

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 1996 (Preliminary Results)

Introduction

The Central Statistical Office carries out a Survey of Employment and Earnings in "large" establishments every year so as to obtain a continuous series of comparable data on the level of employment in these establishments. This paper presents the preliminary results of the survey carried out in March 1996.

For the purpose of the survey, employees are classified into one of the following five specific categories, according to type of pay:

- (i) monthly rate
- (ii) daily rate
- (iii) piece rate
- (iv) hourly rate
- (v) other rates

2. Coverage

As in the previous rounds, the survey covered only the following types of establishment:

- (a) Agricultural establishments comprising:
 - (i) sugar cane plantations of 10 hectares or more;
 - (ii) tea plantations of 2 hectares or more;
 - (iii) all 'flue-cured' tobacco establishments, irrespective of acreage;
 - (iv) other agricultural establishments employing at least 10 persons on the day of the survey.

(b) Non-agricultural establishments employing at least 10 persons on the day of the survey. It is to be noted that "outworkers", that is, piece-rate workers who, although remunerated by an establishment, are working in their own homes on materials provided by the establishment, are excluded.

(c) All central and local government departments.

3. Response

The preliminary results of the survey presented below are based on the replies from 68% of large establishments, representing 89% of the total employment in such establishments. Estimates were made for non-respondents, on the basis of previous data and observed trends.

4. Summary of results

It is important to note that

- (i) the following analysis of employment relates only to large establishments falling within the scope of the survey only as defined above.
- (ii) employment in large establishments in Rodrigues, totalling around 4,600 has been included. These comprise mostly government employees, numbering about 3,500.
- (iii) employment figures given in this report also include 8200 foreigners employed by large establishments. The number of male and female foreigners working in Mauritius as at March 1996 was 4200 and 4000 respectively.

4.1 Employment level, March 1995 - March 1996

Total employment in establishments covered by the survey was 287,000 in March 1996 compared to 289,200 in March 1995. representing thus a fall of 0.8% in the employment level. The number of male workers has decreased by around 1400 while among females, the decrease was around 800.

Some 8200 foreign workers, engaged mainly in EPZ and construction firms, are included in the above March 1996 figures. Compared to the figure of 9900 in March 1995, this shows a decrease of around 1700 in the number of foreign workers.

4.2 Employment by industry

Analysis of the employment figures by industry group shows an almost similar pattern to that noted at the previous two rounds of the survey, i.e. increases were noted in the tertiary sector while in the primary and secondary sectors, employment in large establishments has declined further.

In fact, between March 1995 and March 1996 'Community, social and personal services' and 'Financing, insurance, real estate and business services' registered rises of the order of 1300 and 400 in their respective levels of employment. About a hundred additional persons were engaged in each of the sectors 'Wholesale, retail trade, restaurants and hotels' and 'Transport, storage and communication'. On the other hand, the number of persons employed by large manufacturing enterprises has gone down by a further 3000 by March this year, after a decrease of around 1700 between March 1994 and March 1995. Similarly in large establishments of the construction and agricultural sectors, further decreases of around 600 were noted in each of these sectors.

As regards distribution by sex, the number of male employees has continued to decline in the manufacturing and construction sectors. Decreases of the order of 1800 and 600 respectively were noted. These reductions were partly tempered by increases of around 700 and 300 in 'Community, social and personal services' and 'Financing, insurance, real estate and business services'. The two sectors where female employment level fell during the period March 1995 and March 1996 are Manufacturing and Agriculture. Decreases of about 1300 and 600 respectively were noted there while in 'Community, social and personal services', an increase of 700 female workers was noted.

4.3 Employment in large establishments of the EPZ

Between March 1995 and March 1996, the number of persons employed by large EPZ firms declined by around a thousand, i.e. from 81,100 to 80,100. Male employment which stood at 23,600 in March 1995 has remained at the same level while female employment went down to around 56,500 in March 1996 from 57,400 in March 1995.

After the fall of 2800 noted in the employment level of the wearing apparel group between March 1994 and March 1995, a further decrease of nearly 1300 has been noted in March 1996. However, in the other industry groups of the EPZ, a net increase of around 300 employees is noted during the period March 1995 to March 1996.

A large proportion of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 38,000 out of the total of 80,100 employees in these firms were piece- and hourly- rate workers. The corresponding figures in March 1994 were 40,700 out of 81,100.

4.4 Earnings

It should be noted that apart from increases in basic salaries and wages, fluctuations in average earnings may be due to:

- (a) Changes in the mix of employees of various categories or with various lengths of service. For example, a large intake of professionals by, say, an architectural firm can cause a sudden jump in the average monthly earnings. On the other hand, a large intake of employees at the lower end of a wage scale has the effect of lowering the average earnings.
- (b) Changes in overtime, regular bonuses and commissions.

4.4.1 Earnings in all large establishments

Average monthly earnings for employees exclusively on monthly rates of pay in all sectors covered by the survey have increased by about 6% over March 1995 to reach around Rs 6,730 in March 1996. The highest increases noted were in 'Transport, storage and communication and 'Agriculture & fishing, i.e. 11 and 10 percent respectively. As regards earnings of employees exclusively on daily rates of pay, again an increase of 6% was noted, so that by March 1996, a daily paid employee was earning an average of Rs. 151.

4.4.2 Earnings in large establishments of the EPZ

In the EPZ sector, average earnings went up by about 5% for monthly rate employees while among daily rate employees, the increase was nearly 7%. Piece rate and hourly rate workers, which as pointed out before, are mostly found in the EPZ (and specifically manufacturing), earned an average of around Rs. 145 daily and Rs 13 per hour respectively in March 1996.

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Table 1 - Employment in large establishments by industrial group and sex, March 1995 - March 1996

Industrial group	March 1995			March 1996			Difference (Mar 96 - Mar 95)		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
<u>Agriculture and fishing</u>	<u>22,663</u>	<u>10,463</u>	<u>33,126</u>	<u>22,644</u>	<u>9,903</u>	<u>32,547</u>	<u>-19</u>	<u>-560</u>	<u>-579</u>
Sugarcare	19,905	9,204	29,109	20,323	8,743	29,066	418	-461	-43
Tea	181	282	463	139	259	398	-42	-23	-65
Tobacco	123	277	400	107	232	339	-16	-45	-61
Other	2,454	700	3,154	2,075	669	2,744	-379	-31	-410
<u>Mining and quarrying</u>	<u>96</u>	<u>126</u>	<u>222</u>	<u>100</u>	<u>128</u>	<u>228</u>	<u>4</u>	<u>2</u>	<u>6</u>
<u>Manufacturing</u>	<u>47,647</u>	<u>62,792</u>	<u>110,439</u>	<u>45,843</u>	<u>61,511</u>	<u>107,354</u>	<u>-1,804</u>	<u>-1,281</u>	<u>-3,085</u>
Sugar	6,031	83	6,114	4,984	55	5,039	-1,047	-28	-1,075
EPZ	23,253	57,120	80,373	23,235	56,232	79,467	-18	-888	-906
Other	18,363	5,589	23,952	17,624	5,224	22,848	-739	-365	-1,104
<u>Electricity and water</u>	<u>3,305</u>	<u>155</u>	<u>3,460</u>	<u>3,242</u>	<u>164</u>	<u>3,406</u>	<u>-63</u>	<u>9</u>	<u>-54</u>
<u>Construction</u>	<u>10,580</u>	<u>204</u>	<u>10,784</u>	<u>9,967</u>	<u>227</u>	<u>10,194</u>	<u>-613</u>	<u>23</u>	<u>-590</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,318</u>	<u>6,154</u>	<u>24,472</u>	<u>18,371</u>	<u>6,209</u>	<u>24,580</u>	<u>53</u>	<u>55</u>	<u>108</u>
<u>Transport, storage & communication</u>	<u>12,773</u>	<u>1,757</u>	<u>14,530</u>	<u>12,712</u>	<u>1,885</u>	<u>14,597</u>	<u>-61</u>	<u>128</u>	<u>67</u>
<u>Financing, insurance, real estate and business services</u>	<u>8559</u>	<u>3,537</u>	<u>12,096</u>	<u>8836</u>	<u>3,697</u>	<u>12,533</u>	<u>277</u>	<u>160</u>	<u>437</u>
<u>Community, social and personal services</u>	<u>58,543</u>	<u>18,555</u>	<u>77,098</u>	<u>59,194</u>	<u>19,241</u>	<u>78,435</u>	<u>651</u>	<u>686</u>	<u>1,337</u>
Government:									
(a) Central	44,184	12,016	56,200	44,496	12,332	56,828	312	316	628
(b) Local	4,764	632	5,396	4,847	661	5,508	83	29	112
Other	9,595	5,907	15,502 ¹	9,851	6,248	16,099	256	341	597
<u>Activities not elsewhere specified</u>	<u>2,889</u>	<u>69</u>	<u>2,958</u>	<u>3,077</u>	<u>57</u>	<u>3,134</u>	<u>188</u>	<u>-12</u>	<u>176</u>
Total	185,373	103,812	289,185	183,986	103,022	287,008	-1,387	-790	-2,177

¹ Revised

Table 2 - Employment in large establishments by industrial group, March 1992 - March 1996

Both sexes	Industrial group	1992	1993	1994	1995	1996
	<u>Agriculture and fishing</u>	<u>36,385</u>	<u>35,109</u>	<u>34,163</u>	<u>33,126</u>	<u>32,547</u>
	Sugarcane	31,972	31,260	30,229	29,109	29,066
	Tea	1,643	924	620	463	398
	Tobacco	439	376	394	400	339
	Other	2,331	2,549	2,920	3,154	2,744
	<u>Mining and quarrying</u>	<u>170</u>	<u>169</u>	<u>165</u>	<u>222</u>	<u>228</u>
	<u>Manufacturing</u>	<u>118,650</u>	<u>114,822</u>	<u>112,165</u>	<u>110,439</u>	<u>107,354</u>
	Sugar	7,300	7,100	6,767	6,114	5,039
	EPZ	83,131	84,930	81,706	80,373	79,467
	Other	23,219	22,792	23,692	23,952	22,848
	<u>Electricity and water</u>	<u>3,454</u>	<u>3,602</u>	<u>3,531</u>	<u>3,460</u>	<u>3,406</u>
	<u>Construction</u>	<u>12,989</u>	<u>13,952</u>	<u>13,377</u>	<u>10,784</u>	<u>10,194</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>19,386</u>	<u>20,621</u>	<u>23,343</u>	<u>24,472</u>	<u>24,580</u>
	<u>Transport, storage & communication</u>	<u>13,879</u>	<u>13,811</u>	<u>14,196</u>	<u>14,530</u>	<u>14,597</u>
	<u>Financing, insurance, real estate and business services</u>	<u>10,139</u>	<u>10,528</u>	<u>11,495</u>	<u>12,096</u>	<u>12,533</u>
	<u>Community, social and personal services</u>	<u>72,629</u>	<u>74,486</u>	<u>76,784</u>	<u>77,098</u>	<u>78,435</u>
	Government:					
	(a) Central	54,880	55,802	56,102	56,200	56,828
	(b) Local	5,135	5,285	5,310	5,396	5,508
	Other	12,614	13,399	15,372	15,502	16,099
	<u>Activities not elsewhere specified</u>	<u>4,040</u>	<u>2,980</u>	<u>3,158</u>	<u>2,958</u>	<u>3,134</u>
	Total	291,721	290,080	292,377	289,185	287,008

Table 2(cont'd) - Employment in large establishments by industrial group, March 1992 - March 1996

Male	Industrial group	1992	1993	1994	1995	1996
	<u>Agriculture and fishing</u>	24,911	23,969	23,375	22,663	22,644
	Sugar cane	21,925	21,517	20,773	19,905	20,323
	Tea	1,088	404	279	181	139
	Tobacco	140	124	123	123	107
	Other	1,758	1,924	2,200	2,454	2,075
	<u>Mining and quarrying</u>	79	81	79	96	100
	<u>Manufacturing</u>	52,692	49,811	49,221	47,647	45,843
	Sugar	7,200	7,000	6,659	6,031	4,984
	EPZ	27,741	24,994	24,045	23,253	23,235
	Other	17,751	17,817	18,517	18,363	17,624
	<u>Electricity and water</u>	3,319	3,465	3,384	3,305	3,242
	<u>Construction</u>	12,793	13,730	13,161	10,580	9,967
	<u>Wholesale, retail trade, restaurants and hotels</u>	14,931	15,581	17,658	18,318	18,371
	<u>Transport, storage & communication</u>	12,349	12,191	12,492	12,773	12,712
	<u>Financing, insurance, real estate and business services</u>	7,201	7,431	8,143	8,559	8,836
	<u>Community, social and personal services</u>	56,485	57,375	58,708	58,543	59,194
	Government:					
	(a) Central	43,944	44,219	44,237	44,184	44,496
	(b) Local	4,547	4,675	4,688	4,764	4,847
	Other	7,994	8,481	9,783	9,595	9,851
	<u>Activities not elsewhere specified</u>	3,953	2,891	3,083	2,889	3,077
	Total	188,713	186,525	189,304	185,373	183,986

Table 2(cont'd) - Employment in large establishments by industrial group, March 1992 - March 1996

Female	Industrial group	1992	1993	1994	1995	1996
	<u>Agriculture and fishing</u>	<u>11,474</u>	<u>11,140</u>	<u>10,788</u>	<u>10,463</u>	<u>9,903</u>
	Sugarcane	10,047	9,743	9,456	9,204	8,743
	Tea	555	520	341	282	259
	Tobacco	299	252	271	277	232
	Other	573	625	720	700	669
	<u>Mining and quarrying</u>	<u>91</u>	<u>88</u>	<u>86</u>	<u>126</u>	<u>128</u>
	<u>Manufacturing</u>	<u>65,958</u>	<u>65,011</u>	<u>62,944</u>	<u>62,792</u>	<u>61,511</u>
	Sugar	100	100	108	83	55
	EPZ	60,390	59,936	57,661	57,120	56,232
	Other	5,468	4,975	5,175	5,589	5,224
	<u>Electricity and water</u>	<u>135</u>	<u>137</u>	<u>147</u>	<u>155</u>	<u>164</u>
	<u>Construction</u>	<u>196</u>	<u>222</u>	<u>216</u>	<u>204</u>	<u>227</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>4,455</u>	<u>5,040</u>	<u>5,685</u>	<u>6,154</u>	<u>6,209</u>
	<u>Transport, storage & communication</u>	<u>1,530</u>	<u>1,620</u>	<u>1,704</u>	<u>1,757</u>	<u>1,885</u>
	<u>Financing, insurance, real estate and business services</u>	<u>2,938</u>	<u>3,097</u>	<u>3,352</u>	<u>3,537</u>	<u>3,697</u>
	<u>Community, social and personal services</u>	<u>16,144</u>	<u>17,111</u>	<u>18,076</u>	<u>18,555</u>	<u>19,241</u>
	Government:					
	(a) Central	10,936	11,583	11,865	12,016	12,332
	(b) Local	588	610	622	632	661
	Other	4,620	4,918	5,589	5,907	6,248
	<u>Activities not elsewhere specified</u>	<u>87</u>	<u>89</u>	<u>75</u>	<u>69</u>	<u>57</u>
	Total	103,008	103,555	103,073	103,812	103,022

Table 3 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1992 - March 1996

Industrial group	(Rupees)				
	1992	1993	1994	1995	1996
Agriculture and fishing					
Sugarcane	2,813	2,862	3,187	3,981	4,396
Tea	2,685	2,771	3,075	3,879	4,294
Other	4,268	4,579	5,686	6,400	6,971
Mining and quarrying	4,184	4,324	5,032	5,486	6,180
Manufacturing	4,702	4,940	6,717	7,583	8,207
Electricity and water	4,016	4,411	5,162	5,659	5,972
Construction	7,005	7,357	10,044	8,988	9,707
Construction	5,660	5,716	6,614	8,355	9,096
Wholesale, retail trade, restaurants and hotels	4,839	5,244	5,692	6,376	6,746
Transport, storage & communication	5,914	6,223	6,752	7,339	8,122
Financing, insurance, real estate and business services	6,692	7,243	7,980	9,248	10,096
Community, social and personal services	4,784	4,898	6,417	6,814	7,079
Government:					
(a) Central	4,805	4,941	6,525	6,931	7,176
(b) Local	3,832	4,027	5,175	5,409	5,612
Other	5,125	5,343	6,438	6,872	7,224
Activities not elsewhere specified	3,597	3,787	4,316	4,905	4,704
All sectors	4,530	4,779	5,779	6,334	6,732

Table 4 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1992 - March 1996

Industrial group	(Rupees)				
	1992	1993	1994	1995	1996
Agriculture and fishing	91	105	110	131	142
Sugarcane	93	108	112	137	148
Tea	65	90	109	118	132
Other	86	97	103	113	127
Mining and quarrying	62	64	80	80	92
Manufacturing	93	109	122	132	137
Electricity and water	208	-	-	-	107
Construction	146	155	177	204	216
Wholesale, retail trade, restaurants and hotels	105	121	132	139	152
Transport, storage & communication	138	132	149	168	185
Financing, insurance, real estate and business services	109	127	141	142	159
Community, social and personal services	97	94	112	114	131
Government:					
(a) Central	82	115	123	125	115
(b) Local	99	99	120	123	127
Other	97	99	128	113	134
Activities not elsewhere specified	88	104	128	134	159
All sectors	102	116	131	142	151

Table 5 - Employment in large establishments of EPZ by industrial group and sex, March 1994 - March 1996

Industrial group	March 1994			March 1995			March 1996		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>24,045</u>	<u>57,661</u>	<u>81,706</u>	<u>23,253</u>	<u>57,120</u>	<u>80,373</u>	<u>23,235</u>	<u>56,232</u>	<u>79,467</u>
of which:									
Textiles	3,294	1,269	4,563	3,461	1,198	4,659	3,547	1,352	4,899
Wearing apparel (except footwear)	17,950	51,660	69,610	16,694	50,114	66,808	16,458	49,068	65,526
Wood and furniture	302	101	403	242	93	335	218	81	299
Jewellery and related articles	652	472	1,124	666	648	1,314	697	687	1,384
Other	1,847	4,159	6,006	2,190	5,067	7,257	2,315	5,044	7,359
<u>Non-manufacturing</u>	<u>383</u>	<u>329</u>	<u>712</u>	<u>394</u>	<u>319</u>	<u>713</u>	<u>365</u>	<u>312</u>	<u>677</u>
TOTAL	24,428	57,990	82,418	23,647	57,439	81,086	23,600	56,544	80,144

**Table 6-Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay
March 1992 - March 1996**

(Rupees)					
Industrial group	1992	1993	1994	1995	1996
<u>Manufacturing</u>	<u>3,879</u>	<u>4,284</u>	<u>4,954</u>	<u>5,250</u>	<u>5,537</u>
of which:					
Textiles	3,900	4,323	5,072	5,452	5,632
Wearing apparel (except footwear)	3,850	4,302	4,956	5,156	5,463
Wood and furniture	3,655	3,607	4,405	4,677	5,284
Jewellery and related articles	4,010	4,521	4,136	4,789	4,670
Other	4,005	4,104	4,944	5,526	5,917
<u>Non-manufacturing</u>	<u>3,560</u>	<u>4,442</u>	<u>5,020</u>	<u>5,707</u>	<u>5,902</u>
All sectors	3,875	4,287	4,955	5,257	5,541

**Table 7 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay,
March 1992 - March 1996**

(Rupees)					
Industrial group	1992	1993	1994	1995	1996
<u>Manufacturing</u>	<u>85</u>	<u>96</u>	<u>112</u>	<u>118</u>	<u>125</u>
of which:					
Textiles	87	115	132	134	151
Wearing apparel (except footwear)	82	92	109	111	119
Wood and furniture	95	95	117	126	148
Jewellery and related articles	138	138	167	170	186
Other	94	103	111	132	134
<u>Non-manufacturing</u>	<u>70</u>	<u>90</u>	<u>98</u>	<u>108</u>	<u>108</u>
All sectors	85	96	111	117	125

