

CHAPTER 3

Chapter 3

SURVEY OF EMPLOYMENT, EARNINGS AND HOURS OF WORK IN LARGE ESTABLISHMENTS 2007

1. INTRODUCTION

Up to 1991, the Central Statistics Office used to carry out a survey to collect data on wages, earnings and hours of work for the main occupations in the different industrial sectors of the country. The data collected were mainly intended for the International Labour Office (ILO) October Inquiry.

As from 1992, the scope and the coverage of the survey have been extended to include a wider range of occupations and industries. The establishments surveyed are also requested to report their number of employees and total earnings paid for the month of September.

As from 2007, the September survey has been discontinued and has been replaced by quarterly surveys which are conducted in February, May, August and November of each year.

This chapter gives the level of employment and earnings, as well as wage rate indices, worked out from the 2007 quarterly surveys as well as the September surveys conducted previously.

2. CONCEPTS AND DEFINITIONS

2.1 Wages

The term 'wages' covers all payments made to employees (including salaried employees), in connection with work done during normal hours. These payments comprise basic wages/salaries, cost of living allowances, other guaranteed and **regularly paid** allowances and bonuses at the end of each pay period.

2.2 Earnings

Earnings comprise all items of pay included in wages above, as well as overtime payment.

2.3 Normal hours of work

Normal hours of work refer to the hours of work laid down by the establishment, in excess of which any time worked is remunerated at overtime rates.

2.4 Overtime hours

These comprise hours worked for which overtime premium is paid because the hours are outside normal hours of work.

3. COVERAGE

3.1 Occupations

In addition to the occupations for which data are required by the ILO, the survey covers a selection of occupations based on their numerical importance in terms of employees, as at the 2000 Population Census.

3.2 Establishment

For the purpose of the survey, only 'large' establishments are considered. These 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/Departments, Municipalities/District Councils and agencies operating under Ministries.

3.3 Employee

Time-rated as well as piece-rated wage earners and salaried employees of both sexes were covered. Employees such as apprentices, workers on probation, part-time workers and employees working on a temporary basis have been excluded.

4. SAMPLE DESIGN

The frame consists of a list of all 'large' establishments (about 2,400) as at March 2000. 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. A sample of about 20% was surveyed, representing some 500 establishments.

5. DATA COLLECTION

Questionnaires (published as an annex to this report) are mailed to the selected establishments with the request that these be completed and returned within the time limit specified. Non-respondents were visited by officers to assist in the filling of the questionnaires.

6. WAGE RATE INDEX

6.1 INTRODUCTION

Wage rate index measures changes in the price of labour (i.e. changes over time in remuneration for the same job). The rate has been worked out from wages/salaries data for normal time work and comprise basic wages/salaries, salary compensation and other guaranteed and regularly paid allowances. Overtime payments are therefore excluded .

6.2 REVISION OF WEIGHTS

Wage rate indices for year 2007, presented in this chapter, have September 2006 as base. Weights are according to the occupational structure obtained at Census 2000 and distribution of earnings at March 2000.

It is to be noted that indices for previous years, namely for years 2000 to 2006, have September 2000 as base, and weighting pattern according to CMPHS data on occupational structure of the working population and the March 2001 distribution of earnings in 'large' establishments.

6.3 METHODOLOGY

6.3.1 Approach adopted

Ideally to show genuine changes in the price of labour, it would have been necessary for wages of specific individual workers at specific establishments to be measured over time. Since this is practically impossible, 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.

6.3.2 Index calculation

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.

A Laspeyres type fixed base-weighted formula is used, where the occupational structure is held constant with reference to base year 2006. The changes in average wage rates are measured at the occupational level and the magnitude of these changes are then weighted to give a combined measure of the change for a given industrial group. The following formula is used

$$I_t = \frac{\sum W_i (R_{it} / R_{io})}{\sum W_i} \times 100$$

where I_t = index for year t compared to base year o for a given industry
 W_i = weight of occupation i
 R_{io} = wage rate of occupation i in base year o
 R_{it} = wage rate of occupation i in year t

The aggregate indices for industrial groups at higher level of classification or for all economic activities as a whole, are computed by taking a weighted average of the individual industrial group indices.

6.3.3 Weightings

- (i) Census 2000 data on employment by occupation and wage rates at base year are used to determine the weighting pattern of occupations (W_i) for given industrial groups.
- (ii) Distribution of earnings by industrial group obtained at the March 2000 Survey of Employment and Earnings in large establishments is used as weights in the computation of aggregate indices for higher levels of industrial groups or for all economic activities.

6.4 Limitations

The following limitations as regards the approach adopted are to be noted:

- (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 can 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.
- (iii) it is difficult to separate the effects of productivity from the overall change.

7. WAGE RATE INDEX 2007

7.1 Wage rate index by quarter and industry

The overall wage rate index (base period September 2006=100) increased over the quarters of 2007 to reach 108.0 by 4th quarter. The General Government sector also showed increases except for a drop to 99.8 in the first quarter.

Analysis by industrial group shows a general upward trend over the quarters except for 'Agriculture, hunting, forestry and fishing' and 'Health and social work' which show an initial drop in the first quarter.

The industry group 'Manufacturing, mining and quarrying' which carries the highest weight (17.1%) witnessed a substantial increase in wage rate index to reach 109.1 in the 4th quarter of 2007. The index for the second most important industry group 'Public administration and defence; compulsory social security' with 17.0% of total weight, went up to 104.4 in the 4th quarter of 2007.

The highest wage rate as at 4th quarter of 2007 were registered in the industry group 'Hotels and restaurants' (114.7), followed by 'Financial intermediation' (114.3) and 'Wholesale and retail trade; repair of motorvehicles, motorcycles, personal and household goods' (110.3). The lowest rates were noted in 'Health and social work' (103.4) and 'Education' (103.9).

7.2 Overall wage rate index for 2007 and contribution of the industry groups

The overall wage rate index for year 2007 stood at 104.4, showing a 4.4% increase over the base period (September 2006=100). The changes by industry is almost the same as for quarterly indices. The main contributors to the increase of 4.4 points in the overall index were 'Manufacturing, mining and quarrying' (1.0 point), followed by 'Hotels and restaurants' and 'Transport, storage and communications' which contributed 0.5 points each. The contributions of the remaining industry groups ranged from 0.4 to 0.1 points.

7.3 Comparison with previous indices

Table 3.9 gives a series of wage rate indices starting year 2000. Indices for the period 2000-2006 have been computed using September 2000 as base. As from 2007, indices have been worked out using September 2006 as base.

The two series are not strictly comparable since they are based on different weighting patterns. However, for some particular purposes, users may want to have a continuous series of the wage rate index. A crude method of converting an index from the new base to the old base is multiplying the new index by 1.421. Conversely, an index on the old base can be converted to the new base by dividing the old index by 1.421.

The conversion factor (1.421) is obtained as the ratio of the wage rate index of year 2006 on old base (142.1) to wage rate index of year 2006 on new base (100.0).

Table 3.1a - Employment ¹ by industrial group and sex, 2006 & 2007

Industrial group	September 2006			August 2007		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Agriculture, forestry and fishing	18,676	3,700	22,376	17,758	3,518	21,276
<i>of which Sugarcane</i>	<i>12,000</i>	<i>2,500</i>	<i>14,500</i>	<i>11,297</i>	<i>2,353</i>	<i>13,650</i>
Mining and quarrying	100	90	190	74	66	140
Manufacturing	44,073	47,518	91,591	44,906	48,416	93,322
<i>of which Sugar</i>	<i>2,200</i>	<i>20</i>	<i>2,220</i>	<i>1,932</i>	<i>18</i>	<i>1,950</i>
<i>Food</i>	<i>4,888</i>	<i>4,296</i>	<i>9,184</i>	<i>4,854</i>	<i>4,193</i>	<i>9,047</i>
<i>Textiles</i>	<i>20,838</i>	<i>35,829</i>	<i>56,667</i>	<i>21,445</i>	<i>34,447</i>	<i>55,892</i>
<i>Other</i>	<i>16,147</i>	<i>7,373</i>	<i>23,520</i>	<i>16,675</i>	<i>9,758</i>	<i>26,433</i>
Electricity, gas and water	2,700	170	2,870	2,844	179	3,023
Construction	14,126	771	14,897	14,158	772	14,930
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	12,650	6,050	18,700	12,006	5,742	17,748
Hotels and restaurants	16,300	5,100	21,400	16,339	5,112	21,451
Transport, storage and communications	15,163	3,462	18,625	15,128	3,454	18,582
Financial intermediation	4,900	4,100	9,000	5,603	4,689	10,292
Real estate, renting and business activities	9,810	5,246	15,056	12,609	6,742	19,351
Public administration and defence; compulsory social security	29,981	8,848	38,829	29,976	8,846	38,822
Education	11,427	12,679	24,106	11,638	12,913	24,551
Health and social work	6,598	6,248	12,846	6,719	6,363	13,082
Other services	4,588	1,524	6,112	4,733	1,572	6,305
Total	191,092	105,506	296,598	194,432	108,443	302,875
<i>of which Government Ministries/Departments</i>	<i>40,434</i>	<i>17,696</i>	<i>58,130</i>	<i>39,274</i>	<i>18,123</i>	<i>57,397</i>
<i>Local Government</i>	<i>5,922</i>	<i>1,046</i>	<i>6,968</i>	<i>5,909</i>	<i>1,082</i>	<i>6,991</i>

¹ Based on employment data from a sample of large establishments. As from 2007, the annual September survey has been discontinued and replaced by quarterly surveys (February, May, August and November being reference quarters). Data may thus not be strictly comparable.

Table 3.1b - Employment ¹ by industrial group and sex, 2007

Industrial group	Male	Female	Both Sexes
Agriculture, forestry and fishing	17,642	3,495	21,137
<i>of which Sugarcane</i>	<i>11,302</i>	<i>2,355</i>	<i>13,657</i>
Mining and quarrying	74	66	140
Manufacturing	44,673	48,165	92,838
<i>of which Sugar</i>	<i>1,931</i>	<i>18</i>	<i>1,949</i>
<i>Food</i>	<i>4,799</i>	<i>4,218</i>	<i>9,017</i>
<i>Textiles</i>	<i>20,707</i>	<i>35,603</i>	<i>56,310</i>
<i>Other</i>	<i>17,236</i>	<i>8,326</i>	<i>25,562</i>
Electricity, gas and water	2,829	178	3,007
Construction	13,814	754	14,568
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	12,079	5,777	17,856
Hotels and restaurants	16,449	5,146	21,595
Transport, storage and communications	15,290	3,491	18,781
Financial intermediation	5,512	4,612	10,124
Real estate, renting and business activities	12,125	6,484	18,609
Public administration and defence; compulsory social security	30,154	8,899	39,053
Education	11,565	12,832	24,397
Health and social work	6,725	6,368	13,093
Other services	4,699	1,561	6,260
Total	193,630	107,828	301,458
<i>of which Government Ministries/Departments</i>	<i>39,327</i>	<i>17,960</i>	<i>57,287</i>
<i>Local Government</i>	<i>5,894</i>	<i>1,083</i>	<i>6,977</i>

¹ Average of employment estimates (based on a sample of large establishments) for the four quarters of the year

Table 3.2a - Average monthly earnings¹ by industrial group, 2005 - 2007

Industrial group	Rupees		
	September 2005	September 2006	August 2007
Agriculture, forestry and fishing	10,246	10,833	12,549
<i>Sugarcane</i>	9,587	10,200	12,303
Mining and quarrying	6,000	6,000	6,400
Manufacturing	8,146	8,514	9,380
Electricity, gas and water	20,600	22,300	25,664
Construction	12,779	13,812	14,782
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	13,691	14,300	15,570
Hotels and restaurants	9,900	10,600	11,628
Transport, storage and communication	16,010	16,814	19,660
Financial intermediation	21,500	22,600	25,025
Real estate, renting and business activities	13,053	13,850	13,943
Public administration and defence; compulsory social security	15,049	14,821	15,821
Education	15,574	16,410	16,881
Health and social work	16,347	16,388	16,957
Other services	11,975	12,519	12,471
All Sectors	12,150	12,688	14,146
<i>Government Ministries/Departments</i>	15,717	15,762	16,884
<i>Local Government</i>	11,536	11,536	11,435

¹ (a) based on earnings data from a sample of large establishments in 2005, 2006 and 2007. As from 2007, the annual September survey has been discontinued and replaced by quarterly surveys (February, May, August and November being reference quarters). Data may thus not be strictly comparable.

(b) earnings of daily, hourly and piece rate workers have been converted to a monthly basis and included in this table

Table 3.2b - Average monthly earnings¹ by industrial group, 2007

Industrial group	Year 2007 <u>Rupees</u>
Agriculture, forestry and fishing	11,396
<i>Sugarcane</i>	10,697
Mining and quarrying	6,410
Manufacturing	8,812
Electricity, gas and water	23,884
Construction	14,455
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal and household goods	15,206
Hotels and restaurants	11,597
Transport, storage and communication	18,806
Financial intermediation	24,907
Real estate, renting and business activities	13,881
Public administration and defence; compulsory social security	15,613
Education	16,725
Health and social work	17,466
Other services	12,640
All Sectors	13,762
<i>Government Ministries/Departments</i>	17,795
<i>Local Government</i>	11,508

¹Average of monthly earnings estimates (based on a sample of large establishments) for the four quarters of the year

Table 3.3 - Normal hours of work and wage rates prescribed by the National Remuneration Board, 2006 and 2007

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)	
			July 2006	July 2007
Agriculture				
Sugarcane plantations	45 hrs crop season	Overseer - Grade I	31.58	33.26
		Field worker(other than special category): Male	24.38	25.82
		: Female	18.54	19.98
Tea plantations	45	Field labourer :Male	22.81	24.26
		Field labourer :Female	17.89	19.34
		Sirdar/Gangman	25.70	27.14
Manufacturing				
Poultry breeding & processing	45	Farm worker: Male	22.81	24.26
		Farm worker: Female	17.89	19.34
		Factory operator	20.22	21.66
Biscuits and confectionery	45	Machine operator	26.40	27.84
		Ovenman	25.10	26.54
		Unskilled worker	24.05	25.49
Sugar factories	45	Fitter/Welder - Grade I	30.97	32.41
		Driver (heavy mechanical unit) - Grade I	28.04	29.48
		Factory operator - Grade I (1st year)	25.56	27.01
Tea factories	45	Factory worker :Male	22.82	24.26
		Factory worker :Female	17.90	19.34
		Factory operator	24.58	26.02
Soft drinks	45	Factory operator	20.22	21.66
		Factory attendant	18.60	20.04
		Salesman (1st year) Distributive	25.77	27.21
		Driver - Grade I (1st year)	29.69	31.13
Textiles (EPZ)	45	Factory worker (1st year)	12.95	14.08
		Unskilled worker (1st year)	11.48	12.48
Furniture	45	Furniture upholsterer - Grade I	29.83	31.27
		Cabinet maker - Grade I	29.83	31.27

¹ Normal hours of work per week

Table 3.3 (cont'd) - Normal hours of work and wage rates prescribed by the National Remuneration Board, 2006 and 2007

Industrial group	Hrs ¹	Occupation	Wage rate per hour (Rs)			
			July 2006	July 2007		
Printing & publishing	45	Typist (1st year)	25.65	27.09		
		Letter press machine operator (range 460mm * 915mm)	40.36	42.28		
		Binder/Cutter (1st year)	24.62	26.06		
Non-electrical machinery	45	Fitter - Grade I (1st year)	25.91	27.36		
		Motor mechanic - Grade I (1st year)	25.91	27.36		
		Sheet metal worker - Grade I (1st year)	25.91	27.36		
Construction	45	Mason/Carpenter - Grade I	32.81	34.49		
		Unskilled Worker	28.09	29.53		
Wholesale, retail trade, restaurants and hotels	45	Wholesale & retail trade				
		Hotels				
Wholesale & retail trade	45	Salesperson (1st year)	25.77	27.21		
		Hotels	48	Receptionist	33.29	34.96
				Waiter (1st year)	24.78	26.23
				Cook (1st year)	32.09	33.77
Cleaner	24.06			25.50		
Transport	40	Bus transport				
		Lorry transport				
Bus transport	40	Bus driver (1st year)	34.46	36.16		
		Bus conductor (1st year)	32.76	34.46		
Lorry transport	45	Driver - Grade I (1st year)	25.19	26.63		
		Lorry helper (1st year)	23.08	24.52		
Services	45	Private health services				
		Repair of motor vehicles				
Private health services	45	Nurse (1st year)	27.64	29.09		
		Assistant nurse (1st year)	21.53	22.98		
Repair of motor vehicles	45	Motor mechanic - Grade I (1st year)	25.91	27.35		
		Panel beater - Grade I (1st year)	25.91	27.35		

¹ Normal hours of work per week

Table 3.4a - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2006 & 2007

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007
		Agriculture							
Sugarcane plantations									
	Overseer - Grade I	42.9	43.1	71.26	76.34	43.0	44.1	71.57	77.11
	Field worker(other than special cat.)	42.6	42.6	41.29	43.80	45.0	43.6	42.22	44.79
Tea plantations									
	Field worker	45.0	45.0	24.86	26.67	45.0	45.0	24.86	26.67
	Sirdar/Gangman	45.0	45.0	31.78	33.16	45.0	45.0	31.78	33.16
Manufacturing									
Poultry & other meat									
	Farm worker	45.0	45.0	37.99	39.62	50.1	50.8	39.13	41.02
	Factory worker	45.0	45.0	37.16	38.20	51.4	50.6	37.95	39.01
Biscuits and confectionery									
	Machine operator	42.1	40.0	24.96	28.50	42.1	40.0	24.96	28.50
	Factory worker	39.7	36.3	23.67	27.78	39.7	36.3	23.67	27.78
Sugar									
	Fitter - Grade I	44.8	45.0	53.84	45.82	69.3	66.6	65.19	59.06
	Welder - Grade I	45.0	45.0	49.45	48.58	69.7	69.1	58.73	62.45
	Motor mechanic	45.0	45.0	49.66	51.00	50.9	50.9	59.31	61.00
	Factory operator - Grade I	44.9	45.0	38.17	39.52	68.5	64.7	47.04	48.91

¹ Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4a (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2006 & 2007

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007
		Tea	Factory worker	44.0	44.2	26.27	30.63	51.8	49.0
	Factory operator	44.1	44.2	35.21	37.24	44.1	51.6	35.21	38.31
Soft drinks	Beverage machine operator	45.0	45.0	22.92	26.01	48.0	50.4	23.18	26.66
	Lorry helper	45.0	45.0	38.00	38.54	45.0	45.4	38.00	38.62
Textiles (excluding wearing apparel)	Factory worker	44.9	44.3	27.93	30.03	50.7	50.3	28.61	31.01
	Cleaner/Helper	44.8	43.8	22.42	23.44	51.6	52.4	22.83	24.49
	Machine operator	39.2	39.2	31.35	30.96	44.1	41.3	33.00	34.05
Wearing apparel (except footwear)	Machine operator	44.0	43.8	25.44	27.40	50.0	50.2	26.25	28.15
	Weaver/Knitter	43.3	42.4	30.25	34.99	45.6	49.7	31.18	36.02
	Cleaner/Helper	44.3	44.1	17.62	21.68	50.5	51.1	18.44	22.72
Leather products	Machine operator	45.0	44.9	32.26	31.65	45.0	45.8	32.26	32.03

¹ Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4a (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2006 & 2007

	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007
		Paper products	Machine operator	43.3	44.0	39.18	42.41	48.1	48.6
Printing & publishing	Photo-type setting operator	45.0	45.0	64.08	67.00	50.8	47.0	65.88	67.50
Chemical products	Mixing/Blending machine operator	42.5	42.0	57.05	58.44	46.1	43.4	58.50	59.05
	Cleaner/Helper	43.0	42.0	40.08	44.02	44.3	43.2	45.54	44.92
Rubber products	Machine operator	44.0	44.0	25.40	26.10	53.1	53.7	26.16	27.80
Plastic products	Machine operator/Factory operator	40.0	40.0	48.70	52.90	40.0	40.9	48.70	52.97
Basic Metals	Factory worker	45.0	45.0	34.49	40.00	45.0	45.0	34.49	40.00
Fabricated metal products	Factory worker	45.0	45.0	32.61	38.96	47.0	46.9	32.87	39.00

¹ Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4a (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2006 & 2007

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007
		Furniture (wooden)	Cabinet maker/varnisher	45.0	45.0	44.58	48.08	48.5	52.0
Jewellery & related articles	Diamond cutter/polisher	43.7	41.6	31.50	36.76	45.0	45.0	36.50	40.02
Electricity	Lineman	40.0	40.0	94.89	110.50	50.0	49.3	102.71	121.55
	Power generating machine operator	40.0	40.0	108.89	119.26	50.4	48.3	117.24	127.99
	Meter reader	35.0	40.0	124.69	111.99	35.0	41.0	124.69	112.09
Water	Meter reader	40.0	40.0	92.19	99.20	40.0	40.0	92.19	99.21
	Tradesmen/Assistant tradesmen	40.0	40.0	61.65	63.14	40.0	44.2	61.65	66.82
	Labourer/Unskilled worker	40.0	40.0	41.00	34.73	44.7	46.2	45.91	41.38
Construction	Mason : Grade 1	43.3	43.2	50.00	54.00	48.7	47.9	57.18	59.53
	Carpenter : Grade 1	43.3	43.6	53.87	56.81	48.1	47.6	54.25	56.98
	Labourer/Helper	44.1	42.1	41.88	43.29	50.2	46.8	42.17	43.95
Wholesale, retail trade, repair of motor vehicles									
Wholesale trade	Salesperson/sales representative	36.1	35.0	138.24	143.03	36.5	38.7	138.26	144.46

¹ Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4a (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2006 & 2007

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007
		Retail trade	Salesperson	43.6	44.6	34.13	38.48	45.5	48.8
Repair of motor vehicles	Garage mechanic - Grade I	45.0	45.0	45.25	50.80	46.0	45.0	47.12	50.80
	Panel beater - Grade I	45.0	45.0	44.14	40.95	45.0	45.0	44.14	40.95
Hotels	Receptionist	44.2	45.7	36.02	41.67	48.0	48.0	37.36	42.53
	Waiter	43.5	44.9	31.95	32.67	47.3	48.3	33.85	33.47
	Cook	44.3	44.8	37.76	38.91	47.2	47.1	40.31	39.64
	Maid/Servant	42.0	44.1	23.83	26.76	45.3	46.3	24.35	27.27
Transport, storage & communication Bus transport	Bus driver	36.6	36.8	41.02	45.70	45.1	45.5	44.72	49.59
	Bus conductor	35.3	36.4	37.92	44.06	42.9	44.2	41.07	46.44
Communication	Telephone installer/servicer	39.6	39.6	91.92	94.72	46.1	44.1	98.88	99.85
	Telephone operator	36.0	36.0	136.68	140.53	36.0	36.0	136.68	140.53
	Telecom technician	36.0	36.0	156.14	163.12	40.6	39.5	161.72	167.83
Banks	Bank teller	38.0	38.6	89.64	100.94	41.3	41.3	94.05	105.91
	Clerk/Senior clerk	34.0	38.2	116.83	121.70	35.3	40.2	118.82	123.93
	Messenger	45.0	46.5	64.21	64.16	45.0	51.3	64.21	71.68

¹ Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4a (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2006 & 2007

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)		Average wages ¹ per hour (Rs)		Average hrs of work per week (including overtime hrs)		Average earnings ² per hour (Rs)	
		Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007	Sept 2006	Aug 2007
		Insurance	Insurance clerk	34.9	34.7	83.09	89.58	34.9	34.7
Real estate, renting and business activities									
Software consultancy & supply	System Administrator	44.9	44.9	149.41	174.36	44.9	44.9	149.41	174.36
	Programmer	45.0	45.0	90.17	108.79	45.0	45.0	90.17	108.79
Accounting & auditing services	Accountant/Auditor	40.0	39.6	158.36	160.00	40.0	39.6	158.36	160.00
	Accounts clerk	33.0	33.2	46.31	52.25	33.9	33.7	47.42	52.68
Architectural and engineering services	Draughtmans	40.0	40.0	80.00	80.63	40.0	40.0	80.00	80.63
	Engineers	40.0	40.0	205.81	229.70	40.0	40.0	205.81	229.70
Private education services	Pre-primary education teacher	30.0	30.0	57.24	58.30	30.0	30.0	57.24	58.30
	Primary education teacher	30.0	30.0	112.84	109.52	30.0	30.0	112.84	109.52
	Education officer	30.0	30.0	173.84	183.92	30.0	30.0	173.84	183.92
	Cleaner/caretaker	38.5	40.0	50.60	48.90	38.5	40.5	50.6	49.20
Private health services	Qualified/Professional Nurse	48.0	45.6	67.84	73.82	48.1	45.9	67.90	73.96
	Nursing Aid	48.0	48.0	34.11	36.68	48.3	48.2	34.60	37.41
Cleaning services	Office/Building cleaner	45.0	45.0	25.00	26.50	45.0	45.0	25.00	26.50

¹ Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

² Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4b - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2007 ¹

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)	Average wages ² per hour (Rs)	Average hrs of work per week (including overtime hrs)	Average earnings ³ per hour (Rs)
Agriculture					
Sugarcane plantations	Overseer - Grade I	41.9	71.56	44.8	72.07
	Field worker(other than special cat.)	41.6	41.74	44.1	42.52
Tea plantations	Field worker	45.0	26.27	47.4	26.68
	Sirdar/Gangman	45.0	32.74	45.0	32.74
Manufacturing					
Poultry & other meat	Farm worker	44.9	38.78	50.7	40.16
	Factory worker	44.8	37.49	50.8	38.29
Biscuits and confectionery	Machine operator	40.0	27.72	40.0	27.72
	Factory worker	39.7	25.35	40.0	25.58
Sugar	Fitter - Grade I	44.2	50.62	62.5	58.00
	Welder - Grade I	45.0	48.07	67.1	55.87
	Motor mechanic	45.0	50.63	50.9	60.50
	Factory operator - Grade I	45.0	39.17	64.5	44.81

¹ Average for the four quarters of the year.

² Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

³ Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4b (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2007¹

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)	Average wages ² per hour (Rs)	Average hrs of work per week (including overtime hrs)	Average earnings ³ per hour (Rs)
Tea	Factory worker	43.0	29.29	52.6	31.29
	Factory operator	43.7	36.47	47.2	36.98
Soft drinks	Beverage machine operator	45.0	25.60	50.8	26.68
	Lorry helper	45.0	38.21	46.5	38.48
Textiles (excluding wearing apparel)	Factory worker	44.6	29.12	53.6	30.17
	Cleaner/Helper	44.1	22.91	52.9	24.06
	Machine operator	39.3	32.05	46.4	33.16
Wearing apparel (except footwear)	Machine operator	43.8	28.32	49.8	28.66
	Weaver/Knitter	42.8	31.78	48.2	33.66
	Cleaner/Helper	44.1	19.35	51.3	20.05
Leather products	Machine operator	45.0	31.45	47.8	32.52

¹ Average for the four quarters of the year.

² Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

³ Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4b (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2007¹

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)	Average wages ² per hour (Rs)	Average hrs of work per week (including overtime hrs)	Average earnings ³ per hour (Rs)
Paper products	Machine operator	43.6	42.62	48.7	43.43
Printing & publishing	Photo-type setting operator	45.0	66.77	47.2	67.50
Chemical products	Mixing/Blending machine operator	42.4	57.94	46.7	59.11
	Cleaner/Helper	42.3	43.10	45.3	44.04
Rubber products	Machine operator	43.6	26.54	53.2	27.73
Plastic products	Machine operator/Factory operator	40.9	51.39	42.0	51.58
Basic Metals	Factory worker	45.0	38.02	45.7	38.82
Fabricated metal products	Factory worker	45.0	38.17	47.4	38.60

¹ Average for the four quarters of the year.

² Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

³ Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4b (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2007 ¹

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)	Average wages ² per hour (Rs)	Average hrs of work per week (including overtime hrs)	Average earnings ³ per hour (Rs)
Furniture (wooden)	Cabinet maker/varnisher	44.6	47.84	48.7	48.20
Jewellery & related articles	Diamond cutter/polisher	40.8	35.78	42.5	39.40
Electricity	Lineman	40.0	106.17	49.3	116.75
	Power generating machine operator	40.0	117.10	48.9	126.81
	Meter reader	38.7	119.68	39.0	119.77
Water	Meter reader	40.0	97.15	40.0	97.15
	Tradesmen/Assistant tradesmen	40.0	62.14	44.6	65.94
	Labourer/Unskilled worker	39.7	40.19	46.6	45.22
Construction	Mason : Grade 1	43.7	53.07	50.1	58.15
	Carpenter : Grade 1	43.9	54.49	49.3	55.86
	Labourer/Helper	42.7	42.57	47.9	43.37
Wholesale, retail trade, repair of motor vehicles					
Wholesale trade	Salesperson/sales representative	36.8	140.58	37.0	140.86

¹ Average for the four quarters of the year.

² Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

³ Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4b (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2007¹

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)	Average wages ² per hour (Rs)	Average hrs of work per week (including overtime hrs)	Average earnings ³ per hour (Rs)
Retail trade	Salesperson	44.5	37.01	47.7	37.71
Repair of motor vehicles	Garage mechanic - Grade I	43.1	49.76	43.4	49.77
	Panel beater - Grade I	45.0	43.45	45.0	43.45
Hotels	Receptionist	45.6	41.08	49.7	41.99
	Waiter	43.9	33.50	48.5	36.05
	Cook	44.0	39.72	48.3	40.65
	Maid/Servant	43.7	27.00	47.9	27.62
Transport, storage & communication					
Bus transport	Bus driver	36.6	45.24	45.3	49.01
	Bus conductor	36.2	41.76	44.1	44.68
Communication	Telephone installer/servicer	39.7	92.15	46.1	98.73
	Telephone operator	36.0	138.79	37.2	140.87
	Telecom technician	36.0	160.03	39.5	163.04
Banks	Bank teller	38.2	97.68	40.2	101.38
	Clerk/Senior clerk	37.0	118.86	38.9	121.11
	Messenger	46.5	64.67	49.8	69.60

¹ Average for the four quarters of the year.

² Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

³ Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.4b (cont'd) - Wages, earnings and hours of work of selected occupations by industrial group (excluding government), 2007¹

Industrial group	Occupation	Average hrs of work per week (excluding overtime hrs)	Average wages ² per hour (Rs)	Average hrs of work per week (including overtime hrs)	Average earnings ³ per hour (Rs)
Insurance	Insurance clerk	34.4	86.95	34.4	86.95
Real estate, renting and business activities					
Software consultancy & supply	System Administrator	44.7	166.93	44.7	166.93
	Programmer	44.6	102.48	44.6	102.48
Accounting & auditing services	Accountant/Auditor	39.8	159.35	39.9	159.36
	Accounts clerk	34.8	49.16	35.6	49.62
Architectural and engineering services	Draughtmans	40.0	80.92	40.0	80.92
	Engineers	40.0	217.86	40.0	217.86
Private education services	Pre-primary education teacher	30.0	56.07	30.0	56.07
	Primary education teacher	30.0	109.17	30.0	109.17
	Education officer	30.0	181.48	30.0	181.48
	Cleaner/caretaker	39.3	48.50	40.3	48.80
Private health services	Qualified/Professional Nurse	47.4	71.47	48.3	72.21
	Nursing Aid	48.0	36.33	48.9	36.91
Cleaning services	Office/Building cleaner	45.0	26.38	52.8	28.25

¹ Average for the four quarters of the year.

² Wages include remuneration for normal time work inclusive of cost of living allowance and other guaranteed and regularly paid allowances.

³ Earnings comprise all wages as defined above as well as all overtime payments.

Table 3.5a - Average wages/salaries per month of selected occupations in government services, 2004 - 2007

Occupation	<u>Rupees</u>			
	September 2004	September 2005	September 2006	August 2007
Central government				
Medical and Health officer	36,672	38,586	36,468	35,625
Education officer	20,395	20,843	21,031	21,833
Nursing officer	13,474	13,715	13,981	14,677
Teacher/Senior teacher	14,929	15,056	15,278	15,628
Clerical officer/Higher clerical officer	10,521	10,597	10,820	11,527
Police constable	11,349	12,757	13,290	13,598
Mason	10,403	10,904	11,143	11,786
Carpenter	10,509	11,155	10,801	11,265
Driver	9,775	10,226	10,468	10,816
Hospital servant	8,946	8,943	9,247	9,692
Labourer	8,072	8,245	8,448	8,808
Local government				
Inspector/Assistant inspector (health)	13,328	13,233	13,044	15,928
Clerical officer	9,807	9,743	9,671	10,132
Gardener	8,289	8,666	8,825	9,230
Mason	10,081	10,252	10,145	10,804
Carpenter	9,636	9,935	10,176	10,327
Driver	9,250	9,626	8,973	9,278
Refuse collector	7,262	7,502	7,791	8,163
Labourer	6,917	7,296	7,378	8,083

Table 3.5b - Average wages/salaries per month of selected occupations in government services, 2007¹

Occupation	<u>Rupees</u>
	Year 2007
Central government	
Medical and Health officer	34,434
Education officer	21,242
Nursing officer	14,401
Teacher/Senior teacher	15,386
Clerical officer/Higher clerical officer	11,197
Police constable	13,506
Mason	11,480
Carpenter	10,977
Driver	10,603
Hospital servant	9,454
Labourer	8,620
Local government	
Inspector/Assistant inspector (health)	14,630
Clerical officer	9,810
Gardener	9,010
Mason	10,629
Carpenter	10,237
Driver	9,051
Refuse collector	7,906
Labourer	7,924

¹ Average for the four quarters of the year.

Table 3.6 - Quarterly wage rate indices by industry group, 2007

(Base : September 2006 = 100)

Industry group	Weight	2007			
		Qr1	Qr2	Qr3	Qr4
Agriculture, hunting, forestry and fishing	61	95.9	98.5	106.2	107.5
Manufacturing, mining & quarrying	171	102.2	103.6	107.6	109.6
<i>of which:</i>					
<i>Food (excluding sugar)</i>	40	100.7	100.2	103.5	103.0
<i>Sugar</i>	9	99.0	101.5	104.0	108.8
<i>Textiles</i>	70	103.2	104.5	109.5	112.6
<i>Other</i>	52	102.4	105.3	108.9	110.5
Electricity and water	20	104.5	105.0	106.0	106.4
Construction	37	101.2	102.8	108.3	109.1
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal & household goods	68	102.9	103.2	108.9	110.3
Hotels and restaurants	64	104.4	104.6	106.6	114.7
Transport, storage & communications	91	100.5	102.9	107.0	109.4
Financial intermediation	61	100.6	104.3	109.2	114.3
Real estate, renting and business activities	54	101.8	102.7	107.0	108.6
Public administration and defence; compulsory social security	170	100.1	100.2	104.1	104.4
Education	124	101.8	101.9	103.6	103.9
Health & social work	59	98.2	99.5	103.6	103.4
Other community, social and personal services	20	102.6	101.2	102.8	106.0
All sectors	1,000	101.1	102.2	106.1	108.0
<i>of which General Government</i> ¹	333	99.8	100.2	103.7	103.9

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

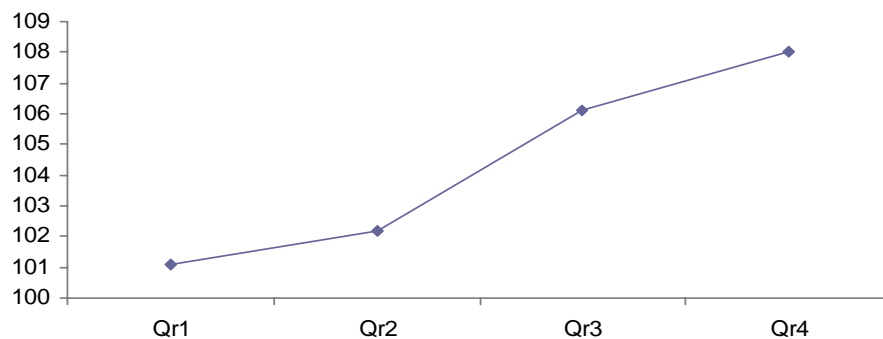
Figure 3.1 - Wage rate indices, 1st - 4th quarter 2007

Table 3.7 - Percentage change in quarterly wage rate index by industry group and contribution of industry groups to overall change in index, 2007

(Base : September 2006 = 100)

Industry group	Weight	Qr1 ¹		Qr2		Qr3		Qr4	
		Contribution to change in overall index point	% change	Contribution to change in overall index point	% change	Contribution to change in overall index point	% change	Contribution to change in overall index point	% change
Agriculture, hunting, forestry and fishing	61	-0.3	-4.1	0.2	2.7	0.5	7.8	0.1	1.2
Manufacturing, mining & quarrying	171	0.4	2.2	0.2	1.4	0.7	3.9	0.3	1.9
<i>of which:</i>									
<i>Food (excluding sugar)</i>	40	0.0	0.7	0.0	-0.5	0.1	3.3	0.0	-0.5
<i>Sugar</i>	9	0.0	-1.0	0.0	2.5	0.0	2.5	0.0	4.6
<i>Textiles</i>	70	0.2	3.2	0.1	1.3	0.4	4.8	0.2	2.8
<i>Other</i>	52	0.1	2.4	0.1	2.8	0.2	3.4	0.1	1.5
Electricity and water	20	0.1	4.5	0.0	0.5	0.0	1.0	0.0	0.4
Construction	37	0.0	1.2	0.1	1.6	0.2	5.4	0.0	0.7
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal & household goods	68	0.2	2.9	0.0	0.3	0.4	5.5	0.1	1.3
Hotels and restaurants	64	0.3	4.4	0.0	0.2	0.1	1.9	0.5	7.6
Transport, storage & communications	91	0.0	0.5	0.2	2.4	0.4	4.0	0.2	2.2
Financial intermediation	61	0.0	0.6	0.2	3.7	0.3	4.7	0.3	4.7
Real estate, renting and business activities	54	0.1	1.8	0.0	0.9	0.2	4.2	0.1	1.5
Public administration and defence; compulsory social security	170	0.0	0.1	0.0	0.1	0.7	3.9	0.1	0.3
Education	124	0.2	1.8	0.0	0.1	0.2	1.7	0.0	0.3
Health & social work	59	-0.1	-1.8	0.1	1.3	0.2	4.1	0.0	-0.2
Other community, social and personal services	20	0.1	2.6	0.0	-1.4	0.0	1.6	0.1	3.1
All sectors	1,000	1.1	1.1	1.1	1.1	3.9	3.8	1.9	1.8
<i>of which General Government</i>	333	-0.1	-0.2	0.1	0.4	1.2	3.5	0.1	0.2

¹ Change in index relative to base period, September 2006

Table 3.8 - Wage rate index, percentage change and contribution of industry group, year 2007¹

(Base : September 2006 = 100)

Industry group	Weight	Index	% change ²	Contribution to change in overall index point ²
Agriculture, hunting, forestry and fishing	61	102.0	2.0	0.1
Manufacturing, mining & quarrying	171	105.8	5.8	1.0
<i>of which:</i>				
<i>Food (excluding sugar)</i>	40	101.9	1.9	0.1
<i>Sugar</i>	9	103.3	3.3	0.0
<i>Textiles</i>	70	107.5	7.5	0.5
<i>Other</i>	52	106.8	6.8	0.4
Electricity and water	20	105.5	5.5	0.1
Construction	37	105.4	5.4	0.2
Wholesale & retail trade; repair of motor vehicles, motorcycles, personal & household goods	68	106.3	6.3	0.4
Hotels and restaurants	64	107.6	7.6	0.5
Transport, storage & communications	91	105.0	5.0	0.5
Financial intermediation	61	107.1	7.1	0.4
Real estate, renting and business activities	54	105.0	5.0	0.3
Public administration and defence; compulsory social security	170	102.2	2.2	0.4
Education	124	102.8	2.8	0.3
Health & social work	59	101.2	1.2	0.1
Other community, social and personal services	20	103.2	3.2	0.1
All sectors	1,000	104.4	4.4	4.4
<i>of which General Government</i>	333	101.9	1.9	0.6

¹ Calculated using the average wage for the year² Relative to base period, September 2006**Table 3.9 - Wage rate index, 2000 - 2007**

Year	Wage Rate Index		Annual percentage change
	Base : September 2000 = 100	Base : September 2006 = 100	
2000	100.0		4.4
2001	105.0		5.0
2002	109.9		4.7
2003	122.7		11.6
2004	130.4		6.3
2005	136.9		5.0
2006	142.1	100.0	3.8
2007		104.4	4.4