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1. ⇨ **SURVEY OF EMPLOYMENT AND EARNINGS IN
LARGE ESTABLISHMENTS**
March 1999 (Preliminary Results)
2. ⇨ **PRODUCTIVITY AND COMPETITIVENESS
INDICATORS (1990 - 1998)**

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MINISTRY OF ECONOMIC DEVELOPMENT, PRODUCTIVITY
AND REGIONAL DEVELOPMENT

PORT LOUIS
MAURITIUS

SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 1999 (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 1999.

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 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 is included. These comprise mostly government employees, numbering about 3,300.
- (iii) employment figures given in this report also include some 12,900 foreigners employed by large establishments.

4.1 Employment level, March 1998 - March 1999

Total employment in establishments covered by the survey increased by 4,850 (1.6%) from 292,772 in March 1998 to 297,622 in March 1999 (Table 1). The number of male workers rose by around 2,200 while among females, an increase of about 2,600 was noted.

Foreign workers now numbering around 12,900 (4,440 males and 8,460 females), mainly engaged in the manufacturing sector, are included in the employment figures. Compared to 10,042 in March 1998, the figure shows an increase of 2,858 (28.5%).

4.2 Employment by industry

Analysis of the employment figures by industry group shows an almost similar pattern to that noted in March 1998, i.e continued increase in employment in the secondary and tertiary sectors accompanied by a decline in the primary sector.

Between March 1998 and March 1999, the 'Manufacturing' industry registered an increase of about 4,100 employees. The main contributor to this increase was the EPZ sector with a net gain of 4,900, offset to some extent by a shortfall of 800 in non-EPZ manufacturing enterprises. On the other hand, a change has been observed in

'Construction' where employment, which had been declining during the previous three years, has now increased by about 300. 'Wholesale, retail trade, restaurants and hotels' and 'Financing, insurance, real estate and business services' registered net increases of about 660 and 650 respectively, although employment in 'Restaurants' went down by about 100. A rise of 1,375 was also noted in 'Community, social and personal services', mainly in government and private educational services, which contributed increases of about 780 and 480 respectively.

Large establishments engaged in 'Agriculture and fishing' and in 'Activities not elsewhere specified' show lower levels of employment in March 1999 as compared to March 1998, with decreases of about 1,560 and 600 respectively.

As regards distribution by sex, male employment shows an overall increase of nearly 2,200, the main contribution coming from the manufacturing sector where male employment increased by about 2,000. Other sectors showing increase in male employment are 'Construction' (300), 'Wholesale, retail trade, restaurants and hotels' (400), 'Financing, insurance, real estate and business services' (600), and 'Community, social and personal services' (500). These increases were however mitigated by decreases of 800 in 'Agriculture and fishing' and 600 in 'Activities not elsewhere specified'.

Female employment has increased by around 2,600 between March 1998 and March 1999. Once again the main contribution came from the manufacturing sector with a net increase of 2,100, followed by 'Community, social and personal services' (900). Smaller increases were observed in all other sectors except 'Agriculture and fishing' where the figure fell by about 800.

The evolution of employment in large establishments by sex and industrial group since 1995 is shown in Table 2.

4.3 Employment in large establishments of the EPZ

The number of persons employed by large EPZ firms was around 89,950 (77,850 Mauritians and 12,100 foreigners) in March 1999, showing an increase of about 5,200 (6%) over the March 1998 figure of 84,800 (Table 5). Male employment which stood at 26,900 in March 1998, rose to 29,500 in March 1999 while female employment went up from 57,900 to around 60,400 during the same period.

The rise in the employment level of the EPZ sector occurred mainly in enterprises manufacturing wearing apparel, where a net increase of 4,885 was noted between March 1998 and March 1999. However a net decrease of about 200 occurred in 'Footwear and leather products'.

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, almost the same figure as in March 1998.

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 9% over March 1998 to reach around Rs. 8,800 in March 1999 (Table 3). The largest increase (13%) was noted in 'Community, social and personal services' as a result of an increase of about 14% in the Government sector. High increases of the order of 9.5% were also noted in 'Agriculture and fishing' as well as 'Wholesale, retail trade, restaurants and hotels'. Increases in other sectors were as follows: 'Construction' (8%), 'Financing, insurance, real estate and business services' (6%), 'Manufacturing' (2%) and 'Activities not elsewhere specified' (9%). On the other hand, 'Electricity and water' registered a decrease of 3%, resulting from a fall in overtime earnings.

Earnings of employees exclusively on daily rates of pay increased by 3.4% from Rs 178 per day in March 1998 to Rs 184 in March 1999 (Table 4).

4.4.2 Earnings in large establishments of the EPZ

In the EPZ sector, average earnings increased marginally by about 0.3% for monthly rate employees (Table 6), while among daily rate employees, the increase was 3.4% (Table 7). The marginal increase in average earnings for monthly paid employees is attributable to days not worked and shorter working hours in March 1999, with consequent loss of allowances related to attendance, productivity and travelling. Piece rate workers, found mostly in large manufacturing establishments of EPZ, were earning an average of Rs 169 per day in March 1999 compared to Rs 159 in March 1998. Hourly rate workers, also found mostly in large EPZ manufacturing establishments, were being paid Rs 15 per hour in both March 1998 and March 1999.

**Central Statistical Office,
Ministry of Economic Development, Productivity and Regional Development,
Port Louis.**

August 1999

Table 1 - Employment in large establishments by industrial group and sex, March 1998 - March 1999

Industrial group	March 1998 ¹			March 1999			Difference (March 99 - March 98)		
	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
<u>Agriculture and fishing</u>	<u>21,521</u>	<u>8,872</u>	<u>30,393</u>	<u>20,724</u>	<u>8,107</u>	<u>28,831</u>	<u>-797</u>	<u>-765</u>	<u>-1,562</u>
Sugarcane	19,485	8,031	27,516	18,727	7,334	26,061	-758	-697	-1,455
Tea	125	144	269	130	123	253	5	-21	-16
Tobacco	87	187	274	64	145	209	-23	-42	-65
Other	1,824	510	2,334	1,803	505	2,308	-21	-5	-26
<u>Mining and quarrying</u>	<u>101</u>	<u>117</u>	<u>218</u>	<u>97</u>	<u>115</u>	<u>212</u>	<u>-4</u>	<u>-2</u>	<u>-6</u>
<u>Manufacturing</u>	<u>47,644</u>	<u>63,582</u>	<u>111,226</u>	<u>49,639</u>	<u>65,670</u>	<u>115,309</u>	<u>1,995</u>	<u>2,088</u>	<u>4,083</u>
Sugar	4,038	52	4,090	3,861	25	3,886	-177	-27	-204
EPZ	26,418	57,613	84,031	29,054	59,866	88,920	2,636	2,253	4,889
Other	17,188	5,917	23,105	16,724	5,779	22,503	-464	-138	-602
<u>Electricity and water</u>	<u>3,053</u>	<u>167</u>	<u>3,220</u>	<u>2,995</u>	<u>168</u>	<u>3,163</u>	<u>-58</u>	<u>1</u>	<u>-57</u>
<u>Construction</u>	<u>8,652</u>	<u>247</u>	<u>8,899</u>	<u>8,971</u>	<u>256</u>	<u>9,227</u>	<u>319</u>	<u>9</u>	<u>328</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>20,857</u>	<u>6,955</u>	<u>27,812</u>	<u>21,267</u>	<u>7,209</u>	<u>28,476</u>	<u>410</u>	<u>254</u>	<u>664</u>
<u>Transport, storage & communication</u>	<u>12,810</u>	<u>2,266</u>	<u>15,076</u>	<u>12,758</u>	<u>2,307</u>	<u>15,065</u>	<u>-52</u>	<u>41</u>	<u>-11</u>
<u>Financing, insurance, real estate and business services</u>	<u>9,434</u>	<u>4,246</u>	<u>13,680</u>	<u>10,001</u>	<u>4,327</u>	<u>14,328</u>	<u>567</u>	<u>81</u>	<u>648</u>
<u>Community, social and personal services</u>	<u>59,042</u>	<u>20,636</u>	<u>79,678</u>	<u>59,509</u>	<u>21,544</u>	<u>81,053</u>	<u>467</u>	<u>908</u>	<u>1,375</u>
Government:									
(a) Central	43,264	12,862	56,126	43,270	13,489	56,759	6	627	633
(b) Local	4,869	761	5,630	4,999	776	5,775	130	15	145
Other	10,909	7,013	17,922	11,240	7,279	18,519	331	266	597
<u>Activities not elsewhere specified</u>	<u>2,506</u>	<u>64</u>	<u>2,570</u>	<u>1,894</u>	<u>64</u>	<u>1,958</u>	<u>-612</u>	<u>0</u>	<u>-612</u>
Total	185,620	107,152	292,772	187,855	109,767	297,622	2,235	2,615	4,850

¹ Revised

Table 2 - Employment in large establishments by sex and industrial group, March 1995 - March 1999

Both sexes	Industrial group	1995	1996	1997 ¹	1998 ¹	1999
	<u>Agriculture and fishing</u>	<u>33,126</u>	<u>32,547</u>	<u>31,386</u>	<u>30,393</u>	<u>28,831</u>
	Sugarcane	29,109	29,066	28,173	27,516	26,061
	Tea	463	398	308	269	253
	Tobacco	400	339	241	274	209
	Other	3,154	2,744	2,664	2,334	2,308
	<u>Mining and quarrying</u>	<u>222</u>	<u>228</u>	<u>222</u>	<u>218</u>	<u>212</u>
	<u>Manufacturing</u>	<u>110,439</u>	<u>107,354</u>	<u>105,849</u>	<u>111,226</u>	<u>115,309</u>
	Sugar	6,114	5,039	4,346	4,090	3,886
	EPZ	80,373	79,467	79,617	84,031	88,920
	Other	23,952	22,848	21,886	23,105	22,503
	<u>Electricity and water</u>	<u>3,460</u>	<u>3,406</u>	<u>3,288</u>	<u>3,220</u>	<u>3,163</u>
	<u>Construction</u>	<u>10,784</u>	<u>10,194</u>	<u>9,546</u>	<u>8,899</u>	<u>9,227</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>24,472</u>	<u>25,046</u>	<u>26,285</u>	<u>27,812</u>	<u>28,476</u>
	<u>Transport, storage & communication</u>	<u>14,530</u>	<u>14,597</u>	<u>15,019</u>	<u>15,076</u>	<u>15,065</u>
	<u>Financing, insurance, real estate and business services</u>	<u>12,096</u>	<u>12,533</u>	<u>13,183</u>	<u>13,680</u>	<u>14,328</u>
	<u>Community, social and personal services</u>	<u>77,098</u>	<u>78,435</u>	<u>78,844</u>	<u>79,678</u>	<u>81,053</u>
	Government:					
	(a) Central	56,200	56,828	56,077	56,126	56,759
	(b) Local	5,396	5,508	5,652	5,630	5,775
	Other	15,502	16,099	17,115	17,922	18,519
	<u>Activities not elsewhere specified</u>	<u>2,958</u>	<u>3,134</u>	<u>2,447</u>	<u>2,570</u>	<u>1,958</u>
	Total	289,185	287,474	286,069	292,772	297,622

¹ Revised

Table 2(cont'd) - Employment in large establishments by sex and industrial group, March 1995 - March 1999

Male	Industrial group	1995	1996	1997 ¹	1998 ¹	1999
	<u>Agriculture and fishing</u>	<u>22,663</u>	<u>22,644</u>	<u>22,000</u>	<u>21,521</u>	<u>20,724</u>
	Sugarcane	19,905	20,323	19,696	19,485	18,727
	Tea	181	139	148	125	130
	Tobacco	123	107	76	87	64
	Other	2,454	2,075	2,080	1,824	1,803
	<u>Mining and quarrying</u>	<u>96</u>	<u>100</u>	<u>93</u>	<u>101</u>	<u>97</u>
	<u>Manufacturing</u>	<u>47,647</u>	<u>46,343</u>	<u>45,639</u>	<u>47,644</u>	<u>49,639</u>
	Sugar	6,031	4,984	4,289	4,038	3,861
	EPZ	23,253	23,735	24,782	26,418	29,054
	Other	18,363	17,624	16,568	17,188	16,724
	<u>Electricity and water</u>	<u>3,305</u>	<u>3,242</u>	<u>3,129</u>	<u>3,053</u>	<u>2,995</u>
	<u>Construction</u>	<u>10,580</u>	<u>9,967</u>	<u>9,299</u>	<u>8,652</u>	<u>8,971</u>
	<u>Wholesale, retail trade, restaurants and hotels</u>	<u>18,318</u>	<u>18,756</u>	<u>19,714</u>	<u>20,857</u>	<u>21,267</u>
	<u>Transport, storage & communication</u>	<u>12,773</u>	<u>12,712</u>	<u>12,913</u>	<u>12,810</u>	<u>12,758</u>
	<u>Financing, insurance, real estate and business services</u>	<u>8,559</u>	<u>8,836</u>	<u>9,309</u>	<u>9,434</u>	<u>10,001</u>
	<u>Community, social and personal services</u>	<u>58,543</u>	<u>59,194</u>	<u>58,769</u>	<u>59,042</u>	<u>59,509</u>
	Government:					
	(a) Central	44,184	44,496	43,508	43,264	43,270
	(b) Local	4,764	4,847	4,988	4,869	4,999
	Other	9,595	9,851	10,273	10,909	11,240
	<u>Activities not elsewhere specified</u>	<u>2,889</u>	<u>3,077</u>	<u>2,388</u>	<u>2,506</u>	<u>1,894</u>
	Total	185,373	184,871	183,253	185,620	187,855

¹ Revised

Table 2(cont'd) - Employment in large establishments by sex and industrial group, March 1995 - March 1999

Female	1995	1996	1997 ¹	1998	1999
Industrial group					
<u>Agriculture and fishing</u>	<u>10,463</u>	<u>9,903</u>	<u>9,386</u>	<u>8,872</u>	<u>8,107</u>
Sugarcane	9,204	8,743	8,477	8,031	7,334
Tea	282	259	160	144	123
Tobacco	277	232	165	187	145
Other	700	669	584	510	505
<u>Mining and quarrying</u>	<u>126</u>	<u>128</u>	<u>129</u>	<u>117</u>	<u>115</u>
<u>Manufacturing</u>	<u>62,792</u>	<u>61,011</u>	<u>60,210</u>	<u>63,582</u>	<u>65,670</u>
Sugar	83	55	57	52	25
EPZ	57,120	55,732	54,835	57,613	59,866
Other	5,589	5,224	5,318	5,917	5,779
<u>Electricity and water</u>	<u>155</u>	<u>164</u>	<u>159</u>	<u>167</u>	<u>168</u>
<u>Construction</u>	<u>204</u>	<u>227</u>	<u>247</u>	<u>247</u>	<u>256</u>
<u>Wholesale, retail trade, restaurants and hotels</u>	<u>6,154</u>	<u>6,290</u>	<u>6,571</u>	<u>6,955</u>	<u>7,209</u>
<u>Transport, storage & communication</u>	<u>1,757</u>	<u>1,885</u>	<u>2,106</u>	<u>2,266</u>	<u>2,307</u>
<u>Financing, insurance, real estate and business services</u>	<u>3,537</u>	<u>3,697</u>	<u>3,874</u>	<u>4,246</u>	<u>4,327</u>
<u>Community, social and personal services</u>	<u>18,555</u>	<u>19,241</u>	<u>20,075</u>	<u>20,636</u>	<u>21,544</u>
Government:					
(a) Central	12,016	12,332	12,569	12,862	13,489
(b) Local	632	661	664	761	776
Other	5,907	6,248	6,842	7,013	7,279
<u>Activities not elsewhere specified</u>	<u>69</u>	<u>57</u>	<u>59</u>	<u>64</u>	<u>64</u>
Total	103,812	102,603	102,816	107,152	109,767

¹ Revised

Table 3 - Average monthly earnings in large establishments by industrial group for employees on monthly rates of pay, March 1995 - March 1999

Industrial group	1995	1996	1997	1998	1999
Agriculture and fishing	3,981	4,396	5,116	5,289	5,792
of which sugarcane	3,879	4,294	5,004	5,147	5,625
Mining and quarrying	7,583	8,207	8,524	10,060 ²	10,617
Manufacturing	5,659	5,972	6,274	6,911	7,034
of which EPZ ¹	5,250	5,493	5,777	6376 ²	6,371
Electricity and water	8,988	9,707	10,112	12,448	12,067
Construction	8,355	9,096	10,038	11,479	12,368
Wholesale, retail trade, restaurants and hotels	6,376	6,735	7,042	7,510	8,221
Transport, storage & communication	7,339	8,122	8,766	10,647	10,938
Financing, insurance, real estate and business services	9,248	10,096	11,010	11,550	12,300
Community, social and personal services	6,814	7,079	8,296	8,500	9,609
of which central government	6,931	7,176	8,612	8,643	9,864
Activities not elsewhere specified	4,905	4,704	5,623	6,313	6,875
All sectors	6,334	6,731	7,570	8,080	8,820

¹excluding non-manufacturing EPZ establishments

² Revised

Table 4 - Average daily earnings in large establishments by industrial group for employees on daily rates of pay, March 1995 - March 1999

Industrial group	(Rupees)				
	1995	1996	1997	1998	1999
Agriculture and fishing	131	142	160	182	191
of which sugarcane	137	148	168	192	201
Mining and quarrying	80	92	104	103	107
Manufacturing	132	137	149	161	166
of which EPZ ¹	118	125	137	146	151
Electricity and water	-	107	127	-	296
Construction	204	216	243	257	270
Wholesale, retail trade, restaurants and hotels	139	152	155	159	178
Transport, storage & communication	168	185	215	220 ²	220
Financing, insurance, real estate and business services	142	146	159	162	178
Community, social and personal services	114	131	139	139	141
of which central government	125	115	145	165	161
Activities not elsewhere specified	134	159	178	169	147
All sectors	142	151	166	178	184

¹excluding non-manufacturing EPZ establishments.

² Revised

Table 5 - Employment in large establishments of EPZ by industrial group and sex, March 1997 - March 1999

Industrial group	March 1997			March 1998			March 1999		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<u>Manufacturing</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>	<u>29,054</u>	<u>59,866</u>	<u>88,920</u>
of which:									
Food	642	987	1,629	633	978	1,611	627	1,010	1,637
Textiles	3,931	1,342	5,273	3,916	1,156	5,072	4,070	1,220	5,290
Wearing apparel (except footwear)	17,585	48,062	65,647	19,092	51,003	70,095	21,666	53,314	74,980
Footwear and Leather products	204	933	1,137	195	800	995	158	600	758
Wood and furniture	251	81	332	247	63	310	227	58	285
Professional / Scientific measuring equipment & optical goods	512	686	1,198	543	671	1,214	571	779	1,350
Jewellery and related articles	674	768	1,442	661	885	1,546	598	863	1,461
Other	983	1,976	2,959	1,131	2,057	3,188	1,137	2,022	3,159
<u>Non-manufacturing</u>	<u>420</u>	<u>311</u>	<u>731</u>	<u>438</u>	<u>316</u>	<u>754</u>	<u>487</u>	<u>546</u>	<u>1,033</u>
TOTAL	25,202	55,146	80,348	26,856	57,929	84,785	29,541	60,412	89,953

**Table 6-Average monthly earnings in EPZ by industrial group for employees exclusively on monthly rates of pay
March 1995 - March 1999**

(Rupees)					
Industrial group	1995	1996	1997	1998 ¹	1999
<u>Manufacturing</u>	<u>5,250</u>	<u>5,493</u>	<u>5,777</u>	<u>6,376</u>	<u>6,371</u>
of which:					
Food	8,050	7,032	7,409	6,220	7,025
Textiles	5,452	5,632	5,951	6,733	6,920
Wearing apparel (except footwear)	5,156	5,463	5,758	6,452	6,256
Footwear and leather products	7,332	8,288	8,394	9,210	9,559
Wood and furniture	4,677	5,284	5,345	5,967	7,802
Professional/Scientific measuring equipment & optical goods	4,843	5,700	6,851	7,748	7,766
Jewellery and related articles	4,789	4,670	4,936	4,772	5,039
Other	5,063	4,975	4,907	5,193	5,836
<u>Non-manufacturing</u>	<u>5,707</u>	<u>5,902</u>	<u>6,527</u>	<u>8,100</u>	<u>9,416</u>
All sectors	5,257	5,497	5,787	6,395	6,417

**Table 7 - Average daily earnings in EPZ by industrial group for employees exclusively on daily rates of pay,
March 1995 - March 1999**

(Rupees)					
Industrial group	1995	1996	1997	1998	1999
<u>Manufacturing</u>	<u>118</u>	<u>125</u>	<u>137</u>	<u>146</u>	<u>151</u>
of which:					
Food	115	115	121	141	142
Textiles	134	165	176	194	191
Wearing apparel (except footwear)	111	119	134	143	149
Footwear and leather products	131	137	137	136	144
Wood and furniture	126	148	162	223	223
Professional/Scientific measuring equipment & optical goods	144	138	141	159	158
Jewellery and related articles	170	186	150	137	133
Other	119	140	163	145	133
<u>Non-manufacturing</u>	<u>108</u>	<u>108</u>	<u>89</u>	<u>98</u>	<u>119</u>
All sectors	117	125	137	145	150

¹ Revised