SURVEY OF EMPLOYMENT AND EARNINGS IN LARGE ESTABLISHMENTS

March 2008 (Preliminary results)

1. Introduction

The Central Statistics Office carries out, every year in March, the Survey of Employment and Earnings in 'large' establishments so as to obtain a continuous series of comparable data on the level of employment and earnings in these establishments. This issue of the Economic and Social Indicator presents the preliminary results of the survey conducted in March 2008.

It is to be noted that following the promulgation of the Finance Act 2006, no distinction is now made between the Export Processing Zone (EPZ) and other manufacturing enterprises. This publication has been reviewed accordingly and now figures for Export Oriented Enterprises (EOE) has been given instead of EPZ.

For the purpose of the survey, 'large' establishments include:

- (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 are working in their own homes on materials provided by the establishment, are excluded although they are remunerated by the establishment.
- (c) All central, regional and local government departments.

2. Response

The preliminary results of the survey presented below are based on the responses from 56% of large establishments, representing 65% of the total employment in this category of

establishments. Estimates have been made for non-response on the basis of previous data and observed trend.

3. Results

4.1 Employment Level, March 2007 – March 2008

Preliminary estimates show that total employment in large establishments covered by the survey was around 305,500 in March 2008 compared to 299,400 in March 2007, representing an increase of about 6,100 (Table 1). This was the net result of an employment increase in almost all industry groups except 'Agriculture, hunting, forestry & fishing', which registered a decrease of about 2,600, mainly due to Voluntary Retirement Scheme (VRS) and 'Manufacturing' with a decrease of about 400.

Employment in the primary sector stood at 19,200 in March 2008 against 21,800 in March 2007. Employment in the secondary sector rose by 700 from 108,900 in 2007 to 109,600 in 2008 while the tertiary sector registered an increase of 8,000 from 168,700 to 176,700 during the same period.

Analysis by sex shows that male employment increased by 3,700 from 192,500 in 2007 to 196,200 in 2008 and female employment increased by 2,400 from 106,900 in 2007 to 109,300 in 2008.

The total employment figure includes some 4,200 persons working in large establishments in Rodrigues, compared to 4,400 in March 2007. These were mainly government employees of Rodrigues Regional Assembly numbering around 2,800 at March 2008.

Foreign workers who are also included in the total employment figure numbered 22,800 (13,800 males and 9,000 females) in March 2008, compared to 19,900 (10,800 males and 9,100 females) in March 2007. These workers were mainly engaged in the manufacturing sector.

4.2 Employment by Industry

Between March 2007 and March 2008, the industry groups 'Agriculture, hunting, forestry and fishing' and 'Manufacturing' registered losses of 2,600 and 400 jobs respectively

while employment grew in almost all other major industry groups. The main groups registering increases in employment were 'Real estate, renting and business activities' (1,900), 'Hotels & restaurants' (1,900), 'Financial Intermediation' (1,400) and 'Construction' (1,000).

4.3 Employment by sex

As regards distribution by sex, male employment showed an overall increase of 3,700. Within industry groups, it is observed that 'Real estate, renting and business activities' registered an increase of 1,200 in male employment followed by 'Manufacturing' (1,100), 'Hotels & Restaurants' (1,000), 'Construction' (950) and 'Financial Intermediation' (500). Male employment decreased in 'Agriculture, hunting, forestry and fishing' (-2,300) and in 'Education' (-150).

Overall female employment increased by 2,400. The main contributors to this increase were 'Hotels and Restaurants' (900), 'Financial intermediation' (900), followed by 'Real estate, renting and business activities' (700). Female employment decreased in the 'Manufacturing' sector (-1,500) and 'Agriculture, hunting, forestry and fishing' sector (-300).

The evolution of employment in large establishments by sex and industrial group since 2006 is shown in Table 2.

4.4 Employment in the General Government Sector

The General Government sector comprises the Central Government, Regional Government and the Local Government. The Central Government covers the Budgetary Central Government (ministries and departments) and Extra Budgetary Units (agencies operating under the authority of the Central Government and responsible for the performance of specialized governmental functions). The Regional Government comprises the Regional Assembly of Rodrigues while the Local Government is made up of Municipalities and District Councils.

Employment in the General Government Sector decreased by about 400 from around 73,600 (51,000 males and 22,600 females) in March 2007 to around 73,200 (50,000 males and 23,200 females) in March 2008. Male employment decreased by 1,000 while female employment increased by 600.

Analysis by industrial group showed that increase in employment was registered in 'Health and social work' (300) and 'Education' (200) while a decline was observed in 'Agriculture, hunting, forestry and fishing' (-700) and 'Construction' (-200).

4.5 Employment in the large establishments of the EOE sector

The number of persons employed by 'large' EOE establishments increased by 700 from 66,100 (50,000 Mauritians and 16,100 foreigners) in March 2007 to 66,800 (48,400 Mauritians and 18,400 foreigners) in March 2008 (Table 4). All industrial groups registered increases except 'wearing apparel (except footwear)' which showed a decrease of 200.

The number of male employees increased by around 1,600 to reach 27,100 in March 2008, while female employment decreased by around 900 to stand at 39,600 during the same period.

4.6 Earnings

The level of average earnings is influenced mainly by increases in basic salaries and wages. However, fluctuations may also occur because of:

- (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.

4.6.1 Earnings in all large establishments

For the purpose of the survey, employees are classified into the following different categories according to type of pay: monthly, daily, piece and hourly rate. Table 5 presents the average earnings by industry group for the years 2006 - 2008, where all rates have been converted to a monthly basis.

The 'Financial intermediation' has registered the highest average earnings (Rs 27,400) followed by 'Electricity, gas and water' (Rs 24,400) while the lowest average monthly earnings (Rs 6,700) was noted in 'Mining and quarrying'.

Overall average monthly earnings in large establishments increased by about 8% from Rs. 13,400 in March 2007 to Rs.14,400 in March 2008. A general upward trend was observed

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in all industry groups. The highest increases were in 'Transport, storage and communications' (13%), 'Financial Intermediation' (12%), 'Real estate, renting and business activities' (10%) and 'Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods' (10%).

4.6.2 Earnings in large establishments of the EOE sector

Earnings in the EOE sector have also been converted to monthly rate (Table 6). The average monthly earnings in this sector increased by about 4% from Rs 7,600 in March 2007 to Rs 7,900 in March 2008. At March 2008, average monthly earnings in manufacturing establishments of the EOE sector was Rs 7,700 compared to Rs 16,000 in non-manufacturing establishments. The corresponding figures for 2007 were Rs 7,400 and Rs 15,400 respectively.

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Table 1 - Change in employment in large establishments by industrial group and sex, March 2007 - March 2008

		March 2007	I		March 2008	2	Diff. (M	March 08 - Ma	rch 07)
Industrial group	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, hunting, forestry and fishing	18,047	3,637	21,684	15,722	3,318	19,040	-2,325	-319	-2,644
Sugarcane	11,499	2,497	13,996	9,712	2,173	11,885	-1,787	-324	-2,111
Other	6,548	1,140	7,688	6,010	1,145	7,155	-538	5	-533
Mining and quarrying	75	65	140	76	64	140	1	-1	0
Manufacturing	45,004	47,257	92,261	46,110	45,770	91,880	1,106	-1,487	-381
Sugar	1,979	18	1,997	1,619	17	1,636	-360	-1	-361
Food	4,858	4,196	9,054	4,843	4,325	9,168	-15	129	114
Textiles	22,180	35,627	57,807	23,469	33,888	57,357	1,289	-1,739	-450
Other	15,987	7,416	23,403	16,179	7,540	23,719	192	124	316
Electricity, gas and water	2,821	178	2,999	2,894	187	3,081	73	9	82
Construction	13,070	559	13,629	14,022	605	14,627	952	46	998
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	12860	5975	18,835	13,211	6,427	19,638	351	452	803
Wholesale & retail trade	11,263	5,632	16,895	11,679	6,081	17,760	416	449	865
Other	1,597	343	1,940	1,532	346	1,878	-65	3	-62
Hotels and restaurants	16,746	5,280	22,026	17,722	6,159	23,881	976	879	1,855
Transport, storage and communications	15,049	3,464	18,513	15,495	3,556	19,051	446	92	538
Financial intermediation	5,031	4,262	9,293	5,547	5,126	10,673	516	864	1,380
Insurance	1,307	1,165	2,472	1,308	1,265	2,573	1	100	101
Other	3,724	3,097	6,821	4,239	3,861	8,100	515	764	1,279
Real estate, renting and business activities	10,884	6,312	17,196	12,073	7,026	19,099	1,189	714	1,903
Public administration and defence; compulsory social security	30,303	9,313	39,616	30,513	9,254	39,767	210	-59	151
Education	11,337	12,703	24,040	11,185	13,252	24,437	-152	549	397
Health and social work	6,619	6,365	12,984	6,605	6,739	13,344	-14	374	360
Other services	4,644	1,535	6,179	5,027	1,780	6,807	383	245	628
Total	192,490	106,905	299,395	196,202	109,263	305,465	3,712	2,358	6,070
Export oriented enterprises	25,556	40,582	66,138	27,119	39,643	66,762	1,563	-939	624

¹Revised

² Provisional

Table 2 - Employment in large establishments by sex and industrial group, March 2006 - March 2008

Both sexes

Industrial group	March 2006	March 2007 ¹	March 2008 ²
Agriculture, hunting, forestry and fishing	21,636	21,684	19,040
Sugarcane	13,797	13,996	11,885
Other	7,839	7,688	7,155
Mining and quarrying	180	140	140
Manufacturing	91,021	92,261	91,880
Sugar	2,008	1,997	1,636
Food	9,127	9,054	9,168
Textiles	56,314	57,807	57,357
Other	23,572	23,403	23,719
Electricity, gas and water	2,988	2,999	3,081
Construction	12,925	13,629	14,627
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	18,113	18,835	19,638
Wholesale & retail trade	16,135	16,895	17,760
Other	1,978	1,940	1,878
Hotels and restaurants	21,341	22,026	23,881
Transport, storage and communications	18,333	18,513	19,051
Financial intermediation	9,009	9,293	10,673
Insurance	2,344	2,472	2,573
Other	6,665	6,821	8,100
Real estate, renting and business activities	15,145	17,196	19,099
Public administration and defence; compulsory social security	40,298	39,616	39,767
Education	24,045	24,040	24,437
Health and social work	12,670	12,984	13,344
Other services	6,192	6,179	6,807
Total	293,896	299,395	305,465
Export oriented enterprises	65,240	66,138	66,762

¹ Revised

² Provisional

 $Table\ 2\ (cont'd)\ -\ Employment\ in\ large\ establishments\ by\ sex\ and\ industrial\ group,\ March\ 2006\ -\ March\ 2008$ Male

Industrial group	March 2006	March 2007 ¹	March 2008 ²
Agriculture, hunting, forestry and fishing	18,052	18,047	15,722
Sugarcane	11,369	11,499	9,712
Other	6,683	6,548	6,010
Mining and quarrying	90	75	76
Manufacturing	43,626	45,004	46,110
Sugar	1,990	1,979	1,619
Food	4,858	4,858	4,843
Textiles	20,708	22,180	23,469
Other	16,070	15,987	16,179
Electricity, gas and water	2,824	2,821	2,894
Construction	12,345	13,070	14,022
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	12,395	12,860	13,211
Wholesale & retail trade	10,749	11,263	11,679
Other	1,646	1,597	1,532
Hotels and restaurants	16,298	16,746	17,722
Transport, storage and communications	14,927	15,049	15,495
Financial intermediation	4,910	5,031	5,547
Insurance	1,240	1,307	1,308
Other	3,670	3,724	4,239
Real estate, renting and business activities Public administration and defence; compulsory social security	9,839 31,130	10,884 30,303	12,073 30,513
Education	11,432	11,337	11,185
Health and social work	6,494	6,619	6,605
Other services	4,627	4,644	5,027
Total	188,989	192,490	196,202
Export oriented enterprises	24,148	25,556	27,119

¹ Revised

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² Provisional

 $Table\ 2\ (cont'd)\ -\ Employment\ in\ large\ establishments\ by\ sex\ and\ industrial\ group,\ March\ 2006\ -\ March\ 2008\ Female$

Industrial group	March 2006	March 2007 ¹	March 2008 ²
Agriculture, hunting, forestry and fishing	3,584	3,637	3,318
Sugarcane	2,428	2,497	2,173
Other	1,156	1,140	1,145
Mining and quarrying	90	65	64
Manufacturing	47,395	47,257	45,770
Sugar	18	18	17
Food	4,269	4,196	4,325
Textiles	35,606	35,627	33,888
Other	7,502	7,416	7,540
Electricity, gas and water	164	178	187
Construction	580	559	605
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	5,718	5,975	6,427
Wholesale & retail trade	5,386	5,632	6,081
Other	332	343	346
Hotels and restaurants	5,043	5,280	6,159
Transport, storage and communications	3,406	3,464	3,556
Financial intermediation	4,099	4,262	5,126
Insurance	1,104	1,165	1,265
Other	2,995	3,097	3,861
Real estate, renting and business activities Public administration and defence; compulsory social security	5,306 9,168	6,312 9,313	7,026 9,254
Education	12,613	12,703	13,252
Health and social work	6,176	6,365	6,739
Other services	1,565	1,535	1,780
Total	104,907	106,905	109,263
Export oriented enterprises	41,092	40,582	39,643

¹ Revised ² Provisional

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Table 3 - Employment in the General Government sector by industrial group and sex, March 2006 - March 2008

Both sexes

	March 2006						March 2007 ²							March 2008 ³					
	Centr	al Govern	nment			Total	Cen	tral Govern	nment			Total	Cen	tral Govern	ment			Total	
Industrial group	Ministries Depts.	EBUs ¹	Total Central Govt.	Regiona l Govt.	Local Govt	General Govt.	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	General Govt.	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	General Govt.	
Agriculture, hunting, forestry and fishing	4,200	904	5,104	-	-	5,104	3,991	943	4,934	-	-	4,934	3,288	927	4,215	-	-	4,215	
Manufacturing	284	-	284	-	-	284	292	-	292	-	-	292	278	-	278	-	-	278	
Construction	2,106	53	2,159	-	-	2,159	1,867	289	2,156	-	-	2,156	1,593	344	1,937	-	-	1,937	
Transport, storage & communication	325	-	325	-	-	325	314	-	314	-	-	314	309	-	309	-	-	309	
Real estate, renting and business activities Public administration &	209	108	317	-	-	317	194	77	271	-	-	271	188	76	264	-	-	264	
defence; compulsory social security	28,468	1,765	30,233	2,977	7,050	40,260	26,657	2,990	29,647	2,894	7,039	39,580	26,962	3,080	30,042	2,787	6,901	39,730	
Education	11,061	3,673	14,734	-	-	14,734	10,817	3,761	14,578	-	-	14,578	10,859	3,926	14,785	-	-	14,785	
Health and social work	9,833	1,013	10,846	-	-	10,846	10,004	1,135	11,139	-	-	11,139	10,295	1,114	11,409	-	-	11,409	
Other community, social and personal services	208	89	297	-	-	297	206	98	304	-	-	304	196	106	302	-	-	302	
Total	56,694	7,605	64,299	2,977	7,050	74,326	54,342	9,293	63,635	2,894	7,039	73,568	53,968	9,573	63,541	2,787	6,901	73,229	

¹ Extra budgetary Units

² Revised 3 Provisional

Table 3a - Employment in the General Government sector by industrial group and sex, March 2006 - March 2008

Male

			March	1 2006					Mar	ch 2007 ²					March	2008 3		
	Cent	ral Govern	ment			T . 1	Cent	ral Govern	ment				Cent	ral Govern	ment			T
Industrial group	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	Total General Govt.	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	Total General Govt.	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	Total General Govt.
Agriculture, hunting, forestry and fishing	3,920	760	4,680	-	-	4,680	3,704	788	4,492	-	-	4,492	3,010	772	3,782	-	-	3,782
Manufacturing	246	-	246	-	-	246	253	-	253	-	-	253	244	-	244	-	-	244
Construction	1,934	45	1,979	-	-	1,979	1,698	268	1,966	-	-	1,966	1,433	320	1,753	-	-	1,753
Transport, storage & communication	261	-	261	-	-	261	257	-	257	-	-	257	253	-	253	-	-	253
Real estate, renting and business activities	62	67	129	-	-	129	56	44	100	-	-	100	51	44	95	-	-	95
Public administration & defence; compulsory social security	21,806	895	22,701	2,378	6,029	31,108	20,399	1,635	22,034	2,287	5,962	30,283	20,705	1,781	22,486	2,181	5,824	30,491
Education	5,547	1,810	7,357	-	-	7,357	5,361	1,820	7,181	-	-	7,181	5,164	1,868	7,032	-	-	7,032
Health and social work	5,397	686	6,083	-	-	6,083	5,460	735	6,195	-	-	6,195	5,449	719	6,168	-	-	6,168
Other community, social and personal services	187	52	239	-	-	239	179	55	234	-	-	234	169	61	230	-	-	230
Total	39,360	4,315	43,675	2,378	6,029	52,082	37,367	5,345	42,712	2,287	5,962	50,961	36,478	5,565	42,043	2,181	5,824	50,048

¹ Extra budgetary Units

² Revised

³ Provisional

Female

			March	1 2006					March	2007 2			March 2008 ³							
	Centr	ral Govern	ment				Cen	tral Govern	ment				Cen	tral Govern	ment					
Industrial group	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	Total General Govt.	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	Total General Govt.	Ministries Depts.	EBUs ¹	Total Central Govt.	Regional Govt.	Local Govt	Total General Govt.		
Agriculture, hunting, forestry and fishing	280	144	424	-	-	424	287	155	442	-	-	442	278	155	433	-	-	433		
Manufacturing	38	-	38	-	-	38	39	-	39	-	-	39	34	-	34	-	-	34		
Construction	172	8	180	-	-	180	169	21	190	-	-	190	160	24	184	-	-	184		
Transport, storage & communication	64	-	64	-	-	64	57	-	57	-	-	57	56	-	56	-	-	56		
Real estate, renting and business activities	147	41	188	-	-	188	138	33	171	-	-	171	137	32	169	-	-	169		
Public administration & defence; compulsory social security	6,662	870	7,532	599	1,021	9,152	6,258	1,355	7,613	607	1,077	9,297	6,257	1,299	7,556	606	1,077	9,239		
Education	5,514	1,863	7,377	-	-	7,377	5,456	1,941	7,397	-	-	7,397	5,695	2,058	7,753	-	-	7,753		
Health and social work	4,436	327	4,763	-	-	4,763	4,544	400	4,944	-	-	4,944	4,846	395	5,241	-	-	5,241		
Other community, social and personal services	21	37	58	-	-	58	27	43	70	-	-	70	27	45	72	-	-	72		
Total	17,334	3,290	20,624	599	1,021	22,244	16,975	3,948	20,923	607	1,077	22,607	17,490	4,008	21,498	606	1,077	23,181		

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¹ Extra budgetary Units ² Revised ³ Provisional

Table 4 - Employment in large establishments of EOE sector by industrial group and sex , March 2006 - March 2008

Industrial Group		March 2006	ó		March 2007	1	March 2008 ²			
·	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	
Manufacturing	23,625	40,737	64,362	24,891	40,198 #	65,089	26,417	39,260	65,677	
Food	1,255	2,890	4,145	1,142	2,767	3,909	1,213	2,859	4,072	
Textiles	3,943	2,091	6,034	3,861	2,170	6,031	4,015	2,150	6,165	
Wearing apparel (except footwear)	15,982	31,591	47,573	17,480	31,252	48,732	18,498	30,032	48,530	
Footwear and leather products	137	522	659	97	426	523	103	447	550	
Wood and furniture	216	138	354	161	138	299	195	166	361	
Medical, optical and photographic equipment	286	513	799	301	559	860	312	638	950	
Watches and clocks	286	483	769	274	447	721	272	469	741	
Jewellery & related articles	610	1,061	1,671	713	990	1,703	717	1,031	1,748	
Paper products and printing and publishing	338	129	467	321	152	473	380	158	538	
Chemical and plastic products	177	132	309	159	134 #	293	206	130	336	
Other	395	1,187	1,582	382	1,163	1,545	506	1,180	1,686	
Non-manufacturing	523	355	878	665	384	1,049	702	383	1,085	
Total	24,148	41,092	65,240	25,556	40,582	66,138	27,119	39,643	66,762	
of which foreign workers	6,091	7,875	13,966	7,745	8,347	16,092	10,088	8,336	18,424	

¹ Revised

² Provisional

Table 5 - Average monthly earnings¹ in large establishments by industrial group, March 2006 - March 2008

Rupees

	•		
Industrial group	March 2006	March 2007 ²	March 2008 ³
Agriculture, hunting, forestry and fishing	10,019	10,409	10,958
Sugarcane	9,202	9,453	9,926
Mining and quarrying	5,895	6,340	6,735
Manufacturing	8,214	8,622	8,951
Sugar	12,468	12,897	12,976
Food	8,538	8,930	9,018
Textiles	6,802	7,203	7,520
Other	10,341	10,722	11,103
Electricity, gas and water	22,016	24,125	24,449
Construction	13,047	14,143	15,457
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	13,547	14,387	15,782
Wholesale & retail trade	13,500	14,270	15,819
Hotels and restaurants	10,561	11,325	11,548
Transport, storage and communication	16,664	17,472	19,824
Financial intermediation	22,692	24,504	27,413
Insurance	19,536	21,212	23,306
Real estate, renting and business activities	13,447	13,880	15,231
Public administration and defence; compulsory social security	14,535	15,497	16,867
Education	16,216	16,682	17,287
Health and social work	17,306	18,866	19,571
Other services	12,298	12,513	13,173
Total	12,632	13,397	14,428
Export oriented enterprises	7,099	7,570	7,860

 $^{^{\}rm 1}$ Earnings of daily, hourly and piece rate workers have been converted to a monthly basis $^{\rm 2}$ Revised

³ Provisional

Table 6 - Average monthly earnings¹ in large establishments of EOE sector, March 2006 - March 2008

Rupees March 2007 ² March 2008 ³ Industrial group March 2006 Manufacturing 7,006 7,424 7,676 Food 6,319 6,840 7,064 Textiles 8,071 9,083 9,841 Wearing apparel (except footwear) 6,817 7,159 7,285 Footwear and leather products 7,082 7,373 8,761 Wood and furniture 6,908 7,430 7,921 Medical, optical and photographic equipment 8,127 8,459 8,756 Watches and clocks 7,608 7,455 7,112 Jewellery & related articles 7,333 7,870 7,881 Paper products and printing and publishing 9,706 10,058 10,885 Chemical and plastic products 10,071 9,296 9,496 Other 7,049 7,722 8,485 Non-manufacturing 12,806 15,971 15,388 Total 7,099 7,570 7,860

¹ earnings of daily, hourly and piece rate workers have been converted to a monthly basis

²Revised

³ Provisional