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- 1 ⇨ **SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS (March 1998)**
- 2 ⇨ **PRODUCTIVITY AND COMPETITIVENESS, INDICATORS 1990 TO 1997**

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MINISTRY OF ECONOMIC DEVELOPMENT AND REGIONAL CO-OPERATION
PORT LOUIS
MAURITIUS

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 1998 (Preliminary Results)

1. 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 1998.

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 70% of large establishments, representing 88% 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 4,400 has been included. These comprise mostly government employees, numbering about 3,400.
- (iii) employment figures given in this report also include some 10,000 foreigners employed by large establishments.

4.1 Employment level, March 1997 - March 1998

Total employment in establishments covered by the survey was 292,900 in March 1998 compared to 286,300 in March 1997, representing thus an increase of 2.3%. The number of male workers rose by around 2,300 while among females, an increase of about 4,300 was noted.

A total of 10,042 foreign workers (3,674 males and 6,368 females), mainly engaged in the manufacturing sector, are included in the figures for March 1998. Compared to the figure of 8,617 in March 1997, this shows an increase of 16.5% in the number of foreign workers.

4.2 Employment by industry

Analysis of the employment figures by industry group shows a continuous decrease in the primary sector. The tertiary sector employment has kept a rising trend. However, a change is observed in the secondary sector where employment which has been on the decline for the past years is seen to have increased this year.

In fact, between March 1997 and March 1998, the manufacturing sector registered an increase of about 5,400 employees, the major part of this increase (4,400) occurring in the EPZ. A significant rise in employment level (1,500) was also noted in the 'Wholesale, retail trade, restaurants and hotels'. Hotels and the trade sector

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contributed most to this rise with an increase of about 600 in each of the sectors. Higher employment level was also observed in the two sectors - 'Financing, insurance, real estate and business services' and 'Community, social and personal services' with increases of 500 and 700 respectively.

Large establishments engaged in the agricultural and construction sectors showed lower levels of employment in March 1998 as compared to March 1997, with decreases of about 1,000 and 600 respectively.

As regards distribution by sex, male employment shows an overall increase of nearly 2,300. Sectorwise distribution indicates major increases of 2,000 in 'Manufacturing' and 1,100 in 'Wholesale, retail trade, restaurants and hotels'. These increases were however partly offset by decreases of 500 in 'Agriculture and fishing' and 600 in 'Construction'. As at March 1998, female employment had increased by around 4,300 compared to the previous survey. The manufacturing sector contributed largely to this rise, with an increase of 3,400 or 6%. All the other sectors also showed increases in employment ranging from 2 to 10%, except for 'Agriculture and fishing' where the figure fell by 6%.

4.3 Employment in large establishments of the EPZ

The number of persons employed by large EPZ firms was around 84,800 (75,700 Mauritians and 9,100 foreigners) in March 1998, showing thus an increase of 4,500 over the March 1997 figure of 80,300. Male employment which stood at 25,200 in March 1997 rose to 26,900 in March 1998 while female employment went up to around 57,900 in March 1998 from 55,100 in March 1997.

The rise in the employment level of the EPZ sector is attributable to enterprises manufacturing wearing apparel where a net increase of 4,400 is noted between March 1997 and March 1998. Among enterprises engaged in the sectors 'Textiles' and 'Footwear and leather products', decreases of 200 and 100 respectively were noted.

A large proportion of persons employed by EPZ establishments are remunerated on piece and hourly rates. In March this year, 40,300 Mauritians employed in these firms were piece- or hourly- rate workers. The corresponding figure for March 1997 was 38,100.

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 7% over March 1997 to reach around Rs. 8,100 in March 1998. The highest increase (23%) was noted in 'Electricity and water', mainly due to increases in overtime. A high increase in salaries of monthly paid employees was noted in the 'Transport, storage and communication' sector as well (22%), particularly in 'Travel & tourism' and 'Docks & stevedoring'. As regards earnings of employees exclusively on daily rates of pay, an increase of 7% was noted, so that by March 1998, a daily paid employee was earning an average of Rs. 178 compared to Rs. 166 in March 1997.

4.4.2 Earnings in large establishments of the EPZ

In the EPZ sector, average earnings went up by about 11% for monthly rate employees while among daily rate employees, the increase was 6%. Piece rate and hourly rate workers, mostly found in the EPZ (and specifically manufacturing), earned an average of around Rs. 159 daily and Rs. 15 per hour respectively in March 1998 compared to Rs. 156 daily and Rs. 14 per hour in March 1997.

Central Statistical Office,
Ministry of Economic Development and Regional Co-operation,
Port Louis.

August 1998

Table 1 - Employment in large establishments by industrial group and sex, March 1997 - March 1998

Industrial group	March 1997			March 1998			Difference (March 98 - March 97)		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
	<u>Agriculture and fishing</u>	<u>22,000</u>	<u>9,386</u>	<u>31,386</u>	<u>21,521</u>	<u>8,872</u>	<u>30,393</u>	<u>-479</u>	<u>-514</u>
Sugarcane	19,696	8,477	28,173	19,485	8,031	27,516	-211	-446	-657
Tea	148	160	308	125	144	269	-23	-16	-39
Tobacco	76	165	241	87	187	274	11	22	33
Other	2,080	584	2,664	1,824	510	2,334	-256	-74	-330
<u>Mining and quarrying</u>	<u>93</u>	<u>129</u>	<u>222</u>	<u>101</u>	<u>117</u>	<u>218</u>	<u>8</u>	<u>-12</u>	<u>-4</u>
<u>Manufacturing</u>	<u>45,639</u>	<u>60,210</u>	<u>105,849</u>	<u>47,644</u>	<u>63,582</u>	<u>111,226</u>	<u>2,005</u>	<u>3,372</u>	<u>5,377</u>
Sugar	4,289	57	4,346	4,038	52	4,090	-251	-5	-256
EPZ	24,782	54,835	79,617	26,418	57,613	84,031	1,636	2,778	4,414
Other	16,568	5,318	21,886	17,188	5,917	23,105	620	599	1,219
<u>Electricity and water</u>	<u>3,129</u>	<u>159</u>	<u>3,288</u>	<u>3,053</u>	<u>167</u>	<u>3,220</u>	<u>-76</u>	<u>8</u>	<u>-68</u>
<u>Construction</u>	<u>9,299</u>	<u>247</u>	<u>9,546</u>	<u>8,652</u>	<u>247</u>	<u>8,899</u>	<u>-647</u>	<u>-</u>	<u>-647</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>19,714</u>	<u>6,571</u>	<u>26,285</u>	<u>20,857</u>	<u>6,955</u>	<u>27,812</u>	<u>1,143</u>	<u>384</u>	<u>1,527</u>
<u>Transport, storage & communication</u>	<u>12,913</u>	<u>2,106</u>	<u>15,019</u>	<u>12,810</u>	<u>2,266</u>	<u>15,076</u>	<u>-103</u>	<u>160</u>	<u>57</u>
<u>Financing, insurance, real estate and business services</u>	<u>9309</u>	<u>3,874</u>	<u>13,183</u>	<u>9434</u>	<u>4,246</u>	<u>13,680</u>	<u>125</u>	<u>372</u>	<u>497</u>
<u>Community, social and personal services</u>	<u>58,965</u>	<u>20,135</u>	<u>79,100</u>	<u>59,141</u>	<u>20,636</u>	<u>79,777</u>	<u>176</u>	<u>501</u>	<u>677</u>
Government:									
(a) Central	43,508	12,569	56,077	43,264	12,862	56,126	-244	293	49
(b) Local	5,184	724	5,908	4,968	761	5,729	-216	37	-179
Other	10,273	6,842	17,115	10,909	7,013	17,922	636	171	807
<u>Activities not elsewhere specified</u>	<u>2,388</u>	<u>59</u>	<u>2,447</u>	<u>2,506</u>	<u>64</u>	<u>2,570</u>	<u>118</u>	<u>5</u>	<u>123</u>
Total	183,449	102,876	286,325	185,719	107,152	292,871	2,270	4,276	6,546

Table 2 - Employment in large establishments by industrial group, March 1994 - March 1998

Both sexes	Industrial group	1994	1995	1996	1997	1998
	<u>Agriculture and fishing</u>	<u>34,163</u>	<u>33,126</u>	<u>32,547</u>	<u>31,386</u>	<u>30,393</u>
	Sugarcane	30,229	29,109	29,066	28,173	27,516
	Tea	620	463	398	308	269
	Tobacco	394	400	339	241	274
	Other	2,920	3,154	2,744	2,664	2,334
	<u>Mining and quarrying</u>	<u>165</u>	<u>222</u>	<u>228</u>	<u>222</u>	<u>218</u>
	<u>Manufacturing</u>	<u>112,165</u>	<u>110,439</u>	<u>107,354</u>	<u>105,849</u>	<u>111,226</u>
	Sugar	6,767	6,114	5,039	4,346	4,090
	EPZ	81,706	80,373	79,467	79,617	84,031
	Other	23,692	23,952	22,848	21,886	23,105
	<u>Electricity and water</u>	<u>3,531</u>	<u>3,460</u>	<u>3,406</u>	<u>3,288</u>	<u>3,220</u>
	<u>Construction</u>	<u>13,377</u>	<u>10,784</u>	<u>10,194</u>	<u>9,546</u>	<u>8,899</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>23,343</u>	<u>24,472</u>	<u>25,046</u>	<u>26,285</u>	<u>27,812</u>
	<u>Transport, storage & communication</u>	<u>14,196</u>	<u>14,530</u>	<u>14,597</u>	<u>15,019</u>	<u>15,076</u>
	<u>Financing, insurance, real estate and business services</u>	<u>11,495</u>	<u>12,096</u>	<u>12,533</u>	<u>13,183</u>	<u>13,680</u>
	<u>Community, social and personal services</u>	<u>76,784</u>	<u>77,098</u>	<u>78,435</u>	<u>79,100</u>	<u>79,777</u>
	Government:					
	(a) Central	56,102	56,200	56,828	56,077	56,126
	(b) Local	5,310	5,396	5,508	5,908	5,729
	Other	15,372	15,502	16,099	17,115	17,922
	<u>Activities not elsewhere specified</u>	<u>3,158</u>	<u>2,958</u>	<u>3,134</u>	<u>2,447</u>	<u>2,570</u>
	Total	292,377	289,185	287,474	286,325	292,871

Table 2(cont'd) - Employment in large establishments by industrial group, March 1994 - March 1998

Male	Industrial group	1994	1995	1996	1997	1998
	<u>Agriculture and fishing</u>	<u>23,375</u>	<u>22,663</u>	<u>22,644</u>	<u>22,000</u>	<u>21,521</u>
	Sugarcane	20,773	19,905	20,323	19,696	19,485
	Tea	279	181	139	148	125
	Tobacco	123	123	107	76	87
	Other	2,200	2,454	2,075	2,080	1,824
	<u>Mining and quarrying</u>	<u>79</u>	<u>96</u>	<u>100</u>	<u>93</u>	<u>101</u>
	<u>Manufacturing</u>	<u>49,221</u>	<u>47,647</u>	<u>46,343</u>	<u>45,639</u>	<u>47,644</u>
	Sugar	6,659	6,031	4,984	4,289	4,038
	EPZ	24,045	23,253	23,735	24,782	26,418
	Other	18,517	18,363	17,624	16,568	17,188
	<u>Electricity and water</u>	<u>3,384</u>	<u>3,305</u>	<u>3,242</u>	<u>3,129</u>	<u>3,053</u>
	<u>Construction</u>	<u>13,161</u>	<u>10,580</u>	<u>9,967</u>	<u>9,299</u>	<u>8,652</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>17,658</u>	<u>18,318</u>	<u>18,756</u>	<u>19,714</u>	<u>20,857</u>
	<u>Transport, storage & communication</u>	<u>12,492</u>	<u>12,773</u>	<u>12,712</u>	<u>12,913</u>	<u>12,810</u>
	<u>Financing, insurance, real estate and business services</u>	<u>8,143</u>	<u>8,559</u>	<u>8,836</u>	<u>9,309</u>	<u>9,434</u>
	<u>Community, social and personal services</u>	<u>58,708</u>	<u>58,543</u>	<u>59,194</u>	<u>58,965</u>	<u>59,141</u>
	Government:					
	(a) Central	44,237	44,184	44,496	43,508	43,264
	(b) Local	4,688	4,764	4,847	5,184	4,968
	Other	9,783	9,595	9,851	10,273	10,909
	<u>Activities not elsewhere specified</u>	<u>3,083</u>	<u>2,889</u>	<u>3,077</u>	<u>2,388</u>	<u>2,506</u>
	Total	189,304	185,373	184,871	183,449	185,719

Table 2(cont'd) - Employment in large establishments by industrial group, March 1994 - March 1998

Female	Industrial group	1994	1995	1996	1997	1998
	<u>Agriculture and fishing</u>	<u>10,788</u>	<u>10,463</u>	<u>9,903</u>	<u>9,386</u>	<u>8,872</u>
	Sugarcane	9,456	9,204	8,743	8,477	8,031
	Tea	341	282	259	160	144
	Tobacco	271	277	232	165	187
	Other	720	700	669	584	510
	Mining and quarrying	<u>86</u>	<u>126</u>	<u>128</u>	<u>129</u>	<u>117</u>
	Manufacturing	<u>62,944</u>	<u>62,792</u>	<u>61,011</u>	<u>60,210</u>	<u>63,582</u>
	Sugar	108	83	55	57	52
	EPZ	57,661	57,120	55,732	54,835	57,613
	Other	5,175	5,589	5,224	5,318	5,917
	Electricity and water	<u>147</u>	<u>155</u>	<u>164</u>	<u>159</u>	<u>167</u>
	Construction	<u>216</u>	<u>204</u>	<u>227</u>	<u>247</u>	<u>247</u>
	Wholesale, retail trade, restaurants and hotels	<u>5,685</u>	<u>6,154</u>	<u>6,290</u>	<u>6,571</u>	<u>6,955</u>
	Transport, storage & communication	<u>1,704</u>	<u>1,757</u>	<u>1,885</u>	<u>2,106</u>	<u>2,266</u>
	Financing, insurance, real estate and business services	<u>3,352</u>	<u>3,537</u>	<u>3,697</u>	<u>3,874</u>	<u>4,246</u>
	Community, social and personal services	<u>18,076</u>	<u>18,555</u>	<u>19,241</u>	<u>20,135</u>	<u>20,636</u>
	Government:					
	(a) Central	11,865	12,016	12,332	12,569	12,862
	(b) Local	622	632	661	724	761
	Other	5,589	5,907	6,248	6,842	7,013
	Activities not elsewhere specified	<u>75</u>	<u>69</u>	<u>57</u>	<u>59</u>	<u>64</u>
	Total	103,073	103,812	102,603	102,876	107,152

Table 3 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1994 - March 1998

Industrial group	(Rupees)					
	1994	1995	1996	1997 ¹	1998	
Agriculture and fishing	3,187	3,981	4,396	5,116	5,289	
of which sugarcane	3,075	3,879	4,294	5,004	5,147	
Mining and quarrying	6,717	7,583	8,207	8,524	9,298	
Manufacturing	5,162	5,659	5,972	6,274	6,911	
of which EPZ ²	4,954	5,250	5,537	5,777	6,403	
Electricity and water	10,044	8,988	9,707	10,112	12,448	
Construction	6,614	8,355	9,096	10,038	11,479	
Wholesale, retail trade, restaurants and hotels	5,692	6,376	6,735	7,042	7,510	
Transport, storage & communication	6,752	7,339	8,122	8,766	10,647	
Financing, insurance, real estate and business services	7,980	9,248	10,096	11,010	11,550	
Community, social and personal services	6,417	6,814	7,079	8,296	8,500	
of which central government	6,525	6,931	7,176	8,612	8,643	
Activities not elsewhere specified	4,316	4,905	4,704	5,623	6,313	
All sectors	5,779	6,334	6,731	7,570	8,080	

¹revised

²excluding non-manufacturing EPZ establishments

Table 4 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1994 - March 1998

Industrial group	(Rupees)					
	1994	1995	1996	1997	1998	
Agriculture and fishing	110	131	142	160	182	
of which sugarcane	112	137	148	168	192	
Mining and quarrying	80	80	92	104	103	
Manufacturing	122	132	137	149	161	
of which EPZ ¹	112	118	125	137	146	
Electricity and water	-	-	107	127	-	
Construction	177	204	216	243	257	
Wholesale, retail trade, restaurants and hotels	132	139	152	155	159	
Transport, storage & communication	149	168	185	215	229	
Financing, insurance, real estate and business services	141	142	146	159	162	
Community, social and personal services	112	114	131	139	139	
of which central government	123	125	115	145	165	
Activities not elsewhere specified	128	134	159	178	169	
All sectors	131	142	151	166	178	

¹excluding non-manufacturing EPZ establishments.

Table 5 - Employment in large establishments of EPZ by industrial group and sex ,March 1996 - March 1998

Industrial group	March 1996			March 1997			March 1998		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</u>	<u>23,735</u>	<u>55,732</u>	<u>79,467</u>	<u>24,782</u>	<u>54,835</u>	<u>79,617</u>	<u>26,418</u>	<u>57,613</u>	<u>84,031</u>
of which:									
Food	634	922	1,556	642	987	1,629	633	978	1,611
Textiles	3,547	1,352	4,899	3,931	1,342	5,273	3,916	1,156	5,072
Wearing apparel (except footwear)	16,958	48,568	65,526	17,585	48,062	65,647	19,092	51,003	70,095
Footwear and Leather products	219	1,078	1,297	204	933	1,137	195	800	995
Wood and furniture	218	81	299	251	81	332	247	63	310
Professional / Scientific measuring equipment & optical goods	535	961	1,496	512	686	1,198	543	671	1,214
Jewellery and related articles	697	687	1,384	674	768	1,442	661	885	1,546
Other	927	2,083	3,010	983	1,976	2,959	1,131	2,057	3,188
<u>Non-manufacturing</u>	<u>365</u>	<u>312</u>	<u>677</u>	<u>420</u>	<u>311</u>	<u>731</u>	<u>438</u>	<u>316</u>	<u>754</u>
TOTAL	24,100	56,044	80,144	25,202	55,146	80,348	26,856	57,929	84,785