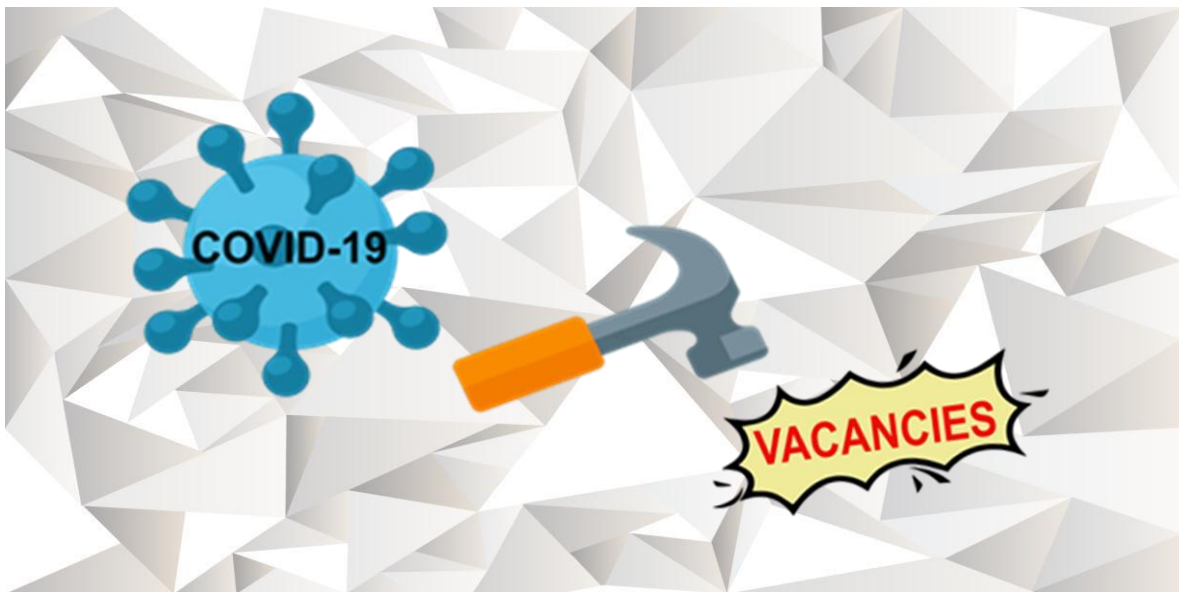




MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT AND TRAINING
(*Human Resource Development and Training Division*)

Report – Analysis of COVID-19 effect on vacancies obtained during

Labour Market Survey 2020



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Report – Analysis of COVID-19 effect on vacancies

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1.0 INTRODUCTION

EFFECTS OF COVID-19 ON VACANCIES REPORTED BY EMPLOYERS

The Labour Market Survey 2020 (LMS 2020) was conducted by the Employment Service from November 2019 to February 2020. The field work of the survey was conducted BEFORE the outbreak of the COVID-19 Pandemic and the National Confinement. The response rate was 20% and 8,449 vacancies were obtained.

As expected, due to the unpredictable situation caused by the pandemic, enterprises are facing economic crisis among others caused by closure of air transportation. In such conditions, some enterprises have decided to laid off workers. From 6 April 2020 to 12 June 2020, the Ministry has registered 2,597 cases of laid off workers.

Some employers have decided not to go forward with the recruitment of workers as previously reported in the LMS 2020, while others have reduced the number of vacancies drastically.

A validity exercise on vacancies reported in the LMS 2020 was conducted with the same employers. The outcome of the survey shows how the COVID-19 has affected severely the recruitment programme previously planned. Thus, out of the 8,449 vacancies reported, only 1,065 vacancies are now available, that is a reduction by **7,384** (87%). The construction sector forms part of the 39% vacancies obtained post COVID-19.

It is to be noted that no vacancy has been obtained for the textile sector, while 486 vacancies were obtained in the LMS 2020.

The most available jobs are Call Centre Operator (190), Mason (97), Bar Bender (85) and Carpenter (70), Accounts Clerk (61), Electrician (53) and Plumber (50)

1. The table below shows the number of vacancies obtained before and post COVID-19

Table 1.0 - Number of vacancies obtained before and post COVID-19

SECTOR	NUMBER OF VACANCIES OBTAINED BEFORE COVID-19	NUMBER OF VACANCIES OBTAINED POST COVID-19
<i>Agriculture</i>	487	85
<i>Arts, Entertainment and Recreational Activities</i>	23	10
<i>Construction</i>	712	411
<i>Education</i>	102	4
<i>Finance and Accountancy</i>	131	5
<i>Health and Social Services</i>	113	3
<i>Hotels and Restaurants</i>	2,141	9
<i>Information and Communication Technology</i>	1,555	330
<i>Manufacturing Except Textile</i>	718	57
<i>Other Sectors</i>	624	64
<i>Professional</i>	239	13
<i>Real Estate and Other Businesses</i>	536	1
<i>Textile</i>	486	0
<i>Transportation and Storage</i>	49	2
<i>Wholesale and Retail Trade</i>	533	71
TOTAL	8,449	1,065

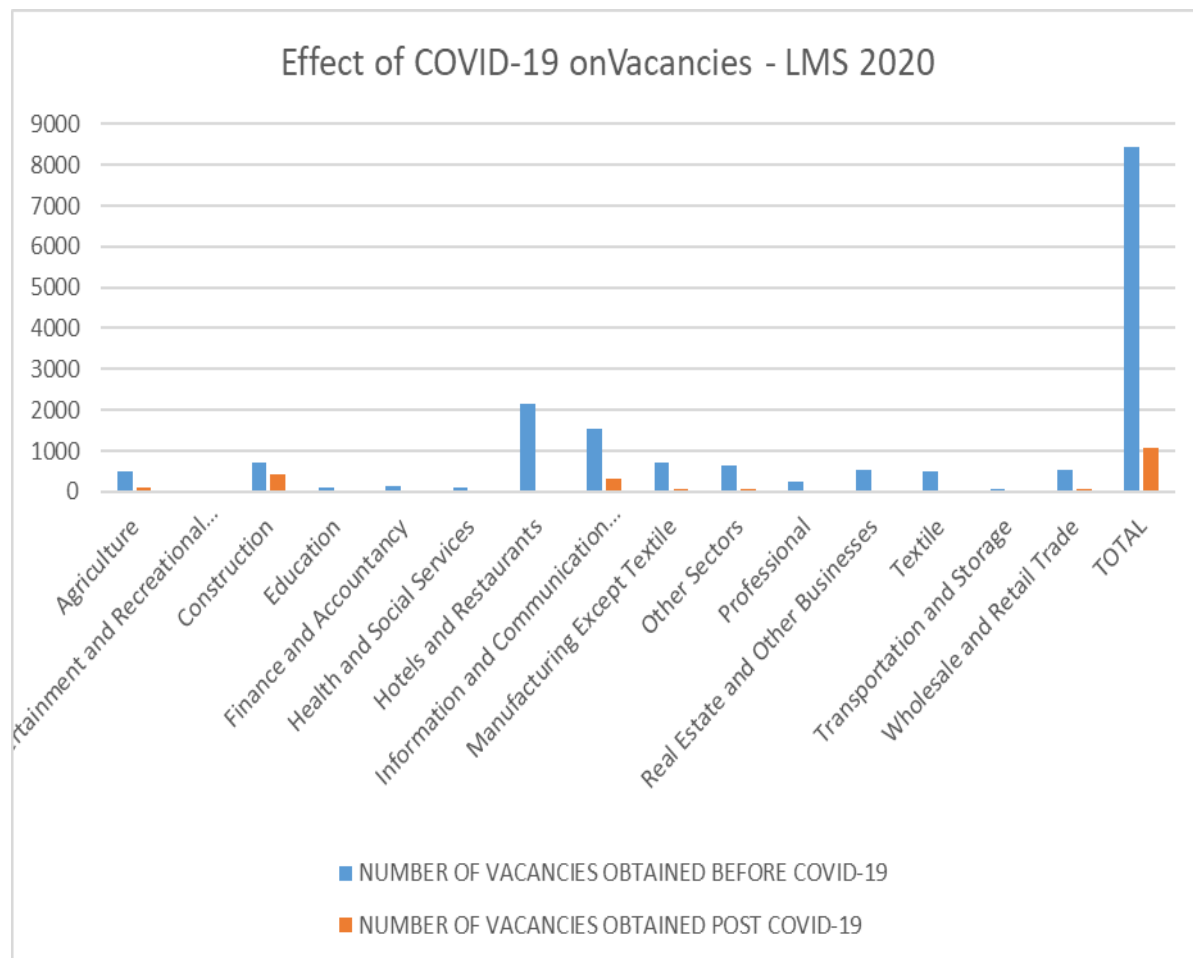
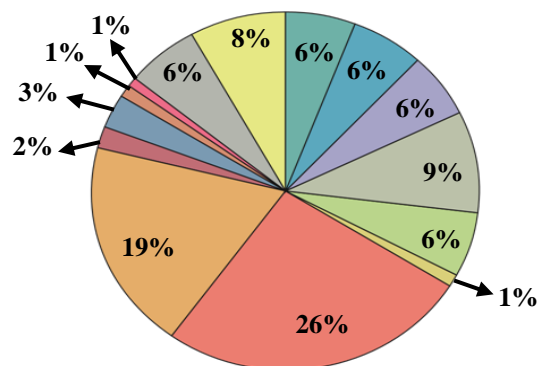
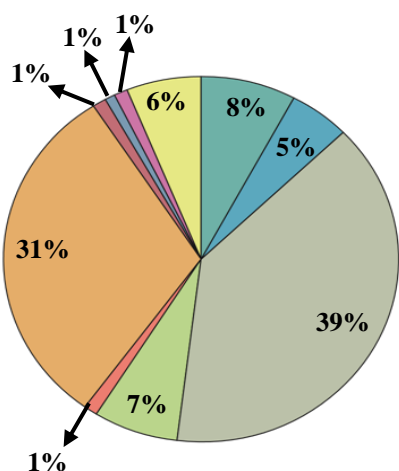


Figure 1.0: Effects of COVID-19 on vacancies

Number of vacancies obtained before and post Covid-19


















Before Covid-19



Post Covid-19

Please refer to the percentage labelling details according to the same colour match and do note that the sector with zero percentage is not included in the pie chart.

	Agriculture	487	85
	Manufacturing Except Textile	718	57
	Textile	486	0
	Construction	712	411
	Wholesale and Retail Trade	533	71
	Transportation and Storage	49	2
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	Education	102	4
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	Real Estate and other Businesses	536	1
	Arts, Entertainment and Recreational Activities	23	10
	Others	624	64

2.0 CONSTRUCTION SECTOR

The construction sector has got the most vacancies, 411. This shows that construction sector can be considered as the engine of recovery as depicted in the Budget Speech 2020-2021. The Hon. Minister of Finance, Economic Planning and Development said in the Budget Speech, *"As we stimulate construction, we have the will and the means to promote our local expertise, favor input from local firms and ensure that the employment created can be taken by Mauritians"*

The Construction sector covers 39% of vacancies obtained. 38% of the vacancies obtained consists of Bar Benders and Carpenters as shown in the table below:

Table 2.0 - Number of vacancies obtained in the construction sector

VACANCIES	NUMBER REQUIRED
Mason	97
Bar Bender	85
Carpenter	70
Electrician	53
Plumber	50
Chainman	15
Leading Hand	15
Scaffold Erector	10
Welder	10
Supervisor/Foreman	4
Site Engineer	2
Total	411

3.0 INFORMATION AND COMMUNICATION TECHNOLOGY

The Information and Communication Technology (ICT) sector has obtained 31% share of the vacancies post COVID-19. Out of the 1,555 jobs reported before the pandemic, only 21% is now available according to the responding employers.

In the budget speech 2020-2021, it is mentioned, *"our economic recovery plan is also about propelling Mauritius into the era of innovation and new technologies"*

For the sector, Call Centre Operator is the most required jobs (190), followed by Accounts Clerk (61).

Table 3.0 - Number of vacancies obtained in the ICT sector

VACANCIES	NUMBER REQUIRED
Call Centre Operator	190
Accounts Clerk	61
English Customer Service Representative	20
IT Technician	6
Web Developer	2
System Administrator (Platform)	2
Software Engineers	2
Software Developer	2
Server Systems Engineer	2
Senior Software Test Engineer - Automation	2
Senior Software Developer - Black Ops	2
Senior Software Developer	2

Senior Security & Hosting Engineer	2
Senior Payroll Executive	2
Senior Java Reporting Developer	2
SAP ABAP Developer	2
Payroll Executive	2
Network Engineer	2
Maintenance Officer	2
IT Support Officer	2
IT Process Engineer	2
IT Delivery Project Manager	2
Graphic Designer	2
Full Stack Web Developer	2
Develops Engineer	2
Database Administrator	2
Customer Relationship Executive	2
Corporate Data Steward	2
Associate Product Support Specialist	2
Sales Executive	1
Lead Salesforce Engineer	1
Computer Technician	1
TOTAL	330

4.0 AGRICULTURE

One of the lessons experienced during the COVID-19 confinement is that we need to be self-sufficient as possible in our food consumption. There is a need to bring more land under cultivation so as we become independent in food supplies.



The number of vacancies reported before the pandemic has decreased drastically from 487 to 85. (8% share)

44% vacancies for the sector have been obtained for Agricultural Labourers.

Table 4.0 - Number of vacancies obtained in the agriculture sector

VACANCIES	NUMBER REQUIRED
Agricultural Labourer	37
Forestry worker	12
Conservation Biologist	10
Field Labourer, Fruits Plantation	10
Veterinary Technician	10
Driver	5
Trainee Manager, Agriculture	1
TOTAL	85

5.0 WHOLESALE AND RETAIL TRADE

In our study, the sector seems to be affected a lot by the COVID-19 effect, it has experienced a reduction of vacancies by 87%. Responding employers who have shown interests for 533 vacancies now are only interested to fill only 71 vacancies as depicted below:

Table 5.0 - Number of vacancies obtained in the wholesale and retail sector

VACANCIES	NUMBER REQUIRED
Cashier	37
Sales Helper	25
Painter	2
Panel Beater	2
Estimator	1
Helper	1
Mechanical Engineer	1
Medical Representative	1
Shelves worker	1
TOTAL	71

6.0 MANUFACTURING EXCEPT TEXTILE

The Manufacturing Sector has been severely affected by the pandemic. There has been a reduction in vacancies for the sector by 92%. Enterprises are facing enormous difficulties to sustain production and thus are reducing workforce drastically and are not entertaining recruitment projects

Table 6.0 - Number of vacancies obtained in the manufacturing except textile sector

VACANCIES	NUMBER REQUIRED
General Worker	40
Cabinet Maker	4
Operations Technician	3
Welder (G&E)	2
Paint Varnisher	2
Secretary	1
Electrician/Maintenance Technician	1
Welder	1
Sales & Marketing Officer	1
Cleaner	1
Helper	1
TOTAL	57

7.0 OTHER SECTORS

The Other Sectors which now form parts of 6% vacancies for which employers are interested to fill have experienced a reduction by 90% in the intention of recruitment.

Table 7.0 - Number of vacancies obtained in the other sectors

VACANCIES	NUMBER REQUIRED
Other Occupations	31
Helper	12
Apprentice Cabinet Maker	3
Driver	3
Babysitter	2
Cabinet Maker	2
Clerical Officer	2
Client Accountant	2
Computer Technician	2
Administrative Officer	1
Assistant Communications Manager	1
Cleaner	1
Client Service Operator	1
Customer Experience Manager	1
Customer Experience Service Specialist	1
TOTAL	64

8.0 REMAINING SECTORS

Find below vacancies obtained by the remaining sectors deeply affected by the Pandemic.

8.1 HOTELS AND RESTAURANTS

Table 8.0 - Number of vacancies obtained in the hotels and restaurants sector

VACANCIES	NUMBER REQUIRED
Waiter	3
Administrative Officer	1
Cashier	1
Cook	1
Rider	1
Supervisor	1
Waiter/ Barman	1
TOTAL	9



8.2 PROFESSIONAL

Table 9.0 - Number of vacancies obtained in the professional sector

VACANCIES	NUMBER REQUIRED
Debt Collector	5
Software Developer	2
Associate Executive Operation	1
Executive (Operation)	1
Executive Marketing and Events	1
HR: People Advisor	1
Senior Administrator Financial Crime Risk Alerts	1
Senior Executive	1
TOTAL	13

8.3 FINANCE AND ACCOUNTING

Table 10 - Number of vacancies obtained in the finance and accounting sector

VACANCIES	NUMBER REQUIRED
Plumber	2
Accounts Clerk/ Accounts Officer	1
Electrician	1
Fire Alarm Technician	1
Total	5

8.4 ARTS, ENTERTAINMENT AND RECREATIONAL ACTIVITIES

Table 11 - Number of vacancies obtained in the entertainment and recreational sector

VACANCIES	NUMBER REQUIRED
Dancer	10

8.5 HEALTH AND SOCIAL SERVICES

Table 12 - Number of vacancies obtained in the health and social services sector

VACANCIES	NUMBER REQUIRED
Laboratory Technician	2
Maintenance Electrician/ Plumbing Technician	1
Total	3

8.6 REAL ESTATE AND OTHER BUSINESSES

Table 13 - Number of vacancies obtained in the real estate and other businesses sector

VACANCIES	NUMBER REQUIRED
Maintenance Manager	1

9.0 SKILLS MISMATCH

One of the major difficulty that employers are having is scarcity of talented workforce due to skills mismatch. The MITD and HRDC provides interesting training programmes for youth. The programmes must be developed in conjunction with the needs of employers.

The demand for data on various forms of skills mismatches has risen in recent years, in line with the prioritization of countries to ensure that effective policy measures and tools are formulated to improve the quality and relevance of skills formation. Many have stressed the importance of making better use of qualification and occupational skills as a prerequisite for better employment outcomes and employability, as well as improved labour productivity.

The concept of skills mismatch, however, is broad and ambiguous. It can relate to many forms of labour market friction, including vertical mismatch, skill gaps, skill shortages, qualification mismatch, field of study (horizontal) mismatch and skill obsolescence. This may lead to misinterpretation of results. The existence of estimates based on different measurement approaches also leads to confusion.

10.0 WAY FORWARD

The Ministry will work in collaboration with employers to assist in the recruitment projects for the vacancies reported in this study. A report in this respect will be prepared.

It is expected to conduct the next Labour Market Survey 2021 as from October 2020.

11.0 CONCLUSION

The COVID-19 crisis impacts on both the demand and the supply sides of the labour market, and it has major implications for the goal of ensuring full employment and decent work. In particular, the crisis is pushing many families into poverty and increasing existing inequalities.

Indeed, the COVID-19 has an unprecedented blow on our economy. As shown by the study, many enterprises have cancelled their recruitment projects and some have even laid off workers.

However, there are signs that once the effects of the pandemic are over, the economic recovery plan will take place. The construction industry will be the engine of the recovery. Once the war against COVID-19 has been won and air space re-opened, there will be a fresh resumption in some sectors such as air travel and tourism.