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Wage Rate Index

1st Quarter 2024

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Note: Readers are invited to make the distinction between official data which are published in the Economic and Social indicators and the analysis presented for the benefit of general readers. Differences of opinion may arise regarding the analytical part but these do not in any way, undermine the quality of the data. The Editors welcome constructive critical comments.

WAGE RATE INDEX (WRI)

(Base: fourth quarter 2021 = 100)

First Quarter 2024

1. Introduction

This issue of the Economic and Social Indicators (ESI) on wage rate index presents data for the first quarter of 2024 using as base the fourth quarter of 2021 (Q₄ 2021=100).

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.

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

Indices, presented here, are based on wage rates applicable during the month of March 2024.

2. Movement of the overall wage rate index

The Wage Rate Index increased by 8.0% or 9.1 points to reach 122.5 in first quarter 2024 from 113.4 in fourth quarter 2023 (Tables 1 and 2).

Compared to first quarter 2023, the Wage Rate Index, which stood at 110.6, increased by 10.8% or 11.9 points (Table 3).

3. Movement of the sub-indices, 4th Quarter 2023 to 1st Quarter 2024

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

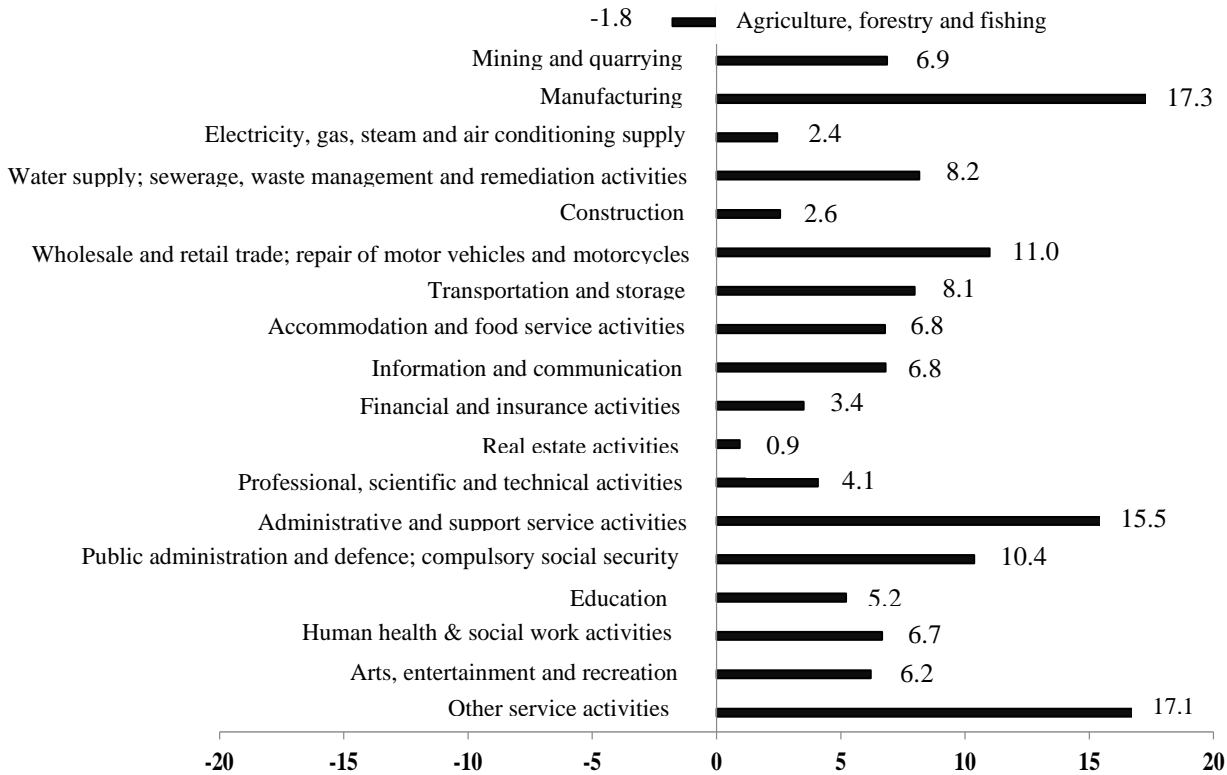
<i>Manufacturing</i>	<i>17.3%</i>
<i>Administrative and support service activities</i>	<i>15.5%</i>
<i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i>	<i>11.0%</i>
<i>Public administration and defence; compulsory social security</i>	<i>10.4%</i>
<i>Transportation and storage</i>	<i>8.1%</i>

Decrease was as follows:

<i>Agriculture, forestry and fishing</i>	<i>-1.8%</i>
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Decrease in this sector was mainly due to decrease in regular allowances.

Chart 1: % Change in Wage Rate Index from 4th Quarter 2023 to 1st Quarter 2024



The Wage Rate Index for the General Government sector, comprising Ministries, Government departments and agencies operating under them, municipalities, district councils and Rodrigues Regional Assembly increased by 8.4% or 9.0 points to reach 115.6 in first quarter 2024, from 106.6 in fourth quarter 2023.

Compared to first quarter 2023, the index, which stood at 107.6, increased by 7.4% or 8.0 points. This sector accounts for around 34% of the total weight of the wage rate index.

4. Movement of the sub-indices, 1st Quarter 2023 to 1st Quarter 2024

Table 3 compares the indices for the first quarter of 2024 with those of the corresponding quarter of 2023.

Main increases were registered in the following industry groups:

<i>Manufacturing</i>	<i>22.1%</i>
<i>Wholesale and retail trade; repair of motor vehicles and motorcycles</i>	<i>17.5%</i>
<i>Administrative and support service activities</i>	<i>17.2%</i>
<i>Accommodation and food service activities</i>	<i>12.0%</i>
<i>Financial and insurance activities</i>	<i>11.2%</i>
<i>Transportation and storage</i>	<i>10.5%</i>
<i>Public administration and defence; compulsory social security</i>	<i>8.9%</i>

5. Indices for the Private and Public sectors, Q1 2024

The index for the private sector which accounts for around 54% of the total weight of the wage rate index, increased by 8.1% or 9.5 points from 117.5 in fourth quarter 2023 to 127.0 in first quarter 2024 (Tables 6 & 7).

Compared to first quarter 2023, the index for the private sector, which stood at 112.5, increased by 12.9% or 14.5 points (Table 8).

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 7.4% or 8.1 points from 109.1 in fourth quarter 2023 to 117.2 in first quarter 2024 (Tables 9 & 10).

Compared to first quarter 2023, the index for the public sector, which stood at 108.7, increased by 7.8% or 8.5 points (Table 11).

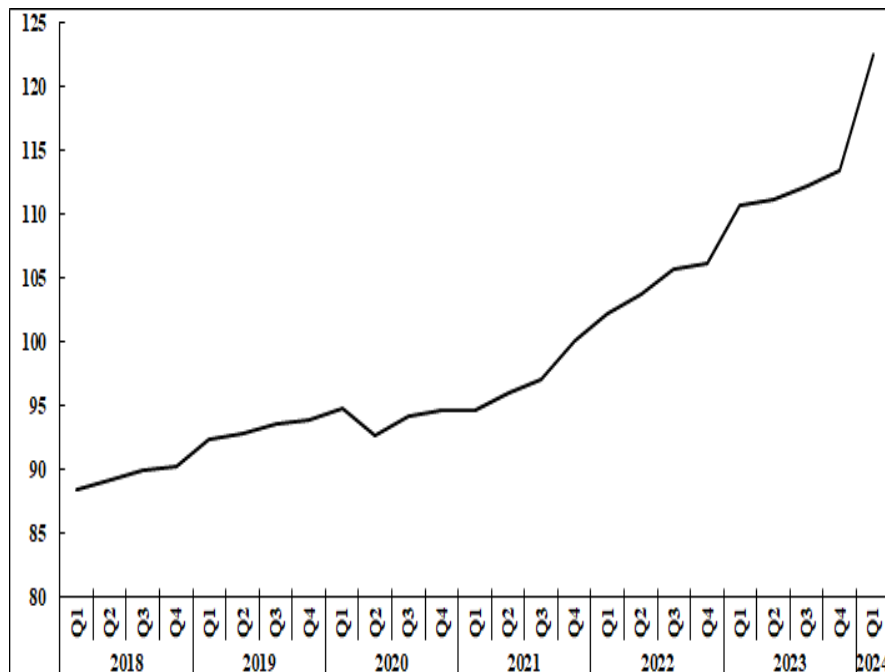
6. Past trend

Table 4 presents the quarterly indices from first quarter 2012 to first quarter 2024 with different base periods. As from 2022, the base period is fourth quarter 2021.

To enable comparison between the two series, chain link series, with fourth quarter 2021 as base, have been worked out and are provided in Table 5.

Chart 2 depicts the trend of the quarterly wage rate index from 2018 to 2024 using fourth quarter 2021 as base period. It shows a general upward movement in the index throughout the period up to first quarter 2024 except for a decline in second quarter 2020.

**Chart 2 - Wage Rate Index,
1st quarter 2018 – 1st quarter 2024**
(Base: fourth quarter 2021=100)



Statistics Mauritius
Ministry of Finance, Economic Planning and Development
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Table 1 - Quarterly Wage Rate Indices by industry, Q1 - Q4 2023 and Q1 2024*(Base: fourth quarter 2021 = 100)*

Industry (section)	Weight	2023 ¹				2024 ²
		Q1	Q2	Q3	Q4	Q1
Agriculture, forestry and fishing	23	105.9	106.0	117.2	117.9	115.8
Mining and quarrying	3	107.4	107.7	107.5	107.8	115.2
Manufacturing	85	112.8	114.4	116.1	117.4	137.7
<i>of which Sugar</i>	4	106.9	109.7	121.4	123.3	119.9
<i>Food (excluding sugar)</i>	23	116.2	115.7	116.6	117.3	142.4
<i>Textiles</i>	29	110.5	113.9	115.8	115.5	142.1
Electricity, gas, steam and air conditioning supply	17	108.1	111.1	120.0	122.5	125.5
Water supply; sewerage, waste management and remediation activities	8	115.3	115.0	113.5	113.9	123.2
Construction	35	115.4	121.5	119.7	120.8	123.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	79	110.9	112.1	115.8	117.4	130.3
Transportation and storage	68	112.8	113.0	112.7	115.3	124.6
Accommodation and food service activities	63	109.6	111.3	112.4	115.0	122.8
Information and communication	48	115.7	117.1	116.4	116.1	124.0
Financial and insurance activities	83	110.1	109.5	112.6	118.4	122.4
Real estate activities	6	112.2	112.0	112.1	117.1	118.2
Professional, scientific and technical activities	57	113.3	113.8	114.4	115.3	120.0
Administrative and support service activities	43	115.8	113.4	115.7	117.5	135.7
Public administration and defence; compulsory social security	185	108.4	107.8	107.4	107.0	118.1
Education	111	107.4	107.6	107.4	107.3	112.9
Human health and social work activities	73	106.9	106.7	107.1	106.5	113.6
Arts, entertainment and recreation	11	119.2	120.0	120.0	120.7	128.2
Other service activities	4	115.8	115.5	118.1	117.6	137.7
All sectors	1000	110.6	111.1	112.2	113.4	122.5
<i>of which General Government³</i>	336	107.6	107.2	107.0	106.6	115.6

¹ Revised² Provisional³ Ministries, government departments and agencies operating under them; municipalities; district councils and Rodrigues Regional Assembly

Table 2 - Percentage change from previous quarter and contribution to overall change in index by industry, Q1 - Q4 2023 & Q1 2024

(Base: fourth quarter 2021 = 100)

Industry (section)	Weight	% change in index					Contribution to change in overall index point				
		2023 ¹				2024 ²	2023 ¹				2024 ²
		Q1	Q2	Q3	Q4	Q1	Q1	Q2	Q3	Q4	Q1
Agriculture, forestry and fishing	23	2.8	0.1	10.6	0.6	-1.8	0.07	0.00	0.25	0.02	-0.05
Mining and quarrying	3	5.0	0.3	-0.2	0.3	6.9	0.02	0.00	0.00	0.00	0.02
Manufacturing	85	2.6	1.4	1.5	1.1	17.3	0.25	0.15	0.14	0.11	1.71
<i>of which Sugar</i>	4	-1.4	2.6	10.7	1.6	-2.8	-0.01	0.01	0.05	0.01	-0.01
<i>Food (excluding sugar)</i>	23	5.1	-0.4	0.8	0.6	21.4	0.13	-0.01	0.02	0.02	0.58
<i>Textiles</i>	29	0.8	3.1	1.7	-0.3	23.0	0.03	0.10	0.06	-0.01	0.77
Electricity, gas, steam and air conditioning supply	17	2.7	2.8	8.0	2.1	2.4	0.05	0.05	0.15	0.04	0.05
Water supply; sewerage, waste management and remediation activities	8	6.3	-0.3	-1.3	0.4	8.2	0.05	0.00	-0.01	0.00	0.07
Construction	35	6.2	5.3	-1.5	0.9	2.6	0.23	0.23	-0.06	0.04	0.11
Wholesale and retail trade; repair of motor vehicles and motorcycles	79	2.4	1.1	3.3	1.4	11.0	0.21	0.10	0.28	0.13	1.01
Transportation and storage	68	6.1	0.2	-0.3	2.3	8.1	0.43	0.01	-0.02	0.18	0.62
Accommodation and food service activities	63	4.2	1.6	1.0	2.3	6.8	0.28	0.12	0.07	0.16	0.49
Information and communication	48	3.6	1.2	-0.6	-0.3	6.8	0.19	0.07	-0.03	-0.01	0.38
Financial and insurance activities	83	2.7	-0.5	2.8	5.2	3.4	0.24	-0.05	0.25	0.48	0.33
Real estate activities	6	5.6	-0.2	0.1	4.5	0.9	0.04	0.00	0.00	0.03	0.01
Professional, scientific and technical activities	57	3.5	0.4	0.5	0.8	4.1	0.22	0.03	0.03	0.05	0.27
Administrative and support service activities	43	5.9	-2.1	2.0	1.6	15.5	0.28	-0.11	0.10	0.08	0.77
Public administration and defence; compulsory social security	185	4.8	-0.6	-0.4	-0.4	10.4	0.92	-0.12	-0.07	-0.07	2.03
Education	111	3.9	0.2	-0.2	-0.1	5.2	0.43	0.02	-0.02	-0.01	0.61
Human health and social work activities	73	4.5	-0.2	0.4	-0.6	6.7	0.34	-0.01	0.03	-0.04	0.51
Arts, entertainment and recreation	11	7.8	0.7	0.0	0.6	6.2	0.09	0.01	0.00	0.01	0.08
Other service activities	4	15.9	-0.3	2.3	-0.4	17.1	0.06	0.00	0.01	0.00	0.08
All sectors	1000	4.1	0.5	1.0	1.1	8.0	4.40	0.50	1.10	1.20	9.10
<i>of which General Government</i> ³	336	4.5	-0.4	-0.2	-0.4	8.4	1.55	-0.13	-0.07	-0.13	3.02

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 and contribution to overall change in index by industry, Q1 2023 & Q1 2024

(Base: fourth quarter 2021 = 100)

Industry (section)	Weight	Q1 2024 /Q1 2023	
		% change in index	Contribution to change in overall index point
Agriculture, forestry and fishing	23	9.3	0.23
Mining and quarrying	3	7.3	0.02
Manufacturing	85	22.1	2.11
<i>of which Sugar</i>	4	12.2	0.05
<i>Food (excluding sugar)</i>	23	22.5	0.60
<i>Textiles</i>	29	28.6	0.92
Electricity, gas, steam and air conditioning supply	17	16.1	0.30
Water supply; sewerage, waste management and remediation activities	8	6.9	0.06
Construction	35	7.4	0.30
Wholesale and retail trade; repair of motor vehicles and motorcycles	79	17.5	1.52
Transportation and storage	68	10.5	0.79
Accommodation and food service activities	63	12.0	0.82
Information and communication	48	7.2	0.40
Financial and insurance activities	83	11.2	1.01
Real estate activities	6	5.3	0.04
Professional, scientific and technical activities	57	5.9	0.38
Administrative and support service activities	43	17.2	0.85
Public administration and defence; compulsory social security	185	8.9	1.78
Education	111	5.1	0.61
Human health and social work activities	73	6.3	0.49
Arts, entertainment and recreation	11	7.6	0.10
Other service activities	4	18.9	0.09
All sectors	1000	10.8	11.90
<i>of which General Government</i> ¹	336	7.4	2.69

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

Table 4 - Quarterly Wage Rate Indices, Q1 2012 - Q1 2024

Year	Quarterly indices			
	Q1	Q2	Q3	Q4
<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	107.1	108.0	109.0	109.4
2019	111.8	112.4	113.4	113.6
2020	114.8	112.1	114.1	114.5
2021	114.6	116.2	117.6	121.1
<i>(Base: fourth quarter 2021 = 100)</i>				
2022	102.2	103.7	105.7	106.2
2023 ¹	110.6	111.1	112.2	113.4
2024 ²	122.5			

Table 5 - Quarterly and Yearly Wage Rate Indices, 2012 - 2024*(Base: fourth quarter 2021 = 100)*

Year	Quarterly indices				Year
	Q1	Q2	Q3	Q4	
2012	62.7	63.0	63.6	63.7	63.3
2013	68.3	69.0	71.3	71.5	70.0
2014	72.9	73.6	74.3	74.3	73.8
2015	77.0	77.8	78.3	78.3	77.9
2016	80.8	81.7	82.5	82.6	81.9
2017	84.6	85.3	86.3	86.6	85.7
2018	88.4	89.2	90.0	90.3	89.5
2019	92.3	92.8	93.6	93.8	93.1
2020	94.8	92.6	94.2	94.6	94.1
2021	94.6	96.0	97.1	100.0	96.9
2022	102.2	103.7	105.7	106.2	104.5
2023 ¹	110.6	111.1	112.2	113.4	111.8
2024 ²	122.5				

¹ Revised² Provisional

Table 6 - Quarterly Wage Rate Indices by main industry for the Private Sector, Q1 to Q4 2023 & Q1 2024*(Base: fourth quarter 2021 = 100)*

Industry (section)	Weight	Private sector					2024 ²
		2023 ¹				Q1	
		Q1	Q2	Q3	Q4		
All sectors	543	112.5	113.4	115.4	117.5	127.0	
<i>of which</i>							
Agriculture, forestry and fishing	17	106.3	106.7	119.9	120.5	115.4	
Manufacturing	84	112.9	114.5	116.3	117.6	138.1	
Construction	30	116.4	123.6	121.5	122.9	125.0	
Wholesale and retail trade; repair of motor vehicles and motorcycles	75	111.4	112.7	116.8	118.1	131.5	
Transportation and storage	20	110.9	110.5	111.1	111.1	125.5	
Accommodation and food service activities	63	109.6	111.3	112.4	115.0	122.8	
Information and communication	29	120.1	122.0	121.2	120.9	130.7	
Financial and insurance activities	60	108.2	107.2	111.5	118.4	122.0	
Professional, scientific and technical activities	52	114.1	114.5	115.1	116.1	120.8	
Administrative and support service activities	43	115.8	113.4	115.7	117.5	135.7	
Education	45	108.2	108.6	108.4	108.5	114.1	

Table 7 - Percentage change from previous quarter and contribution to overall change in index by main industry for the Private Sector, Q1 to Q4 2023 & Q1 2024*(Base: fourth quarter 2021 = 100)*

Industry (section)	Weight	% change in index					Contribution to change in overall index point				
		2023 ¹				2024 ²	2023 ¹				2024 ²
		Q1	Q2	Q3	Q4	Q1	Q1	Q2	Q3	Q4	Q1
All sectors	543	4.0	0.8	1.8	1.8	8.1	2.33	0.49	1.09	1.14	5.16
<i>of which</i>											
Agriculture, forestry and fishing	17	2.1	0.4	12.4	0.5	-4.2	0.04	0.01	0.22	0.01	-0.09
Manufacturing	84	2.6	1.4	1.6	1.1	17.4	0.24	0.13	0.15	0.11	1.72
Construction	30	6.3	6.2	-1.7	1.2	1.7	0.21	0.22	-0.06	0.04	0.06
Wholesale and retail trade; repair of motor vehicles and motorcycles	75	2.3	1.2	3.6	1.1	11.3	0.19	0.10	0.31	0.10	1.01
Transportation and storage	20	3.2	-0.4	0.5	0.0	13.0	0.07	-0.01	0.01	0.00	0.29
Accommodation and food service activities	63	4.2	1.6	1.0	2.3	6.8	0.28	0.11	0.07	0.16	0.49
Information and communication	29	3.7	1.6	-0.7	-0.2	8.1	0.12	0.06	-0.02	-0.01	0.28
Financial and insurance activities	60	2.0	-0.9	4.0	6.2	3.0	0.13	-0.06	0.26	0.41	0.22
Professional, scientific and technical activities	52	3.5	0.4	0.5	0.9	4.0	0.20	0.02	0.03	0.05	0.24
Administrative and support service activities	43	5.9	-2.1	2.0	1.6	15.5	0.28	-0.10	0.10	0.08	0.78
Education	45	4.2	0.4	-0.2	0.1	5.2	0.20	0.02	-0.01	0.00	0.25

¹ Revised² Provisional

Table 8 - Percentage change from corresponding quarter of the previous year and contribution to overall change in index by main industry - Private Sector, Q1 2023 & Q1 2024

(Base: fourth quarter 2021 = 100)

Industry (section)	Weight	Q1 2024/Q1 2023	
		% change in index	Contribution to change in overall index point
All sectors	543	12.9	7.87
<i>of which</i>			
Agriculture, forestry and fishing	17	8.6	0.15
Manufacturing	84	22.3	2.12
Construction	30	7.4	0.26
Wholesale and retail trade; repair of motor vehicles and motorcycles	75	18.0	1.51
Transportation and storage	20	13.2	0.29
Accommodation and food service activities	63	12.0	0.83
Information and communication	29	8.8	0.31
Financial and insurance activities	60	12.8	0.83
Professional, scientific and technical activities	52	5.9	0.35
Administrative and support service activities	43	17.2	0.86
Education	45	5.5	0.27

Table 9 - Quarterly Wage Rate Indices by main industry for the Public Sector ¹, Q1 to Q4 2023 & Q1 2024*(Base: fourth quarter 2021 = 100)*

Industry (section)	Weight	Public Sector				
		2023 ²				2024 ³
		Q1	Q2	Q3	Q4	Q1
All sectors	457	108.7	108.6	108.7	109.1	117.2
<i>of which</i>						
Electricity, gas, steam and air conditioning supply	15	107.4	110.6	120.0	122.7	125.3
Transportation and storage	49	113.5	114.1	113.4	117.1	124.2
Information and communication	19	108.9	109.4	109.0	108.6	113.6
Financial and insurance activities	23	114.9	115.5	115.3	118.3	123.6
Public administration and defence; compulsory social security	185	108.4	107.8	107.4	107.0	118.1
Education	66	106.8	107.0	106.8	106.4	112.0
Human health and social work activities	67	106.6	106.1	106.3	105.7	112.4

Table 10 - Percentage change from previous quarter and contribution to overall change in index by main industry for the Public Sector ¹, Q1- Q4 2023 & Q1 2024*(Base: fourth quarter 2021 = 100)*

Industry (section)	Weight	% change in index					Contribution to change in overall index point				
		2023 ²				2024 ³	2023 ²				2024 ³
		Q1	Q2	Q3	Q4	Q1	Q1	Q2	Q3	Q4	Q1
All sectors	457	4.6	-0.1	0.1	0.4	7.4	2.19	-0.05	0.05	0.18	3.70
<i>of which</i>											
Electricity, gas, steam and air conditioning supply	15	2.1	3.0	8.5	2.3	2.1	0.03	0.05	0.14	0.04	0.04
Transportation and storage	49	7.3	0.5	-0.6	3.3	6.1	0.38	0.03	-0.03	0.18	0.35
Information and communication	19	3.5	0.5	-0.4	-0.4	4.6	0.07	0.01	-0.01	-0.01	0.10
Financial and insurance activities	23	4.4	0.5	-0.2	2.6	4.5	0.11	0.01	0.00	0.07	0.12
Public administration and defence; compulsory social security	185	4.8	-0.6	-0.4	-0.4	10.4	0.93	-0.11	-0.07	-0.07	2.05
Education	66	3.5	0.2	-0.2	-0.4	5.3	0.24	0.01	-0.01	-0.03	0.37
Human health and social work activities	67	4.6	-0.5	0.2	-0.6	6.3	0.31	-0.03	0.01	-0.04	0.45

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

² Revised

³ Provisional

Table 11 - Percentage change from corresponding quarter of the previous year and contribution to overall change in index by main industry - Public Sector ¹, Q1 2023 & Q1 2024

(Base: fourth quarter 2021 = 100)

Industry (section)	Weight	Q1 2024/ Q1 2023	
		% change in index	Contribution to change in overall index point
All sectors	457	7.8	3.88
<i>of which</i>			
Electricity, gas, steam and air conditioning supply	15	16.7	0.27
Transportation and storage	49	9.4	0.52
Information and communication	19	4.3	0.09
Financial and insurance activities	23	7.6	0.20
Public administration and defence; compulsory social security	185	8.9	1.79
Education	66	4.9	0.34
Human health and social work activities	67	5.4	0.39

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

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. Adopted approach

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 59% of total employment in year 2021. '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.

The frame consists of a list of around 2500 'large' establishments as at March 2021. Establishments were stratified according to industry and arranged in order of size, i.e., the number of employees, within the industrial group. Within the strata, selection was proportional to size of establishment. A sample of about 12% was surveyed, representing some 300 establishments. 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 2021. 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 2021
 R_i^o = wage rate of occupation i in base period, December 2021
 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 2021 (i.e. Quarter 4, 2021=100) as from the first quarter of 2022. 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 2020' and
- (ii) **Weight for occupations** within each activity (NSIC) sectorwise. Questionnaires were sent to around 2,500 large establishments at the end of March 2021 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.

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