 | 8.3 | 6.8 | 8.7 | 5.9 | 1.9 | 1.6 | 2.1 | 1.4 |
| Construction | 30 | 3.5 | 4.7 | 4.6 | 4.8 | 0.2 | 0.3 | 0.3 | 0.3 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 69 | 6.1 | 7.2 | 5.7 | 4.5 | 0.8 | 1.0 | 0.8 | 0.6 |
| Transportation and storage | 20 | 6.9 | 7.3 | 7.3 | 6.3 | 0.3 | 0.3 | 0.3 | 0.3 |
| Accommodation and food service activities | 65 | 2.7 | 2.0 | 1.9 | 1.6 | 0.3 | 0.3 | 0.2 | 0.2 |
| Information and communication | 27 | 5.2 | 5.9 | 5.6 | 4.6 | 0.3 | 0.3 | 0.3 | 0.2 |
| Financial and insurance activities | 50 | 4.0 | 3.7 | 3.5 | 2.7 | 0.4 | 0.4 | 0.4 | 0.3 |
| Professional, scientific and technical activities | 44 | 2.9 | 3.1 | 3.0 | 2.8 | 0.3 | 0.3 | 0.3 | 0.2 |
| Administrative and support service activities | 33 | 9.8 | 10.5 | 11.4 | 12.8 | 0.7 | 0.7 | 0.8 | 0.9 |
| Education | 46 | 5.5 | 4.0 | 3.8 | 4.7 | 0.5 | 0.4 | 0.3 | 0.4 |

Table 10 - Wage Rate Indices, percentage change and contribution of industry group, Private sector, years 2018 & 2019

(Base: fourth quarter 2016 = 100)

| Industry group | Weight | Year 2018 ¹ | Year 2019 ¹ | % change | Change in overall index point |
|--|------------|------------------------|------------------------|------------|-------------------------------|
| All sectors | 543 | 109.8 | 115.4 | 5.1 | 5.6 |
| of which | | | | | |
| Agriculture, forestry and fishing | 23 | 99.8 | 98.5 | -1.2 | -0.1 |
| Manufacturing | 110 | 116.1 | 124.8 | 7.4 | 1.7 |
| Construction | 30 | 105.3 | 109.9 | 4.4 | 0.3 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 69 | 109.9 | 116.4 | 5.9 | 0.8 |
| Transportation and storage | 20 | 112.9 | 120.7 | 7.0 | 0.3 |
| Accommodation and food service activities | 65 | 105.7 | 107.8 | 2.0 | 0.3 |
| Information and communication | 27 | 105.0 | 110.6 | 5.3 | 0.3 |
| Financial and insurance activities | 50 | 111.7 | 115.6 | 3.5 | 0.4 |
| Professional, scientific and technical activities | 44 | 108.1 | 111.3 | 3.0 | 0.3 |
| Administrative and support service activities | 33 | 111.7 | 124.2 | 11.2 | 0.8 |
| Education | 46 | 108.0 | 112.8 | 4.5 | 0.4 |

¹ Revised ² Provisional

Table 11 - Quarterly Wage Rate Indices by main industry group for the Public Sector, 2019*(Base: fourth quarter 2016 = 100)*

| Industry group | Weight | Public Sector ¹ | | | | |
|---|------------|----------------------------|--------------|--------------|--------------|--------------|
| | | 2019 ² | | | | |
| | | Q1 | Q2 | Q3 | Q4 | Year |
| All sectors | 457 | 109.8 | 109.6 | 109.9 | 110.0 | 109.8 |
| of which | | | | | | |
| Electricity, gas, steam and air conditioning supply | 15 | 113.3 | 115.2 | 120.2 | 120.5 | 117.3 |
| Transportation and storage | 49 | 112.0 | 112.6 | 112.8 | 114.1 | 112.9 |
| Information and communication | 17 | 142.9 | 142.9 | 142.9 | 142.9 | 142.9 |
| Financial and insurance activities | 25 | 128.4 | 128.5 | 128.8 | 129.2 | 128.7 |
| Public administration and defence; compulsory social security | 181 | 105.6 | 105.0 | 105.3 | 105.2 | 105.3 |
| Education | 73 | 107.4 | 107.6 | 107.5 | 107.2 | 107.4 |
| Human health and social work activities | 60 | 105.6 | 104.7 | 104.5 | 103.9 | 104.7 |

Table 12 - Percentage change from previous quarter by main industry group and contribution of industry groups to overall change in index - Public Sector¹, Q1 to Q4 2019*(Base: fourth quarter 2016 = 100)*

| Industry group | Weight | 2019 ² | | | | | | | |
|---|------------|-------------------|-------------|------------|------------|---|-------------|------------|------------|
| | | % change in index | | | | Contribution to change in overall index point | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| All sectors | 457 | 2.8 | -0.2 | 0.3 | 0.1 | 3.0 | -0.2 | 0.3 | 0.1 |
| of which | | | | | | | | | |
| Electricity, gas, steam and air conditioning supply | 15 | 0.7 | 1.7 | 4.3 | 0.2 | 0.0 | 0.1 | 0.2 | 0.0 |
| Transportation and storage | 49 | 1.5 | 0.5 | 0.2 | 1.2 | 0.2 | 0.1 | 0.0 | 0.1 |
| Information and communication | 17 | 2.1 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 |
| Financial and insurance activities | 25 | 10.9 | 0.1 | 0.2 | 0.3 | 0.7 | 0.0 | 0.0 | 0.0 |
| Public administration and defence; compulsory social security | 181 | 2.6 | -0.6 | 0.3 | -0.1 | 1.1 | -0.2 | 0.1 | 0.0 |
| Education | 73 | 2.0 | 0.2 | -0.1 | -0.3 | 0.3 | 0.0 | 0.0 | 0.0 |
| Human health and social work activities | 60 | 2.5 | -0.9 | -0.2 | -0.6 | 0.3 | -0.1 | 0.0 | -0.1 |

¹ Ministries, government departments and agencies operating under them; municipalities; district councils, Rodrigues Regional Assembly and Public enterprises

² Provisional

Table 13 - Percentage change from corresponding quarter of the previous year by industry group and contribution of industry groups to overall change in index - Public Sector¹, Q1 to Q4 2018 & 2019

(Base: fourth quarter 2016 = 100)

| | Weight | 2019/2018 | | | | | | | |
|---|------------|-------------------|------------|------------|------------|---|------------|------------|------------|
| | | % change in index | | | | Contribution to change in overall index point | | | |
| | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| All sectors | 457 | 3.0 | 2.8 | 2.9 | 3.0 | 3.2 | 3.0 | 3.1 | 3.2 |
| of which | | | | | | | | | |
| Electricity, gas, steam and air conditioning supply | 15 | 7.2 | 7.8 | 7.0 | 7.1 | 0.2 | 0.3 | 0.3 | 0.3 |
| Transportation and storage | 49 | 7.6 | 6.9 | 5.6 | 3.4 | 0.8 | 0.8 | 0.6 | 0.4 |
| Information and communication | 17 | 2.5 | 2.1 | 2.1 | 2.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| Financial and insurance activities | 25 | 11.4 | 11.3 | 11.2 | 11.6 | 0.7 | 0.7 | 0.7 | 0.7 |
| Public administration and defence; compulsory social security | 181 | 0.9 | 0.8 | 1.4 | 2.2 | 0.4 | 0.3 | 0.6 | 0.9 |
| Education | 73 | 2.6 | 2.8 | 2.1 | 1.8 | 0.4 | 0.5 | 0.4 | 0.3 |
| Human health and social work activities | 60 | 1.7 | 0.8 | 0.6 | 0.9 | 0.2 | 0.1 | 0.1 | 0.1 |

Table 14 - Wage Rate Indices, percentage change and contribution of industry group, Public Sector¹, 2018 & 2019

(Base: fourth quarter 2016 = 100)

| Industry group | Weight | Year 2018 ² | Year 2019 ³ | % change | Change in overall index point |
|---|------------|------------------------|------------------------|------------|-------------------------------|
| All sectors | 457 | 106.7 | 109.8 | 2.9 | 3.1 |
| of which | | | | | |
| Electricity, gas, steam and air conditioning supply | 15 | 109.4 | 117.3 | 7.3 | 0.3 |
| Transportation and storage | 49 | 106.6 | 112.9 | 5.9 | 0.7 |
| Information and communication | 17 | 139.8 | 142.9 | 2.2 | 0.1 |
| Financial and insurance activities | 25 | 115.6 | 128.7 | 11.4 | 0.7 |
| Public administration and defence; compulsory social security | 181 | 103.9 | 105.3 | 1.3 | 0.5 |
| Education | 73 | 105.0 | 107.4 | 2.3 | 0.4 |
| Human health and social work activities | 60 | 103.7 | 104.7 | 1.0 | 0.1 |

¹ Ministries, government departments and agencies operating under them; municipalities; district councils, Rodrigues Regional Assembly and Public enterprises

² Revised

³ 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 occur, 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 56% of total employment in year 2018. '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. Sectors covered

Indices are disseminated by the Public and Private sectors.

The **Public sector** comprises Ministries, Government departments and agencies operating under them; municipalities; district councils, the Rodrigues Regional Assembly and Public enterprises.

5. 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 2016. 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 2016
 R_i^o = wage rate of occupation i in base period, December 2016
 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.

6. Reference period

The base period for the index is quarter 4 2016 (i.e. Quarter 4, 2016=100) as from the first quarter of 2017. 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.

7. Weights

Two sets of weights are used:

- (i) **Weight for the industry groups** derived from the 'Survey of Employment & Earnings, March 2015' and
- (ii) **Weight for occupations** within each activity (NSIC) sectorwise. Questionnaires were sent to around 1,200 large establishments at the end of March 2016 to cater for number employed in each category of occupation.

8. 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.