

NATIONAL WAGE CONSULTATIVE COUNCIL

**FOURTH REPORT ON THE IMPACT
OF THE IMPLEMENTATION OF THE
NATIONAL MINIMUM WAGE
2020/2021**

16 February 2022

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SALIENT FINDINGS

This Fourth Report (2020/2021) on the Impact of the Implementation of the National Minimum Wage focuses on –

- The characteristics and location of low wage workers, full-time and part-time with wages up to Rs 11,000 a month i.e., around 10 per cent above the NMW, a cut point used by Eurofound in its latest Report on NMW in Europe.
- The impact of the NMW on certain labour market indicators in 2021.
- The evolution of wage distribution by sectors, gender, size of firm, etc, from 2017 to 2021.
- The need to strengthen compliance to and enforcement of the NMW Regulations.

The characteristics of LW workers based on the number of contributing workers to the MRA that is 80 per cent of total wage employment in the country reveal that LW workers drawing up to Rs 11,000 a month (a) stands at 91,269 representing 24.4 per cent of the contributing wage workers; (b) is predominantly female with 55 per cent of LW workers; (c) comprise a high concentration of youth 46.7 per cent among workers up to 24 years old. These workers are distributed among all industry groups and are mainly found in the Wholesale and Retail Trade (23.4 per cent), Manufacturing – Textile, Food and Others (22.8 per cent), Administrative and Support Service Activities (10.8 per cent) and other Service Activities (5.6 per cent).

Impact on the Labour Market – Employment & Unemployment

Labour market conditions remained challenging. The unemployment rate, the headline measure of slack in the labour market, rose from a 20-year low of 6.7 per cent in 2019 to 9.2 per cent in 2020, reflecting a significant fall in the number of persons employed of 33,400 while the labour force contracted sharply by 20,900. This resulted in a rise in the number of unemployed of 12,500 in 2020.

In 2021, the unemployment rate declined from 11.5 per cent in 2020Q2 to 10.5 per cent in 2021Q2 as recovery was gradually under way, although it remained above pre-pandemic levels. Despite the increase in the labour force of 13,100, the unemployment pool shrunk by 3,700 as employment rose by 16,800.

Export Oriented Enterprises

Number of enterprises fell from 239 in 2019 to 235 in June 2020 and June 2021. Employment fell from 44,160 in 2019 to 36,736 in 2020 and to 36,047 in June 2021.

Proportionate Expansion of the Formal Sector

A beneficial effect of the introduction of the National Minimum Wage has been an expansion percentage wise of the number of contributors to the NPF/CSG/NSF from 64.1% to 80.3% in 2021 indicating an increase in the proportion of contributory workers with salary jobs concurrently fulfilling a laudable Government objective of increasing quality salary jobs characterised by higher security of tenure, status and earnings.

Relatively higher increase in the wages of low pay workers

The introduction of the NMW in 2018 and its review in 2020 has caused a steady increase in the wages of low pay workers despite a slowing/stagnant increase in wage at national level.

While the Wage Index for the country has increased by 7.2 per cent for the period 2018 to 2021, the guaranteed income under the NMW has increased by 17.5 per cent.

Changes in Contributing Workers by Industry Groups 2019 - 2021

It is noted that the total number of contributing Mauritian workers has fallen by 17,571 in 2021 compared to 2019 and by 2,200 in 2021 compared to 2020.

For the period 2020 to 2021:

Major fall is noted in the Manufacturing – Textile (-24.3 per cent), Construction (-14.8 per cent), Accommodation and Food Service Activities (-9.5 per cent), Arts, Entertainment and Recreation (-15.2 per cent). The fall in the number of contributing Mauritian workers may be largely attributed to cessation of activities during the Covid-19 pandemic.

Increases are noted in Other Service Activities (13.7 per cent); Professional, Scientific and Technical Activities (11.9 per cent); Human Health and Social Work Activities (9.3 per cent); Wholesale & Retail Trade (6.5 per cent); Administrative and Support Service Activities (6.2 per cent); Information and Communication (5.5 per cent). The gains may be largely attributed to formalisation of informal employment during the period.

Improved Wage Distribution from 2017 to 2021

The introduction of the NMW in 2018 and its review in 2020 along with the annual statutory compensation policy have impacted favourably on the evolution of wage distribution in general as well as on the wage distribution of contributing workers.

While the proportion of contributing workers in salary group ‘up to Rs 10,000’ fell from 31.7% in 2017 to 25.7% in 2019 and to 12.4% in 2021, the proportion of contributing workers in salary group ‘Rs 10,001 to 20,000’ increased from 37.6% in 2017 to 40.0% in 2019 and to 47.6% in 2021.

Pronounced Leap in Wage Distribution around the NMW in 2018, 2019, 2020 and 2021

The implementation of the NMW has caused a pronounced leap in the wage distribution around the NMW annually. This has been so in 2018 and 2020 due to the introduction and review of the NMW respectively, and in 2019 and in 2021 due to the statutory cost of living compensation.

Trailing Low Wage Distribution below the NMW for period 2018 to 2021

However, the data indicates the persistence of a trailing low wage distribution below the NMW for period 2018 to 2021. The reasons thereof are due to -

- (a) workers employed part time on salary lower than monthly NMW (17,043) in 2021;
- (b) the lower basic wage in the EOE's (10,272 full-time Mauritians);
- (c) the lower basic wage in the Public Sector (in respect of 860 workers as adjustment of salary for compliance to NMW done through allowances);

- (d) workers paid prorated salary in the month of enlistment;
- (e) workers paid prorated salary in the month they leave the firm on retirement or otherwise; and
- (f) workers paid prorated salary for other reasons.

Reduction of Income Inequality

The implementation of the NMW has raised the wage income of low-paid workers thereby reducing income inequality. Indeed, the Palma ratio, Gini Coefficient and the inter decile ratios based on wage income, have continuously improved since 2017.

The Palma ratio which measures the share of monthly earnings of the top 10 percent wage earners divided by that of the bottom 40 percent, shows a decline from 2.44 in 2017 to 2.06 in 2021. This means that whereas in 2017 the top 10 percent earned almost one and a half times more than the bottom 40 percent, in 2021 this distance had dropped to one time.

Thanks to the minimum wage there has been a decline in wage inequality in the country. The minimum wage, through increasing the earnings of wage employees at the bottom end of the wage distribution i.e. in the lower deciles will have reduced household income inequality in the country.

Guaranteed Income and Relative Poverty Line

The guaranteed income of the NMW worker has continued to improve the standard of living of household with the appropriate number of wage earners –

for households with one adult member who is a wage earner, the guaranteed income of Rs 10,575 is higher than the RPL of Rs 8,300 by 27.4 per cent;

for households with two adult members who are full-time wage earners, the guaranteed income of Rs 21,150 is higher than the RPL of Rs 13,500 by 56.7 per cent; and

for households with two adults and two children and two wage earners, the guaranteed income of Rs 21,150 is higher than the RPL of Rs 19,600 by 7.9 per cent.

Non-Compliance to the NMW Regulations

The non-compliance rate which measures the proportion of cases not complying with the NMW as a proportion of the total number of full-time Mauritian workers is estimated at -

(a) 19.6 per cent for the country and 24.6 per cent for the private sector in 2021 if all workers reported as full-time irrespective of working hours are considered.

(b) 7.8 per cent for the country and 11.1 per cent for the private sector in 2021 if workers who put in less than 40 hours weekly are not considered as full-time.

Monitoring the Implementation of the National Minimum Wage

To facilitate the monitoring and implementation of the National Minimum Wage, the location and characteristics of full-time workers drawing up to Rs 10,074 in the Non-EOEs and the location and characteristics of full-time workers drawing up to 6,370 and up to Rs 6,749 in the EOE have been communicated in writing to the enforcement branch of the Ministry of Labour.

Recommendations

For the effective implementation of the NMW and for optimum compliance to the NMW Regulations, the NWCC recommends that -

- (a)** The Authorities consider the advisability of taking necessary measures to require employers to specify to the MRA the reasons whenever social contributions are made on a basic wage lower than the prevailing NMW.
- (b)** The Ministry of Labour (i) liaises with the MRA to obtain the non-anonymised list of cases where social contributions have been made on a basic wage lower than the NMW and (ii) carries out an inspection in the relevant enterprises to ensure the proper implementation of the NMW.
- (c)** The Authorities may also wish to consider the advisability of aligning those prescribed rates in the EOE's which are lower than the NMW on the applicable NMW in a phased manner.

The ILO has in its 2021 Report on an empirical study of the minimum wage in Mauritius: pre-COVID19 estimates made suggestions to improve the quality of panel data prepared by SM to enable computation of conditional estimates of the impact of the NMW. The Council considers that SM should take advantage of the offer of the ILO to improve the quality of the panel data.

It is recommended that SM takes advantage of the offer of the ILO to improve the quality of its panel data and the Ministry of Labour to initiate action thereon.

CHAPTER 1

Introduction

- 1.1 The NWCC is required in accordance to section 6 (1) (e) of the NWCC Act 2016 to submit to the Minister a report on the impact of the national minimum wage and on the evolution of wage distribution every year after the introduction of the National Minimum Wage (NMW). The evolution of the NMW to date is given at **Annex I**.
- 1.2 Upon Cabinet approval, the technical assistance of the ILO was sought and obtained in the preparation of the 2021 Report. The Report of the ILO falls into two parts –
Part 1 reviews data before the outbreak of the Covid-19 pandemic, while Part 2 which is forthcoming at the beginning of 2022 will analyse quarterly data from 2020 to identify the impact of the minimum wage at the time of Covid-19 in Mauritius.
- 1.3 The ILO has submitted Part 1 of the Report on an empirical study of the minimum wage in Mauritius: pre-COVID19 estimates on 01 December 2021. After a brief introduction that reviews the economic context of Mauritius in Section 1 of Part I of the Report, Section 2 provides an empirical description of real wage growth in the country alongside changes in other labour market outcomes of interest with regards to wages. Section 3 follows with a battery of tests that aims at empirically identifying the effect of the policy on key labour outcomes, including formal versus informal employment, wage growth and hours worked.
- 1.4 Part I of the Report of the ILO is accessible on the Website of the Ministry of Labour, Human Resource Development and Training (<https://labour.govmu.org>).
- 1.5 **In the main, the estimates of the ILO in relation to employment growth, wage distribution, inequality measures and the ripple effects of the implementation of the NMW are in line with the Council’s findings in its previous impact Reports.**
- 1.6 In essence, the key findings of the ILO, based on a battery of tests, are as follows:
‘The empirical estimates in this report – more significantly considering the unconditional estimates – do not provide evidence that the implementation of the minimum wage, and its subsequent adjustment, have impacted adversely in the employment outcome among wage employees in the population. The evidence does suggest that the minimum wage has contributed to the improvement in the working conditions of women in wage employment, with a significant increase in their participation, the increase in their wages and monthly earnings and the subsequent drop in the gender pay gap. The evidence also points to the effect of the minimum wage at declining wage inequality – with the potential impact this can have at reducing household income inequality. These positive outcomes are part of the gains and must be considered when evaluating the achievement at country level of having implemented a statutory minimum wage.’
‘Overall, there has not been an adverse effect of the minimum wage among wage employees..... The proportion of wage employees – relative to the working age population – increased from about 49 percent in 2017 to about 52 percent in 2019.’

'The data shows that there has also been a real increase in both hourly wages and monthly earnings. In the case of hourly wages these increased by 8.8 percent in real terms, from 102 to 111 Rupees per hour between 2017 and 2019. Monthly earnings also increased in real terms, in this case by 5.9 percent between 2017 and 2019 reaching 17,933 Rupees per month on average in 2019. The increase in real earnings was different between women and men: in the case of women real hourly wages increased by 12.1 percent from 93.4 to 105.3 Rupees per hour between 2017 and 2019, whereas in the case of men the increase was smaller (6.1 percent) but starting from a higher hourly wage of 107.6 Rupees per hour in 2017 to reach 114.2 on average per hour in 2019.....'

'The higher increase in real earnings for women relative to men has also brought about a decline in the gender pay gap: various estimates show the hourly wage gender pay gap has declined from about 15 in 2017 to about 11 percent in 2019.'

'Another indicator that points to the positive effect of the minimum wage in contributing to the real increase in the average hourly wage and average monthly earnings is that of a decline in wage inequality. The Palma Ratio, which measures the share of monthly earnings of the top 10 percent wage earners divided by that of the bottom 40 percent, shows a decline from 1.91 in 2017 to 1.51 in 2019. This means that whereas in 2017 the top 10 percent earned on aggregate 91 percent more than the bottom 40 percent, in 2019 this distance had dropped to 51 percent.....thanks to the minimum wage there has been a decline in wage inequality in the country.....the minimum wage, through increasing the earnings of wage employees at the bottom end of the wage distribution, will have reduced household income inequality in the country.'

'The estimates seem to indicate the presence of ripple effects among wage employees above but in the neighbourhood of the minimum wage. Thus, after the implementation of the minimum wage in 2018, the data shows a shift of those below the minimum wage towards the range of values at which the minimum wage is defined, as one would expect. However, there is also a shift of workers in deciles above but close to the minimum wage to become located at higher deciles.....the ripple effect zone goes from about 45 Rupees per hour to about 80 Rupees per hour.'

'Despite the positive outcomes observed after the implementation of the minimum wage.....- in total about 14 percent of wage employees were earning below the minimum wage in 2019. However, more women compared to men still earn below the minimum wage: 20 percent of women (among women) and 9.1 percent of men (among men) are earning hourly wages below the minimum wage.....'

1.7 Against the foregoing background and particularly taking into consideration the coverage of the ILO Report, the NWCC has, to avoid duplication and unnecessary repetition, focussed on the following key issues, particularly based upon an analysis of wage contributor data from the MRA –

- The characteristics and location of all low wage workers, full-time and part-time with wages up to Rs 11,000 a month i.e., around 10 per cent above the NMW, a cut point used by Euro found in its latest Report on NMW in Europe.
- The impact of the NMW on certain labour market indicators in 2021.
- The evolution of wage distribution by sectors, gender, size of firm, etc.
- The need to strengthen compliance to and enforcement of the NMW Regulations.

- 1.8 An additional chapter on Recent Economic Developments prepared with the collaboration of the Bank of Mauritius has also been included after this introductory chapter to capture, *inter alia*, the performance of the economy in the wake of Covid-19 to date and the movement of certain pertinent economic and labour market indicators.
- 1.9 The definitions of terminology used in the Report are provided in the Glossary of Terms at **Annex II**.

Approach and Methodology

- 1.10 With a view to having an objective assessment of the impact of the implementation of the NMW, the NWCC has adopted a consultative, participative and evidence-based approach. In this regard, the Technical Committee comprising representatives of Ministries/Departments as well as the Sub Committee comprising workers' representatives, employers' representatives and officials, set up for previous Reports, were maintained to assist the Council in matters related to the Impact Study.
- 1.11 The NWCC has, in addition, carried out extensive consultations and discussions with different stakeholders and institutions to obtain information, views and comments. Due care has been taken to gauge the merits and demerits of the views and comments received from all quarters.
- 1.12 The impact assessment has been made after thorough analysis of data and/or feedback from various sources including the following:
- Ministry of Labour, Human Resource Development and Training (MLHRDT)
 - Statistics Mauritius (SM)
 - Mauritius Revenue Authority (MRA)
 - Business Mauritius and Workers' organisations
- 1.13 A paper commenting on the employment data from the MRA and SM is given at **Annex III**.
- 1.14 The Council has agreed, sanitary conditions permitting and need arising, to collect primary data and evidence through fieldwork and/or to engage in conversations with relevant players on the ground for future impact Reports.
- 1.15 The analysis of the Report covers the public and the private sectors (EOEs and Non-EOEs); industrial groups; primary, secondary and tertiary sectors; as well as firms in terms of employment size and in terms of annual turnover.
- 1.16 The Technical committee, the Sub Committee, and the Board met as often as was required to discuss and finalize the Report. The composition of the Board and the Committees and the list of meetings held are shown at **Appendix A**.

Acknowledgements

- 1.17 The NWCC acknowledges the contributions of all stakeholders involved in the preparation of this Fourth Report on the Impact of the Introduction of the NMW. The Council places on record the contributions of Statistics Mauritius (SM) and the Mauritius Revenue Authority (MRA) for providing relevant timely data for the study; the International Labour Organisation (ILO) for its valuable assistance and for the preparation of its Report 2021; the Bank of Mauritius (BoM) for providing relevant

inputs concerning the recent economic development including the evolution of relevant economic indicators; and officials of the MLHRDT for their valuable contributions.

CHAPTER 2

Recent Economic Developments¹

- 2.1 **Global economic recovery is underway, underpinned by ongoing vaccine deployment although the spread of more potent variants continues to weigh on economic activity and to affect the pace of recovery across regions.** The discrepancy in vaccination rates between advanced and emerging and developing economies is somewhat impacting on the pace of economic recovery which remains uneven across regions. The International Monetary Fund (IMF), in its World Economic Outlook October 2021, projects above-average global growth of 5.9 per cent in 2021, principally driven by the strong economic performance in economies such as the US, China and India.
- 2.2 **The Mauritian economy, which experienced its most severe contraction in output since independence in 2020 on the back of national confinements and closure of borders, is gradually recovering from the pandemic-induced output loss.** Improved economic conditions have been supported by massive stimulus by the authorities to keep the economy afloat. However, the impact of the COVID-19 pandemic on the labour market has been both swift and severe. The deterioration in labour market conditions has, to some extent, been mitigated by the extraordinary policy support measures deployed by the authorities to safeguard jobs.

Review of Economic and Financial Developments

- 2.3 **The Mauritian economy recorded its worst recession in its economic history, with an economic contraction of 14.7 per cent in 2020.** The economic performance in 2020 reflected declines in output in all sectors of the economy with the exception of the *'Information and communication'* and *'Financial and insurance activities'*, with growth of 5.9 per cent and 1.0 per cent in these sectors, respectively. Among the major sectors most impacted by the pandemic, the *'accommodation and food service activities'* sector shrunk by 65.8 per cent, while the *'construction'*, *'manufacturing'* and *'wholesale and retail trade'* sectors contracted by 25.8 per cent, 17.8 per cent and 12.0 per cent, respectively.
- 2.4 **On the expenditure side, all components of aggregate demand were impacted by the pandemic.** Final consumption expenditure fell by 15.7 per cent in 2020 as household consumption expenditure fell by 18.7 per cent, likely associated with the restrictions on movement and a drop in incomes in general. Compensation of employees declined from 181.3 billion in 2019 to 166.8 billion in 2020. Gross fixed capital formation shrunk by 26.2 per cent, reflecting lower investment of 23.2 per cent by the private sector and 34.1 per cent by the public sector. Exports of goods and services fell by 38.0 per cent while imports of goods and services decreased by 28.9 per cent.
- 2.5 **Economic activity rebounded in 2021H1.** While the national confinement in 2021Q1 was a drag on the economic performance as output shrunk by 8.7 per cent during the quarter, the economy recovered to grow by 19.3 per cent in 2021Q2. On the production side, all sectors rebounded in 2021Q2, reflecting, to some extent, base effects.
- The *'accommodation and food service activities'* sector which was severely impacted by the closure of borders, recorded growth for the first time since 2019Q1 as output rose by 35.8 per cent in 2021Q2 after contracting by 83.6 per cent in 2021Q1.

¹ The contents of this chapter have been adapted from a note on Recent Economic Developments prepared by the Bank of Mauritius for the NWCC in November 2021.

- The '*manufacturing*' sector grew by 53.1 per cent in 2021Q2 from a contraction of -5.7 per cent in 2021Q1, driven by a sharp rebound of 96.6 per cent in the '*textiles*' subsector and reflecting an improvement in external demand conditions.
- The '*agriculture*' sector posted strong growth of 9.1 per cent in 2021Q1 and 8.9 per cent in 2021Q2.
- The '*construction*' sector, which grew marginally by 0.6 per cent in 2021Q1 recorded hefty growth of 567.7 per cent in 2021Q2, reflecting base effects given a contraction of 90.3 per cent in 2020Q2.
- The '*transportation and storage*' sector, where economic activity was disrupted by travel restrictions, both due to lockdowns and border closures, contracted by 19.1 per cent in 2021Q1 but recovered to grow by 58.4 per cent in 2021Q2.
- The '*wholesale and retail trade*' sector, where activity was weighed down by the national confinement and changes in consumer spending, grew by 1.9 per cent in 2021Q1 and 24.9 per cent in 2021Q2.
- The '*financial and insurance activities*' sector expanded by 1.7 per cent in 2021Q1 and 3.3 per cent in 2021Q2 as economic activity remained resilient in the sector in spite of the economic fallout of the pandemic.
- The '*information and communication*' sector over-performed during the pandemic, as new working arrangements such as Work from Home supported sectoral performance, with the sector growing by 5.8 per cent in 2021Q1 and 8.5 per cent in 2021Q2.

2.6 **Domestic demand recouped a large part of losses in 2021Q2 as economic activity normalized.**

- Final consumption expenditure rebounded by 20.2 per cent in 2021Q2 after contracting by 4.1 per cent in 2021Q1, on account of higher household consumption expenditure of 30.1 per cent in 2021Q2 compared to negative growth of 4.2 per cent in 2021Q1. However, government consumption expenditure continued to contract, with negative growth of 3.5 per cent in 2021Q1 followed by another contraction of 3.7 per cent y-o-y in 2021Q2.
- Gross fixed capital formation rebounded sharply in 2021Q2, with growth of 123.2 per cent in 2021Q2 after shrinking by 1.7 per cent in 2021Q1. This predominantly reflected significant growth of 320.3 per cent in '*building and construction works*' in 2021Q2 from 0.9 per cent in 2021Q1.
- While both exports and imports of goods and services shrunk in 2021Q1, by 45.5 per cent and 15.0 per cent respectively, both components of aggregate demand rebounded in 2021Q2. Exports rose by 20.3 per cent in 2021Q2 due to higher goods exports, while imports grew by 21.0 per cent due to an increase in both imports of goods and services.

2.7 **Inflationary pressures have been building up globally with supply chain disruptions, elevated shipping costs, combined with resurgent demand globally pushing up prices of most commodities.** Mauritius has, to some extent, felt these effects as well, as headline inflation rose from 2.5 per cent in December 2020 to 3.4 per cent in October 2021. Year-on-year CPI inflation rose 2.7 per cent to 5.8 per cent over the same period.

- 2.8 **The minimum wage review in January 2020 was likely to have pushed up wages in 2020, prior to the impact of the pandemic.** The wage rate index rose by 2.7 per cent in 2020Q1 when compared to 2019Q1 reflecting a broad based increase in wages in almost all sectors of the economy, with the exception of *'professional, scientific and technical activities'* and *'financial and insurance activities'* where wages declined by 1.9 and 0.8 per cent respectively. In fact, both the wage rate index for the private and public sector rose y-o-y, by 2.3 per cent and 3.3 per cent respectively in 2020Q1. The increase in wages in the private sector was attributed primarily to higher wages of 9.4 per cent in *'administrative and support service activities'*, 4.7 per cent in *'accommodation and food service activities'*, 4.1 per cent in *'information and communication'* and 3.9 per cent in *'construction'*. In the public sector, wages rose mainly due to an increase of 6.8 per cent in *'electricity, gas, steam and air conditioning supply'* and of 4.1 per cent in *'public administration and defence'*.
- 2.9 **The growth in the wage rate index (WRI) slowed markedly in 2020.** Wage growth in the economy fell from a five-year average (2015-2019) of 4.8 per cent to 0.9 per cent, reflecting a significant deceleration both in private and public sector wage growth. The private sector wage rate index remained almost constant, rising marginally by 0.3 per cent in 2020 compared to 5.3 per cent in 2019, weighed down by lower wages in *'professional, scientific and technical activities'* (-6.6 per cent), *'wholesale and retail trade'* (-0.9 per cent) and *'manufacturing'* (-1.1 per cent). Notwithstanding a fall in wages in these sectors, some sectors recorded solid wage growth despite challenging economic conditions, such as *'agriculture, forestry and fishing'* (4.8 per cent) and *'information and communication'* (4.5 per cent). Public sector wage growth also slowed from 2.8 per cent in 2019 to 1.7 per cent in 2020, as wages declined in sectors such as *'transportation and storage'* (11.3 per cent) and *'financial and insurance activities'* (-2.6 per cent). However, this decline was offset by strong wage gains in sectors such as *'human health and social work activities'* (4.5 per cent) and *'public administration and defense'* (4.3 per cent).
- 2.10 **While wage pressures in the economy were limited in 2021Q1, they picked up in 2021Q2.** The wage rate index for the economy remained unchanged y-o-y in 2021Q1 on account of significant declines in wages in sectors such as *'water supply, sewerage, waste management and remediation activities'* (-19.2 per cent) and *'transportation and storage'* (-11.3 per cent) which was offset by sharp gains in sectors such as *'financial and insurance activities'* (9.9 per cent) and *'real estate activities'* (4.0 per cent). In 2020Q2, the wage rate index rose by 3.7 per cent y-o-y primarily on account of a noticeable rise in wages in the private sector by 4.9 per cent. This reflected mainly higher wages in sectors such as *'financial and insurance activities'* (17.9 per cent), *'administrative and support service activities'* (10.1 per cent), *'professional, scientific and technical activities'* (9.5 per cent) and *'accommodation and food service activities'* to a lesser extent (5.9 per cent).
- 2.11 **Labour productivity fell in 2020 which further depressed competitiveness in rupee terms in the economy.** Labour productivity gains are a key determinant of long term growth and, ultimately, standards of living. In 2020, labour productivity fell by 9.7 per cent as output shrunk by 14.7 per cent, which was significantly below the annual average productivity growth of 1.2 per cent from 2010 to 2020. In spite of a fall in average compensation of employees by 2.6 per cent in 2020, unit labour costs, one of the main measures of competitiveness for an economy, rose by 7.9 per cent in rupee terms, almost three times higher than the annual average for 2010-2020. The rise in unit labour costs was offset, however, by a depreciation in the rupee of 10 per cent in 2020. As such,

unit labour costs in US Dollar terms fell by 1.9 per cent, with positive ramifications for the country's exports sector.

- 2.12 **Labour market conditions remained challenging.** The unemployment rate, the headline measure of slack in the labour market, rose from a 20-year low of 6.7 per cent in 2019 to 9.2 per cent in 2020, reflecting a significant fall in the number of persons employed of 33,400 while the labour force contracted sharply by 20,900. This resulted in a rise in the number of unemployed of 12,500 in 2020. In 2021, the unemployment rate declined from 11.5 per cent in 2020Q2 to 10.5 per cent in 2021Q2 as recovery was gradually under way, although it remained above pre-pandemic levels. Despite the increase in the labour force of 13,100, the unemployment pool shrunk by 3,700 as employment rose by 16,800.
- 2.13 **Men appear to have been more impacted than women by the economic disruption caused by the pandemic.** The IMF reported a higher rise in unemployment among women in Emerging Market and Developing Economies (EMDEs) compared to men due to the pandemic but this was not the case in Mauritius. Men accounted for 86 per cent of the fall in employment in 2020, as well as the rise in unemployment in 2020, with the most severe effects in the youth segment (16-24 years old). This was also reflected in the male unemployment rate which rose from 4.4 per cent in 2019 to 7.8 per cent in 2020, while the female unemployment rate rose from 10.2 per cent to 11.1 per cent over the same period.
- 2.14 **The shock to workers by demographic groups and skills has been uneven.** The youth, already part of the disadvantaged labour force groups, were severely impacted by the economic fallout of the pandemic. The youth unemployment rate rose from 22.8 per cent in 2019 to 26.1 per cent in 2020 as youth employment shrunk from about 58,000 in 2019 to 48,700 in 2020. Most of these youth seem to have left the labour force altogether.
- 2.15 **The economic disruption from the pandemic has required substantial policy support, in the form of job retention schemes to contain massive layoffs.** As national lockdowns and border closures have crippled large parts of the service economy which rely on social interactions, such as hospitality (tourism, entertainment, food and beverages) and trade amongst others, policymakers have had to step in with measures like the Government Wage Assistance Scheme and Self Employed Assistance Scheme. An amount of Rs 23.5 billion has been disbursed for these schemes in financial year 2020/21.
- 2.16 **Reflecting the external sector developments, the external current account deficit worsened to Rs 54.0 billion in 2020, from Rs 25.7 billion in 2019.** As a ratio to GDP, the current account deficit rose from 5.1 per cent to 12.6 per cent over the same period. The goods account deficit narrowed significantly from Rs 109.1 billion (21.9 per cent of GDP) in 2019 to Rs 83.5 billion (19.4 per cent of GDP) in 2020 as nominal imports contracted more than nominal exports. Total imports (f.o.b.) fell by 18.2 per cent from Rs 187.9 billion in 2019 to Rs 153.7 billion in 2020, reflecting lower imports of '*mineral fuels, lubricants and related products*', '*manufactured goods classified chiefly by material*' and '*machinery and transport equipment*'. Total exports (f.o.b.) declined by 10.9 per cent from Rs 78.8 billion in 2019 to Rs 70.2 billion in 2020 mainly reflecting a decline in exports of manufactured goods. The services sector has been the hardest hit with a near halt in the tourism and transport industries, impacted by the closure of borders and the travel restrictions imposed to counter the COVID-19 pandemic. Tourism earnings

declined sharply from Rs 63.1 billion in 2019 to Rs17.7 billion in 2020, representing a loss of Rs 45.4 billion in foreign exchange reserves. The services account posted a surplus of Rs 34.2 billion in 2019 compared to a deficit of Rs 0.9 billion in 2020. An overall balance of payments surplus of Rs 32.8 billion was recorded in 2019 compared to a deficit of Rs 21.0 billion in 2020.

- 2.17 **The current account deficit is estimated at Rs 35.7 billion in 2021H1 compared to Rs 20.7 billion in 2020H1, emanating from a turnaround in the services account from surplus to deficit and higher deficits in the goods and secondary income accounts.** As a percentage to GDP, the current account deficit rose from 10.3 per cent in 2020H1 to 17.3 per cent in 2021H1. The deficit in the services account of Rs 6.6 billion in 2021H1 as against a surplus of Rs 5.5 billion in 2020H1 reflected the cessation of activities in the tourism and transport sectors due to the fallout of the COVID-19 pandemic. The deficit on the goods account worsened from Rs 41.8 billion in 2020H1 to Rs 47.7 billion, as nominal imports increased more than nominal exports. An overall balance of payments surplus of Rs 4.5 billion was recorded in 2021H1 as against a deficit of Rs 9.8 billion in 2020H1.
- 2.18 **Reflecting external conditions, the exchange rate of the rupee depreciated against all major currencies as adverse effects of the COVID-19 pandemic lingered.** On a point-to-point basis, between end-October 2020 and end-October 2021, and on a weighted average dealt selling rate basis, the rupee shed 7.2 per cent and 7.1 per cent vis-à-vis the US dollar and the Euro from Rs 40.319 and Rs 47.106 to Rs 43.209 and Rs 50.453, respectively. The depreciation against the Pound Sterling was more prominent at 13.9 per cent from Rs 52.366 to Rs 59.625. On a nominal effective exchange rate basis, as gauged by MERI1, the rupee depreciated by 7.2 per cent between October 2020 and October 2021.
- 2.19 **Monetary expansion continued to record double-digit growth rate, accelerating significantly in September 2021.** The annual growth rate of Bayport Management Limited (BML) rose from 13.8 per cent in September 2020 to 14.0 per cent in March 2021 and 17.0 per cent in September 2021. The monetary base comprises the central bank liabilities that support the expansion of credit, also referred to as high-powered money. Year-on-year, the monetary base accelerated by 90.9 per cent in September 2021 compared to y-o-y growth of 55.3 per cent in March 2021. For the first nine months of 2021, it rose by 68.4 per cent compared to 29.9 per cent for the same period in the previous year.
- 2.20 **With the gradual normalisation of the domestic economic activity, bank loans to Other Nonfinancial Corporations, households and other sectors (excluding GBCs) gained momentum.** Annual growth in bank loans rose from 0.9 per cent in September 2020 to 2.8 per cent in March 2021, accelerating to 4.4 per cent in September 2021. To a certain extent, higher growth in bank loans reflected the host of measures implemented by the Bank to support the flow of credit to corporates and households. The household sector remained the dominant contributor to the annual growth in bank loans. The increase in bank loans also suggested that the accommodative monetary policy stance of the Bank, with the Key Repo Rate at a historical low of 1.85 per cent, played an important role in incentivizing households and corporates to invest.

Outlook

- 2.21 **The global economic outlook will depend on economic resilience in the face of the continued spread of the Delta and other variants and their potential for additional economic damage, particularly on consumer confidence, in addition to emerging risks such as supply chain disruptions and higher inflation going forward.** The IMF projects global growth at 4.9 per cent in 2022, although this is highly contingent on the evolution of the pandemic. While economic output in many advanced economies have almost recouped their pre-pandemic output losses, there is still some way to go for labour markets to fully recover from the economic disruption of the pandemic.
- 2.22 **Against this backdrop, the outlook for the Mauritian economy remains promising, with more recent economic indicators pointing towards improved conditions, namely the re-opening of the borders, the high appeal of the Mauritian destination to tourists as well as the exit of Mauritius from the Financial Action Task Force (FAFT) list of jurisdictions requiring increased monitoring.** The recent surge in domestic inflation is anticipated to be transitory and reflects supply side disturbances which are beyond the control of the authorities. This is in line with international developments as many countries have been undergoing similar phases in their inflation cycles.

CHAPTER 3

Characteristics and Location of Low Wage Workers

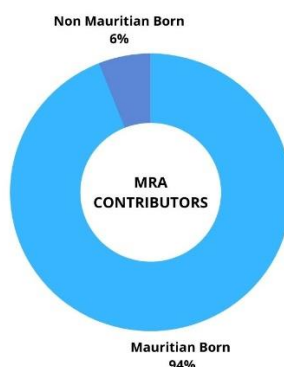
3.1 This Chapter elaborates on the characteristics and location of low wage workers² (full-time and part-time) with wages up to Rs 11,000 a month i.e., around 10 per cent above the NMW, a cut point used by Eurofound – Minimum wages in 2020. The Council's analysis is based upon wage workers in respect of whom contributions are made to the MRA.

Contributing Workers by Nationality

3.2 The total number of contributors (NPF/NSF/Social Contributions) in 2021 stand at 398,700 which comprise 374,608 Mauritians and 24,065 migrants. The 374,608 Mauritian workers represent 80.3 per cent of the total number of Mauritian wage workers in 2021 i.e., 466,600.

3.3 The number of MRA contributors evolved from 64.1 per cent of total wage employment in Q4 of 2017 to 80.3 per cent in Q2 of 2021 indicating an expansion of contributory workers with salary jobs concurrently fulfilling a laudable Government objective of increasing quality salary jobs characterised by higher security of tenure, status and earnings.

3.4 The percentage of contributors (NPF/ NSF/Social Contributions) by nationality in 2021 are as follows:



Source: Mauritius Revenue Authority

Contributing Mauritian Workers by Employment Type and Pay Ranges

3.5 The distribution of the contributing Mauritian workers drawing up to Rs 11,000 (around 10 per cent above the NMW) by employment type is given in the table below.

Row Labels	Up to 11,000	% of All Pay Ranges	All Pay Ranges	%
FT	68,790	21.6%	317,744	84.8%
PT	22,479	39.5%	56,864	15.2%
Total	91,269	24.4%	374,608	100.0%

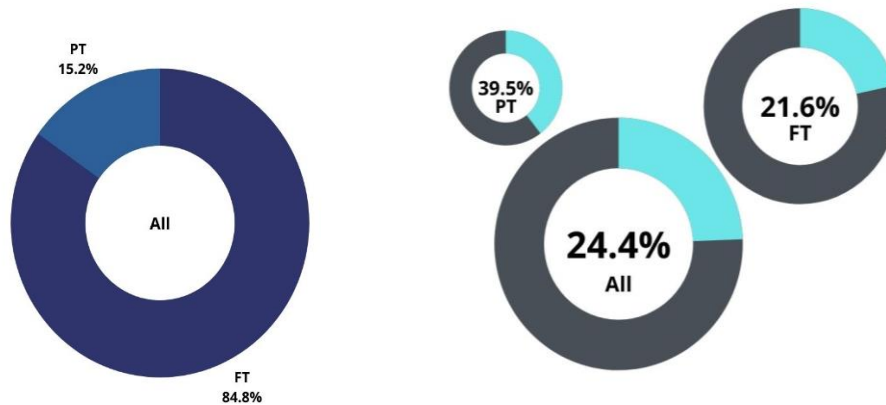
Source: MRA & NWCC

² LW Workers refer to both part-time and full-time workers drawing salary up to Rs 11,000 a month i.e., around 110 per cent of the NMW.

3.6 It is noted that

- (a) 15.2 per cent of the 374,608 Mauritian employees contributing to the MRA are part-time workers and 84.8 per cent (i.e., 317,744) are full-time workers; and
- (b) 21.6 per cent of FT workers and 39.5 per cent of part time workers are low wage workers with wages up to Rs 11,000 a month representing 24.4 per cent of all contributing workers.

Workers with wages up to Rs 11,000 monthly



Source: MRA & NWCC

PT: Part Time Workers

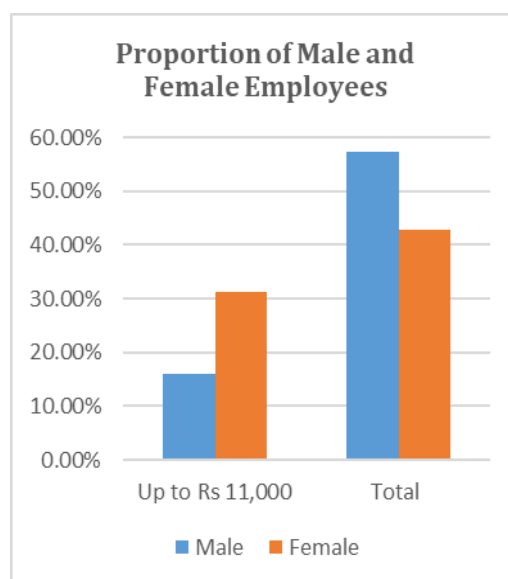
FT: Full Time Workers

All: Full Time and Part Time

Characteristics of Low Wage Worker by Gender – 2021

3.7 The distribution of contributing Mauritian workers drawing up to Rs 11,000 and for all wage ranges by gender is given hereunder.

Gender	Up to Rs 11,000	% of All Range	All Wage Ranges	
			All	%
Male	41,089	16.1	214,505	57.3%
Female	50,180	31.3	160,103	42.7%
Total	91,269	24.4	374,608	100.0%



Source: MRA & NWCC

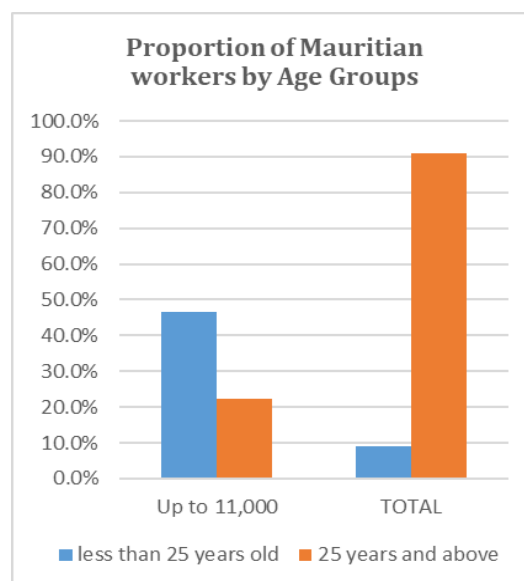
3.8 The table and the bar chart indicate that while the proportion of female workers (42.7%) is lower than

3.9 that of male workers (57.3%) in aggregate, the proportion of female workers is 31.3 per cent higher than that of male workers which stands at 16.1 per cent in the wage range of up to Rs 11,000 indicating that LW workers comprise predominantly female workers.

Characteristics of Low Wage Workers by Age Group – 2021

3.10 The distribution of Mauritian workers drawing up to Rs 11,000 and for all wage ranges by age groups is given hereunder.

Age Group	Up to Rs 11,000	% of All Ranges	All Ranges	
			All	%
less than 25 years old	15,759	46.7	33,725	9.0
25 years and above	75,510	22.2	340,883	91.0
Total	91,269	24.4	374,608	100.0



Source: MRA & NWCC

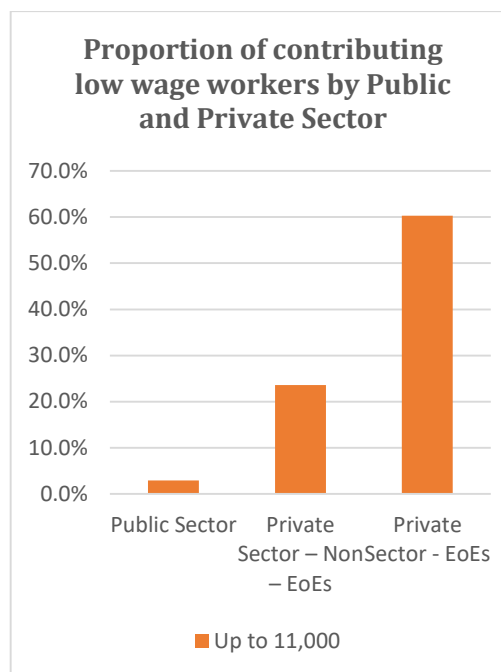
3.11 The table and the bar chart indicate that while the proportion of young workers less than 25 years is 9% in aggregate, the proportion of young workers in the wage

range up to Rs 11,000 stands at 46.7 per cent, indicating a high concentration of the young workers among LW workers.

Location of LW Mauritian Workers by Public and Private Sector – June 2021

3.12 The distribution of contributing Mauritian workers drawing up to Rs 11,000 and for all wage ranges by Public and Private Sectors is given hereunder.

Particulars	Up to Rs 11,000	% of Workers by Sector	All Pay Ranges & by Sector	%
Public Sector	5,226	5.8	90,494	24.2
Private Sector – Non – EOE	74,258	28.1	264,622	70.6
Private Sector - EOE	11,785	60.5	19,492	5.2
Total	91,269	28.7	374,608	100



Source: MRA & NWCC

3.13 It is noted that the proportion of LW workers with wages up to Rs 11,000 stands at -

- (a) 5.8 per cent for the Public Sector;
- (b) 28.1 per cent for the Non-EOEs sector; and
- (c) 60.5 per cent for the EOE sector.

Location of Low Wage (LW) Workers by Industry Groups

3.14 It is noted that there are 91,269 Mauritian workers with basic wage of up to Rs 11,000 representing 24.4% of the 374,608 Mauritian workers contributing to MRA. The location of these workers is given by industry groups in the table and chart below.

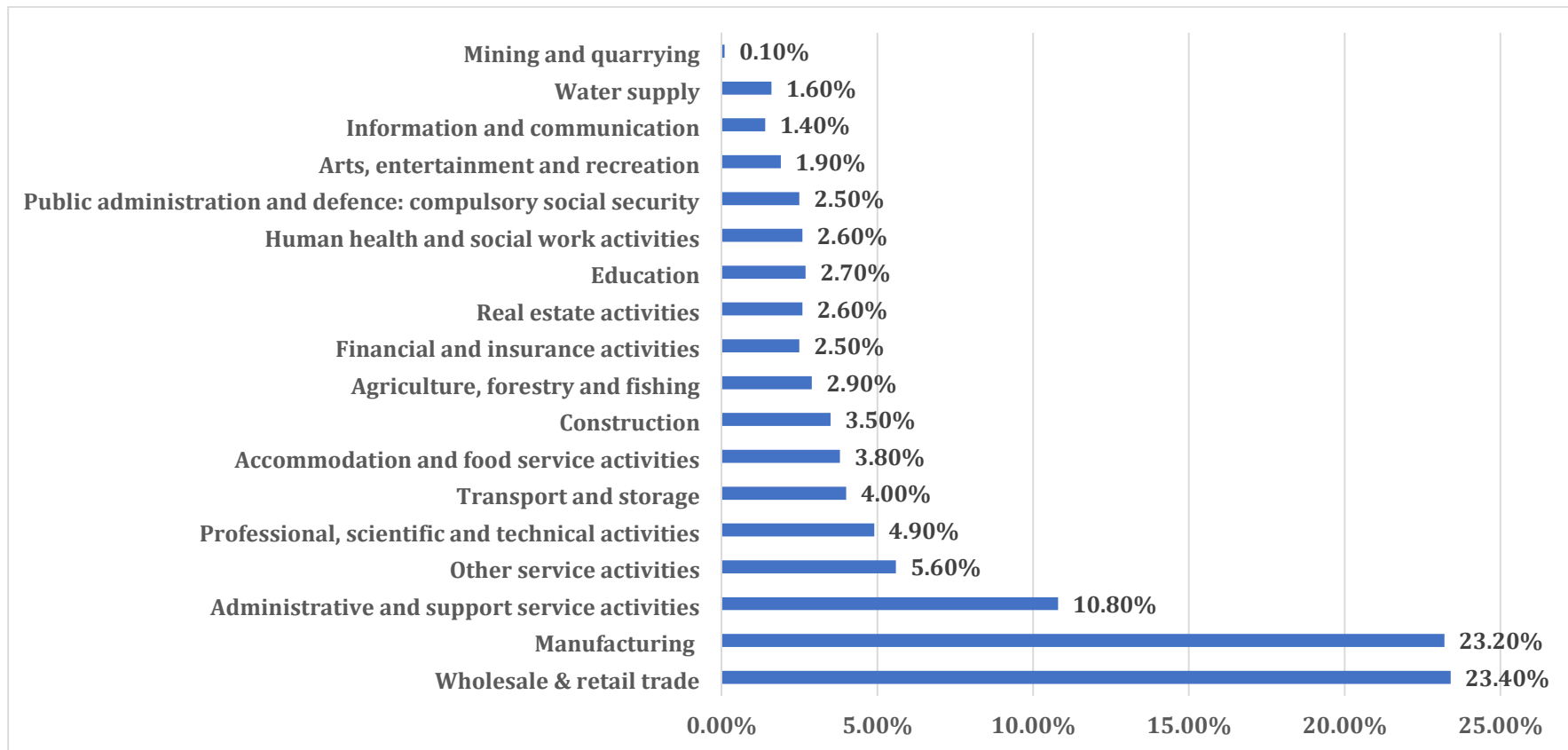
Industry Groups	All Contributing Workers	LW Workers (up to Rs 11,000)	% of LW workers by Industry Groups	LW Workers by Industry Groups as a percentage of Total LW Workers	% Cumulated
Wholesale & retail trade; repair of motor vehicles and motorcycles	55,558	21,321	38.4%	23.4%	23.4%
Manufacturing of which:	47,053	21,212	45.1%	23.2%	46.6%
<i>Sugar</i>	2,664	125	4.6%	0.1%	
<i>Textile</i>	13,025	8,307	63.80%	9.1%	
<i>Food (exc Sugar)</i>	13,599	6,622	48.70%	7.3%	
<i>Other Activities</i>	1,753	303	17.3%	0.3%	
Administrative and support service activities	34,582	9,857	28.5%	10.8%	57.4%
Other service activities	15,898	5,066	31.9%	5.6%	63.0%
Professional, scientific and technical activities	11,500	4,445	38.7%	4.9%	67.8%
Transport and storage	16,709	3,655	21.9%	4.0%	71.8%

Industry Groups	All Contributing Workers	LW Workers (up to Rs 11,000)	% of LW workers by Industry Groups	LW Workers by Industry Groups as a percentage of Total LW Workers	% Cumulated
Accommodation and food service activities	23,256	3,480	15.0%	3.8%	75.6%
Construction	13,201	3,161	23.9%	3.5%	79.1%
Agriculture, forestry and fishing	8,177	2,644	32.3%	2.9%	82.0%
Financial and insurance activities	25,941	2,305	8.9%	2.5%	84.5%
Real estate activities	10,824	2,329	21.5%	2.6%	87.1%
Education	19,202	2,501	13.0%	2.7%	89.8%
Human health and social work activities	7,022	2,395	34.1%	2.6%	92.4%
Public administration and defence: compulsory social security	58,490	2,291	3.9%	2.5%	94.9%
Arts, entertainment and recreation	7,458	1,753	23.5%	1.9%	96.9%
Information and communication	13,452	1,314	9.8%	1.4%	98.3%
Water supply; sewerage, waste management and remediation activities	3,330	1,476	44.3%	1.6%	99.9%

Industry Groups	All Contributing Workers	LW Workers (up to Rs 11,000)	% of LW workers by Industry Groups	LW Workers by Industry Groups as a percentage of Total LW Workers	% Cumulated
Mining and quarrying	446	50	11.2%	0.1%	100.0%
Electricity, gas, steam and air conditioning supply	2,509	14	0.6%	0.0%	100.0%
Total LW Workers	374,608	91,269	24.4%	100%	

Source: MRA & NWCC

LW workers drawing up to Rs 11,000 by Industry Groups as a percentage of total LW workers – 2021



Source: MRA & NWCC

The low wage workers drawing up to Rs 11,000 by industry groups are distributed among all the industry groups. However, the following sectors in order of highest number/proportion account for around 82.0 per cent of the low wage workers with basic wage of up to Rs 11,000:

- **Wholesale & Retail Trade; Repair of Motor Vehicles and Motorcycles: 23.4%**
- **Manufacturing of which Sugar, Textile, Food (exc Sugar), Other Activities: 23.2%**
- **Administrative and Support Service Activities: 10.8%**
- **Other Service Activities: 5.6%**
- **Professional, Scientific and Technical Activities: 4.9%**
- **Transport and Storage: 4.0%**
- **Accommodation and Food Service Activities: 3.8%**
- **Construction: 3.5%**
- **Agriculture, Forestry and Fishing: 2.9%**

If migrants are taken into account, the Textile sector would precede the Administrative and Support Service Activities with 17,001 workers (8,307 Mauritian and 8,694 Migrants) drawing up to Rs 11,000.

CHAPTER 4

Impact of the National Minimum Wage and Other Pertinent Findings

- 4.1 This Chapter deals with the impact of the NMW on certain specific labour market indicators not reported upon by the ILO in its 2021 Report to the Council.

Impact on the Labour Market

Labour market conditions remained challenging

- 4.2 The unemployment rate, the headline measure of slack in the labour market, rose from a 20-year low of 6.7 per cent in 2019 to 9.2 per cent in 2020, reflecting a significant fall in the number of persons employed of 33,400 while the labour force contracted sharply by 20,900. This resulted in a rise in the number of unemployed of 12,500 in 2020.
- 4.3 In 2021, the unemployment rate declined from 11.5 per cent in 2020Q2 to 10.5 per cent in 2021Q2 as recovery was gradually under way, although it remained above pre-pandemic levels. Despite the increase in the labour force of 13,100, the unemployment pool shrunk by 3,700 as employment rose by 16,800.
- 4.4 **The shock to workers by demographic groups and skills has been uneven.** The youth, already part of the disadvantaged labour force groups, were severely impacted by the economic fallout of the pandemic. The youth unemployment rate rose from 22.8 per cent in 2019 to 26.1 per cent in 2020 as youth employment shrunk from about 58,000 in 2019 to 48,700 in 2020.

Wage Rate Index

- 4.5 **The minimum wage review in January 2020 was likely to have pushed up wages in 2020, prior to the impact of the pandemic.** The wage rate index rose by 2.7 per cent in 2020Q1 when compared to 2019Q1.
- 4.6 **However, the growth in the wage rate index (WRI) slowed markedly in the subsequent quarters of 2020.** Wage growth in the economy fell from a five-year average (2015-2019) of 4.8 per cent to 0.9 per cent, reflecting a significant deceleration both in private and public sector wage growth.
- 4.7 **While wage pressures in the economy were limited in 2021Q1, they picked up in 2021Q2.**

Labour Productivity

- 4.8 **Labour productivity fell in 2020 which further depressed competitiveness in rupee terms in the economy.** Labour productivity gains are a key determinant of long term growth and, ultimately, standards of living. In 2020, labour productivity fell by 9.7 per cent as output shrunk by 14.7 per cent, which was significantly below the annual average productivity growth of 1.2 per cent from 2010 to 2020. The rise in unit labour costs was offset, however, by a depreciation in the rupee of 10 per cent in 2020. As such, unit labour costs in US Dollar terms fell by 1.9 per cent, with positive ramifications for the country's exports sector.

Job Retention Scheme

- 4.9 **The economic disruption from the pandemic has required substantial policy support, in the form of job retention schemes to contain massive layoffs.** As national lockdowns and border closures have crippled large parts of the service economy which rely on social interactions, such as hospitality (tourism, entertainment, food and beverages) and trade amongst others, policymakers have had to step in with measures like the Government Wage Assistance Scheme and Self Employed Assistance Scheme. An amount of Rs 23.5 billion has been disbursed for these schemes in financial year 2020/21.

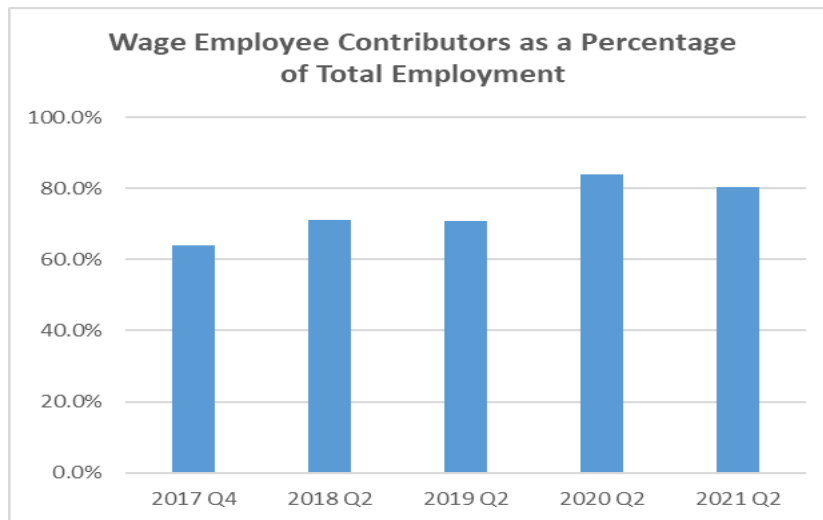
Proportionate Expansion of the Formal Sector

- 4.10 **A beneficial effect of the introduction of the National Minimum Wage has been an expansion percentage wise of the number of contributors to the NPF/CSG/NSF from 64.1% to 80.3% in 2021 indicating an increase in the proportion of contributory workers with salary jobs concurrently fulfilling a laudable Government objective of increasing quality salary jobs characterised by higher security of tenure, status and earnings.**

Period	Wage Employment (thousand)*	Contributors (thousand)**	%
2017 Q4	548.0	351.1	64.1%
2018 Q2	541.5	385.6	71.2%
2019 Q2	553.8	392.2	70.8%
2020 Q2	449.8	376.8	83.8%
2021 Q2	466.6	374.6	80.3%

Source: Statistics Mauritius & Mauritius Revenue Authority***

- 4.11 Table above compares the total Mauritian wage employment figures from Statistics Mauritius (SM) with the total number of Mauritian wage employee contributors from Mauritius Revenue Authority (MRA). The comparison indicates that the proportion of contributors to employment has increased considerably from 64.1% in Q4 of 2017 prior to the introduction of the NMW to around 71% in 2018 and 2019 after the implementation of the NMW.
- 4.12 The significant increase to 83.8% in Q2 of 2020 and 80.3% in Q2 of 2021 may be explained by the higher contraction in informal sector employment than in formal sector employment in the wake of Covid-19 pandemic.
- 4.13 The diagram below depicts pictorially the change in the labour market in terms of the share of the number of NPF/NSF/CSG contributors and non-contributors from 2017 to 2021.

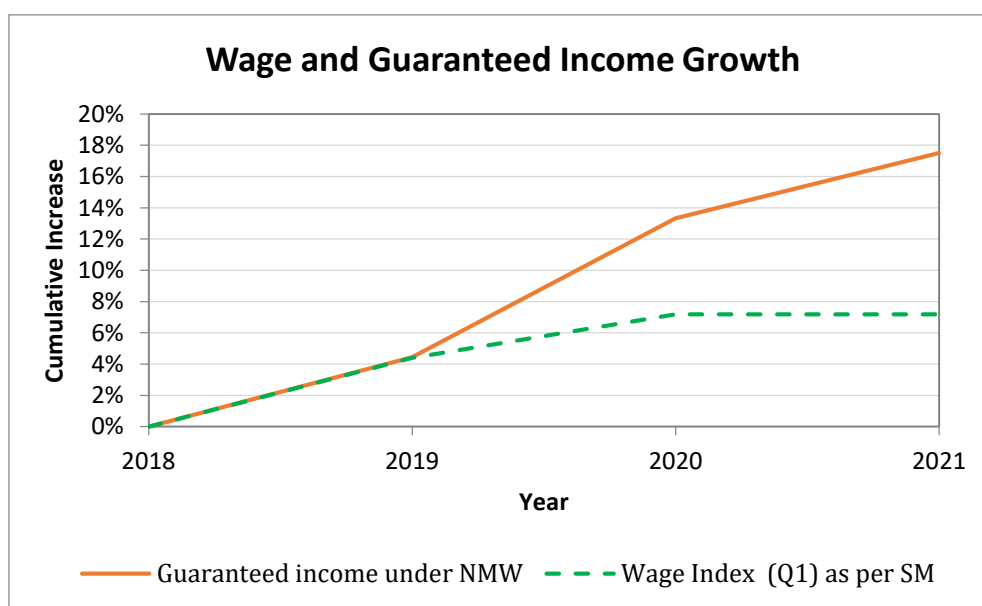


Relatively higher increase in the wages of low pay workers

4.14 The introduction of the NMW in 2018 and its review in 2020 has caused a steady increase in the wages of low pay workers despite a slowing/stagnant increase in wage at national level as shown in the table and graph below.

4.15 While the Wage Index for the country has increased by 7.2 per cent for the period 2018 to 2021, the guaranteed income under the NMW has increased by 17.5 per cent.

Year	Guaranteed income under NMW	% Change	Cum. % Change	Wage Index (Q1) as per SM	% Change SM	Cumulative % Change SM
2018	9,000		0%	107.1		0%
2019	9,400	4.4%	4.4%	111.8	4.4%	4.4%
2020	10,200	8.5%	13.3%	114.8	2.7%	7.2%
2021	10,575	3.7%	17.5%	114.8	0.0%	7.2%



Source: SM & NWCC

Changes in Contributing Workers by Industry Groups 2019 - 2021

4.16 It is noted that the total number of contributing Mauritian workers has fallen by 17,571 in 2021 compared to 2019 and by 2,200 in 2021 compared to 2020. The fall in the number of contributing Mauritian workers may be largely attributed to cessation of activities during the Covid-19 pandemic.

4.17 The changes indicating either growth or contraction in the number of contributing Mauritian workers by industry groups for the period June 2019 to June 2021 are given at **Annex IV**.

4.18 Major fall is noted for the period 2019 to 2021 as follows:

Industry Groups	Absolute Change			Percentage Change		
	2019 to 2020	2020 to 2021	2019 to 2021	2019 to 2020	2020 to 2021	2019 to 2021
Manufacturing - Textile	-2,086	-4,184	-6,270	-10.8%	-24.3%	-32.5%
Construction*	529	-2,290	-1,761	3.5%	-14.8%	-11.8%
Accommodation and Food Service Activities	-2,415	-2,428	-4,843	-8.6%	-9.5%	-17.2%
Arts, Entertainment and Recreation	-554	-1,336	-1,890	-5.9%	-15.2%	-20.2%

Source: MRA & NWCC

*The construction sector has increased by 529 in 2020 compared to 2019 but fell by 2,290 in 2021 compared to 2020 and by 1,761 in 2021 compared to 2019.

4.19 Increases have been noted as follows:

Industry Groups	Absolute Change			Percentage Change		
	2019 to 2020	2020 to 2021	2019 to 2021	2019 to 2020	2020 to 2021	2019 to 2021
Wholesale & Retail Trade; Repair of Motor Vehicles and Motorcycles	-643	3,368	2,725	-1.2%	6.5%	5.2%
Other Service Activities	-123	1,921	1,798	-0.9%	13.7%	12.8%
Administrative and Support Service Activities	320	2,004	2,324	1.0%	6.2%	7.2%

Professional, Scientific and Technical Activities	634	1,227	1,861	6.6%	11.9%	19.3%
Information and Communication	108	702	810	0.9%	5.5%	6.4%
Human Health and Social Work Activities	151	596	747	2.4%	9.3%	11.9%

Source: MRA & NWCC

4.20 It is noted that the total number of contributing migrants has increased by 2,081 in 2021 compared to 2019 and has fallen by 665 in 2021 compared to 2020.

4.21 Increases have been noted for the period 2019 to 2021 as follows:

Industry Groups	Absolute Change			Percentage Change		
	2019 to 2020	2020 to 2021	2019 to 2021	2019 to 2020	2020 to 2021	2019 to 2021
Manufacturing - Textile	-344	551	207	-3.9%	6.5%	2.3%
Manufacturing – Food (excl. Sugar)	310	71	381	17.1%	3.4%	21.1%
Construction	2,003	-1,417	586	48.5%	-23.1%	14.2%
Wholesale & Retail Trade; Repair of Motor Vehicles and Motorcycles	580	188	768	41.6%	9.5%	55.1%
Financial and Insurance Activities	30	31	61	7.1%	6.8%	14.4%
Agriculture, Forestry and Fishing	55	41	96	17.3%	11.0%	30.2%

Source: MRA & NWCC

4.22 Decreases have been noted as follows:

Industry Groups	Absolute Change			Percentage Change		
	2019 to 2020	2020 to 2021	2019 to 2021	2019 to 2020	2020 to 2021	2019 to 2021
Administrative and Support Service Activities	- 127	38	- 89	- 16.8%	6.1%	- 11.8%

Information and Communication	32	70	- 38	6.5%	- 13.4%	- 7.7%
Accommodation and Food Service Activities	12	- 55	- 43	3.1%	- 13.7%	- 11.1%

Source: MRA & NWCC

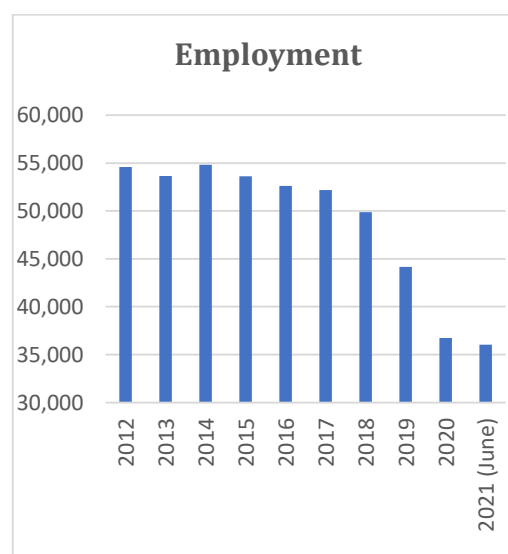
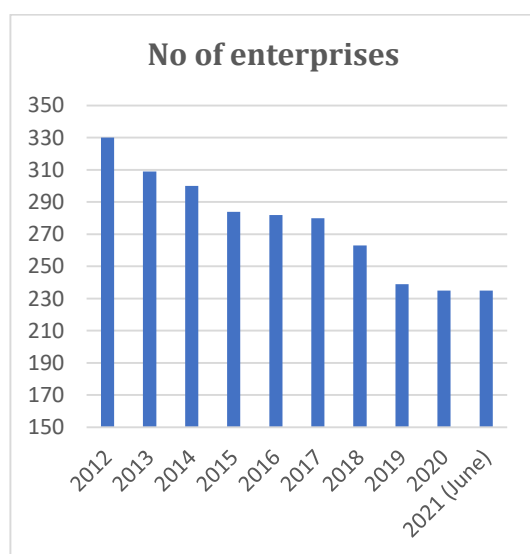
Employment in Export Oriented Enterprises

4.23 EOE consist of enterprises formerly holding an EPZ certificate as well as enterprises manufacturing goods for export and holding a registration certificate issued by the ex-Board of Investment.

4.24 Tables and Charts below show the evolution of the number of enterprises, employment, and value added from year 2012 to June 2021.

Year	No of enterprises	Employment	Value Added Rs M
2012	330	54,583	19,157
2013	309	53,663	20,328
2014	300	54,813	20,704
2015	284	53,601	20,968
2016	282	52,602	20,125
2017	280	52,172	19,867
2018	263	49,866	19,607
2019	239	44,160	18,698
2020	235	36,736	15,653
2021 (June)	235	36,047	

Source: SM & NWCC



Source: SM & NWCC

4.25 It is noted that

(a) the number of enterprises in the EOE's fell from 239 in 2019 to 235 in June 2020 and June 2021; and

(b) employment in the EOE's fell from 44,160 in 2019 to 36,736 in 2020 and to 36,047 in June 2021.

4.26 The distribution of the 36,047 employees in terms of nationality and gender at June 2021 is given below.



Year 2021 (June)	Male	Female	Total	%
Mauritian	8,099	11,725	19,824	55.0%
Foreign	11,400	4,823	16,223	45.0%
Total	19,499	16,548	36,047	100.0%

Source: SM & NWCC

4.27 It is noted that in 2021 -

(a) Mauritian employment in the EOE's stands at 55 per cent while foreign employment stands at 45 per cent.

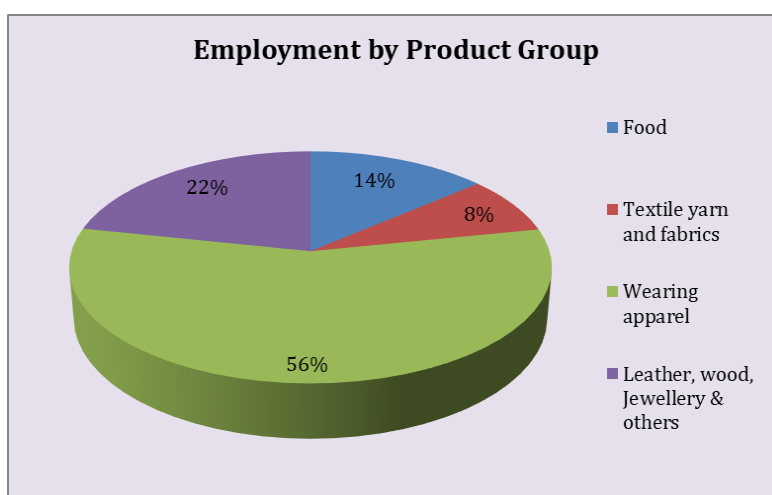
(b) Mauritian employment in the EOE's is predominantly female with 11,725 representing 59.1 per cent of total Mauritian employment.

(c) Foreign employment in the EOE's is predominantly male with 11,400 representing 70.3 per cent of total foreign employment in the EOE's.

4.28 The number of enterprises and the employment size by product group at June 2021 are given below.

Product group	No of enterprises - June 2021	Employment - June 2021
food	17	4,977
textile yarn and fabrics	22	2,897
wearing apparel	83	20,342
leather, wood, jewellery & others	113	7,831
-leather products and footwear	5	491
-wood and paper products	10	446
-optical goods	2	368

Product group	No of enterprises – June 2021	Employment – June 2021
-electronic watches and clocks	4	497
-electric and electronic products	5	161
-jewellery and related articles	12	935
-toys and carnival articles	2	160
-flowers	2	38
-other products	71	4,735
Total	235	36,047



Source: SM

4.29 Employment by product group indicates that textile, yarn and fabrics, and wearing apparel account for 64 per cent of total employment in the EOE.

Cases of Termination of Employment reported to the Ministry of Labour, Human Resource Development and Training (MLHRDT) (October 2020 to June 2021)

4.30 As per the Third Report on the Impact of the National Minimum Wage, from January 2020 to September 2020, 13,135 individual cases of termination of employment were reported to the Inspection and Enforcement Section (I.E.S) of the MLHRDT.

4.31 From October 2020 to June 2021, 11,216 individual cases of job losses were reported to the Inspection and Enforcement Section (I.E.S) of the MLHRDT. These cases include 5,407 for economic reasons, 1,501 for misconduct, 1,127 for poor performance and the remaining for other reasons as per table below.

Number of cases¹ on complaints on Termination of Employment received by Remuneration Regulations, October 2020 to September 2021						
S N	Remuneration Regulations	Economic	Misconduct	Performance	others	Total
1	Attorneys and Notaries	4	1	2	4	11
2	Baking Industry	12	6	7	20	45
3	Banks Fisherman	0	1	0	3	4
4	Blockmaking	616	136	69	506	1327
5	Catering & Tourism	541	224	125	334	1224
6	Cinema Employees	7	1	0	2	10
7	Cleaning Enterprises	76	49	21	102	248
8	Distributive Trades	533	357	289	431	1610
9	Domestic Workers	171	33	33	267	504
10	Electrical, Engineering, etc.	61	28	15	52	156
11	Export Enterprises	1758	35	30	115	1938
12	Factory Employees	194	111	59	128	492
13	Field Crop & Orchard	25	5	6	15	51
14	ICT	36	13	28	18	95
15	Light Metal	56	12	14	39	121
16	Livestock	2	4	10	5	21
17	Newspaper & Periodicals	15	0	0	2	17
18	Office Attendants	3	3	0	0	6
19	Preprimary Schools	23	4	5	19	51
20	Printing Industry	32	9	3	15	59
21	Private Hospitals	3	12	12	15	42
22	Private Secondary Schools	11	0	1	15	27
23	Private Security Services	26	66	29	186	307
24	Public Transport	21	22	27	90	160
25	Road Haulage	20	10	1	44	75
26	Salt Manufacturing	0	0	0	1	1
27	Sugar industry (Agri)	102	2	0	16	120
28	Sugar Industry (Non-Agri)	51	5	2	24	82
29	Tailoring Trade	1	1	1	4	7
30	Tea Industry	0	1	0	1	2
31	Travel Agents & Tour Operators	157	5	3	21	186
32	Workers covered by the WRA	850	345	335	687	2217
Total		5407	1501	1127	3181	11216

Source: Ministry of Labour, Human Resource Development and Training (MLHRDT)

4.32 The highest number of job losses due to economic reasons has occurred in the export enterprises sector followed by the distributive trades sector, blockmaking and construction sector and the catering and tourism sector respectively. It is however worth noting that out of the 11,216 cases of termination of employment during this period, 2,217 were in sectors not covered by any Remuneration Regulations, out of which 850 i.e. 38.34% have been attributed to economic reasons.

4.33 It is noteworthy that no case of job loss due to the level of the NMW has been reported to the Ministry for the period under review (refer to Annex V).

CHAPTER 5

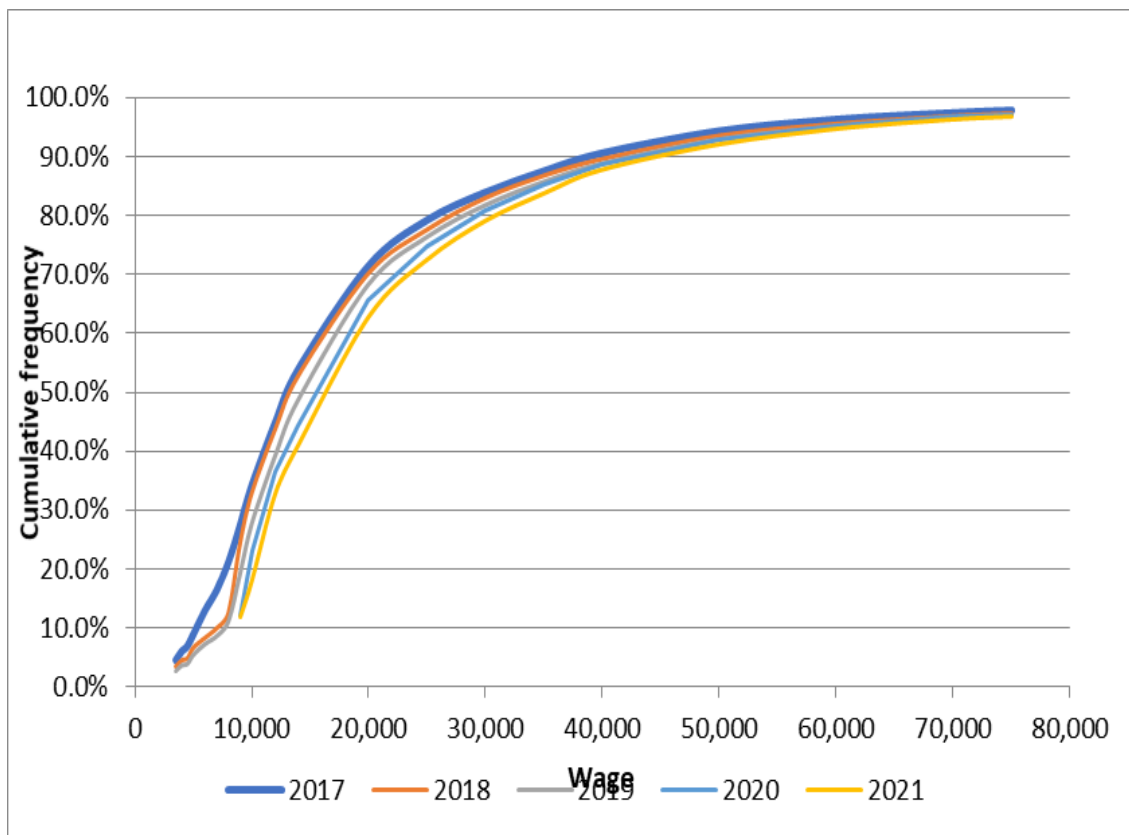
5.1 Wage Distribution 2021

5.1.1 The NWCC is required in accordance to section 6 (1) (e) of the NWCC Act 2016 to submit to the Minister a report on the evolution of wage distribution in respect of worker status, gender, sectors and occupations every year.

Wage Distribution by Pay Ranges in the Public and Private Sectors

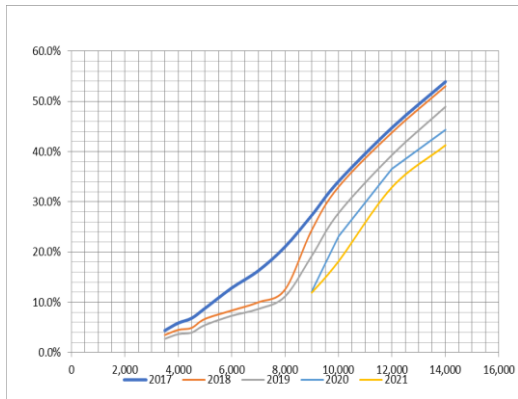
5.1.2 Tables giving the wage distribution by pay ranges in the Public and Private sectors are given at **Appendix B**. The charts reflecting the wage distribution in the country and in the Public and Private Sectors are given below.

Wage Distribution – Whole Population



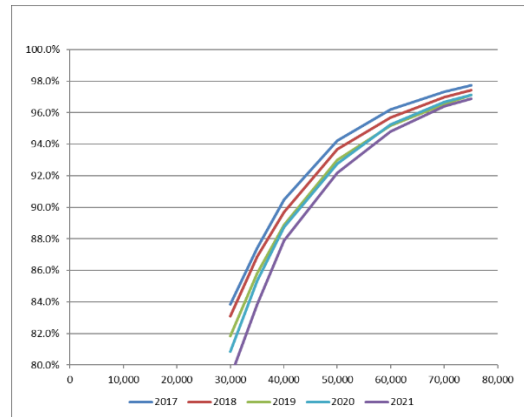
Source: NWCC & SM

Wage Distribution – Whole Population (Rs 3,500 to Rs 14,000)

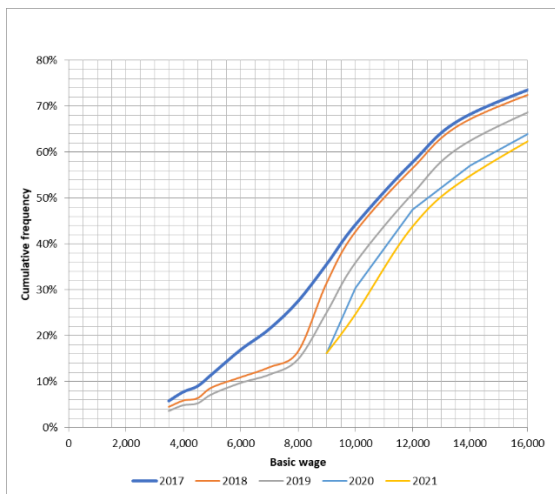


Source: NWCC & SM

Wage Distribution – Whole Population (Rs 30,000 and above)

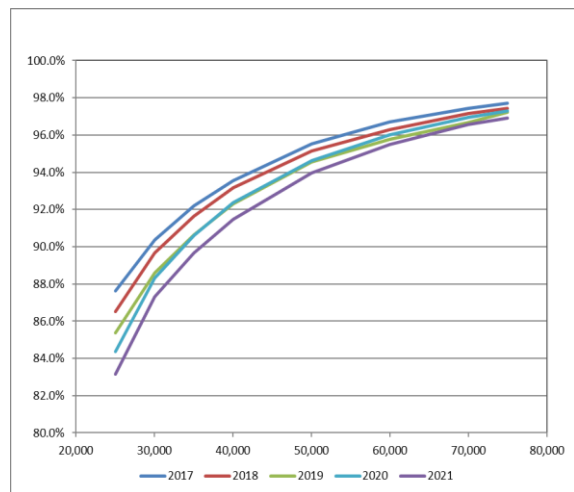


Wage Distribution – Private Sector (Rs 3,500 to Rs 16,000) (2017 to 2021)

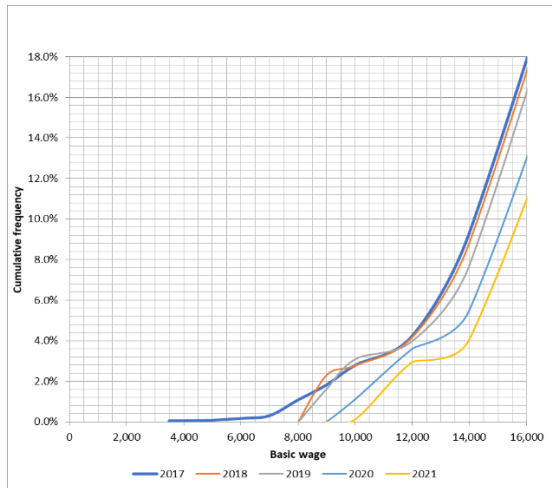


Source: NWCC & SM

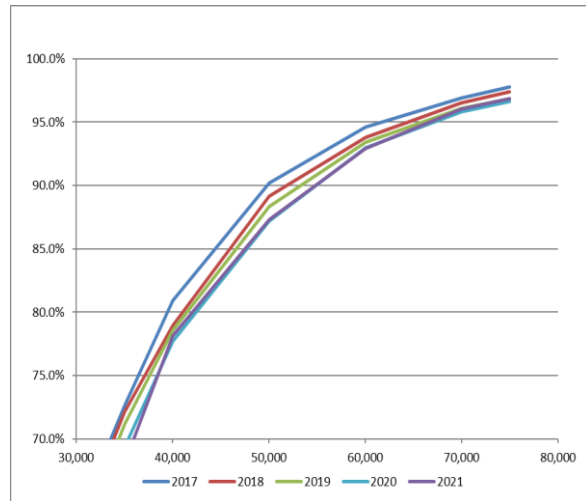
Wage Distribution – Private Sector – (Rs 20,000 and above) (2017 to 2021)



Wage Distribution – Public Sector – Rs 3,500 to Rs 16,000 (2017 to 2021)



Wage Distribution – Public Sector – Rs 30,000 and above (2017 to 2021)



Source: NWCC & SM

5.1.3 The Charts depict the movement of the Cumulative Frequency Curves (CFC) from 2017 to 2021 in the country, the public sector and the private sector. These CFC curves indicate

- (a) a larger shift to the right at the lower end showing a movement to higher wage brackets explained by the introduction of NMW in 2018, the review of the NMW in 2020 and additional remuneration in 2019 and in 2021 for employees at the lower end;
- (b) a small shift at the level higher than the NMW due to relativity adjustment; and
- (c) a little or no shift at the higher end due to the applicability of the additional remuneration or otherwise.

SM Wage Distribution compared with MRA Wage Distribution

5.1.4 Table below compares the distribution from SM with regards to all wage workers and the distribution from MRA concerning contributing workers.

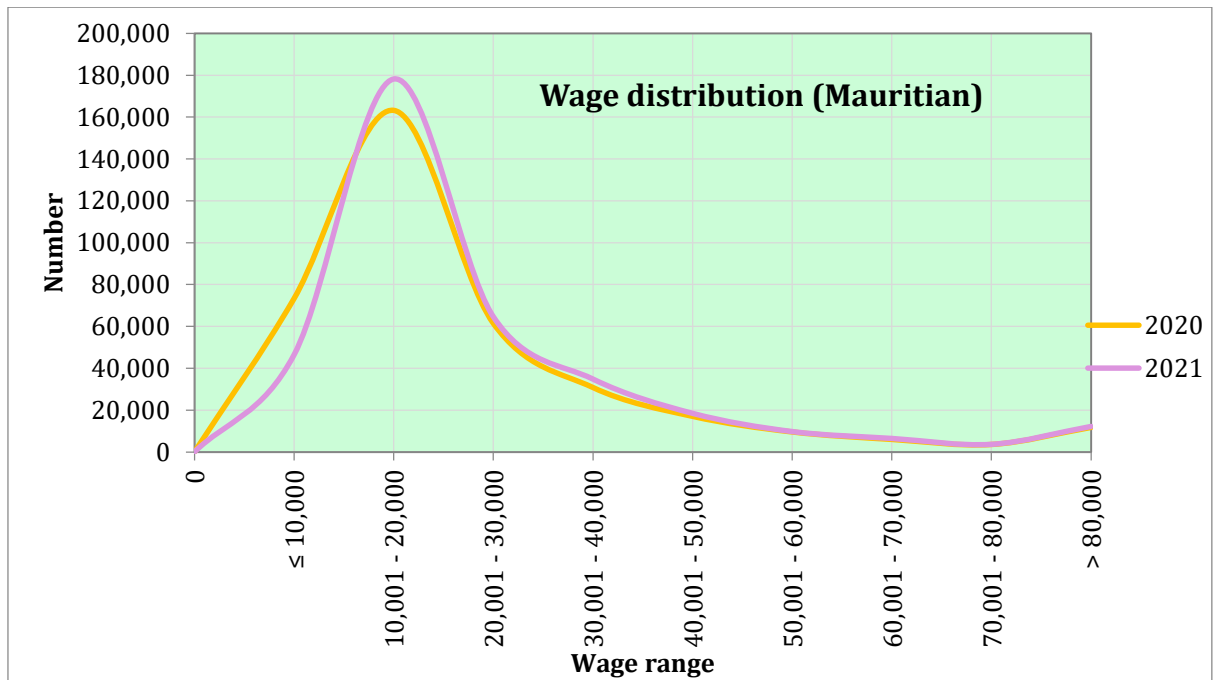
5.1.5 The number of full-time Mauritian workers from SM i.e., 388,638 exceeds the corresponding number from MRA i.e., 317,744 by 70,894. The latter figure comprises 40,548 full-time Mauritian workers in the Public Sector which includes the Private Secondary Schools including the R.C.A (Roman Catholic Authority) Schools and 30,346 in the Private Sector which may represent mostly employment in the informal economy and in respect of whom contributions are not being made to the MRA.

5.1.6 The comparison indicates that most of these 30,346 employees are in the pay range of up to Rs 10,000 as evidenced in the table below.

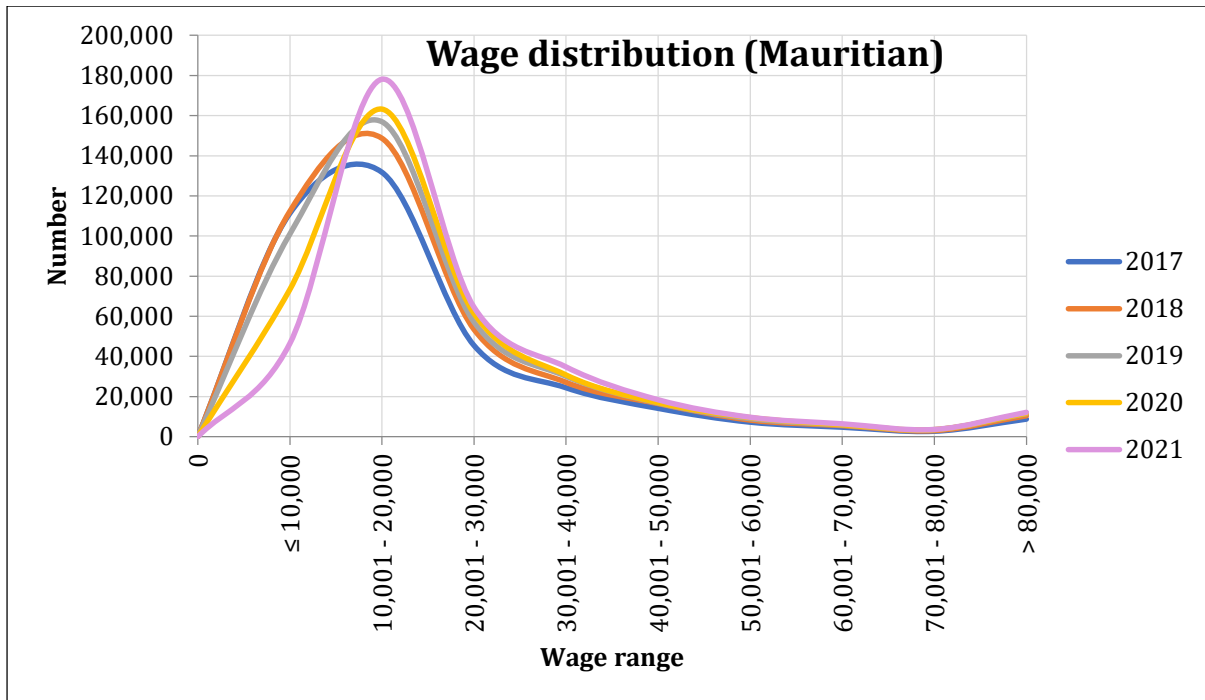
Basic wage range (rupees)	Number of Full Time Mauritian employees											
	SM						MRA					
	Public sector	Cumulated Public Sector	Private sector	Cumulated Private Sector	Public and Private sectors	Cumulated Public and Private Sectors	Public sector	Cumulated Public Sector	Private sector	Cumulated Private Sector	Public and Private sectors	Cumulated Public and Private Sectors
9,000 or less	0	0	46,100	46,100	46,100	46,100	577	577	18,269	18,269	18,846	18,846
9,001 - 10,000	131	131	24,100	70,200	24,231	70,331	283	860	10,226	28,495	10,509	29,355
10,001 - 12,000	2,950	3,081	54,400	124,600	57,350	127,681	1,081	1,941	58,438	86,933	59,519	88,874
12,001 - 14,000	1,178	4,259	31,300	155,900	32,478	160,159	1,093	3,034	27,912	114,845	29,005	117,879
14,001 - 20,000	23,016	27,275	61,400	217,300	84,416	244,575	14,624	17,658	54,098	168,943	68,722	186,601
20,001 - 25,000	18,607	45,882	19,000	236,300	37,607	282,182	11,393	29,051	21,212	190,155	32,605	219,206
25,001 - 30,000	13,848	59,730	11,800	248,100	25,648	307,830	7,498	36,549	14,985	205,140	22,483	241,689
30,001 - 35,000	11,378	71,108	6,700	254,800	18,078	325,908	7,604	44,153	10,183	215,323	17,787	259,476
35,001 - 40,000	10,475	81,583	5,200	260,000	15,675	341,583	5,651	49,804	7,103	222,426	12,754	272,230
40,001 - 50,000	9,576	91,159	7,100	267,100	16,676	358,259	5,655	55,459	10,394	232,820	16,049	288,279
50,001 - 60,000	5,907	97,066	4,300	271,400	10,207	368,466	3,400	58,859	5,514	238,334	8,914	297,193
60,001 - 70,000	3,206	100,272	3,000	274,400	6,206	374,672	2,184	61,043	3,675	242,009	5,859	303,052
70,001 and over	4,166	104,438	9,800	284,200	13,966	388,638	2,847	63,890	11,845	253,854	14,692	317,744
TOTAL	104,438		284,200		388,638		63,890		253,854		317,744	

Improved Wage Distribution from 2017 to 2021

5.1.7 The introduction of the NMW in 2018 and its review in 2020 along with the annual statutory compensation policy have impacted favourably on the evolution of wage distribution of contributing workers as shown in the charts below.

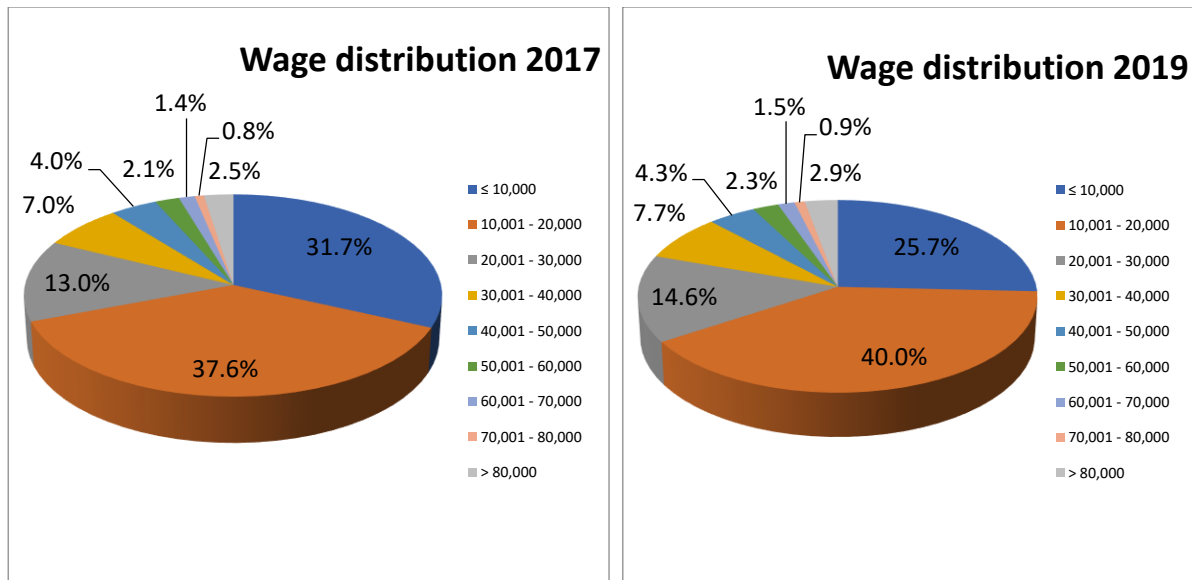


Source: MRA & NWCC

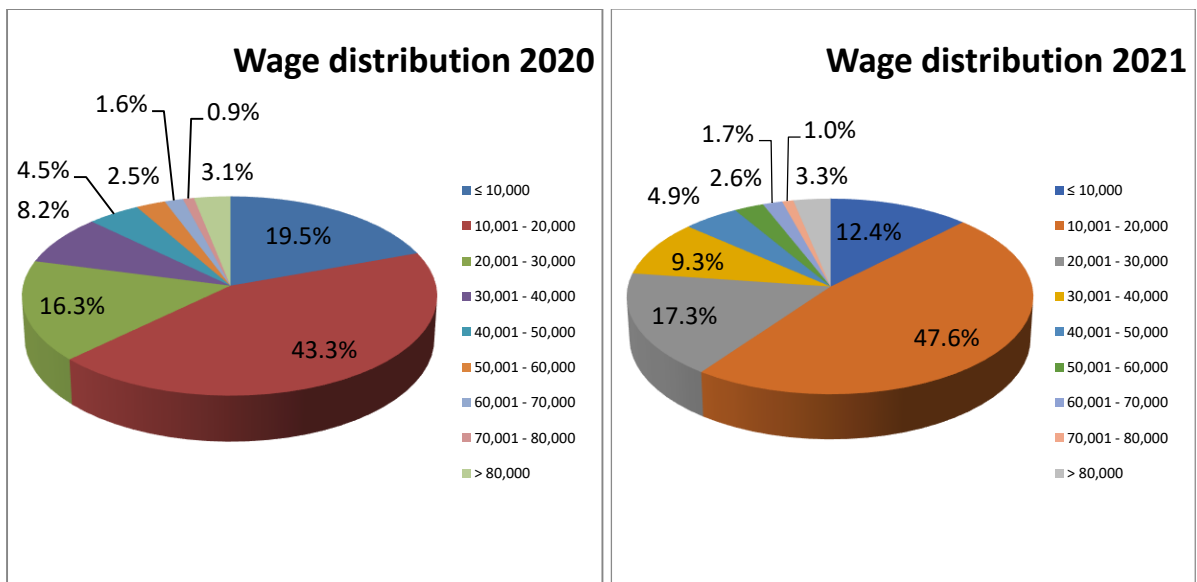


Source: MRA & NWCC

5.1.8 The pie charts below indicate that while the proportion of contributing workers in salary group 'up to Rs 10,000' fell from 31.7% in 2017 to 25.7% in 2019 and to 12.4% in 2021, the proportion of contributing workers in salary group 'Rs 10,001 to 20,000' increased from 37.6% in 2017 to 40.0% in 2019 and to 47.6% in 2021.



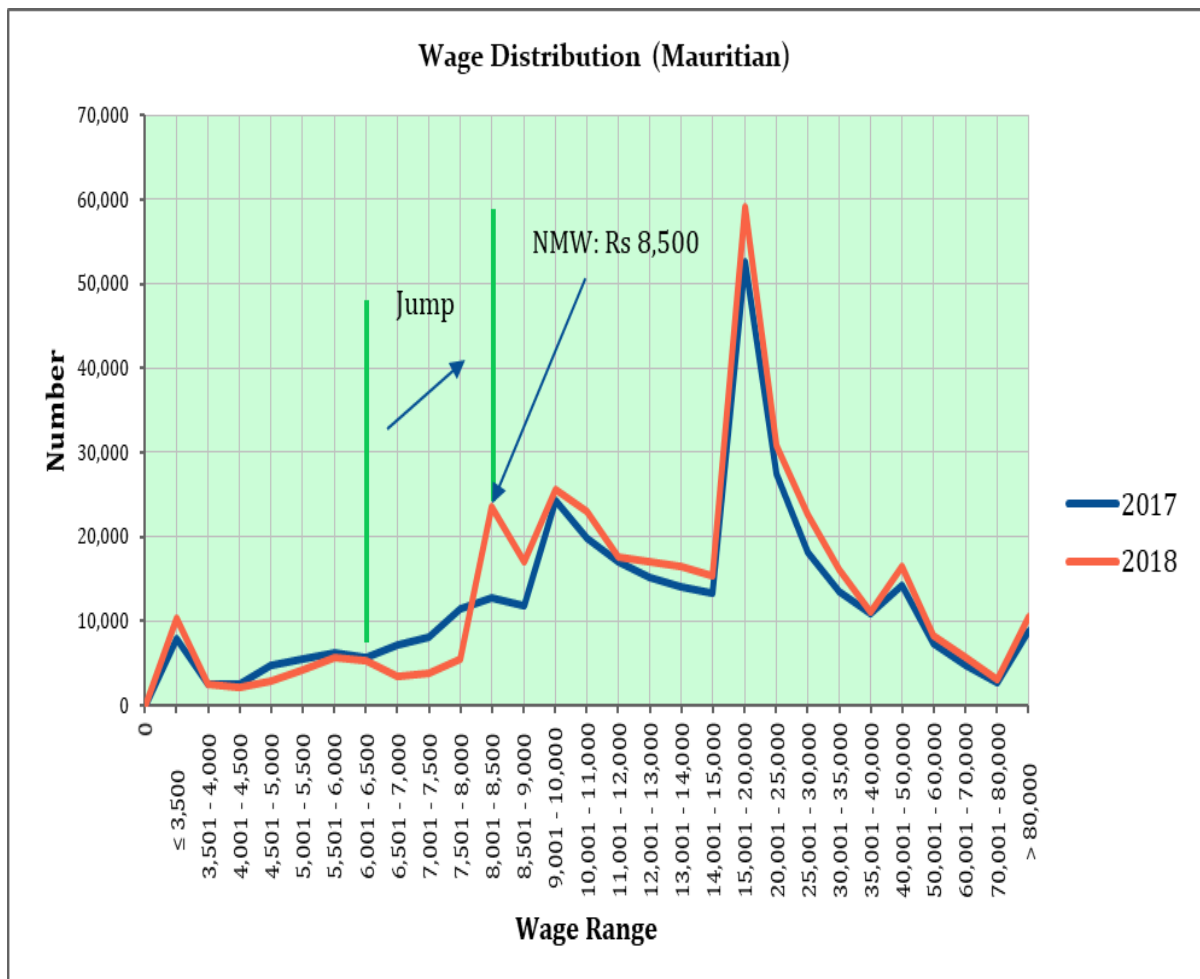
Source: MRA & NWCC

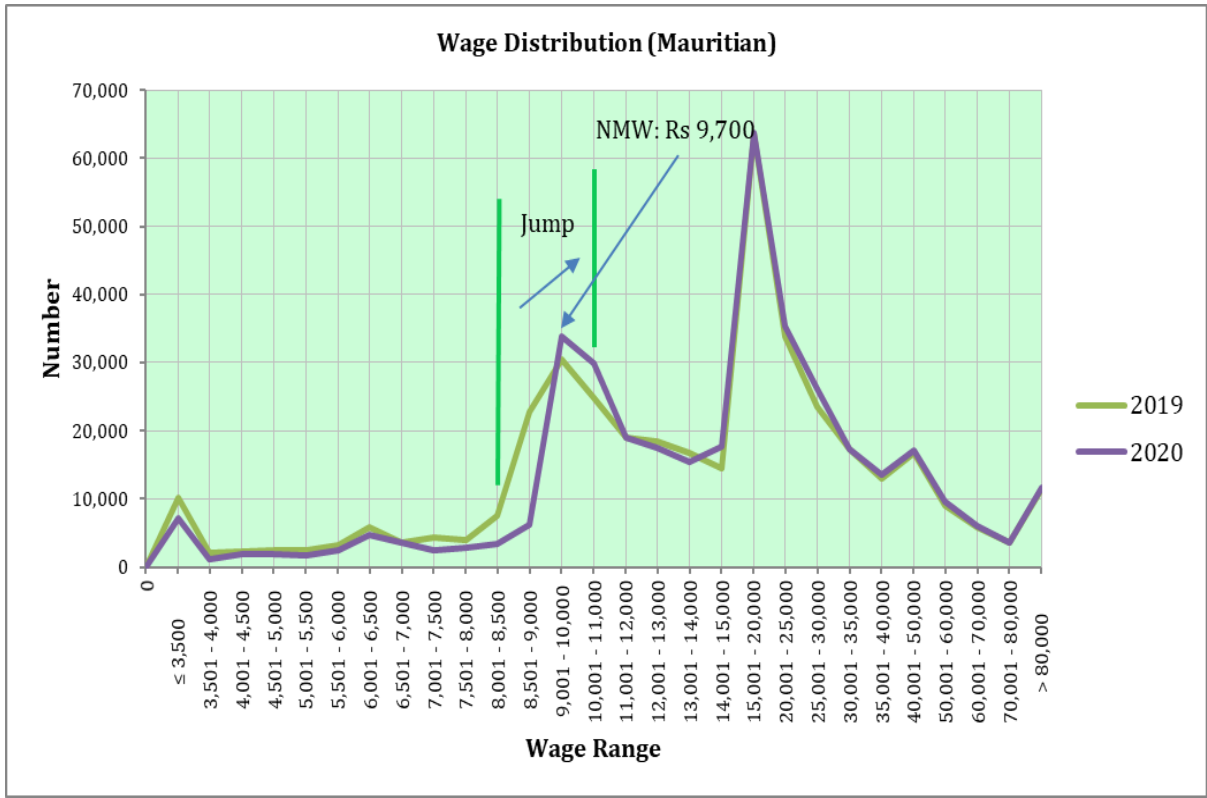
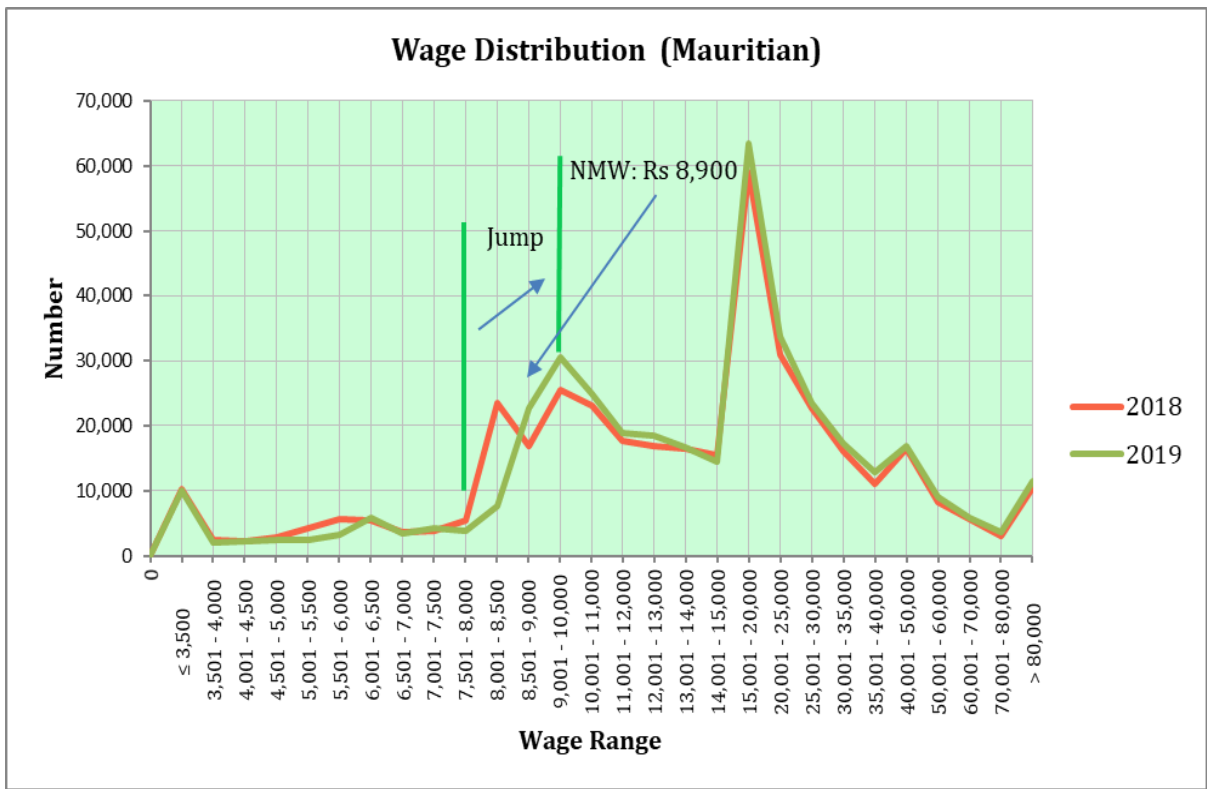


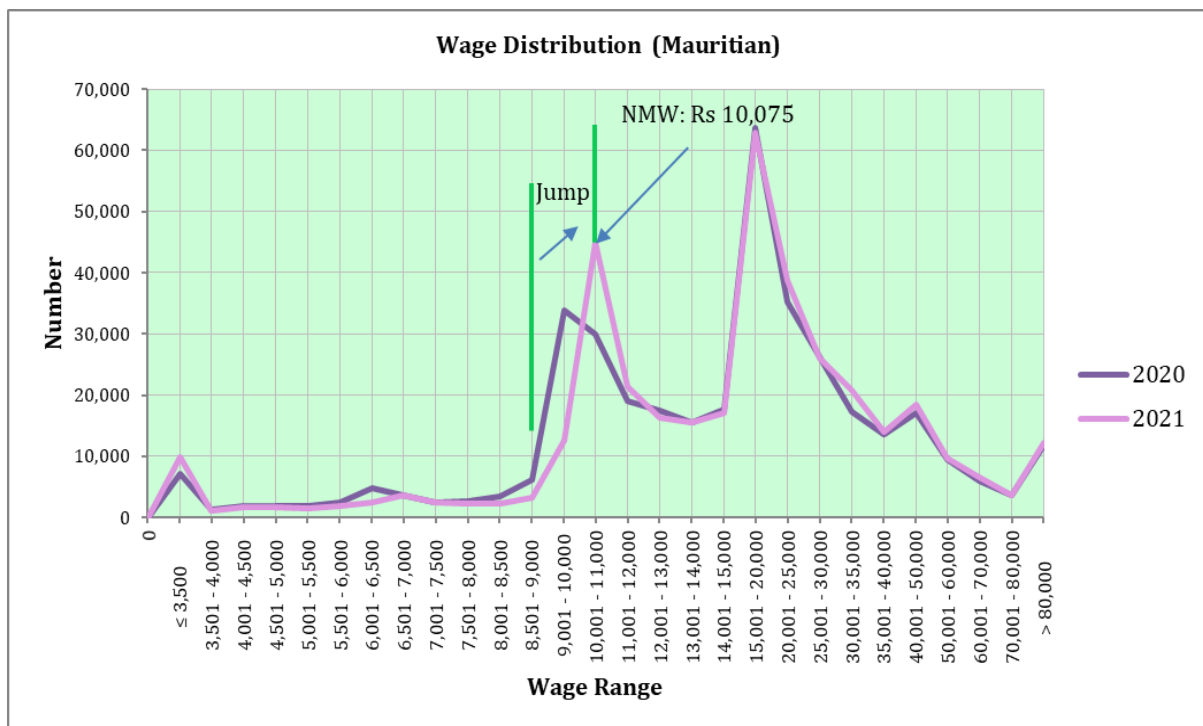
Source: MRA & NWCC

Pronounced Leap in Wage Distribution around the NMW

5.1.9 The implementation of the NMW has caused a pronounced leap in the wage distribution around the NMW annually. This has been so in 2018 and 2020 due to the introduction and review of the NMW respectively, and in 2019 and in 2021 due to the statutory cost of living compensation. This is evidenced by the charts below.







Source: MRA & NWCC

Trailing Low Wage Distribution below the NMW

5.1.10 The above figures also indicate the persistence of a trailing low wage distribution below the NMW for period 2018 to 2021. The reasons thereof are due to -

- (g) workers employed part time on salary lower than monthly NMW (17,043) in 2021;
- (h) the lower basic wage in the EOE's (10,272 full-time Mauritians);
- (i) the lower basic wage in the Public Sector (in respect of 860 workers as adjustment of salary for compliance to NMW done through allowances);
- (j) workers paid prorated salary in the month of enlistment;
- (k) workers paid prorated salary in the month they leave the firm on retirement or otherwise; and
- (l) workers paid prorated salary for other reasons.

Wage Distribution of Contributory Workers by Sectors etc

5.1.11 The wage distribution for the following categories of contributors to MRA is given at **Appendix B**:

- A - Contributing Full-Time Mauritians in the Non-EOEs
- B - Contributing Full-Time Mauritians in the EOE's
- C - Contributing Full-time Mauritians by size of firm
- D - Contributing Full-time Mauritian by size of firm based on annual turnover
- E - Contributing Migrants in the Non-EOEs
- F - Contributing Migrants in the EOE's

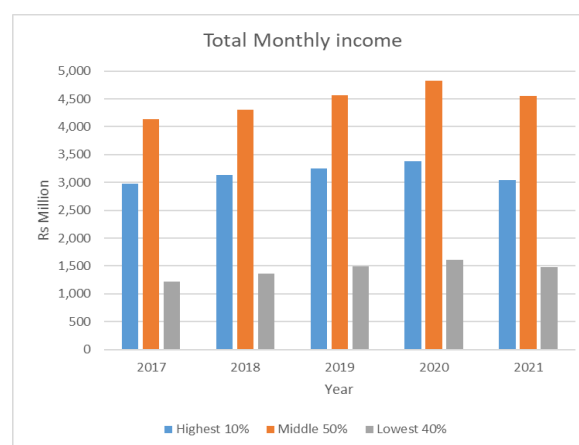
5.2 Reduction of Income Inequality

5.2.1 The implementation of the NMW has raised the wage income of low-paid workers thereby reducing income inequality. Indeed, the Palma ratio, the Gini Coefficient and the inter decile ratios based on wage income, have continuously improved since 2017 as shown below.

Palma Ratio

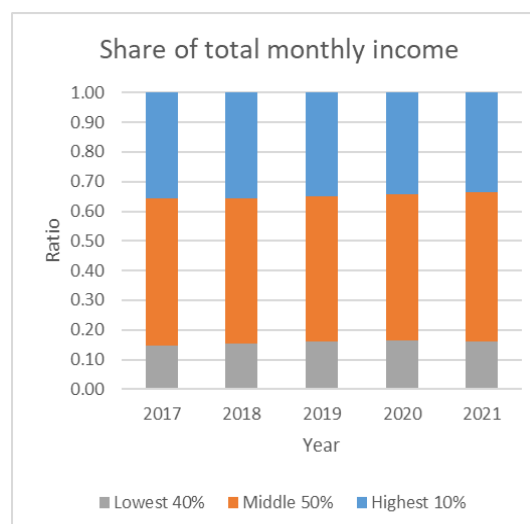
5.2.2 The Palma ratio which measures the share of monthly earnings of the top 10 percent wage earners divided by that of the bottom 40 percent, shows a decline from 2.44 in 2017 to 2.06 in 2021. This means that whereas in 2017 the top 10 percent earned almost one and a half times more than the bottom 40 percent, in 2021 this distance had dropped to around one time.

	Total monthly income (Rs Million)				
	2017	2018	2019	2020	2021
Highest 10%	2,977	3,137	3,253	3,375	3,037
Middle 50%	4,139	4,306	4,568	4,827	4,557
Lowest 40%	1,221	1,357	1,488	1,610	1,474
Total	8,336	8,800	9,309	9,812	9,068
Palma ratio	2.44	2.31	2.19	2.10	2.06

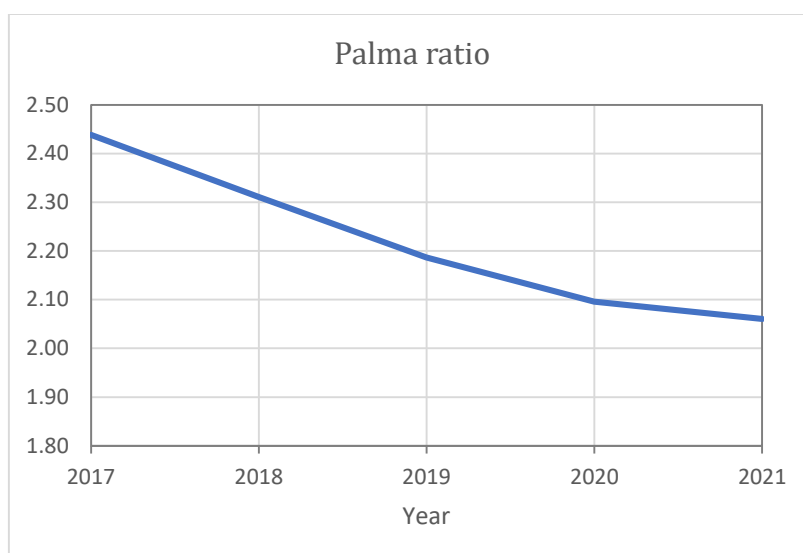


Source: NWCC & SM

	Share of total monthly income				
	2017	2018	2019	2020	2021
Highest 10%	0.36	0.36	0.35	0.34	0.33
Middle 50%	0.50	0.49	0.49	0.49	0.50
Lowest 40%	0.15	0.15	0.16	0.16	0.16
Total	1.00	1.00	1.00	1.00	1.00



Source: NWCC & SM



Source: NWCC & SM

Gini coefficient based on employment income, 2016 - 2021

Measures of Income	2016	2017	2018	2019	2020	2021
Gini coefficient	0.448	0.448	0.440	0.432	0.429	0.420

Source: Based on results of Survey on Employment and Earnings (March 2021) in large establishments and Continuous Multi-Purpose Household Survey (Q1 2021) carried out by Statistics Mauritius and data from administrative sources

5.2.3 Decile distribution of full-time employees & monthly income in public & private sectors, 2021

Decile employment income	Number of employees	Total monthly income (Rs Million)	Average monthly income (Rs)	Maximum income (Rs)
1st	38,864	190	4,889	8,100
2nd	38,864	379	9,752	10,300
3rd	38,864	423	10,884	11,600
4th	38,864	482	12,402	13,700
5th	38,864	575	14,795	15,900
6th	38,864	686	17,651	19,100
7th	38,864	831	21,382	23,700
8th	38,864	1,028	26,451	30,900
9th	38,864	1,437	36,975	45,000
10th	38,864	3,037	78,144	and over
All deciles	388,638	9,068	23,333	

Source: Based on results of Survey on Employment and Earnings (March 2021) in large establishments and Continuous Multi-Purpose Household Survey (Q1 2021) carried out by Statistics Mauritius and data from administrative sources.

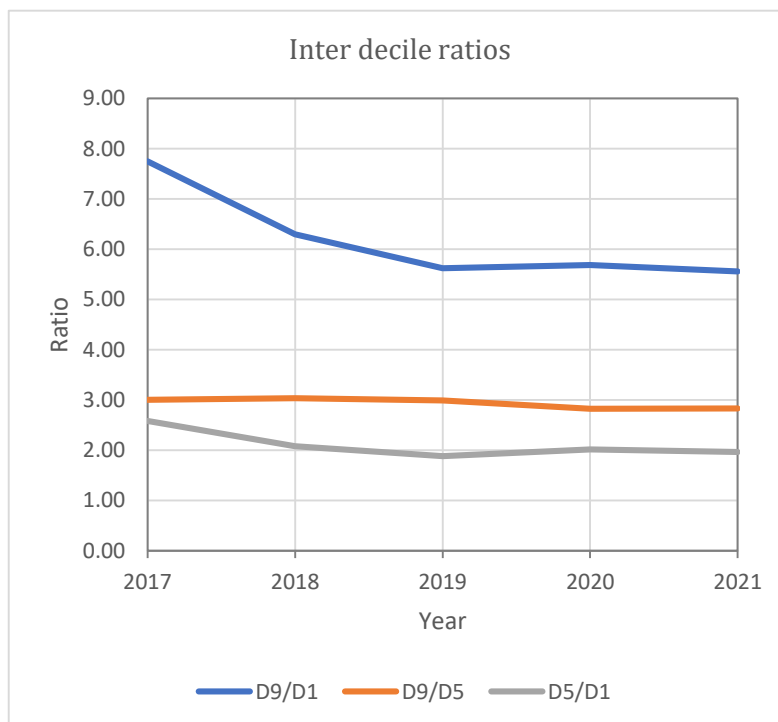
Cumulative Frequency Distribution of Full-Time Employees for the Country

Decile	Cum. Freq.	2017	2018	2019	2020	2021
	0%	0	0	0	0	0
D1	10%	4,996	6,400	7,600	7,600	8,100
D2	20%	7,446	8,600	9,100	9,800	10,300
D3	30%	9,152	9,600	10,400	11,100	11,600
D4	40%	10,793	11,100	12,200	12,900	13,700
D5	50%	12,910	13,300	14,300	15,300	15,900
D6	60%	15,293	15,900	17,300	18,100	19,100
D7	70%	19,144	19,800	21,000	22,400	23,700
D8	80%	25,304	27,000	28,300	29,400	30,900
D9	90%	38,720	40,300	42,700	43,200	45,000
	100%					

Inter Decile Ratios

	2017	2018	2019	2020	2021
D9/D1	7.75	6.30	5.62	5.68	5.56
D9/D5	3.00	3.03	2.99	2.82	2.83
D5/D1	2.58	2.08	1.88	2.01	1.96

Source: SM



Guaranteed Income and Relative Poverty Line

5.2.4 **The guaranteed income of the NMW worker has continued to improve the standard of living of household with the appropriate number of wage earners as shown below.**

RPL for selected types of households, Republic of Mauritius, 2017 – 2021 (Rupees)

Type of household	2017	2018	2019	2020	2021
Household with 1 adult member	7,509	7,700	7,800	8,000	8,300
Household with 2 adult members	12,200	12,600	12,700	13,000	13,500
Household with 2 adults and 2 children	17,700	18,300	18,300	18,800	19,600

Note:

- *RPL is determined based on data obtained from the Household Budget Survey (HBS) only. The survey is conducted every five years. The latest RPL refers to the 2017 HBS and is adjusted for price changes only in order to obtain equivalent thresholds for year 2018 and onwards.*
- *For 2021, a forecasted inflation rate of 4.0% has been used.*
- *The RPL by type of household is obtained by multiplying the RPL of Rs 7,509 (survey year = 2017) with the respective equivalence scale of households for years 2018 to 2021, computed based on Banks & Johnson non-linear equivalence scale.*

5.2.5 It is noted that:

- (a) for households with one adult member who is a wage earner, the guaranteed income of Rs 10,575 is higher than the RPL of Rs 8,300 by 27.4 per cent;
- (b) for households with two adult members who are full-time wage earners, the guaranteed income of Rs 21,150 is higher than the RPL of Rs 13,500 by 56.7 per cent; and
- (c) for households with two adults and two children and two wage earners, the guaranteed income of Rs 21,150 is higher than the RPL of Rs 19,600 by 7.9 per cent.

CHAPTER 6

Compliance to the NMW Regulations

- 6.1 In this Chapter, the Council measures the rate of compliance and non-compliance to the NMW Regulations.
- 6.2 With effect from 01 January 2021, the national minimum wage payable by the employer in the Non-EOEs and in the Public Sector stands at Rs 10,075 a month.
- 6.3 With effect from the same date, the national minimum wage payable by the employer in the EOE stands at Rs 9,375 a month. For the NMW of Rs 9,375 in the EOE, the basic wage component in 2021 cannot be less than Rs 6,750 for factory employee and Rs 6,371 for unskilled worker³.
- 6.4 Consequently, all full-time employees drawing basic wage of at least Rs 10,075 a month in 2021 in the Non-EOEs and in the Public Sector are cases of compliance with the NMW Regulations. Employees in the EOE drawing at least Rs 6,750 a month (for factory employee) and Rs 6,371 a month (for unskilled worker) in 2021 together with housing allowance and/or other fixed pay components bringing the remuneration to Rs 9,375 or more would be cases of compliance with the NMW Regulations.

Compliance with the National Minimum Wage Regulations

- 6.5 The compliance to the NMW Regulations is examined based on (a) the SM wage distribution of full-time Mauritian employees by basic wage range and (b) the MRA distribution of full-time employees in respect of whom contributions are made to the NPF/NSF/CSG.
- 6.6 Table below gives the distribution of full-time employees for the public and private sectors using SM figures by basic wage ranges in 2021.

Number of Full-Time Mauritian Employees by Basic Wage Range in the Public and Private Sectors – 2021

Basic Wage Range (Rs)	Public Sector	Cumulated No. of Employees (Public)	Private Sector	Cumulated No. of Employees (Private)	Total Cumulated No. of Employees
Up to Rs 9,000	0	0	46,100	46,100	46,100
9,001 – 10,000	131	131	24,100	70,200	70,331
10,001 – 12,000	2,950	3,081	54,400	124,600	127,681
12,001 and above	101,357	104,438	159,600	284,200	388,638
Total		104,438		284,200	

Source: Council's Computation based on SM figures (The 2021 figures are based on the CMPHS Q1)

³ a person who performs manual tasks requiring physical effort but no particular skill or aptitude and includes a cleaner, a packer and an employee, other than a trainee, who does not have the required skill and is employed to assist other employees as per Regulation 2 of the Export Enterprises (Remuneration) Regulations 2019.

- 6.7 As per SM there are some 70,331 full-time Mauritian employees in both the Public and the Private sector earning a basic wage of up to Rs 10,000 i.e., less than Rs 10,075 monthly.
- 6.8 The 131 Public Sector employees included in the 70,331 employees are in conformity with the NMW through adjustment allowance paid with effect from 01 January 2018 and maintained in 2020.
- 6.9 Table below shows the distribution of full-time Mauritian employees in respect of whom contributions are made to the MRA in the EOE's.

Number of Full-Time Mauritian Employees in the EOE's Contributing to the NPF by Basic Wage Group – June 2021

Basic Salary	No. of Full-Time Mauritian Workers
< 6,371	2,518
≥ 6,371 & < 6,750	1,760
≥ 6,750 & < 10,075	6,079
≥ 10,075 & < 10,575	629
≥ 10,575 & ≤ 11,635	1,083
≥11,635 & above	6,846
Total	18,915

Source: Mauritius Revenue Authority

- 6.10 It is noted from the above table that -
- (a) there are 2,518 full-time Mauritian workers who draw basic wage of less than Rs 6,371 monthly, that is, the lowest prescribed basic wage of an unskilled worker in the Export Enterprises Remuneration Regulations. These cases are not compliant with the NMW Regulations in 2021, if the workers have worked for all working days in June 2021; and
- (b) there are 7,839 full-time Mauritian workers who draw a basic wage of Rs 6,371 up to less than Rs 10,075. These cases would comply with the NMW if the basic wage together with the fixed pay components amount to at least Rs 9,375 a month.
- 6.11 *It is, therefore, concluded from the above that some 7,839 full-time Mauritian workers out of the 70,200 full-time Mauritian employees earning a basic wage of less than Rs 10,075 monthly may be complying to the NMW in the EOE's if together with the fixed pay component adds up to at least Rs 9,325.*
- 6.12 Assuming that all the 70,200 employees drawing less than Rs 10,075 are, as reported by SM, full-time employees, the number of workers not complying to the NMW stands at 62,361 out of 317,744 full-time Mauritian workers.
- 6.13 **The non-compliance rate which measures the proportion of cases not complying with the NMW as a proportion of the total number of full-time Mauritian workers is**

estimated at 19.6 per cent for the country and 24.6 per cent for the private sector (62,361 out of 253,854) in 2021.

6.14 If workers who put in less than 40 hours weekly are not considered as full-time, the non-compliance rate would work out as follows:

- Private and the Public sectors: 7.8 per cent (27,661 out of 353,938)
- Private sector only: 11.1 per cent (27,661 out of 249,500)

6.15 The number of workers drawing less than Rs 10,075 by hours of work in small establishments and in households as well as the computation of the non-compliance rate are given at Annex VI.

Non-Compliance by Sectors

6.16 The number of workers not complying to the NMW by sector is as follows:

	Non-Compliance Cases	Non-Compliance Rate by Sector	Non-Compliance as a proportion of Total Wage Employment (317,744)
Public Sector	NIL	NIL	NIL
Private Sector – Non-EOEs contributing to MRA (234,939)	18,906	8%	5.9%
Private Sector – EOE contributing to MRA (18,915)	2,518	13.3%	0.8%
Workers not contributing to the MRA but reported by SM	40,937	-	12.9%*
Total	62,361		19.6%

Source: NWCC, SM & MRA

**The Informal Sector not making social contributions to the NPF account for 12.9 per cent of the non-conformity to the NMW.*

Non-Compliance among Contributory Workers

6.17 The number of Full-Time Contributing Mauritian Workers drawing less than the monthly NMW of Rs 10,075 in the Non-EOEs stands at 18,906 out of 234,939 i.e., 8 per cent.

6.18 On the other hand, the number of Full-Time Contributing Mauritian Workers drawing less than the basic wage of Rs 6,371 in the EOE stands at 2,518 out of 18,915 i.e., 13.3 per cent.

CHAPTER 7

Monitoring the Implementation of the National Minimum Wage

The success of a NMW policy is measured by the extent to which the NMW Regulations are implemented and complied with.

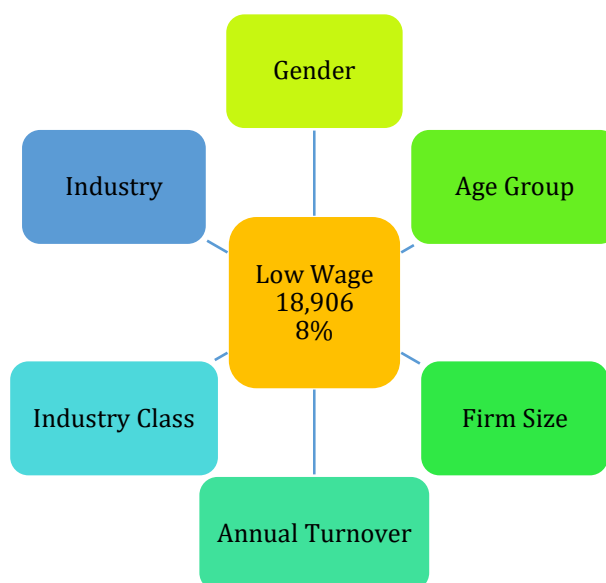
To facilitate the monitoring and the implementation of the National Minimum Wage, the location and characteristics of workers drawing up to Rs 10,074 in the Non-EOEs is given at 7.1 and the location and characteristics of workers drawing up to 6,370 and Rs 6,749 in the EOE is given at 7.2.

7.1 Full-Time Non-Compliant Mauritian Workers in the Non-Export Oriented Enterprises (Non-EOEs)

7.1.1 This section of Chapter 5 mainly deals with the characteristics and location of contributing full-time non-compliant workers with wages up to Rs 10,074 a month (i.e., the salary cut point immediately below the monthly NMW payable by the employer in the Non-EOEs).

Full-Time Low Wage Mauritian Workers in the Non-EOEs

7.1.2 The diagram and tables below show the distribution of Full-Time Non-Compliant Mauritian Workers by Gender, Age Group, Firm Size, Annual Turnover, Industrial Group⁴ and Industrial Class⁵.

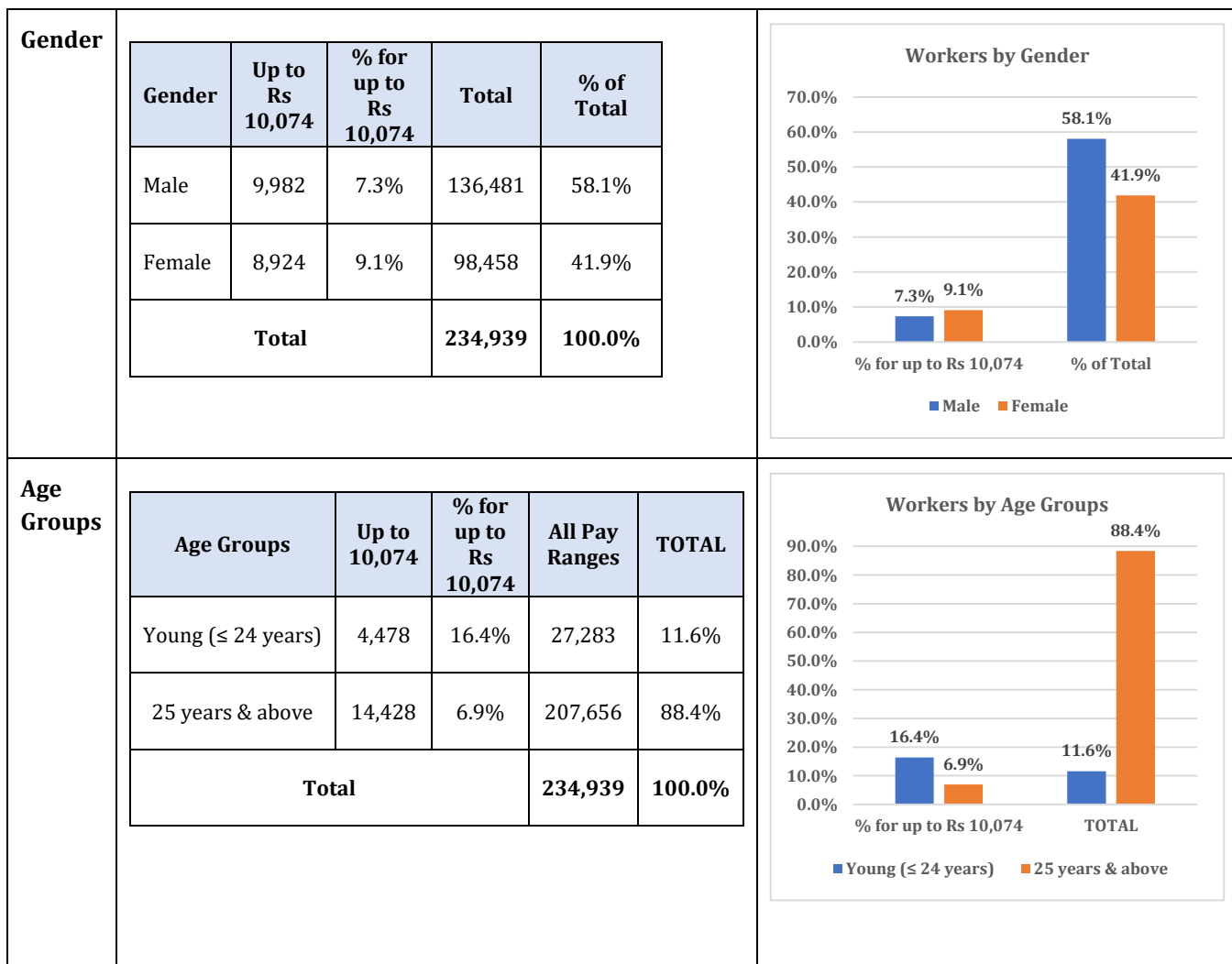


Characteristics of Non-Compliance Workers in the Non-EOEs

7.1.3 The charts below depict the full-time Mauritian workers drawing up to Rs 10,074 in the Non-EOEs.

⁴ Figures are based on the National Standard Industrial Classification (NSIC), an adaptation of the International Standard Industrial Classification of all Economic Activities, Rev 4 of 2007 (ISIC Rev. 4)

⁵ Industrial Class refers to Primary, Secondary and Tertiary Sectors



Source: NWCC & MRA

7.1.4 Findings revealed that:

- Female workers drawing up to Rs 10,074 as a proportion of all female workers stand at 9.1 per cent against a corresponding percentage of 7.3 for male workers.
- Young workers (less than 25 years old) drawing up to Rs 10,074 as a proportion of total number of young workers stand at 16.4 per cent against a corresponding percentage of 6.9 for workers aged 25 years and above.

Location of Non-Compliance Workers in the Non-EOEs

7.1.5 The charts below depict the Full-Time Mauritian workers drawing up to Rs 10,074 in the Non-EOEs.



Industry Class	Industry Class	Up to 10,074	% for up to Rs 10,074	All Pay Ranges	Total
	Primary	612	10.2%	5,976	2.5%
	Secondary	4,781	12.3%	38,921	16.6%
	Tertiary	13,513	7.1%	190,042	80.9%
	TOTAL			234,939	100.0%

Industry Class	% for up to Rs 10,074	TOTAL
Primary	10.2%	2.5%
Secondary	12.3%	16.6%
Tertiary	7.1%	80.9%

Source: NWCC & MRA

7.1.6 Findings revealed that:

- The proportion of non-compliant workers drawing up to Rs 10,074 a month in firms having less than 10 employees stand at 10.3 per cent against a corresponding percentage of 7.6 for firms having 10 employees or more.
- The proportion of the number of contributing employees drawing up to Rs 10,074 a month ranges between 10.6 per cent for micro firms and 11.1 per cent for small firms to 6.3 per cent for large firms with annual turnover exceeding Rs 250 M annually.
- The Tertiary sector has the highest number of low wage workers with wages up to Rs 10,074 representing 7.1 per cent of all workers in the sector.
- The Secondary sector has the highest percentage of workers with wages up to Rs 10,074 i.e., 12.3 per cent.

Location of Non-Compliant Workers by Industry Groups in the Non-EOEs

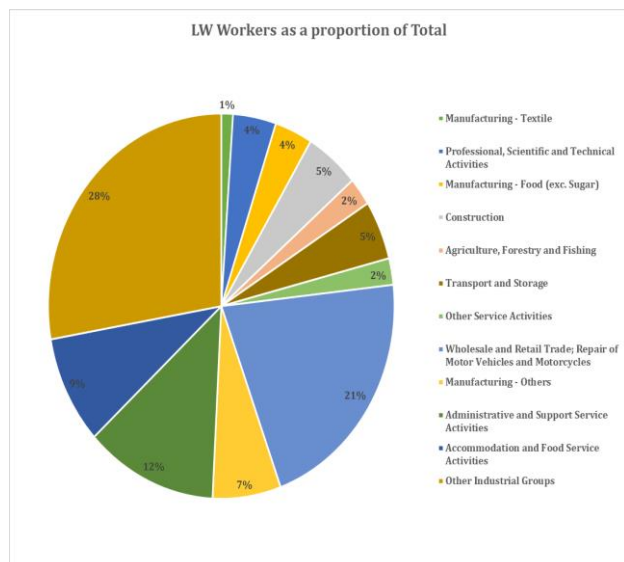
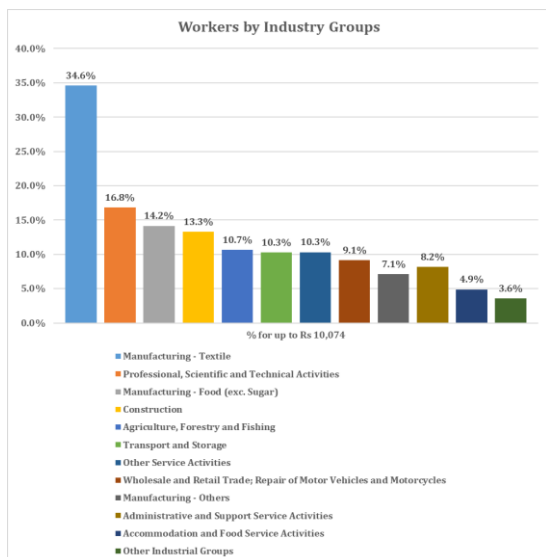
7.1.7 The Table and the Chart below give the Full-Time Mauritian workers drawing up to Rs 10,074 by Industry Groups.

Industry Groups	Up to Rs 10,074	LW workers as a proportion of the sector	All Pay Ranges	All Pay Ranges as a proportion of Total
Manufacturing - Textile	883	34.6%	2,551	1.1%
Professional, Scientific and Technical Activities	1,592	16.8%	9,455	4.0%
Manufacturing - Food (exc. Sugar)	1,173	14.2%	8,289	3.5%
Construction	1,570	13.3%	11,821	5.0%

Industry Groups	Up to Rs 10,074	LW workers as a proportion of the sector	All Pay Ranges	All Pay Ranges as a proportion of Total
Agriculture, Forestry and Fishing	592	10.7%	5,554	2.4%
Transport and Storage	1,200	10.3%	11,667	5.0%
Other Service Activities	540	10.3%	5,232	2.2%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	4,549	9.1%	49,830	21.2%
Manufacturing - Others	1,068	7.1%	14,975	6.4%
Administration and Defence; Compulsory Social Security	2,364	8.2%	28,937	12.3%
Accommodation and Food Service Activities	1,045	4.9%	21,409	9.1%
Other Industrial Groups	2,330	3.6%	65,219	27.8%
Total	18,906	8.0%	234,939	100.0%

Source: MRA & NWCC

Workers By Industry Groups



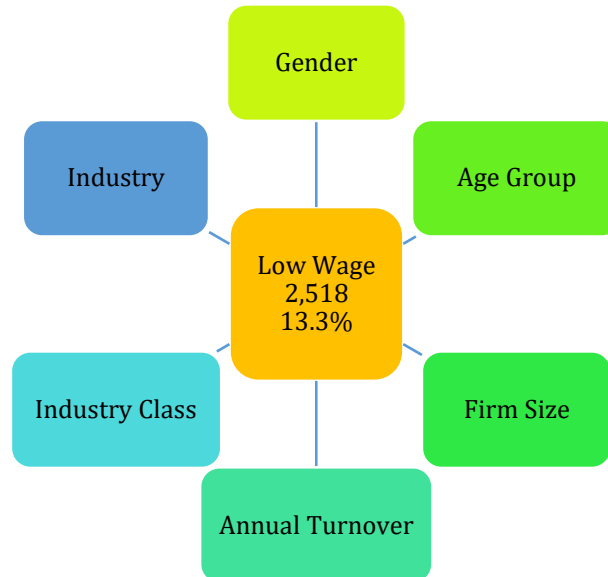
7.1.8 It is noted that

- (a) Wholesale and retail trade has the highest number of workers with wages up to Rs 10,074 (i.e., 4,549); and**
- (b) Manufacturing (Textile) has the highest percentage of workers with wages up to Rs 10,074 i.e., 34.6 per cent (883 workers).**

7.2 Export Oriented Enterprises (EOEs)

Non-Compliance among Contributory Mauritian Workers in EOE

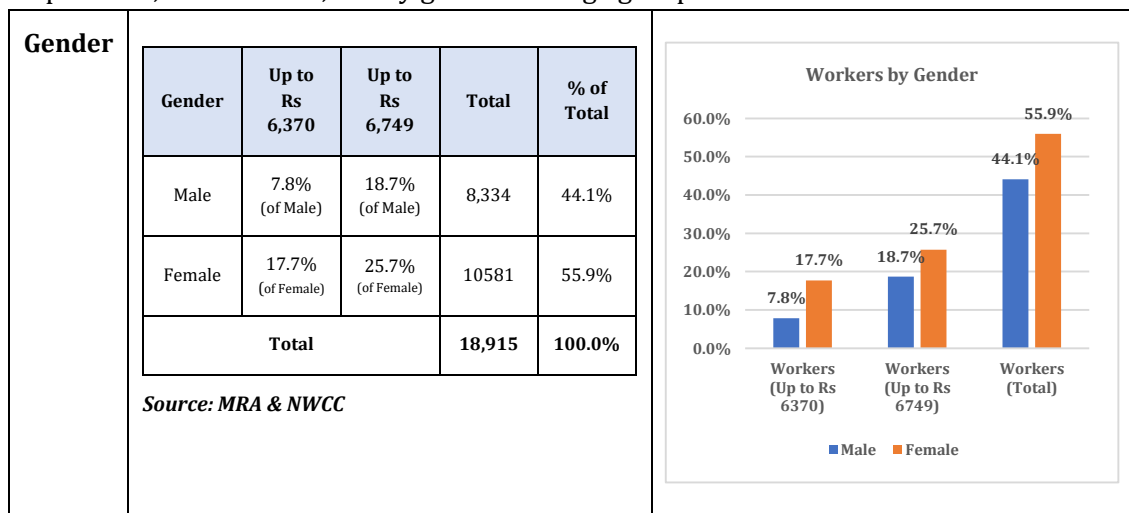
7.2.1 The diagram and tables below show the distribution of Full-Time non-compliant Mauritian workers by gender, age group, firm size, Annual Turnover, Industrial Group and Industrial Class in the EOE.

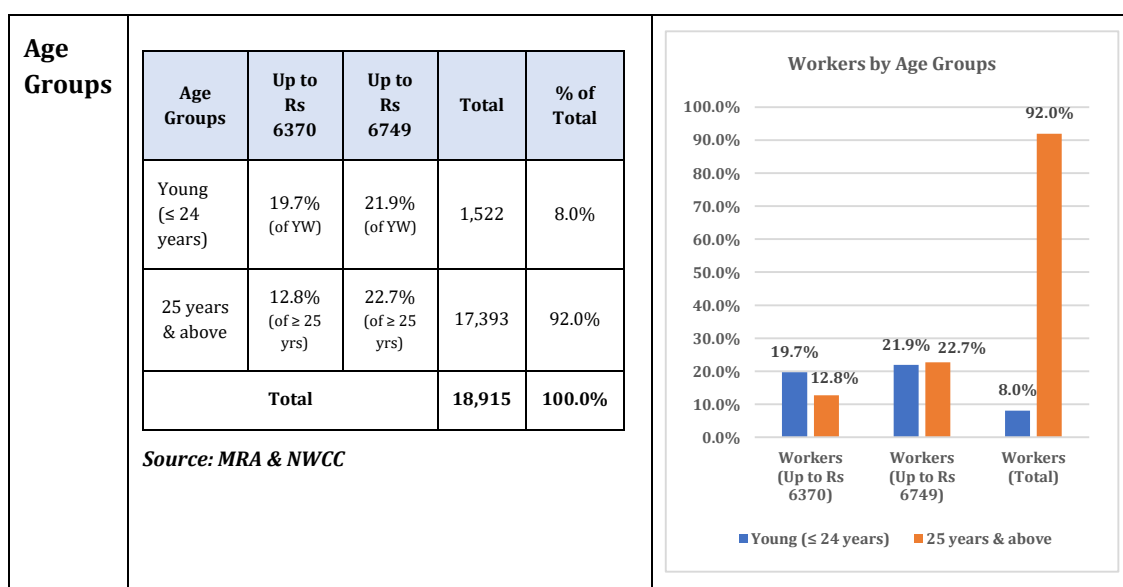


7.2.2 It is noted that out of 18,915 contributory Mauritian workers in the EOE, 13.3 per cent have drawn a basic wage of less than Rs 6,371 and 22.6 per cent have drawn a basic wage of less than Rs 6,750 as at June 2021.

Characteristics of non-compliant workers in the EOE

7.2.3 The Table and Chart below show the full time non-compliant Mauritian workers drawing up to Rs 6,370 and Rs 6,749 by gender and age groups.



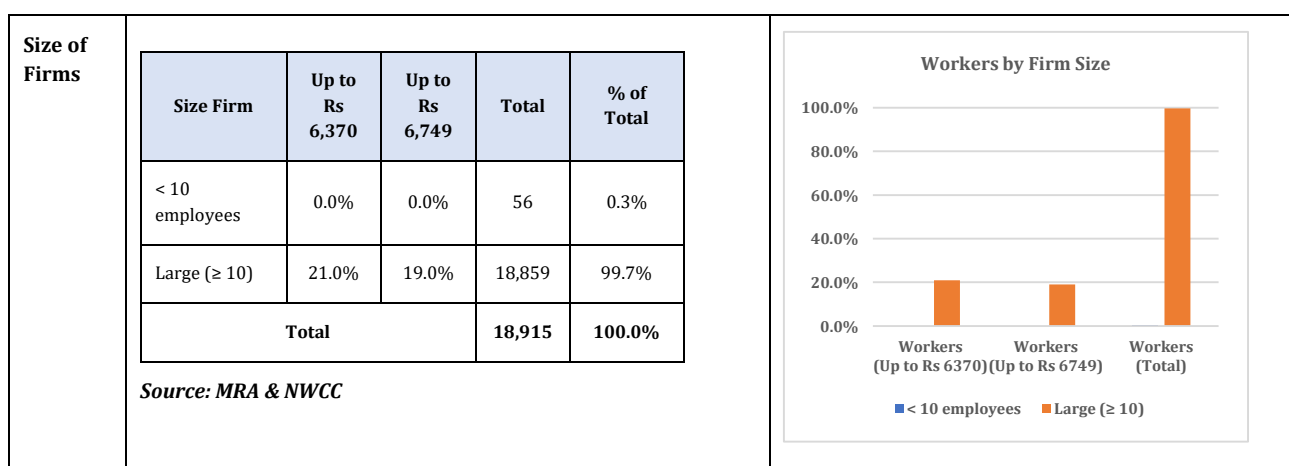


7.2.4 Findings revealed that -

- The non-compliant workers drawing up to Rs 6,370 and Rs 6,749 comprise more female (17.7 per cent of female) than male (7.8 per cent of male).
- The proportion of young workers (less than 25 years old) drawing up to Rs 6,370 stands at 19.7 per cent against a corresponding percentage of 12.8 for workers aged 25 years and above.
- The proportion of young workers (less than 25 years old) drawing up to Rs 6,749 stands at 21.9 per cent against a corresponding percentage of 22.7 for workers aged 25 years and above.

Location of non-compliant workers in the EOE's

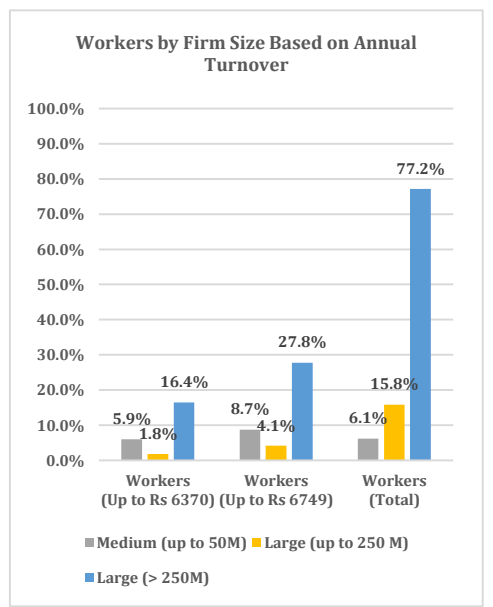
7.2.5 The Table and Chart below show the full time non-compliant Mauritian workers drawing up to Rs 6,370 and Rs 6,749 by firm size, annual turnover, industrial groups and industrial class.



Size of Firms based on Annual turnover

Annual Turnover	Up to Rs 6370	Up to Rs 6749	Grand Total	% of Total
Micro ($\leq 2M$)	0.0%	0.0%	38	0.2%
Small ($> 2M \leq 10M$)	0.0%	0.0%	133	0.7%
Medium (up to 50M)	5.9%	8.7%	1160	6.1%
Large (up to 250 M)	1.8%	4.1%	2987	15.8%
Large ($> 250M$)	16.4%	27.8%	14597	77.2%
Total			18,915	100.0%

Source: MRA & NWCC



Industry Groups	<table border="1"> <thead> <tr> <th>Industry Groups</th> <th>Up to Rs 6,370</th> <th>Up to Rs 6,749</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Agriculture, Forestry and Fishing</td> <td>1.4%</td> <td>1.5%</td> <td>1048</td> </tr> <tr> <td>Manufacturing</td> <td>14.3%</td> <td>24.4%</td> <td>17452</td> </tr> <tr> <td><i>Of which - Sugar</i></td> <td><i>Nil</i></td> <td><i>Nil</i></td> <td><i>Nil</i></td> </tr> <tr> <td><i>Food (Exc Sugar)</i></td> <td><i>24.2%</i></td> <td><i>24.6%</i></td> <td><i>3593</i></td> </tr> <tr> <td><i>Textile</i></td> <td><i>15.2%</i></td> <td><i>32.6%</i></td> <td><i>9859</i></td> </tr> <tr> <td><i>Other Activities</i></td> <td><i>Nil</i></td> <td><i>Nil</i></td> <td><i>40</i></td> </tr> <tr> <td>Water Supply, Sewerage, Waste Management and Remediation Activities</td> <td>12.3%</td> <td>13.7%</td> <td>73</td> </tr> </tbody> </table> <p><i>Source: MRA & NWCC</i></p>	Industry Groups	Up to Rs 6,370	Up to Rs 6,749	Total	Agriculture, Forestry and Fishing	1.4%	1.5%	1048	Manufacturing	14.3%	24.4%	17452	<i>Of which - Sugar</i>	<i>Nil</i>	<i>Nil</i>	<i>Nil</i>	<i>Food (Exc Sugar)</i>	<i>24.2%</i>	<i>24.6%</i>	<i>3593</i>	<i>Textile</i>	<i>15.2%</i>	<i>32.6%</i>	<i>9859</i>	<i>Other Activities</i>	<i>Nil</i>	<i>Nil</i>	<i>40</i>	Water Supply, Sewerage, Waste Management and Remediation Activities	12.3%	13.7%	73	<table border="1"> <caption>Workers by Industry Groups</caption> <thead> <tr> <th>Industry Group</th> <th>Workers (Up to Rs 6,370)</th> <th>Workers (Up to Rs 6,749)</th> </tr> </thead> <tbody> <tr> <td>AGRICULTURE, FORESTRY AND FISHING</td> <td>1.4%</td> <td>1.5%</td> </tr> <tr> <td>MANUFACTURING</td> <td>14.3%</td> <td>24.4%</td> </tr> <tr> <td>WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES</td> <td>12.3%</td> <td>13.7%</td> </tr> </tbody> </table>	Industry Group	Workers (Up to Rs 6,370)	Workers (Up to Rs 6,749)	AGRICULTURE, FORESTRY AND FISHING	1.4%	1.5%	MANUFACTURING	14.3%	24.4%	WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	12.3%	13.7%
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7.2.6 Findings revealed that -

- A greater number and proportion of non-compliant workers drawing less than Rs 6,370 (21 per cent) are found in large firms employing more than 10 employees.
- Large firms with turnover of more than 250M have 16.4 per cent of non-compliant workers up to Rs 6,370 and 27.8 per cent of workers drawing up to Rs 6,749.
- Non-compliant workers are mostly found in the textile sub-sector with 15.2 per cent drawing less than Rs 6,370. 32.6 per cent of workers in textile sector draw less than Rs 6,749 a month.
- The secondary sector in the EOE has the highest number of non-compliant workers with wages up to Rs 6,370 representing 14.3 per cent. The proportion of workers drawing up to Rs 6,749 stand at 24.3 per cent.

Monitoring of Compliance to the National Minimum Wage by the Ministry of Labour, Human Resource Development and Training

- 7.2.7 Owing to sanitary conditions prevailing in the country, the Inspection and Enforcement Section (I.E.S) of the Ministry carried out only 176 visits for the period October 2020 to September 2021 (refer to Annex V).
- 7.2.8 It is noted that, during the inspection carried out by the I.E.S,
- (a) Out of the 176 enterprises covered, 163 enterprises were complying to the NMW i.e. 92.6 per cent.
 - (b) Out of the 4,733 Mauritian workers in the enterprises covered, 4,710 Mauritian workers were earning NMW or more i.e. 99.5 per cent.
 - (c) Out of the 2,922 migrants in the enterprises covered, 2,919 migrants were earning NMW or more i.e. 99.9 per cent.
- 7.2.9 With regard to the 13 non-complying enterprises (23 Mauritian workers and 3 Migrants), they were required to comply with the National Minimum Wage Regulations 2021 (2017 as subsequently amended) failing which they would be liable to prosecution. A follow up is being carried out by the I.E.S of the MLHRDT with the enterprises concerned and appropriate action will be taken in the event the NMW Regulations are not adhered to.

CHAPTER 8

Recommendations

- 8.1 For the effective implementation of the NMW and for optimum compliance to the NMW Regulations, the NWCC recommends that -
- (d) The Authorities consider the advisability of taking necessary measures to require employers to specify to the MRA the reasons whenever social contributions are made on a basic wage lower than the prevailing NMW.
 - (e) The Ministry of Labour (i) liaises with the MRA to obtain the non-anonymised list of cases where social contributions have been made on a basic wage lower than the NMW and (ii) carries out an inspection in the relevant enterprises to ensure the proper implementation of the NMW.
 - (f) The Authorities may also wish to consider the advisability of aligning those prescribed rates in the EOE's which are lower than the NMW on the applicable NMW in a phased manner.
- 8.2 The ILO has in its 2021 Report on an empirical study of the minimum wage in Mauritius: pre-COVID19 estimates made suggestions to improve the quality of panel data prepared by SM to enable computation of conditional estimates of the impact of the NMW. The Council considers that SM should take advantage of the offer of the ILO to improve the quality of the panel data.
- 8.3 It is recommended that SM takes advantage of the offer of the ILO to improve the quality of its panel data and the Ministry of Labour to initiate action thereon.

Evolution of National Minimum Wage to date

The NMW scheme, as recommended by the NWCC and approved by Government for implementation with effect from 01 January 2020, provided for a Guaranteed Minimum Income (GMI) comprising the NMW payable by the employer and a special allowance payable by Government.

The GMI which was set at Rs 10,200 in January 2020 for both the Non-Export Oriented Enterprises (Non-EOEs) and the Export Oriented Enterprises (EOEs) increased by the additional remuneration of Rs 375 to Rs 10,575 a month with effect from 01 January 2021.

Table below gives the evolution of the NMW payable by the employer, the special allowance payable by Government and the GMI of minimum wage workers in the Non-EOEs to date.

Non - Export Oriented Enterprises (Non-EOEs)

National Minimum Wage (NMW) & Monthly Guaranteed Income

Particulars	NMW payable by employer with effect from 01 January 2020	NMW payable by employer with effect from 01 January 2021	Special Allowance payable by Government	GMI with effect from 01 January 2021
Mauritian Employees	9,700	10,075	500	10,575
Migrant Workers in post at 31 st December 2019	9,700	10,075	500	10,575
Migrant Workers taking up employment on or after 01 January 2020	9,700	10,075	NIL	10,075

Table below gives the NMW payable by the employer, the Special Allowance payable by Government and the Guaranteed Minimum Income of minimum wage workers in the Export Oriented Enterprises (EOEs) to date.

Export Oriented Enterprises (EOEs)

National Minimum Wage (NMW) & Monthly Guaranteed Income

Particulars	NMW payable by employer with effect from 01 January 2020	NMW payable by employer with effect from 01 January 2021	Special Allowance payable by Government	Additional Allowance payable by Government	GMI with effect from 01 January 2021
Mauritian Employees	9,000	9,375	860	340	10,575
Migrant Workers in post at 31 st December 2019	9,000	9,375	860	NIL	10,235
Migrant Workers taking up employment on or after 01 January 2020	9,000	9,375	NIL	NIL	9,375

**The National Minimum Wage (NMW) for EOE's is also inclusive of (a) the housing and/or food allowances or housing and/or food up to a maximum of Rs 2,875 a month, wherever applicable; and/or (b) other fixed pay components paid every month of the year.*

GLOSSARY OF TERMS

Cumulative Frequency Curve (CFC)	It measures basic wages on the x-axis and the cumulative distribution of employees on the y-axis, gives an insight on the impact of NMW in raising the wage of employees in the different sectors.
Employment <i>(Source: SM & World Bank)</i>	<p>The employed population consists of Mauritians ages 16-64 not in full time education who have worked for pay, profit or family gain for at least one hour during the reference week of a month. It includes individuals who are <u>temporarily absent</u> from work for reasons such as working time arrangements, nature of their work, public holidays, annual leave, sick leave, maternity/paternity leave.</p> <p>Individuals <u>absent for other reasons</u> such as parental leave, education leave, other personal leave, furlough, layoff, temporary disorganization or suspension of work, lack of clients, capital or materials, strike, government lockdown, quarantine, disaster, etc. are classified as employed if one of the following two conditions hold:</p> <ul style="list-style-type: none"> (i) total expected duration of absence is three months or less, (i) a worker continues to receive a remuneration (full or partial) paid by the employer.
Export Oriented Enterprises (EOEs)	Export Oriented Enterprises comprise enterprises formerly operating with an export certificate and those export manufacturing enterprises holding a registration certificate issued by ex - Board of Investment.
Full-Time Employee	If a worker performs a number of working hours as prescribed in the relevant labour legislation or specified in his written contract of employment or agreed upon between himself and his employer, he is considered to be a full-time employee .
Part-Time Employee	In the event that a worker puts in a lesser number of hours of work than specified above, he is considered to be a part-time employee according to the Workers' Rights Act 2019.
GDP at Market Prices	GDP at market prices is equal to the Gross Value Added at basic prices plus taxes (net of subsidies) on products.
Gini Coefficient	The degree of inequality in income is measured by the Gini coefficient that ranges between 0 (complete equality) and 1 (complete inequality).

Labour Force	Labour force or active population is made up of employed and unemployed population.
Gross Value Added (GVA) at basic prices	<p>Gross Value Added at basic prices is obtained as the difference between output and intermediate consumption whereby output is valued at basic prices and intermediate consumption at purchasers' prices.</p> <p>The basic price is the amount receivable by the producer exclusive of taxes on products and inclusive of subsidies on products. The equivalent for imported products is the c.i.f. value, i.e. the value at the border of the importing country.</p> <p>The purchasers' price is the amount payable by the purchaser exclusive of deductible taxes on products (e.g. deductible value added tax).</p>
National Minimum Wage Scheme	<p>The revised NMW scheme, as recommended by the NWCC and approved by Government for implementation with effect from 01 January 2020, provides for a guaranteed income.</p> <p>The Guaranteed Minimum Income (GMI) comprises the NMW payable by the employer and a special allowance payable by Government.</p>
Non-Compliance	The non-compliance rate refers to the number of cases not complying to the national minimum wage as a proportion of the (a) total number of Mauritian workers; and (b) total number of Mauritian workers in the private sector.
Primary, Secondary and Tertiary Sectors	<p>The primary sector comprises "Agriculture, forestry and fishing" and "Mining and quarrying".</p> <p>The secondary sector includes "Manufacturing", "Electricity, gas, steam and air conditioning supply", "Water supply; sewerage, waste management and remediation activities" and "Construction".</p> <p>The tertiary sector includes "Wholesale and retail trade; repair of motor vehicles and motorcycles", "Transportation and storage", "Accommodation and food service activities", "Information and communication", "Financial and insurance activities", "Real estate activities", "Professional, scientific and technical activities", "Administrative and support service activities", "Public administration and defence; compulsory social security", "Education", "Human health and social work", "Arts, entertainment, recreation" and "Other services activities".</p>

Relative Poverty Line (RPL)	The relative poverty line is set at half median monthly household income per adult equivalent. The household income comprises disposable income and 'imputed rent' i.e. a rental value for non-renting households. Disposable income consists of income from work (paid and self-employment), transfers (e.g. government pensions and other social security benefits, regular allowances from relatives, organisations, alimony, etc.), property income and income received from own produced goods; it excludes compulsory deductions such as income tax and contributions to pension and social security schemes.
Unemployment Rate	Unemployment rate is the ratio (%) of unemployment to labour force.
Unemployment	Unemployed population comprises all Mauritians aged 16+ who are not working but who are looking for work and are available for work during the reference period.
Wage Rate Index	The wage rate index measures changes in the price of labour, i.e., changes in the average rates actually paid by employers to their employees for work during normal working hours.

CHARACTERISTICS OF EMPLOYMENT DATA FROM MRA AND SM**1.0 MRA Coverage**

MRA data is based on returns by employers/self-employed for contributions to NPF/NSF/CSG.

It is subdivided into Mauritian and Foreigner. Further subdivisions are based on sector, employment type, gender, age group, enterprise category, size and annual turnover, industry class and Economic activities as per National Standard Industrial Classification of Economic Activities (NSIC).

Number of Wage Employee Contributors – December 2017 to June 2021

Classification	Dec-17		Jun-18		Jun-19		Jun-20		Jun-21	
	Number	%	Number	%	Number	%	Number	%	Number	%
All	369,501	100.0%	405,265	100.0%	413,927	100.0%	401,548	100.0%	398,673	100.0%
Citizenship										
- Mauritian	351,051	95.0%	385,605	95.1%	392,179	94.7%	376,808	93.8%	374,608	94.0%
- Foreigner	18,450	5.0%	19,660	4.9%	21,748	5.3%	24,740	6.2%	24,065	6.0%
Classification	Dec-17		Jun-18		Jun-19		Jun-20		Jun-21	
	Number	%	Number	%	Number	%	Number	%	Number	%
Mauritian Only										
Sector										
- Public	78,284	22.3%	95,936	24.9%	97,547	24.9%	89,314	23.7%	90,494	24.2%
- Private	272,767	77.7%	289,669	75.1%	294,632	75.1%	287,494	76.3%	284,114	75.8%
Gender										
- Male	208,382	59.4%	224,799	58.3%	225,951	57.6%	216,667	57.5%	214,505	57.3%
- Female	142,669	40.6%	160,806	41.7%	166,228	42.4%	160,141	42.5%	160,103	42.7%
Age										
- 16-17	24	0.0%	21	0.0%	23	0.0%	31	0.0%	81	0.0%
- 18-24	12,344	3.5%	15,953	4.1%	23,809	6.1%	27,345	7.3%	33,644	9.0%
- ≥ 25	338,683	96.5%	369,631	95.9%	368,347	93.9%	349,432	92.7%	340,883	91.0%
Enterprise Category										
- EOE's	27,400	7.8%	27,583	7.2%	25,655	6.5%	23,449	6.2%	19,492	5.2%
- Non EOE's	323,651	92.2%	358,022	92.8%	366,524	93.5%	353,359	93.8%	355,116	94.8%
Firm Size										
- < 10 employees	38,704	11.0%	45,817	11.9%	47,147	12.0%	47,755	12.7%	53,021	14.2%
- 10 - 15 employees	14,116	4.0%	15,823	4.1%	16,902	4.3%	16,142	4.3%	15,481	4.1%
- ≥ 16 employees	298,231	85.0%	323,965	84.0%	328,130	83.7%	312,911	83.0%	306,106	81.7%
Annual Turnover Class										
- Micro (≤ 2M)	108,493	30.9%	130,854	33.9%	129,544	33.0%	118,486	31.4%	124,427	33.2%
- Small (> 2M ≤ 10M)	23,318	6.6%	27,379	7.1%	28,844	7.4%	28,840	7.7%	29,095	7.8%
- Medium (up to 50M)	36,406	10.4%	40,122	10.4%	41,959	10.7%	41,137	10.9%	39,904	10.7%
- Large (up to 250 M)	53,461	15.2%	57,008	14.8%	59,187	15.1%	58,868	15.6%	58,377	15.6%
- Large (> 250M)	129,373	36.9%	130,242	33.8%	132,645	33.8%	129,477	34.4%	122,805	32.8%
Industry Class										
- Primary	9,549	2.7%	9,918	2.6%	9,463	2.4%	8,950	2.4%	8,623	2.3%
- Secondary	78,345	22.3%	78,882	20.5%	76,466	19.5%	73,005	19.4%	66,093	17.6%
- Tertiary	263,157	75.0%	296,805	77.0%	306,250	78.1%	294,853	78.3%	299,892	80.1%
Employment Type										
- Full time	254,403	72.5%	307,824	79.8%	313,643	80.0%	317,285	84.2%	317,744	84.8%
- Part time	96,648	27.5%	77,781	20.2%	78,536	20.0%	59,523	15.8%	56,864	15.2%

SM Coverage based on CMPHS

Employment data from Statistics Mauritius is based on survey carried out under the Continuous Multi-Purpose Household Survey (CMPHS). It covers only Mauritian households and is carried out monthly and published on a quarterly basis. The sample size is 11,280 households reported wage earners can belong to firm irrespective of employment size – up to 10 or more than ten workers.

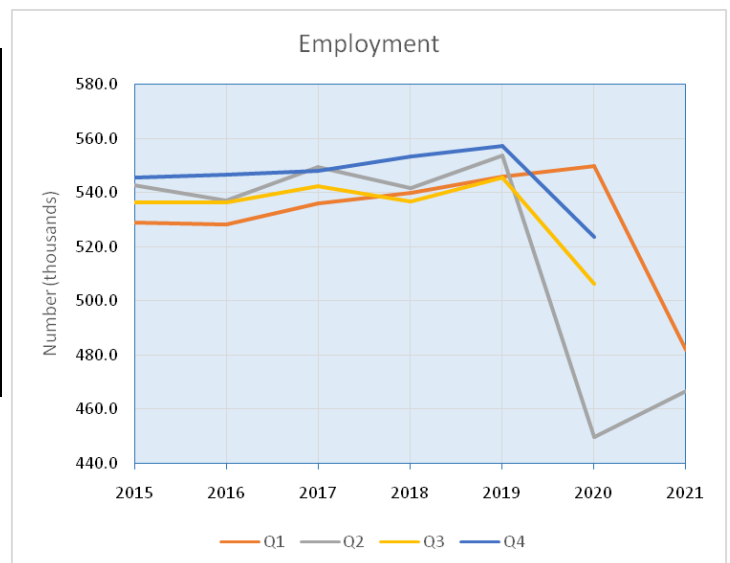
According to its methodology, Employment (Employed population) consists of Mauritians aged 16 years and above (16+) who have worked for pay, profit or family gain for at least one hour during the reference week of a month. It includes those who are temporarily absent from work for reasons such as leave with pay, leave without pay and temporary disorganisation of work (bad weather, break down of equipment, lack of order, etc.).

As such it includes Part time employees, paid apprentices, own account worker and contributing family worker.

Therefore, employment data from Statistics Mauritius **will be higher** than data collected by MRA.

	Employment			
Year	Q1	Q2	Q3	Q4
2015	529.1	542.6	536.5	545.6
2016	528.2	537.0	536.3	546.6
2017	536.1	549.4	542.4	548.0
2018	540.0	541.5	536.8	553.2
2019	546.0	553.8	545.7	557.2
2020	549.9	449.8	506.3	523.7
2021	481.9	466.6		

Source: SM



SM Coverage based on survey of employment and earnings (SEE)

Each year, in March, Statistics Mauritius carries out a Survey of Employment and Earnings (SEE) in 'large' establishments (employing 10 or more). Questionnaires are sent to some 5,000 such establishments. In the survey questionnaire, employers are asked to report on the total number of employees (regular or casual) who are paid for the month of March as well as their earnings. SEE captures foreign workers and reports on employees in the Export Oriented Enterprises (EOE).

Statistics Mauritius (SEE* & CMPHS) - Mauritian only

Size	2017	2018	2019	2020	2021
< 10 Employees	255,686	249,235	260,558	157,772	191,081
Large Establishment	292,314	292,265	293,242	292,028	275,519
Total	548,000	541,500	553,800	449,800	466,600
Small % total	47%	46%	47%	35%	41%
Large % total	53%	54%	53%	65%	59%

SEE* - Excluding foreigners

2.0 Percentage of employment data captured by MRA



Mauritian Only

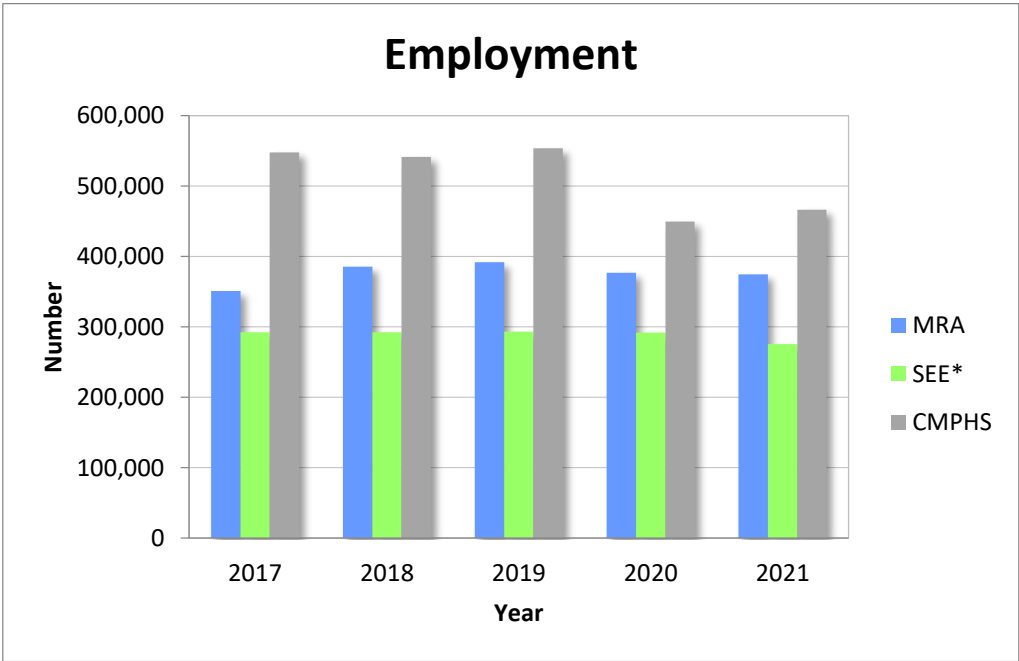
Period	(thousand)		%
	CMPHS Employment	MRA Contributors	
2017 Q4	548.0	351.1	64.1%
2018 Q2	541.5	385.6	71.2%
2019 Q2	553.8	392.2	70.8%
2020 Q2	449.8	376.8	83.8%
2021 Q2	466.6	374.6	80.3%

A comparison of the MRA contributors with employment figures of SM indicate that more employees are contributing to NPF/NSF/CSG.

MRA now captures just more than 80% of all Mauritian employment.

Year	Mauritian only		
	MRA	SEE*	CMPHS
2017	351,051	292,314	548,000
2018	385,605	292,265	541,500
2019	392,179	293,242	553,800
2020	376,808	292,028	449,800
2021	374,608	275,519	466,600

SEE* - Large establishment excluding Foreigner (Survey in March)



MRA data covers both Large & small enterprises, whereas SEE data is for large enterprises only.

Number of Contributing Mauritian Workers by Industry Groups for the Period June 2019 to June 2021

Industry Groups							CHANGE					
	2019	% of 2019 Total	2020	% of 2020 Total	2021	% of 2021 Total	Absolute 2019 to 2020	Absolute 2020 to 2021	Absolute 2019 to 2021	Percentage 2019 to 2020	Percentage 2020 to 2021	Percentage 2019 to 2021
Public administration and defence: compulsory social security	66,912	17.06	58,357	15.49	58,490	15.61	-8,555	133	-8,422	-12.8%	0.2%	-12.6%
Accommodation and food service activities	28,099	7.16	25,684	6.82	23,256	6.21	-2,415	-2,428	-4,843	-8.6%	-9.5%	-17.2%
Manufacturing – Textile	19,295	4.92	17,209	4.57	13,025	3.48	-2,086	-4,184	-6,270	-10.8%	-24.3%	-32.5%
Wholesale & retail trade; repair of motor vehicles and motorcycles	52,833	13.47	52,190	13.85	55,558	14.83	-643	3,368	2,725	-1.2%	6.5%	5.2%
Manufacturing	16,555	4.22	15,922	4.23	16,012	4.27	-633	90	-543	-3.8%	0.6%	-3.3%
Arts, entertainment and recreation	9,348	2.38	8,794	2.33	7,458	1.99	-554	-1,336	-1,890	-5.9%	-15.2%	-20.2%
Manufacturing – Food (exc Sugar)	14,264	3.64	13,744	3.65	13,599	3.63	-520	-145	-665	-3.6%	-1.1%	-4.7%
Agriculture, forestry and fishing	9,026	2.30	8,523	2.26	8,177	2.18	-503	-346	-849	-5.6%	-4.1%	-9.4%
Manufacturing - Sugar	3,613	0.92	3,111	0.83	2,664	0.71	-502	-447	-949	-13.9%	-14.4%	-26.3%
Real estate activities	11,486	2.93	11,195	2.97	10,824	2.89	-291	-371	-662	-2.5%	-3.3%	-5.8%
Water supply; sewerage, waste management and remediation activities	3,392	0.86	3,192	0.85	3,330	0.89	-200	138	-62	-5.9%	4.3%	-1.8%

							CHANGE					
Industry Groups	2019	% of 2019 Total	2020	% of 2020 Total	2021	% of 2021 Total	Absolute 2019 to 2020	Absolute 2020 to 2021	Absolute 2019 to 2021	Percentage 2019 to 2020	Percentage 2020 to 2021	Percentage 2019 to 2021
Education	19,769	5.04	19,634	5.21	19,202	5.13	-135	-432	-567	-0.7%	-2.2%	-2.9%
Other Activities	1,994	0.51	1,869	0.50	1,753	0.47	-125	-116	-241	-6.3%	-6.2%	-12.1%
Other service activities	14,100	3.60	13,977	3.71	15,898	4.24	-123	1,921	1,798	-0.9%	13.7%	12.8%
Transport and storage	17,218	4.39	17,106	4.54	16,709	4.46	-112	-397	-509	-0.7%	-2.3%	-3.0%
Mining and quarrying	437	0.11	427	0.11	446	0.12	-10	19	9	-2.3%	4.4%	2.1%
Electricity, gas, steam and air conditioning supply	2,391	0.61	2,467	0.65	2,509	0.67	76	42	118	3.2%	1.7%	4.9%
Information and communication	12,642	3.22	12,750	3.38	13,452	3.59	108	702	810	0.9%	5.5%	6.4%
Human health and social work activities	6,275	1.60	6,426	1.71	7,022	1.87	151	596	747	2.4%	9.3%	11.9%
Financial and insurance activities	25,671	6.55	25,889	6.87	25,941	6.92	218	52	270	0.8%	0.2%	1.1%
Administrative and support service activities	32,258	8.23	32,578	8.65	34,582	9.23	320	2,004	2,324	1.0%	6.2%	7.2%
Construction	14,962	3.82	15,491	4.11	13,201	3.52	529	-2,290	-1761	3.5%	-14.8%	-11.8%
Professional, scientific and technical activities	9,639	2.46	10,273	2.73	11,500	3.07	634	1,227	1,861	6.6%	11.9%	19.3%
TOTAL	392,179	100.00	376,808	100.00	374,608	100.00	-15,371	-2,200	-17,571			

Annex V

Number of enterprises visited and employees covered for the period October 2020 to September 2021

no	Sector	Number of enterprises visited	Number of enterprises NMW complied	Number of enterprises NMW NOT complied	Job losses	Closure following introduction of NMW	Number of LOCAL workers benefiting from NMW	Number of LOCAL workers not benefiting from NMW	Number of EXPATRIATE workers benefiting from NMW	Number of EXPATRIATE workers not benefiting from NMW
1.	Attorneys and Notaries	0	0	0	0	0	0	0	0	0
2.	Baking Industry	10	10	0	0	0	18	0	14	0
3.	Banks Fisherman	0	0	0	0	0	0	0	0	0
4.	Blockmaking	1	1	0	0	0	23	0	52	3
5.	Catering & Tourism	4	4	0	0	0	40	0	0	0
6.	Cinema Employees	0	0	0	0	0	0	0	0	0
7.	Cleaning Enterprises	1	1	0	0	0	10	0	0	0
8.	Distributive Trades	66	54	12	0	0	493	21	5	0
9.	Domestic Workers	0	0	0	0	0	0	0	0	0
10.	Electrical, Engineering, etc.	4	4	0	0	0	40	0	26	0
11.	Export Enterprises	16	16	0	0	0	2564	0	2645	0
12.	Factory Employees	36	36	0	0	0	655	0	134	0
13.	Field Crop & Orchard	2	2	0	0	0	2	0	7	0
14.	Information & Communication Tech.	1	1	0	0	0	254	0	0	0
15.	Light Metal	12	12	0	0	0	407	0	3	0
16.	Livestock	0	0	0	0	0	0	0	0	0
17.	Newspaper & Periodicals	0	0	0	0	0	0	0	0	0
18.	Office Attendants	0	0	0	0	0	0	0	0	0
19.	Preprimary Schools	0	0	0	0	0	0	0	0	0
20.	Printing Industry	0	0	0	0	0	0	0	0	0
21.	Private Hospitals	2	2	0	0	0	9	0	22	0
22.	Private Secondary Schools	1	1	0	0	0	2	0	0	0
23.	Private Security Services	0	0	0	0	0	0	0	0	0
24.	Public Transport	0	0	0	0	0	0	0	0	0
25.	Road Haulage	0	0	0	0	0	0	0	0	0
26.	Salt Manufacturing	0	0	0	0	0	0	0	0	0
27.	Sugar industry (Agri)	0	0	0	0	0	0	0	0	0
28.	Sugar Industry (Non-Agri)	0	0	0	0	0	0	0	0	0
29.	Tailoring Trade	0	0	0	0	0	0	0	0	0
30.	Tea Industry	1	1	0	0	0	5	0	11	0
31.	Travel Agents & Tour Operators	0	0	0	0	0	0	0	0	0
32.	Workers covered by the Workers' Rights Act	19	18	1	0	0	188	2	0	0
TOTAL		176	163	13	0	0	4710	23	2919	3

Source: NWCC based on data from Ministry of Labour, Human Resource Development and Training (MLHRDT)

Full time employees in small establishments, earning less than Rs 10,075 a month, by hours of work, Q1 2021

Total hours of work (actual) Range	Number	%
1 and up to 24	23,000	42.4
>24 and up to 30	6,200	11.4
>30 and up to 39	5,500	10.1
>39 and up to 45	12,000	22.1
More than 45	7,600	14.0
All Ranges	54,300	
45 or more	14,700	27.1

Source: Continuous Multi-Purpose Household Survey

Full time household workers, drawing less than Rs 10,075, by hours of work, Q1 2021

Total hours of work (actual) Range	Number
1 and up to 24	12,700
>24 and up to 30	2,300
>30 and up to 40	2,200
>40 and up to 45	700
More than 45	1,500
All ranges	19,400

Source: Continuous Multi-Purpose Household Survey

Non-compliance rate for workers working for 40 hours or more

Assumptions	Only workers working for 40 hours or more are full time (%)
Non-compliance rate for all workers including the Private and the Public sectors but excluding the foreign workers	7.8
	i.e. [27,661/353,938] (62,361 – 34,700 = 27,661) (388,638 – 34,700 = 353,938)
Non-compliance rate for Mauritian Private sector workers only	11.1
	i.e. [27,661/249,500] (62,361 – 34,700 = 27,661) (284,200 – 34,700 = 249,500)

APPENDIX A

BOARD MEMBERS AS FROM NOVEMBER 2021

SN	NAME	DESIGNATION	ORGANISATION
1	Mr APPANNA Beejaye Coomar	Chairperson	National Wage Consultative Council
2	Mr BADURALLY ADAM Abdool Swaley	Temporary Deputy Director	Pay Research Bureau
3	Dr BALLAH-BHEEKA Sunita	Senior Human Resource	AfrAsia Bank
4	Mrs BANDINAH Chaya	Ag. Senior Statistician	Statistics Mauritius
5	Mr BENYDIN Deepak	Representative	Congress of Independent Trade Union
6	Mr BOTTE David	Human Resource Manager	Pick and Eat
7	Dr BUNDOO Sunil Kumar	Associate Professor	University of Mauritius
8	Mrs CHEUNG HI YUEN Linda Tang Chow Siong	Manager Human Resource	Ministry of Tourism
9	Mr CHUTTOO Reez	Representative	Confédération des Travailleurs des Secteurs Publique et Privé
10	Mrs DHANOOPA Naveena	Industrial Relations Officer	Business Mauritius
11	Mr DURSUN Pradeep	Chief Operating Officer	Business Mauritius
12	Dr FELICITE Louis Eric Orlando	Assistant Permanent Secretary	Ministry of Agro Industry & Food Security
13	Mr GUILDHARY Paul Desire Armand	Representative	Free Democratic Unions Federation
14	Mrs JAUNBOCUS Marie Anne Janick	Permanent Secretary	Ministry of Industrial Development, SMEs and Cooperatives (SMEs Division)
15	Mrs JEETOO Shirine	Ag. Deputy Director	Ministry of Labour, Human Resource Development and Training (Labour and Industrial Relations)
16	Mr LAN HING PO Pierre	Representative	Mauritius Labour Federation

SN	NAME	DESIGNATION	ORGANISATION
17	Mr LI YUEN FONG Jean	President	Regional Training Centre
18	Mrs MANNA Kalyanee	Ag. Principal Analyst (Industry)	Ministry of Industrial Development, SMEs and Cooperatives (Industrial Development Division)
19	Mr NUNDLOLL Santaram	Manager Human Resource	Prime Minister's Office
20	Mr PADDIA Christ	Lead Analyst	Ministry of Finance, Economic Planning and Development
21	Mr QUEDOU Dewan	President	Mauritius Trade Union Congress
22	Mrs RAJMUN-JOOSEERY Lilowtee	Director	Mauritius Export Association
23	Mr RAMASAMY Venoo Gopal	Representative	Federation of Progressive Unions
24	Dr RAMESSUR Taruna Shalini	Associate Professor	University of Mauritius
25	Mr RUHOMUTALLY Shahbaan	Human Resource Coordinator	Mauritius Export Association
26	Mr SADIEN Radhakrisna	Representative	State and Other Employees Federation
27	Mr SAHEBDIN Emam Mosadeq	President	Consumer Advocacy Platform
28	Mrs SAWMY Heemawtee Amrita	Head Remuneration Analyst	National Remuneration Board
29	Mr TENGUR Suttuhudeo	Representative	Association for the Protection of the Environment and Consumers (APEC)

National Wage Consultative Council, Ministry of Labour, Human Resource Development and Training – Secretariat

Mr MUDHOO Vijay Kumar, Officer in Charge

Ms DEERPAUL Saveetah, Senior Analyst

Mrs ROJAH Kulshid, Management Support Office

BOARD MEMBERS FOR PERIOD MARCH 2019 TO OCTOBER 2021

SN	NAME	DESIGNATION	ORGANISATION
1	Mr BHONOO Sanjev	Statistician	Statistics Mauritius
2	Mr CHELLUM Jayen	Representative	Association des Consommateurs de L'Ile Maurice (ACIM)
3	Mr CONHYE Dhanraj	Deputy Permanent Secretary	Ministry of Industrial Development, SMEs and Cooperatives (SMEs Division)
4	Mr DUMUR Arvind	Ag. Principal Job Analyst	Pay Research Bureau
5	Ms GOPAUL Chandrani Devi	Lead Analyst	Ministry of Finance, Economic Planning and Development
6	Mr IMRITH Rashid	Representative	Federation of Public Sector & Other Unions (FPSOU)
7	Mr KWOK YIN SIONG Yen Jocelyn	Chief Executive Officer	AHRIM
8	Mr L'ACARIATE Didier	Human Resource Manager	AVIPRO Co Ltd (Groupe Eclasia)
9	Mr LI YUEN FONG Jean	Consultant	Business Mauritius
10	Ms MOONIAN Veeveghee	Deputy Director	Ministry of Labour, Human Resource Development and Training (Labour and Industrial Relations)
11	Mrs SOBORUN Soondaree Devi	Deputy Permanent Secretary	Ministry of Agro Industry and Food Security
12	Mr SULTAN M. A. Riad	Senior Lecturer	University of Mauritius
13	Mr SUNGKUR Rajcoomar	Principal Analyst (Industry)	Ministry of Industrial Development, SMEs and Cooperatives (Industrial Development Division)
14	Mrs TANDRAYEN-RAGOOBUR Verena	Associate Professor	University of Mauritius

COMPOSITION OF TECHNICAL COMMITTEE

SN	NAME	DESIGNATION	ORGANISATION
1	Mr APPANNA Beejaye Coomar	Chairperson	National Wage Consultative Council
2	Mr BADURALLY ADAM Abdool Swaley Mrs BOYJONAUTH- RAMDHUN Savinta	Temporary Deputy Director Survey Officer	Pay Research Bureau
3	Mrs BANDINAH Chaya	Ag. Senior Statistician	Statistics Mauritius
4	Mr LAN HING PO Pierre	Representative	Mauritius Labour Federation
5	Mrs MANNA Kalyanee Mr SEEDOYAL Akshay Seedoyal	Ag. Principal Analyst (Industry) Analyst (Industry)	Ministry of Industrial Development, SMEs and Cooperatives (Industrial Development Division)
6	Mr PADDIA Christ	Lead Analyst	Ministry of Finance, Economic Planning and Development
7	Mrs SAWMY H. Amrita Mrs BISSONAUTH Benoomati	Head Remuneration Analyst Senior Remuneration Analyst	National Remuneration Board
8	Mr MUDHOO Vijay Kumar	Officer in Charge	National Wage Consultative Council
9	Ms DEERPAUL Saveetah	Senior Analyst	National Wage Consultative Council

COMPOSITION OF SUB COMMITTEE

SN	NAME	DESIGNATION	ORGANISATION
1	Mr PADDIA Christ	Chairperson	Ministry of Finance, Economic Planning and Development
2	Mrs BANDINAH Chaya	Ag. Senior Statistician	Statistics Mauritius
3	Mr BADURALLY ADAM Abdool Swaley Mrs BOYJONAUTH-RAMDHUN Savinta	Temporary Deputy Director Survey Officer	Pay Research Bureau
4	Dr BUNDOO Sunil Kumar	Associate Professor	University of Mauritius
5	Mr CHUTTOO M. Reeaz	Representative	Confédération des Travailleurs des Secteurs Publique et Privé
6	Mrs DHANOOPA Naveena	Industrial Relations Officer	Business Mauritius
7	Mr DURSUN Pradeep	Chief Operating Officer	Business Mauritius
8	Mrs JAUNBOCUS Marie Anne Janick	Permanent Secretary	Ministry of Industrial Development, SMEs and Cooperatives (SME Division)
9	Mrs JEETOO Shirine	Ag. Deputy Director	Ministry of Labour, Human Resource Development and Training (Labour and Industrial Relations)
10	Mr LAN HING PO Pierre	Representative	Mauritius Labour Federation
11	Mrs MANNA Kalyanee Mr SEEDOYAL Akshay Seedoyal	Ag. Principal Analyst (Industry) Analyst (Industry)	Ministry of Industrial Development, SMEs and Cooperatives (Industrial Development Division)
12	Mrs RAJMUN-JOOSEERY Lilowtee	Director	Mauritius Export Association
13	Dr RAMESSUR Taruna Shalini	Associate Professor	University of Mauritius

SN	NAME	DESIGNATION	ORGANISATION
14	Mr RUHOMUTALLY Shahbaan	Human Resource Coordinator	Mauritius Export Association
15	Mr SADIEN Radhakrisna	Representative	State and Other Employees Federation
16	Mrs SAWMY H. Amrita Mrs BISSONAUTH Benoomati	Head Remuneration Analyst Senior Remuneration Analyst	National Remuneration Board
17	Mr MUDHOO Vijay Kumar	Officer in Charge	National Wage Consultative Council
18	Ms DEERPAUL Saveetah	Senior Analyst	National Wage Consultative Council

LIST OF MEETINGS HELD

SN	TECHNICAL COMMITTEE	SUB COMMITTEE	BOARD MEETING
1	24 February 2021	10 February 2021	21 January 2021
2	26 May 2021	24 February 2021	08 September 2021
3	11 August 2021	07 July 2021	01 December 2021
4	08 September 2021		15 December 2021
5	13 October 2021		
6	24 November 2021		
7	08 December 2021		

APPENDIX B

A – Number of Contributing Full-Time Mauritian Workers in the Non-EOEs

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	1,686	1,686	4,165	4,165	3,931	3,931	2,586	2,586	2,091	2,091
3,501 - 4,000	850	2,536	926	5,091	654	4,585	458	3,044	421	2,512
4,001 - 4,500	857	3,393	839	5,930	926	5,511	679	3,723	506	3,018
4,501 - 5,000	1,378	4,771	1,199	7,129	995	6,506	825	4,548	661	3,679
5,001 - 5,500	1,334	6,105	1,087	8,216	913	7,419	808	5,356	643	4,322
5,501 - 6,000	1,957	8,062	1,268	9,484	1,011	8,430	1,043	6,399	701	5,023
6,001 - 6,500	2,030	10,092	1,187	10,671	1,096	9,526	1,046	7,445	806	5,829
6,501 - 7,000	2,903	12,995	1,283	11,954	1,188	10,714	936	8,381	934	6,763
7,001 - 7,500	3,531	16,526	1,495	13,449	1,367	12,081	853	9,234	880	7,643
7,501 - 8,000	5,074	21,600	2,507	15,956	1,973	14,054	887	10,121	871	8,514
8,001 - 8,500	7,165	28,765	16,159	32,115	4,704	18,758	1,142	11,263	1,014	9,528

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	7,550	36,315	12,469	44,584	15,286	34,044	2,367	13,630	1,645	11,173
9,001 - 10,000	15,858	52,173	19,938	64,522	23,478	57,522	25,137	38,767	7,050	18,223
10,001 - 11,000	13,085	65,258	17,267	81,789	19,984	77,506	25,572	64,339	37,314	55,537
11,001 - 12,000	11,533	76,791	13,519	95,308	15,379	92,885	16,200	80,539	19,093	74,630
12,001 - 13,000	9,219	86,010	12,342	107,650	13,937	106,822	14,318	94,857	14,014	88,644
13,001 - 14,000	8,898	94,908	10,960	118,610	12,051	118,873	11,803	106,660	12,649	101,293
14,001 - 15,000	8,009	102,917	9,423	128,033	9,550	128,423	13,389	120,049	13,038	114,331
15,001 - 20,000	25,036	127,953	29,805	157,838	31,756	160,179	35,845	155,894	38,722	153,053
20,001 - 25,000	11,844	139,797	14,930	172,768	16,411	176,590	18,862	174,756	20,328	173,381
25,001 - 30,000	8,446	148,243	10,393	183,161	11,075	187,665	13,185	187,941	14,413	187,794
30,001 - 35,000	6,111	154,354	7,616	190,777	8,227	195,892	8,976	196,917	9,809	197,603

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
35,001 - 40,000	4,233	158,587	4,832	195,609	5,690	201,582	6,572	203,489	6,879	204,482
40,001 - 50,000	6,227	164,814	7,600	203,209	8,111	209,693	9,109	212,598	10,107	214,589
50,001 - 60,000	3,530	168,344	4,259	207,468	4,570	214,263	5,233	217,831	5,345	219,934
60,001 - 70,000	2,502	170,846	3,253	210,721	3,498	217,761	3,517	221,348	3,559	223,493
70,001 - 80,000	1,594	172,440	1,950	212,671	2,235	219,996	2,260	223,608	2,330	225,823
> 80,000	6,178	178,618	7,796	220,467	8,684	228,680	8,839	232,447	9,116	234,939
Grand Total	178,618		220,467		228,680		232,447		234,939	

Source: Council's Computation based on MRA Figures

B – Number of Contributing Full-Time Mauritian Workers in the EOE

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	1,285	1,285	896	896	674	674	479	479	660	660
3,501 - 4,000	410	1,695	580	1,476	234	908	173	652	166	826
4,001 - 4,500	375	2,070	327	1,803	170	1,078	549	1,201	510	1,336
4,501 - 5,000	1,056	3,126	269	2,072	126	1,204	176	1,377	245	1,581
5,001 - 5,500	2,065	5,191	1,724	3,796	287	1,491	149	1,526	163	1,744
5,501 - 6,000	1,518	6,709	2,489	6,285	946	2,437	412	1,938	248	1,992
6,001 - 6,500	1,286	7,995	2,738	9,023	3,430	5,867	2,360	4,298	758	2,750
6,501 - 7,000	1,741	9,736	996	10,019	1,289	7,156	1,831	6,129	1868	4,618
7,001 - 7,500	1,855	11,591	1,092	11,111	1,977	9,133	698	6,827	687	5,305
7,501 - 8,000	1,956	13,547	1,447	12,558	862	9,995	1,054	7,881	567	5,872
8,001 - 8,500	949	14,496	2,524	15,082	1,179	11,174	1,411	9,292	501	6,373

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	798	15,294	1,001	16,083	2,269	13,443	2,702	11,994	723	7,096
9,001 - 10,000	1,143	16,437	1,523	17,606	1,509	14,952	1,825	13,819	3,176	10,272
10,001 - 11,000	882	17,319	1,061	18,667	1,111	16,063	1,318	15,137	1,126	11,398
11,001 - 12,000	708	18,027	807	19,474	809	16,872	885	16,022	905	12,303
12,001 - 13,000	626	18,653	684	20,158	678	17,550	769	16,791	682	12,985
13,001 - 14,000	462	19,115	593	20,751	566	18,116	601	17,392	567	13,552
14,001 - 15,000	405	19,520	500	21,251	483	18,599	518	17,910	548	14,100
15,001 - 20,000	1,410	20,930	1,641	22,892	1,575	20,174	1,813	19,723	1,790	15,890
20,001 - 25,000	717	21,647	918	23,810	881	21,055	958	20,681	884	16,774
25,001 - 30,000	445	22,092	488	24,298	540	21,595	566	21,247	572	17,346
30,001 - 35,000	258	22,350	311	24,609	336	21,931	389	21,636	374	17,720
35,001 - 40,000	198	22,548	232	24,841	214	22,145	235	21,871	224	17,944

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	222	22,770	261	25,102	258	22,403	286	22,157	287	18,231
50,001 - 60,000	136	22,906	137	25,239	136	22,539	155	22,312	169	18,400
60,001 - 70,000	95	23,001	113	25,352	119	22,658	124	22,436	116	18,516
70,001 - 80,000	62	23,063	77	25,429	86	22,744	74	22,510	94	18,610
> 80,000	242	23,305	276	25,705	267	23,011	262	22,772	305	18,915
Grand Total	23,305		25,705		23,011		22,772		18,915	

Source: Council's Computation based on MRA Figures

**C - Number of Contributing Full-Time Mauritian Workers by Size of Firm in the Private Sector
Less than 10 Employees**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	397	397	1,100	1,100	1,146	1,146	1,023	1,023	409	409
3,501 - 4,000	215	612	177	1,277	126	1,272	77	1,100	77	486
4,001 - 4,500	280	892	156	1,433	131	1,403	103	1,203	79	565
4,501 - 5,000	582	1,474	283	1,716	258	1,661	236	1,439	172	737
5,001 - 5,500	403	1,877	221	1,937	207	1,868	169	1,608	167	904
5,501 - 6,000	712	2,589	276	2,213	208	2,076	184	1,792	140	1,044
6,001 - 6,500	647	3,236	227	2,440	215	2,291	126	1,918	121	1,165
6,501 - 7,000	877	4,113	279	2,719	249	2,540	201	2,119	139	1,304
7,001 - 7,500	872	4,985	305	3,024	235	2,775	179	2,298	160	1,464
7,501 - 8,000	1,208	6,193	420	3,444	336	3,111	204	2,502	208	1,672

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,001 - 8,500	1,357	7,550	5,017	8,461	1,349	4,460	313	2,815	197	1,869
8,501 - 9,000	1,257	8,807	3,253	11,714	4,676	9,136	626	3,441	365	2,234
9,001 - 10,000	2,460	11,267	3,789	15,503	5,039	14,175	6,075	9,516	1,809	4,043
10,001 - 11,000	1,478	12,745	2,351	17,854	3,026	17,201	6,377	15,893	9,704	13,747
11,001 - 12,000	1,179	13,924	1,588	19,442	1,806	19,007	2,252	18,145	2,814	16,561
12,001 - 13,000	842	14,766	1,297	20,739	1,572	20,579	1,797	19,942	2,040	18,601
13,001 - 14,000	756	15,522	1,028	21,767	1,087	21,666	1,252	21,194	1,489	20,090
14,001 - 15,000	985	16,507	1,240	23,007	1,400	23,066	1,675	22,869	1,872	21,962
15,001 - 20,000	2,853	19,360	3,687	26,694	4,107	27,173	4,675	27,544	5,344	27,306
20,001 - 25,000	1,559	20,919	2,099	28,793	2,381	29,554	2,897	30,441	3,629	30,935

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
25,001 - 30,000	863	21,782	1,172	29,965	1,293	30,847	1,546	31,987	2,035	32,970
30,001 - 35,000	651	22,433	830	30,795	953	31,800	1,085	33,072	1,270	34,240
35,001 - 40,000	472	22,905	653	31,448	727	32,527	816	33,888	975	35,215
40,001 - 50,000	655	23,560	792	32,240	948	33,475	1,211	35,099	1,807	37,022
50,001 - 60,000	391	23,951	515	32,755	578	34,053	582	35,681	547	37,569
60,001 - 70,000	363	24,314	486	33,241	479	34,532	474	36,155	438	38,007
70,001 - 80,000	227	24,541	282	33,523	367	34,899	332	36,487	321	38,328
> 80,000	898	25,439	1,239	34,762	1,411	36,310	1,519	38,006	1,499	39,827
Grand Total	25,439		34,762		36,310		38,006		39,827	

Source: Council's Computation based on MRA Figures

**C – Number of Contributing Full-Time Mauritian Workers by Size of Firm in the Private Sector
Between 10 and 15 Employees**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	173	173	399	399	457	457	289	289	112	112
3,501 - 4,000	86	259	66	465	52	509	87	376	47	159
4,001 - 4,500	80	339	59	524	96	605	63	439	78	237
4,501 - 5,000	132	471	94	618	108	713	73	512	48	285
5,001 - 5,500	187	658	69	687	74	787	79	591	51	336
5,501 - 6,000	187	845	90	777	132	919	92	683	39	375
6,001 - 6,500	213	1,058	95	872	72	991	76	759	63	438
6,501 - 7,000	286	1,344	117	989	90	1,081	65	824	47	485
7,001 - 7,500	310	1,654	116	1,105	119	1,200	92	916	70	555
7,501 - 8,000	393	2,047	160	1,265	167	1,367	82	998	56	611
8,001 - 8,500	510	2,557	1,608	2,873	424	1,791	100	1,098	81	692

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	444	3,001	1,084	3,957	1,627	3,418	244	1,342	136	828
9,001 - 10,000	849	3,850	1,237	5,194	1,786	5,204	2,091	3,433	515	1,343
10,001 - 11,000	655	4,505	978	6,172	1,141	6,345	1,866	5,299	2,778	4,121
11,001 - 12,000	510	5,015	713	6,885	791	7,136	846	6,145	1,053	5,174
12,001 - 13,000	402	5,417	577	7,462	703	7,839	784	6,929	788	5,962
13,001 - 14,000	310	5,727	440	7,902	517	8,356	565	7,494	661	6,623
14,001 - 15,000	368	6,095	448	8,350	474	8,830	550	8,044	590	7,213
15,001 - 20,000	1,248	7,343	1,615	9,965	1,747	10,577	1,781	9,825	1,979	9,192
20,001 - 25,000	576	7,919	766	10,731	935	11,512	1,028	10,853	1,088	10,280
25,001 - 30,000	331	8,250	453	11,184	586	12,098	649	11,502	726	11,006
30,001 - 35,000	226	8,476	333	11,517	363	12,461	371	11,873	409	11,415
35,001 - 40,000	171	8,647	224	11,741	276	12,737	298	12,171	336	11,751

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	249	8,896	352	12,093	406	13,143	504	12,675	573	12,324
50,001 - 60,000	151	9,047	215	12,308	266	13,409	262	12,937	255	12,579
60,001 - 70,000	109	9,156	145	12,453	187	13,596	179	13,116	133	12,712
70,001 - 80,000	81	9,237	131	12,584	137	13,733	139	13,255	124	12,836
> 80,000	386	9,623	518	13,102	572	14,305	589	13,844	577	13,413
Grand Total	9,623		13,102		14,305		13,844		13,413	

Source: Council's Computation based on MRA Figures

**C - Number of Contributing Full-Time Mauritian Workers by Size of Firm in the Private Sector
16 Employees or more**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	2,401	2,401	3,562	3,562	3,002	3,002	1,753	1,753	2,230	2,230
3,501 - 4,000	959	3,360	1,263	4,825	710	3,712	467	2,220	463	2,693
4,001 - 4,500	872	4,232	951	5,776	869	4,581	1,062	3,282	859	3,552
4,501 - 5,000	1,720	5,952	1,091	6,867	755	5,336	692	3,974	686	4,238
5,001 - 5,500	2,809	8,761	2,521	9,388	919	6,255	709	4,683	588	4,826
5,501 - 6,000	2,576	11,337	3,391	12,779	1,617	7,872	1,179	5,862	770	5,596
6,001 - 6,500	2,456	13,793	3,603	16,382	4,239	12,111	3,204	9,066	1,380	6,976
6,501 - 7,000	3,481	17,274	1,883	18,265	2,138	14,249	2,501	11,567	2,616	9,592
7,001 - 7,500	4,204	21,478	2,166	20,431	2,990	17,239	1,280	12,847	1,337	10,929
7,501 - 8,000	5,429	26,907	3,374	23,805	2,332	19,571	1,655	14,502	1,174	12,103
8,001 - 8,500	6,247	33,154	12,058	35,863	4,110	23,681	2,140	16,642	1,237	13,340

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	6,647	39,801	9,133	44,996	11,252	34,933	4,199	20,841	1,867	15,207
9,001 - 10,000	13,692	53,493	16,435	61,431	18,162	53,095	18,796	39,637	7,902	23,109
10,001 - 11,000	11,834	65,327	14,999	76,430	16,928	70,023	18,647	58,284	25,958	49,067
11,001 - 12,000	10,552	75,879	12,025	88,455	13,591	83,614	13,987	72,271	16,131	65,198
12,001 - 13,000	8,601	84,480	11,152	99,607	12,340	95,954	12,506	84,777	11,868	77,066
13,001 - 14,000	8,294	92,774	10,085	109,692	11,013	106,967	10,587	95,364	11,066	88,132
14,001 - 15,000	7,061	99,835	8,235	117,927	8,159	115,126	11,682	107,046	11,124	99,256
15,001 - 20,000	22,345	122,180	26,144	144,071	27,477	142,603	31,202	138,248	33,189	132,445
20,001 - 25,000	10,426	132,606	12,983	157,054	13,976	156,579	15,895	154,143	16,495	148,940
25,001 - 30,000	7,697	140,303	9,256	166,310	9,736	166,315	11,556	165,699	12,224	161,164
30,001 - 35,000	5,492	145,795	6,764	173,074	7,247	173,562	7,909	173,608	8,504	169,668
35,001 - 40,000	3,788	149,583	4,187	177,261	4,901	178,463	5,693	179,301	5,792	175,460

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	5,545	155,128	6,717	183,978	7,015	185,478	7,680	186,981	8,014	183,474
50,001 - 60,000	3,124	158,252	3,666	187,644	3,862	189,340	4,544	191,525	4,712	188,186
60,001 - 70,000	2,125	160,377	2,735	190,379	2,951	192,291	2,988	194,513	3,104	191,290
70,001 - 80,000	1,348	161,725	1,614	191,993	1,817	194,108	1,863	196,376	1,979	193,269
> 80,000	5,136	166,861	6,315	198,308	6,968	201,076	6,993	203,369	7,345	200,614
Grand Total	166,861		198,308		201,076		203,369		200,614	

Source: Council's Computation based on MRA Figures

**D – Number of Contributing Full-Time Mauritian Workers by Size of Firm Based on Annual Turnover in the Private Sector
Micro (≤ 2M)**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	333	333	644	644	628	628	453	453	253	253
3,501 - 4,000	175	508	200	844	107	735	97	550	77	330
4,001 - 4,500	155	663	140	984	118	853	84	634	94	424
4,501 - 5,000	341	1,004	283	1,267	203	1,056	160	794	154	578
5,001 - 5,500	286	1,290	201	1,468	203	1,259	103	897	127	705
5,501 - 6,000	397	1,687	251	1,719	186	1,445	157	1,054	106	811
6,001 - 6,500	398	2,085	199	1,918	168	1,613	86	1,140	91	902
6,501 - 7,000	514	2,599	266	2,184	191	1,804	125	1,265	117	1,019
7,001 - 7,500	535	3,134	214	2,398	157	1,961	127	1,392	133	1,152
7,501 - 8,000	674	3,808	289	2,687	245	2,206	105	1,497	126	1,278
8,001 - 8,500	770	4,578	2,932	5,619	732	2,938	195	1,692	138	1,416

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	749	5,327	1,711	7,330	2,533	5,471	376	2,068	273	1,689
9,001 - 10,000	1,527	6,854	2,052	9,382	2,352	7,823	3,376	5,444	1,074	2,763
10,001 - 11,000	1,038	7,892	1,715	11,097	1,576	9,399	2,632	8,076	5,044	7,807
11,001 - 12,000	904	8,796	1,190	12,287	1,321	10,720	1,326	9,402	1,553	9,360
12,001 - 13,000	691	9,487	1,064	13,351	1,082	11,802	1,135	10,537	1,222	10,582
13,001 - 14,000	915	10,402	1,182	14,533	1,134	12,936	899	11,436	997	11,579
14,001 - 15,000	703	11,105	901	15,434	880	13,816	1,233	12,669	1,248	12,827
15,001 - 20,000	2,489	13,594	3,011	18,445	3,040	16,856	3,109	15,778	3,406	16,233
20,001 - 25,000	1,195	14,789	1,600	20,045	1,709	18,565	1,751	17,529	2,189	18,422
25,001 - 30,000	1,528	16,317	1,868	21,913	1,642	20,207	1,811	19,340	1,716	20,138
30,001 - 35,000	1,266	17,583	1,515	23,428	1,523	21,730	1,420	20,760	1,755	21,893
35,001 - 40,000	757	18,340	636	24,064	825	22,555	982	21,742	1,169	23,062

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	1,179	19,519	1,528	25,592	1,511	24,066	1,469	23,211	1,528	24,590
50,001 - 60,000	674	20,193	683	26,275	681	24,747	671	23,882	727	25,317
60,001 - 70,000	457	20,650	639	26,914	650	25,397	637	24,519	584	25,901
70,001 - 80,000	165	20,815	173	27,087	172	25,569	150	24,669	138	26,039
> 80,000	328	21,143	446	27,533	381	25,950	334	25,003	447	26,486
Grand Total	21,143		27,533		25,950		25,003		26,486	

Source: Council's Computation based on MRA Figures

**D – Number of Contributing Full-Time Mauritian Workers by Size of Firm Based on Annual Turnover in the Private Sector
Small (> 2M & ≤ 10M)**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	358	358	918	918	1,002	1,002	842	842	352	352
3,501 - 4,000	156	514	108	1,026	91	1,093	78	920	63	415
4,001 - 4,500	190	704	109	1,135	128	1,221	77	997	69	484
4,501 - 5,000	383	1,087	181	1,316	184	1,405	126	1,123	108	592
5,001 - 5,500	340	1,427	117	1,433	146	1,551	111	1,234	91	683
5,501 - 6,000	448	1,875	154	1,587	179	1,730	113	1,347	78	761
6,001 - 6,500	425	2,300	146	1,733	135	1,865	135	1,482	95	856
6,501 - 7,000	628	2,928	219	1,952	173	2,038	179	1,661	95	951
7,001 - 7,500	627	3,555	248	2,200	225	2,263	134	1,795	111	1,062
7,501 - 8,000	795	4,350	353	2,553	276	2,539	176	1,971	157	1,219
8,001 - 8,500	951	5,301	3,605	6,158	938	3,477	213	2,184	162	1,381

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	852	6,153	2,161	8,319	3,495	6,972	506	2,690	253	1,634
9,001 - 10,000	1,673	7,826	2,791	11,110	3,572	10,544	4,344	7,034	1,201	2,835
10,001 - 11,000	1,107	8,933	1,757	12,867	2,320	12,864	4,518	11,552	6,618	9,453
11,001 - 12,000	799	9,732	1,151	14,018	1,342	14,206	1,616	13,168	1,997	11,450
12,001 - 13,000	624	10,356	947	14,965	1,141	15,347	1,290	14,458	1,457	12,907
13,001 - 14,000	516	10,872	728	15,693	811	16,158	940	15,398	1,067	13,974
14,001 - 15,000	614	11,486	812	16,505	928	17,086	1,109	16,507	1,204	15,178
15,001 - 20,000	1,794	13,280	2,394	18,899	2,826	19,912	3,068	19,575	3,455	18,633
20,001 - 25,000	930	14,210	1,286	20,185	1,479	21,391	1,820	21,395	2,125	20,758
25,001 - 30,000	497	14,707	709	20,894	804	22,195	990	22,385	1,257	22,015
30,001 - 35,000	390	15,097	490	21,384	580	22,775	648	23,033	750	22,765

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
35,001 - 40,000	269	15,366	334	21,718	396	23,171	463	23,496	544	23,309
40,001 - 50,000	362	15,728	464	22,182	550	23,721	708	24,204	1,033	24,342
50,001 - 60,000	198	15,926	262	22,444	302	24,023	310	24,514	279	24,621
60,001 - 70,000	155	16,081	205	22,649	227	24,250	211	24,725	198	24,819
70,001 - 80,000	101	16,182	127	22,776	153	24,403	147	24,872	135	24,954
> 80,000	269	16,451	377	23,153	453	24,856	454	25,326	409	25,363
Grand Total	16,451		23,153		24,856		25,326		25,363	

Source: Council's Computation based on MRA Figures

**D – Number of Contributing Full-Time Mauritian Workers by Size of Firm Based on Annual Turnover in the Private Sector
Medium (> 10M & ≤ 50M)**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	501	501	842	842	793	793	551	551	334	334
3,501 - 4,000	128	629	192	1,034	133	926	88	639	74	408
4,001 - 4,500	212	841	150	1,184	195	1,121	146	785	117	525
4,501 - 5,000	304	1,145	198	1,382	195	1,316	150	935	125	650
5,001 - 5,500	352	1,497	188	1,570	180	1,496	168	1,103	109	759
5,501 - 6,000	606	2,103	270	1,840	214	1,710	149	1,252	114	873
6,001 - 6,500	566	2,669	358	2,198	347	2,057	310	1,562	188	1,061
6,501 - 7,000	821	3,490	270	2,468	251	2,308	166	1,728	275	1,336
7,001 - 7,500	817	4,307	318	2,786	311	2,619	190	1,918	171	1,507
7,501 - 8,000	1,012	5,319	579	3,365	434	3,053	257	2,175	235	1,742
8,001 - 8,500	1,171	6,490	3,560	6,925	906	3,959	310	2,485	217	1,959

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	1,182	7,672	2,333	9,258	3,346	7,305	653	3,138	309	2,268
9,001 - 10,000	2,473	10,145	3,231	12,489	4,210	11,515	4,635	7,773	1,479	3,747
10,001 - 11,000	1,656	11,801	2,671	15,160	3,210	14,725	4,420	12,193	6,459	10,206
11,001 - 12,000	1,356	13,157	1,787	16,947	2,062	16,787	2,403	14,596	2,791	12,997
12,001 - 13,000	1,057	14,214	1,565	18,512	1,849	18,636	2,119	16,715	2,093	15,090
13,001 - 14,000	907	15,121	1,200	19,712	1,473	20,109	1,563	18,278	1,707	16,797
14,001 - 15,000	1,018	16,139	1,173	20,885	1,358	21,467	1,576	19,854	1,576	18,373
15,001 - 20,000	3,272	19,411	4,177	25,062	4,739	26,206	5,179	25,033	5,397	23,770
20,001 - 25,000	1,569	20,980	2,142	27,204	2,503	28,709	2,889	27,922	3,011	26,781
25,001 - 30,000	1,093	22,073	1,384	28,588	1,625	30,334	1,854	29,776	2,012	28,793
30,001 - 35,000	692	22,765	978	29,566	1,172	31,506	1,306	31,082	1,388	30,181
35,001 - 40,000	538	23,303	684	30,250	790	32,296	838	31,920	954	31,135

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	747	24,050	945	31,195	1,108	33,404	1,270	33,190	1,585	32,720
50,001 - 60,000	447	24,497	584	31,779	685	34,089	702	33,892	675	33,395
60,001 - 70,000	303	24,800	432	32,211	468	34,557	478	34,370	432	33,827
70,001 - 80,000	223	25,023	294	32,505	372	34,929	335	34,705	338	34,165
> 80,000	836	25,859	1,122	33,627	1,368	36,297	1,390	36,095	1,387	35,552
Grand Total	25,859		33,627		36,297		36,095		35,552	

Source: Council's Computation based on MRA Figures

**D – Number of Contributing Full-Time Mauritian Workers by Size of Firm Based on Annual Turnover in the Private Sector
Large up to 250M (> 50M & ≤ 250M)**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	466	466	763	763	684	684	420	420	512	512
3,501 - 4,000	306	772	224	987	176	860	95	515	96	608
4,001 - 4,500	139	911	208	1,195	261	1,121	190	705	110	718
4,501 - 5,000	197	1,108	163	1,358	151	1,272	135	840	141	859
5,001 - 5,500	343	1,451	230	1,588	152	1,424	126	966	122	981
5,501 - 6,000	325	1,776	433	2,021	219	1,643	118	1,084	153	1,134
6,001 - 6,500	533	2,309	263	2,284	386	2,029	261	1,345	135	1,269
6,501 - 7,000	714	3,023	386	2,670	312	2,341	156	1,501	198	1,467
7,001 - 7,500	918	3,941	474	3,144	419	2,760	194	1,695	163	1,630
7,501 - 8,000	1,283	5,224	822	3,966	600	3,360	266	1,961	240	1,870
8,001 - 8,500	1,885	7,109	3,657	7,623	1,187	4,547	345	2,306	264	2,134

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	1,785	8,894	3,069	10,692	3,198	7,745	997	3,303	558	2,692
9,001 - 10,000	3,910	12,804	4,757	15,449	5,714	13,459	5,624	8,927	2,049	4,741
10,001 - 11,000	3,160	15,964	4,538	19,987	5,179	18,638	5,897	14,824	8,435	13,176
11,001 - 12,000	2,448	18,412	3,160	23,147	3,674	22,312	3,990	18,814	5,041	18,217
12,001 - 13,000	2,313	20,725	3,012	26,159	3,418	25,730	3,598	22,412	3,469	21,686
13,001 - 14,000	1,854	22,579	2,434	28,593	2,690	28,420	2,844	25,256	3,106	24,792
14,001 - 15,000	1,584	24,163	1,931	30,524	2,069	30,489	2,935	28,191	2,767	27,559
15,001 - 20,000	5,327	29,490	6,127	36,651	6,734	37,223	7,832	36,023	8,150	35,709
20,001 - 25,000	2,417	31,907	3,195	39,846	3,683	40,906	4,064	40,087	4,095	39,804
25,001 - 30,000	1,578	33,485	1,913	41,759	2,387	43,293	2,773	42,860	2,985	42,789
30,001 - 35,000	1,059	34,544	1,487	43,246	1,587	44,880	1,767	44,627	1,904	44,693
35,001 - 40,000	773	35,317	990	44,236	1,207	46,087	1,358	45,985	1,358	46,051

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	1,094	36,411	1,362	45,598	1,549	47,636	1,695	47,680	2,010	48,061
50,001 - 60,000	636	37,047	784	46,382	875	48,511	1,062	48,742	1,086	49,147
60,001 - 70,000	452	37,499	611	46,993	755	49,266	707	49,449	743	49,890
70,001 - 80,000	320	37,819	391	47,384	458	49,724	527	49,976	518	50,408
> 80,000	1,420	39,239	1,841	49,225	2,095	51,819	2,182	52,158	2,226	52,634
Grand Total	39,239		49,225		51,819		52,158		52,634	

Source: Council's Computation based on MRA Figures

**D – Number of Contributing Full-Time Mauritian Workers by Size of Firm Based on Annual Turnover in the Private Sector
Large above 250M (> 250M)**

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	1,313	1,313	1,894	1,894	1,498	1,498	799	799	1,300	1,300
3,501 - 4,000	495	1,808	782	2,676	381	1,879	273	1,072	277	1,577
4,001 - 4,500	536	2,344	559	3,235	394	2,273	731	1,803	626	2,203
4,501 - 5,000	1,209	3,553	643	3,878	388	2,661	430	2,233	378	2,581
5,001 - 5,500	2,078	5,631	2,075	5,953	519	3,180	449	2,682	357	2,938
5,501 - 6,000	1,699	7,330	2,649	8,602	1,159	4,339	918	3,600	498	3,436
6,001 - 6,500	1,394	8,724	2,959	11,561	3,490	7,829	2,614	6,214	1,055	4,491
6,501 - 7,000	1,967	10,691	1,138	12,699	1,550	9,379	2,141	8,355	2,117	6,608
7,001 - 7,500	2,489	13,180	1,333	14,032	2,232	11,611	906	9,261	989	7,597
7,501 - 8,000	3,266	16,446	1,911	15,943	1,280	12,891	1,137	10,398	680	8,277
8,001 - 8,500	3,337	19,783	4,929	20,872	2,120	15,011	1,490	11,888	734	9,011

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
8,501 - 9,000	3,780	23,563	4,196	25,068	4,983	19,994	2,537	14,425	975	9,986
9,001 - 10,000	7,418	30,981	8,630	33,698	9,139	29,133	8,983	23,408	4,423	14,409
10,001 - 11,000	7,006	37,987	7,647	41,345	8,810	37,943	9,423	32,831	11,884	26,293
11,001 - 12,000	6,734	44,721	7,038	48,383	7,789	45,732	7,750	40,581	8,616	34,909
12,001 - 13,000	5,160	49,881	6,438	54,821	7,125	52,857	6,945	47,526	6,455	41,364
13,001 - 14,000	5,168	55,049	6,009	60,830	6,509	59,366	6,158	53,684	6,339	47,703
14,001 - 15,000	4,495	59,544	5,106	65,936	4,798	64,164	7,054	60,738	6,791	54,494
15,001 - 20,000	13,564	73,108	15,737	81,673	15,992	80,156	18,470	79,208	20,104	74,598
20,001 - 25,000	6,450	79,558	7,625	89,298	7,918	88,074	9,296	88,504	9,792	84,390
25,001 - 30,000	4,195	83,753	5,007	94,305	5,157	93,231	6,323	94,827	7,015	91,405
30,001 - 35,000	2,962	86,715	3,457	97,762	3,701	96,932	4,224	99,051	4,386	95,791
35,001 - 40,000	2,094	88,809	2,420	100,182	2,686	99,618	3,166	102,217	3,078	98,869

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
40,001 - 50,000	3,067	91,876	3,562	103,744	3,651	103,269	4,253	106,470	4,238	103,107
50,001 - 60,000	1,711	93,587	2,083	105,827	2,163	105,432	2,643	109,113	2,747	105,854
60,001 - 70,000	1,230	94,817	1,479	107,306	1,517	106,949	1,608	110,721	1,718	107,572
70,001 - 80,000	847	95,664	1,042	108,348	1,166	108,115	1,175	111,896	1,295	108,867
> 80,000	3,567	99,231	4,286	112,634	4,654	112,769	4,741	116,637	4,952	113,819
Grand Total	99,231		112,634		112,769		116,637		113,819	

Source: Council's Computation based on MRA Figures

E - Number of Contributing Migrants in the Non-EOEs

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	93	93	177	177	157	157	151	151	163	163
3,501 - 4,000	46	139	44	221	38	195	25	176	19	182
4,001 - 4,500	49	188	51	272	71	266	81	257	27	209
4,501 - 5,000	94	282	66	338	54	320	53	310	45	254
5,001 - 5,500	234	516	168	506	283	603	36	346	18	272
5,501 - 6,000	253	769	206	712	120	723	145	491	17	289
6,001 - 6,500	106	875	103	815	221	944	328	819	87	376
6,501 - 7,000	110	985	49	864	65	1,009	98	917	353	729
7,001 - 7,500	173	1,158	94	958	83	1,092	126	1,043	98	827
7,501 - 8,000	235	1,393	140	1,098	121	1,213	134	1,177	56	883
8,001 - 8,500	343	1,736	537	1,635	259	1,472	100	1,277	72	955
8,501 - 9,000	456	2,192	784	2,419	712	2,184	245	1,522	106	1,061

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
9,001 - 10,000	490	2,682	727	3,146	1,690	3,874	2,419	3,941	700	1,761
10,001 - 11,000	696	3,378	543	3,689	1,015	4,889	1,610	5,551	2,437	4,198
11,001 - 12,000	969	4,347	901	4,590	1,129	6,018	1,280	6,831	1,023	5,221
12,001 - 13,000	309	4,656	857	5,447	1,770	7,788	1,953	8,784	1,384	6,605
13,001 - 14,000	172	4,828	311	5,758	397	8,185	1,657	10,441	1,093	7,698
14,001 - 15,000	132	4,960	281	6,039	206	8,391	828	11,269	1,535	9,233
15,001 - 20,000	447	5,407	585	6,624	576	8,967	681	11,950	1,248	10,481
20,001 - 25,000	201	5,608	191	6,815	269	9,236	264	12,214	352	10,833
25,001 - 30,000	122	5,730	184	6,999	162	9,398	201	12,415	207	11,040
30,001 - 35,000	143	5,873	179	7,178	255	9,653	260	12,675	238	11,278
35,001 - 40,000	95	5,968	96	7,274	111	9,764	140	12,815	149	11,427
40,001 - 50,000	154	6,122	161	7,435	201	9,965	216	13,031	256	11,683

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
50,001 - 60,000	97	6,219	93	7,528	108	10,073	110	13,141	153	11,836
60,001 - 70,000	208	6,427	271	7,799	368	10,441	451	13,592	429	12,265
70,001 - 80,000	94	6,521	101	7,900	140	10,581	139	13,731	114	12,379
> 80,000	627	7,148	700	8,600	876	11,457	938	14,669	932	13,311
Grand Total	7,148		8,600		11,457		14,669		13,311	

Source: Council's Computation based on MRA Figures

F – Number of Contributing Migrants in the EOE

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
<= 3,500	603	603	426	426	402	402	272	272	369	369
3,501 - 4,000	58	661	50	476	67	469	58	330	83	452
4,001 - 4,500	104	765	59	535	28	497	53	383	75	527
4,501 - 5,000	1,013	1,778	107	642	41	538	38	421	30	557
5,001 - 5,500	4,205	5,983	2,634	3,276	124	662	30	451	52	609
5,501 - 6,000	1,918	7,901	3,017	6,293	1,826	2,488	1,347	1,798	175	784
6,001 - 6,500	578	8,479	2,039	8,332	3,485	5,973	4,552	6,350	2,940	3,724
6,501 - 7,000	486	8,965	589	8,921	1,930	7,903	556	6,906	3,603	7,327
7,001 - 7,500	357	9,322	334	9,255	539	8,442	794	7,700	818	8,145
7,501 - 8,000	855	10,177	220	9,475	164	8,606	367	8,067	313	8,458
8,001 - 8,500	140	10,317	457	9,932	335	8,941	121	8,188	236	8,694
8,501 - 9,000	72	10,389	124	10,056	273	9,214	588	8,776	352	9,046

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
9,001 - 10,000	105	10,494	146	10,202	202	9,416	310	9,086	638	9,684
10,001 - 11,000	124	10,618	136	10,338	145	9,561	104	9,190	178	9,862
11,001 - 12,000	105	10,723	23	10,361	42	9,603	131	9,321	54	9,916
12,001 - 13,000	46	10,769	52	10,413	43	9,646	88	9,409	113	10,029
13,001 - 14,000	49	10,818	22	10,435	31	9,677	39	9,448	37	10,066
14,001 - 15,000	13	10,831	32	10,467	39	9,716	44	9,492	26	10,092
15,001 - 20,000	45	10,876	52	10,519	61	9,777	76	9,568	99	10,191
20,001 - 25,000	15	10,891	24	10,543	19	9,796	20	9,588	25	10,216
25,001 - 30,000	13	10,904	16	10,559	9	9,805	11	9,599	10	10,226
30,001 - 35,000	7	10,911	5	10,564	8	9,813	9	9,608	6	10,232
35,001 - 40,000	1	10,912	6	10,570	4	9,817	9	9,617	5	10,237
40,001 - 50,000	5	10,917	8	10,578	6	9,823	12	9,629	8	10,245

Pay Ranges	2017		2018		2019		2020		2021	
	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors	No. of Contributors	Cumulated No. of Contributors
50,001 - 60,000	5	10,922	4	10,582	3	9,826	4	9,633	9	10,254
60,001 - 70,000	8	10,930	12	10,594	12	9,838	11	9,644	8	10,262
70,001 - 80,000	1	10,931	6	10,600	7	9,845	8	9,652	6	10,268
> 80,000	29	10,960	31	10,631	32	9,877	32	9,684	41	10,309
Grand Total	10,960		10,631		9,877		9,684		10,309	

Source: Council's Computation based on MRA Figures