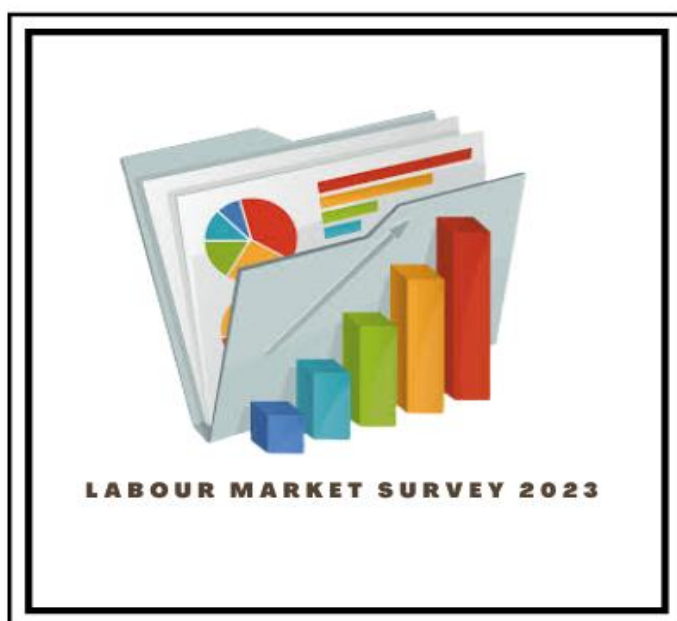


MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT AND TRAINING  
*(Human Resource Development and Training Division)*

National Employment Department

## Labour Market Survey 2023



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**August 2023**

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### ACKNOWLEDGEMENTS

The Ministry of Labour, Human Resource Development and Training wishes to thank all employers who have participated in the Labour Market Survey 2023. They have provided valuable information that has enabled the Ministry to depict a realistic picture on the evolution of the Mauritian Labour Market and provided opportunities for human resource development.

The collaboration with the Government Online Centre (GOC), Statistics Mauritius and Human Resource Development Council is hereby acknowledged.

The 13 Employment Information Centres (EICs) have collaborated fully in the survey.

National Employment Department

Ministry of Labour, Human Resource Development and Training

August 2023

## 1.0 INTRODUCTION

This report encapsulates a thorough examination of the intricate dynamics that shape the Mauritian workforce, offering an insightful glimpse into the trends, challenges, and opportunities that define the present state of employment in the country.

Mauritius, renowned for its breathtaking landscapes and vibrant culture, also stands as a testament to economic progress, cultural and social development. As we delve into the findings of this survey, we will unravel the intricate tapestry of factors influencing the employment landscape – from education and skills development to gender dynamics, sectoral shifts, and the ever-evolving demands of the global skills requirements.

The significance of this labour market survey extends far beyond mere statistics and data points; it represents a key resource that will guide policy formulation, inform strategic decision-making, and pave the way for sustainable growth. By understanding the nuances of the Mauritian labour market, we equip ourselves with the tools necessary to foster an environment that supports equitable employment opportunities, enhances workforce skills, and cultivates innovation-driven industries.

This report seeks to shed light on both the achievements and challenges faced by Mauritius in its pursuit of a resilient and adaptable workforce.

The document holds a synthesis of comprehensive research, meticulous data collection, and insightful analysis that collectively paint a holistic picture of the labour market's current state by sectors. The NED has endeavored to ensure that the findings provide a solid foundation for informed discussions, constructive debates, and targeted interventions that will collectively shape the trajectory of employment in Mauritius.

As we navigate the ever-changing currents of globalization, technological disruption, and socioeconomic progress, this labour market survey serves as both a compass and a rudder – guiding us towards a future where Mauritian workers are empowered, industries are resilient, and our nation continues to shine brightly on the world stage.

### 2.0 EXECUTIVE SUMMARY

The Labour Market Survey 2023 covers the period February 2023 to June 2023, where employers were requested to participate in the web survey through the e-platform:

<https://eservice.govmu.org/form/MLHRDT/login.php?session=notlogin>

The rate of response of the survey was 11% and the employers have shown intention to fill 6,384 vacancies.

Most vacancies were obtained from the Manufacturing Except Textile, Real Estate and Other Businesses and Hotels and Restaurants, being 51% of total vacancies.

The enterprises that employ more than 500 employees have shown intention to recruit 2,544 employees (1,971 employees in 2022)

Employers of the northern districts, have shown intention for recruitment project for 2,713 jobs.

The employers who have participated in the survey claimed most jobs in all sectors require capacity building.

Among the jobs obtained, 32% are for males, 12% are for females and 56% are for either males or females.

The Labour Market Survey 2023 revealed that Manufacturing Helpers (12%), Refuse Workers (8%), Construction Skilled Workers (7%), Cleaners and Helpers (7%), and Food Processing Workers (7%) were the most available vacancies obtained from the responded employers.

### 3.0 FACT SHEET

The present Labour Market Survey (LMS) is the fourth web-based survey conducted by the Ministry. The LMS measures the intentions of employers to recruit employees for the year 2023, including creation of new posts or replacements. The LMS allows the identification of vacancies for which employers might encounter difficulties to fill in the post.

The objectives of the LMS are to:

- Determine the labour needs and expectations of employers for the year;
- Assist employers in their recruitment projects; and
- To identify avenues for human resource development and training.

The LMS (2023) has been carried out by the National Employment Department using the web-based platform developed by the Government On-line Centre

(<https://eservice.govmu.org/form/MLHRDT/loginphp?session=notlogin>).

Emails were sent to 4,274 employers of the private sector grouped into 15 sectors. The rate of response obtained was 11%. This report provides figures for vacancies available in the 15 sectors and difficulties of employers to fill the vacant positions.

480 employers responded to the survey. Data on 6,384 vacancies were obtained through the survey and 34% of the vacancies were from the Hotels and Restaurants, Information and Communication Technology Sectors grouped together.

In comparison, 650 employers who participated in the labour market survey of 2021 had intention to fill 4,679 vacancies, out of which 17% were for the Manufacturing except Textile sector.

Table 1: Fact Sheet

	2020	2021	2022	2023
<b>Response rate</b>	20%	16%	12%	11%
<b>Employers</b>	710	650	502	480
<b>Vacancies</b>	8,449	4,679	5,096	6,384
<b>% Employers having vacancies</b>	62%	50%	59%	63%

#### 15 Sectors:

- *Agriculture*
- *Manufacturing except textile*
- *Textile*
- *Construction*
- *Wholesale and retail trade*
- *Transportation and storage*
- *Hotels and restaurants*
- *Travel and Tourism*
- *ICT*
- *Financial Intermediation*
- *Professional*
- *Education*
- *Health and social services*
- *Real Estate and other Businesses*
- *Arts, Entertainment and Recreational Activities*



#### 4.0 VACANCIES OBTAINED BY SIZE OF ENTERPRISES

For the year 2023, the enterprises that have more than 500 employees have shown the intention to recruit 40% of the vacancies obtained through the survey.

The enterprises that have employees in the range of 200 – 499 employees have shown intention to fill 1,104 vacancies.

As the range increases from 10 to 19 employees, the intention to recruit employees increases.

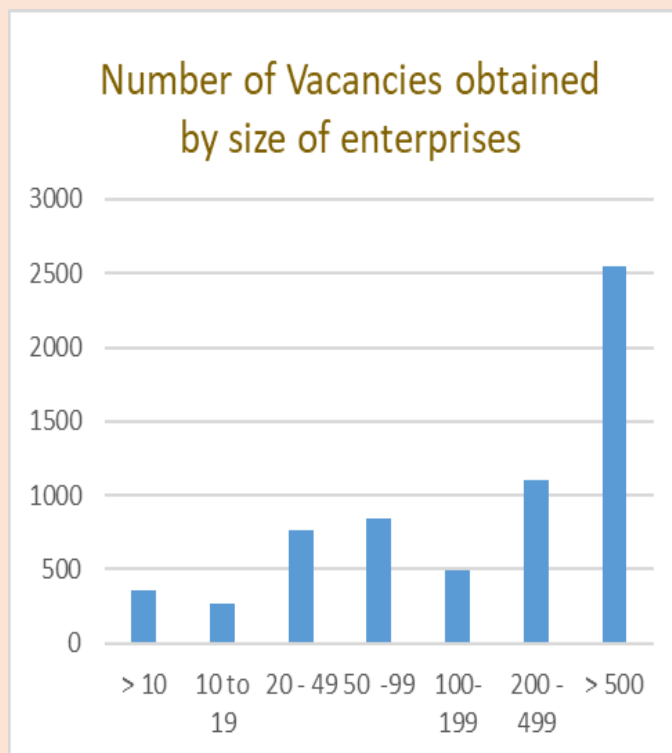


Figure 1: Number of vacancies obtained by size of enterprises

Enterprises that employ more than 500 employees from sectors such as Textile, Manufacturing except Textile, Real Estate and Other Businesses, ICT, Hotels and Restaurants, and have mostly shown intention to recruit Manufacturing Helpers, Food Processors, Cleaners, Finance Professionals, Waiters and Bartenders respectively.

In comparison to the survey of 2022, the enterprises which employ more than 500 workers had 1,971 (39%) vacancies; while those with the range of 200 to 499 employees had intention to fill for 745 vacancies.

As for the survey of 2021, the enterprises that employ more than 500 workers had 1,166 (25%) vacancies; while those with 100 to 199 employees had intention to fill for 846 vacancies.

## 5.0 VACANCIES OBTAINED BY REGIONS

The employers have been grouped accordingly in four regions, namely the North, East, Centre (for this survey includes the western region) and South. 224 employers of the Northern region who have responded, have shown intention to recruit 2,713 employees (42%). 187 employers of the central region (for this survey consisting of Plaine Wilhems and Black River districts) have shown intention to recruit on 39% vacancies obtained through the survey. The employers of Eastern and Southern regions have shown intention of recruiting 965 and 206 employees respectively.

The figure below provides for the number of vacancies obtained by regions for the years 2021 to 2023:



Figure 2: Vacancies by regions, 2021 - 2023

Employers in the northern region have shown intention of recruitment among others for the following jobs: Manufacturing Helpers, Mason, Food Processors, Security Guards and Cashiers.

The survey reveals that most vacancies were found in the centre regions, that is, 2,082 in 2021, 2,442 in 2022 and 2,500 in 2023.

Employers in the centre region in sectors like ICT, Hotels and Restaurants, Finance and Accountancy and Real Estate and Other Businesses have recruitment projects for the following jobs: Finance Professionals, Waiters and Bartenders, Cooks and Kitchen Helpers, and Administrative Professionals and Cleaners.

## 6.0 JOBS THAT REQUIRE TRAINING

195 employers have expressed the needs for training as regards vacancies that are available at their enterprises. The training requirements vary with sectors and jobs. The table below provides some of the jobs for which training requirements have been expressed by employers:

Table 2: Jobs that requires training

Sectors	Jobs
Agriculture	<i>Agricultural, Forestry and Fishery Labourers</i>
Construction	<i>Construction Skilled Workers</i>
Education	<i>Secondary School Teachers</i>
Finance and Accountancy	<i>Finance and Administration Professionals</i>
Health and Social Services	<i>Medical Professionals Hairdressers, Beauticians and Related Workers</i>
Hotels and Restaurants	<i>Cooks, Waiters and Bartenders, Food Preparation Assistants</i>
Information and Communication Technology	<i>Client Information Workers, Communication Technicians, Data and network Professionals, Application Developers</i>
Manufacturing Except Textile	<i>Manufacturing Helpers, Assemblers</i>
Professional	<i>Administration Professionals, Engineering Professionals</i>
Real Estate and Other Businesses	<i>Protective Service Workers</i>
Textile	<i>Manufacturing Helpers, Garment and Related Trades Workers</i>
Transportation and Storage	<i>Transport and Storage Workers, Drivers, Mechanics</i>
Travel and Tourism	<i>Travel Guides, Sales Executives</i>
Wholesale and Retail Trade	<i>Salespersons, Cashiers, Mechanics</i>

## 7.0 VACANCIES OBTAINED BY SECTOR

Most vacancies were obtained in the Manufacturing except Textile (17%), Real Estate and Other Businesses (17%) and Hotels and Restaurants (16%) in the survey of 2023, while last year, most vacancies were obtained in the Hotels and Restaurants (17%) and the ICT sector (17%)

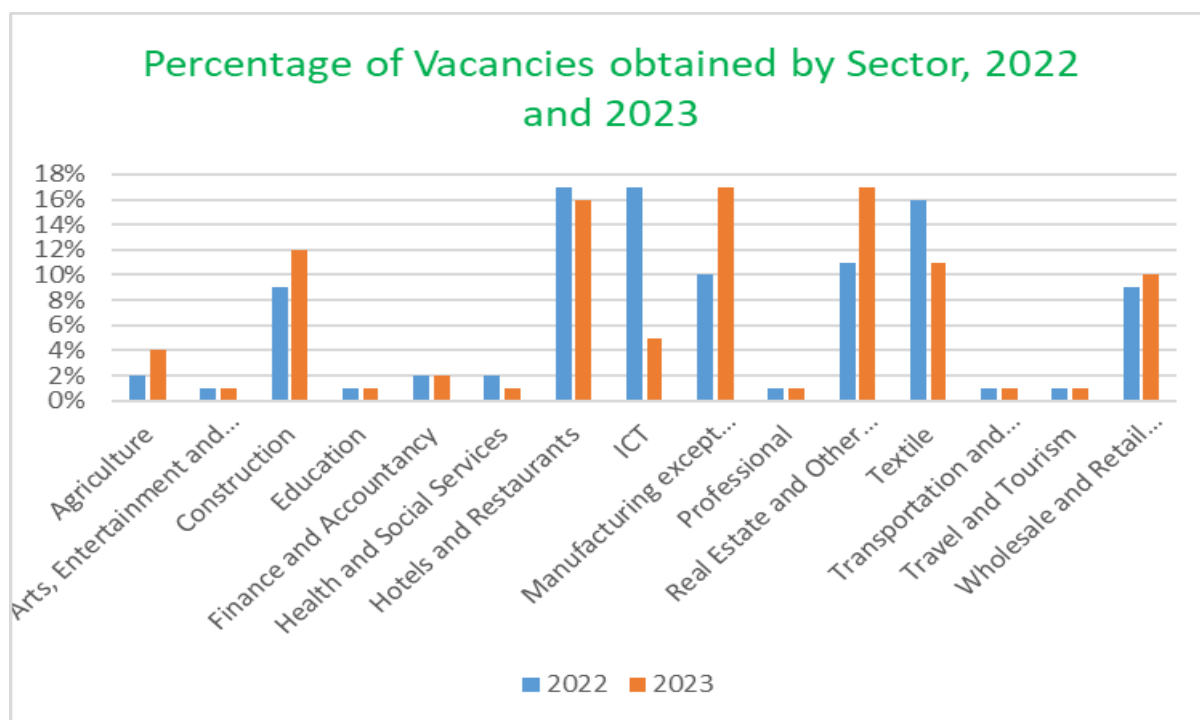
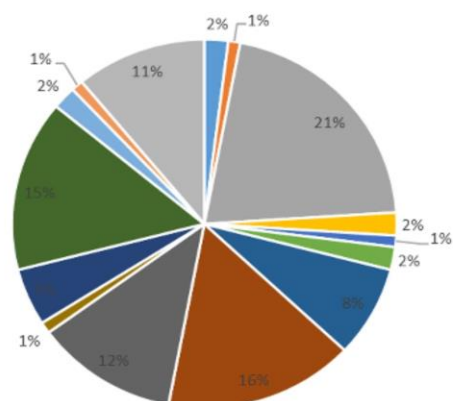


Figure 3: Vacancies obtained by sectors, 2022 and 2023

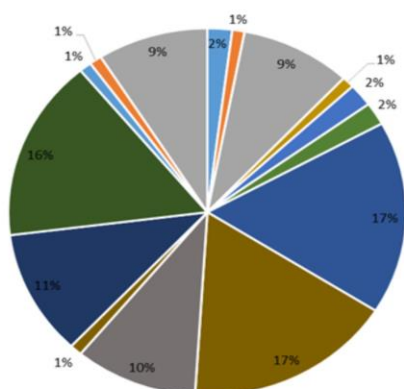
It has been observed that the Manufacturing except Textile, Real Estate and Other Businesses, Hotels and Restaurants and Construction have continued their progression and development and have the large share of vacancies.

The infographics on the next page provides for the number of employers who responded by sector and vacancies obtained.

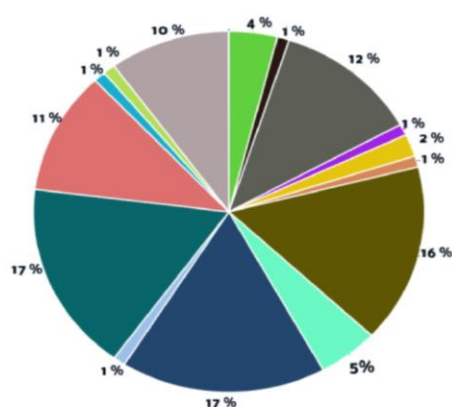
## Number of Vacancies obtained by sectors



% vacancies by sector, 2021



% vacancies by sector, 2022



% vacancies by sector, 2023

\*Please refer to the % labelling details according to the same color

## 2021 2022 2023











	Agriculture	121	107	235
	Manufacturing Except Textile	545	524	1,116
	Textile	687	790	713
	Construction	967	461	768
	Wholesale and Retail Trade	534	470	656
	Transportation and Storage	110	70	74
	Hotels and Restaurants	393	873	1,040
	Information and Communication Technology	759	873	30
	Finance and Accountancy	60	108	111
	Professional	39	65	87
	Education	96	71	34
	Health and Social Services	115	87	74
	Real Estate and Other Businesses	219	559	1,077
	Arts, Entertainment and Recreational Activities	13	25	14
	Travel and Tourism	24	14	55

Figure 4: Number of vacancies obtained by sector

## 8.0 NUMBER OF VACANCIES OBTAINED BY SECTOR

The table below provides for vacancies obtained by employer who responded in the survey:

*Table 3: Number of vacancies by sector*

SECTOR	NUMBER OF EMPLOYER RESPONDED	NUMBER OF VACANCIES OBTAINED	PERCENTAGE OF VACANCIES OBTAINED
Agriculture	32	235	4%
Arts, Entertainment and Recreational Activities	7	14	1%
Construction	59	768	12%
Education	13	34	1%
Finance and Accountancy	27	111	2%
Health and Social Services	20	74	1%
Hotels and Restaurants	38	1,040	16%
Information and Communication Technology	37	330	5%
Manufacturing Except Textile	79	1,116	17%
Professional	24	87	1%
Real Estate and Other Businesses	22	1,077	17%
Textile	16	713	11%
Transportation and Storage	10	74	1%
Travel and Tourism	9	55	1%
Wholesale and Retail Trade	87	656	10%
<b>TOTAL</b>	<b>480</b>	<b>6,384</b>	<b>100%</b>

***Note:*** The employers who are linked to the sectors do not necessarily have recruitment projects.

## 9.0 GENDER STATISTICS

In order to obtain information on gender perspective, employers were requested to provide information on their gender preferences for their vacancies.

The LMS 2023 revealed that on the total of vacancies obtained 32% were for males, 12% for females and 56% for either males or females.



Figure 5: Vacancies obtained by sex

The sectors that requested for most male vacancies were Agriculture, Construction, Manufacturing Except Textile, and Wholesale and Retail Trade; while the Manufacturing Except Textile had more vacancies for females compared to other sectors.

## 10.0 MOST AVAILABLE JOBS

During the Labour Market Survey 2023, Manufacturing Helpers (12%), Refuse Workers (8%) Construction Skilled Workers (7%), Cleaners and Helpers (7%), Food Processing and Related Workers (7%) and Waiters and Bartenders (6%) were the most available jobs obtained from to the responded employers.

The most demanded jobs obtained through the survey in 2023 are shown in the figure below:

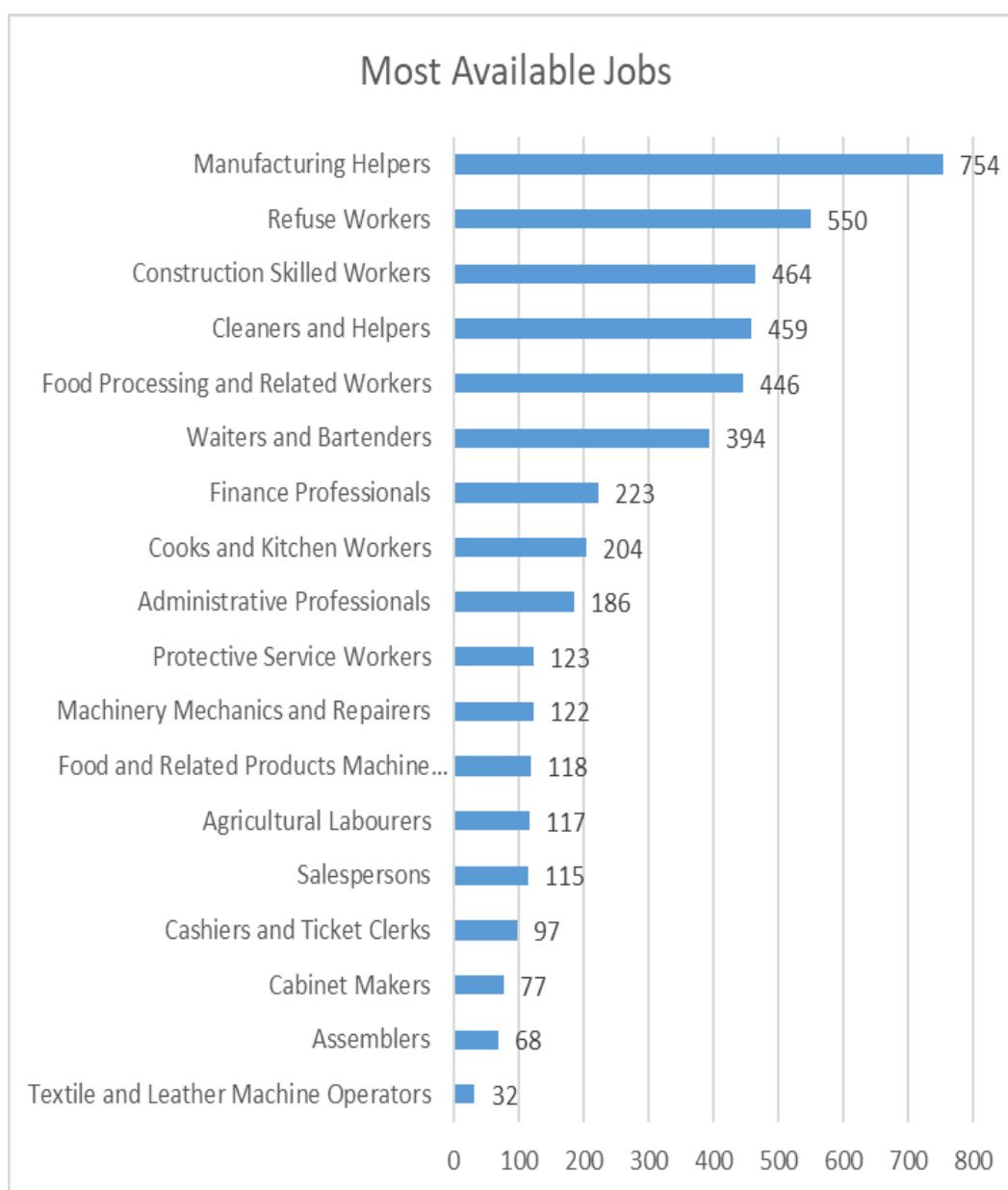


Figure 6: Most available jobs



## 11.0 AGRICULTURE

The Agricultural sector consists among others of agricultural enterprises, forestry, fishery and agricultural products packing companies. Only 15% of employers surveyed in the sector have responded positively. Out of the 32 employers who responded from the agricultural sector, 15 have recruitment plan to fill 235 vacancies for 2023, representing 4% of the vacancies. 65% of the vacancies obtained are for males, while 27% are for females. 80% of employers are willing to seek assistance of EICs to fill the vacancies. Most vacancies were obtained for Agricultural Labourers.



Figure 7: Number of vacancies, Agriculture, 2020-2023

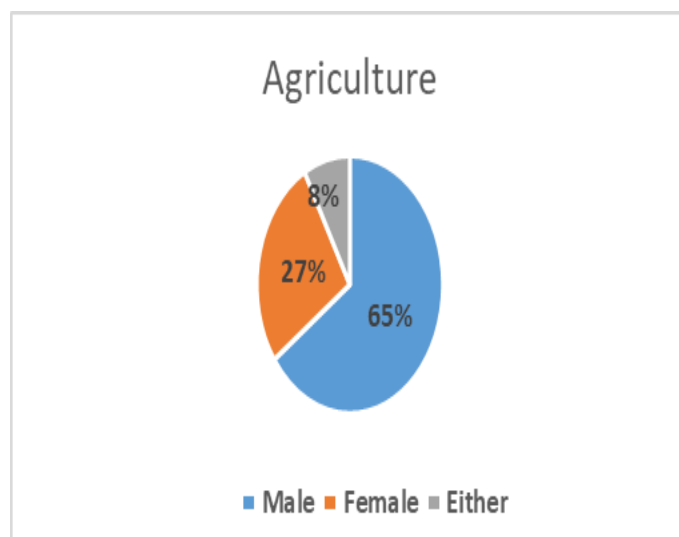


Figure 8: Number of vacancies by sex, Agriculture, LMS 2023

## 12.0 ARTS, ENTERTAINMENT AND RECREATIONAL ACTIVITIES

The Arts, Entertainment and Recreational Activities sector consists of among others: art galleries, music companies, theatres, publicity and tourism sales activities. Among the 7 responded employers of the sector, 4 have plan to fill 14 vacancies. 13% of employers surveyed in the sector have responded positively. 57% of the employers who have responded in the survey are willing to seek assistance of EICs to fill the vacancies. 50% of the vacancies obtained were for male candidates. The vacancies obtained represent about 1% of the total vacancies.

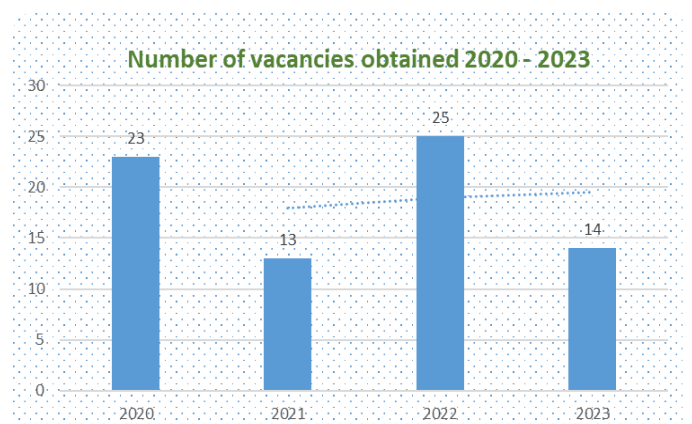
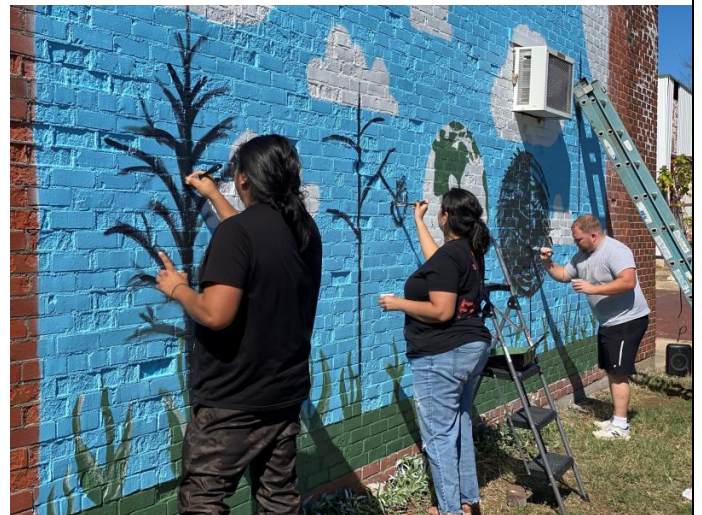


Figure 9: Number of vacancies, Arts, Entertainment and Recreational Activities, 2020 -2023

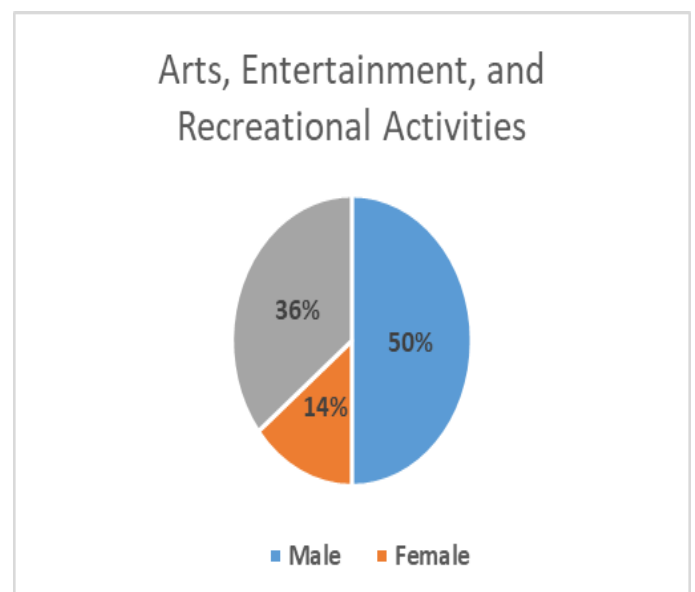


Figure 10: Number of vacancies by sex, Arts, Entertainment and Recreational Activities, LMS 2023

## 13.0 CONSTRUCTION

The construction sector consists of construction of buildings, making of dams, civil works and engineering. 59 employers (response rate of 12%) of the construction sector have responded and 37 of them have shown intention to recruit 768 employees. 78% vacancies obtained are for male candidates. The sector that employs mostly expatriates expresses the need for training of its workforce. 70% of employers (76% in 2022) are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs. The vacancies obtained through the survey represents 12% of the total vacancies obtained. Most vacancies were obtained for construction skilled workers.

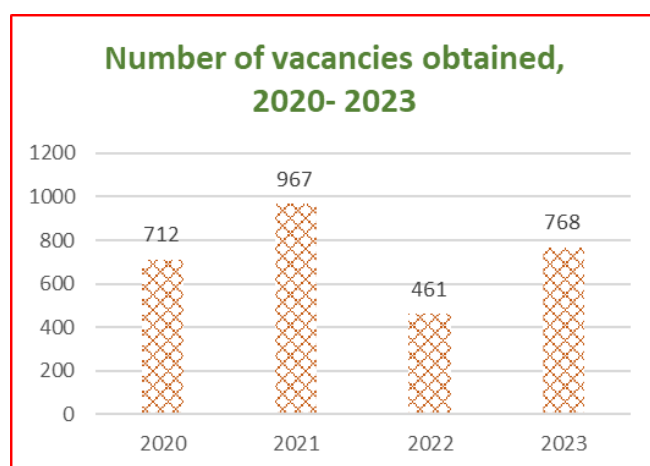


Figure 11: Number of vacancies, Construction, 2020 - 2023

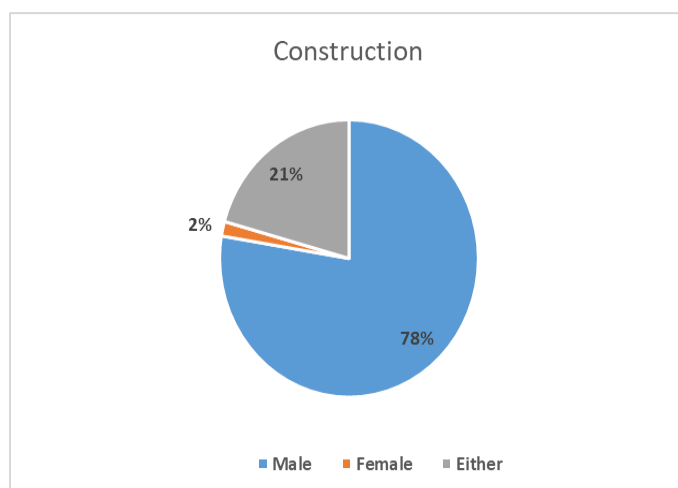


Figure 12: Number of vacancies by sex, Construction, LMS 2023

## 14.0 EDUCATION

The Education sector consists of employers in the pre-primary, primary, secondary, tertiary and vocational and technical education. Out of the 13 employers (response rate of 14%) of the education sector who responded 7 have shown intention to recruit 34 employees. The employers claim that among others the following occupations requires training: Secondary School Teachers. 71% of employers are willing to seek assistance from EICs to obtain suitable candidates for jobs reported. The vacancies for the sector forms consists 1% of the total vacancies. The vacancies for this sector have decreased since 2020. 82% of the vacancies obtained are for either male or female candidates.

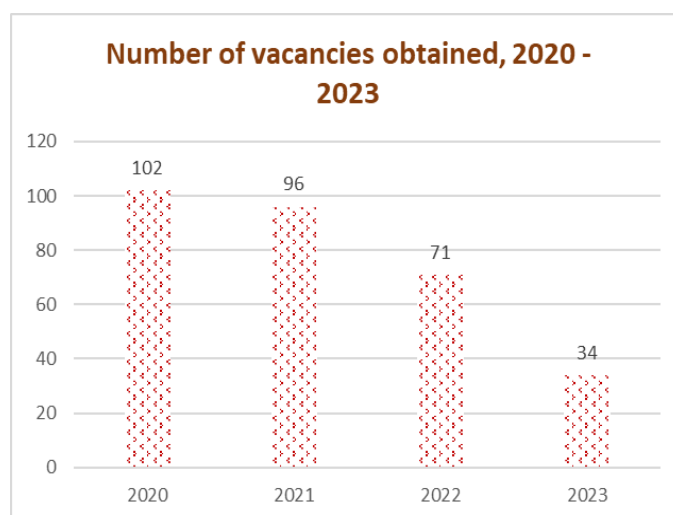


Figure 13: Number of vacancies, Education, 2020 -2023

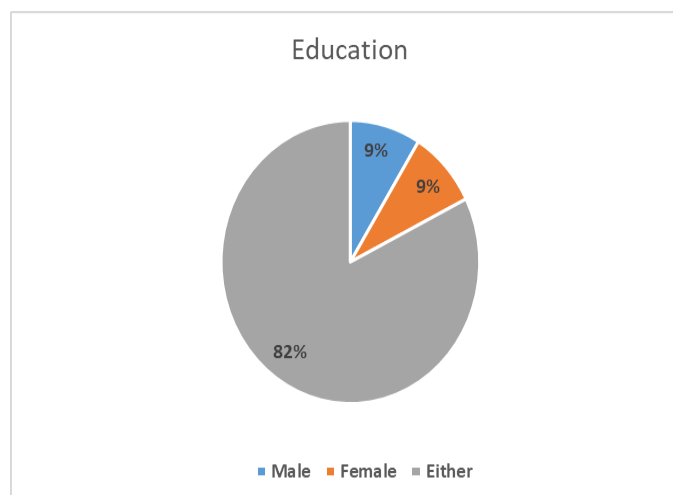


Figure 14: Number of vacancies by sex, Education, LMS 2023



## 15.0 FINANCE AND ACCOUNTANCY

The Finance and Accountancy sector consists among others of accountancy, financial consulting, auditing, insurance and investment firms. Out of the 27 employers (response rate of 22%) of the Financial Intermediation sector who responded, 17 have shown intention to recruit 111 employees. (108 vacancies in 2022) The employers from the sector claim that the jobs in the sector requires training before placement. 65% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs. The vacancies obtained represents about 2% of the total obtained during the survey. 85% of the vacancies obtained are for either male or female candidates.

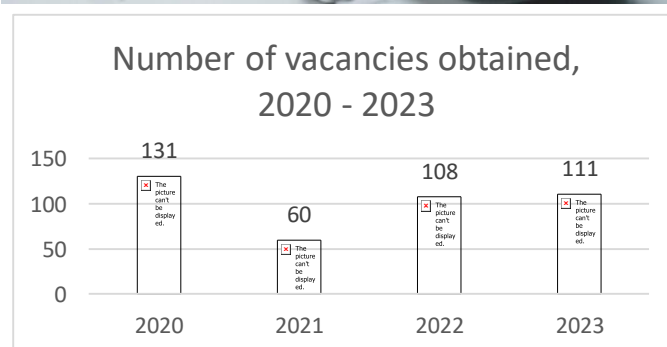


Figure 15: Number of vacancies, Finance and Accountancy, 2020 -2023

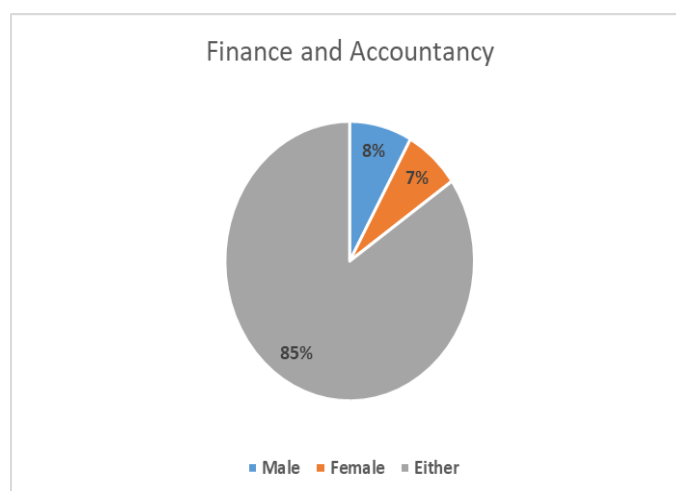


Figure 16: Number of vacancies by sex, Finance and Accountancy, LMS 2023

## 16.0 HEALTH AND SOCIAL SERVICES

The Health and Social Services sector consists of employers of private clinics, pharmacies, homes, shelters and NGOs. 20 employers of the Health and Social Services sector responded to the survey whereby 13 have shown intention to recruit 74 employees. The employers claim that the following jobs require training: Medicine Professionals and Personal Care Workers. 69% of employers are willing to seek assistance of EICs for the recruitment process. The vacancies obtained during the survey consist of about 1% of the total vacancies. 49% of the vacancies obtained are for either male or female candidates.

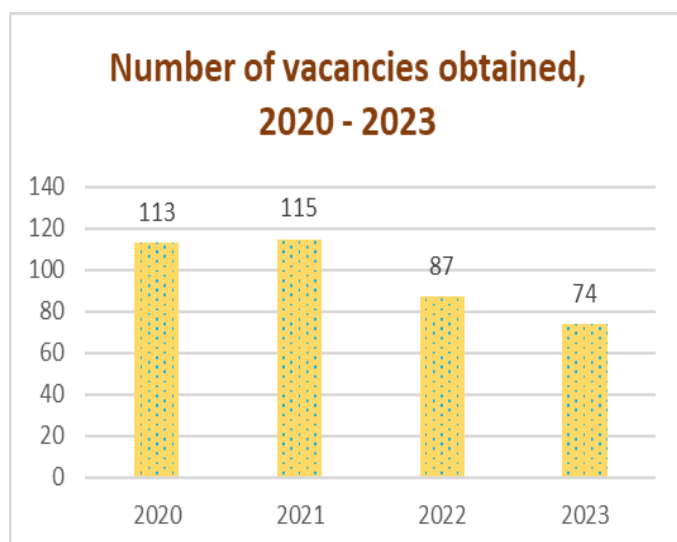


Figure 17: Number of vacancies, Health and Social Services, 2020 -2023

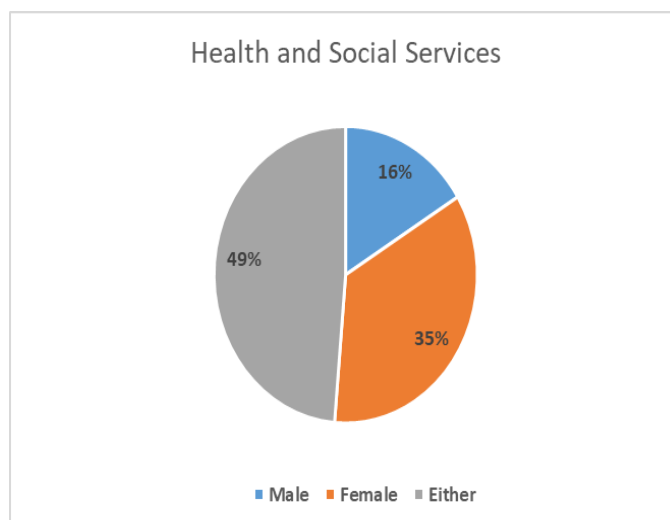


Figure 18: Number of vacancies by sex, Health and Social Services, LMS 2023

## 17.0 HOTELS AND RESTAURANTS

The Hotels and Restaurants sector consists of hotels, restaurants, guests house and bungalows. 28 employers, out of the 38 responded, have shown intention to recruit 1,040 employees compared to 873 employees in 2022. The employers from the sector claim that the following occupations require training: Cooks and Kitchen Helpers, and Waiters and Bartenders. 82% of employers in comparison to 72% in 2022 are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs. The vacancies obtained covers 16% of the total vacancies obtained during the survey. 80% of the vacancies obtained are for either male or female candidates.

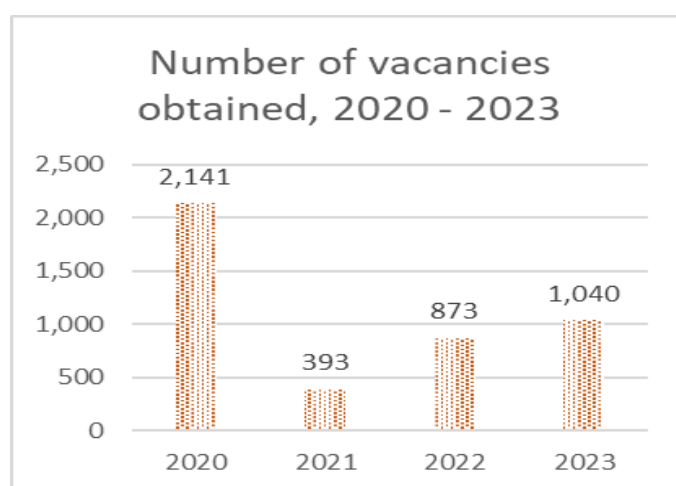


Figure 19: Number of vacancies, Hotels and Restaurants, 2020 -2023

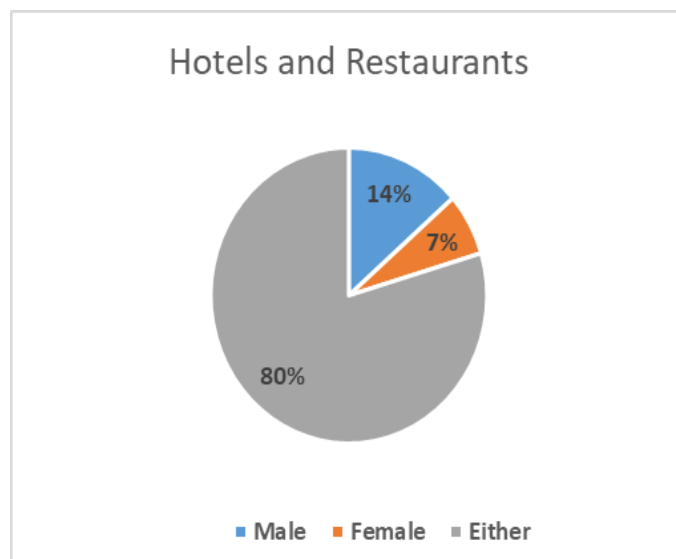


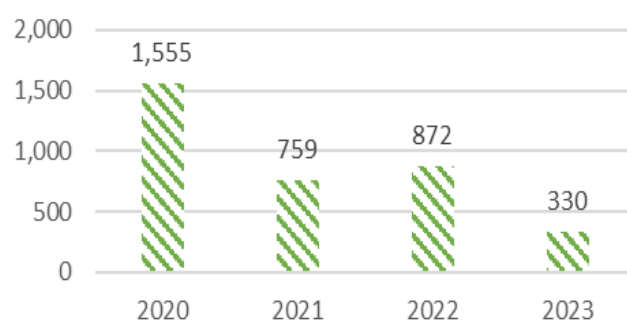
Figure 20: Number of vacancies by sex, Hotels and Restaurants, LMS 2023

## 18.0 INFORMATION AND COMMUNICATION TECHNOLOGY

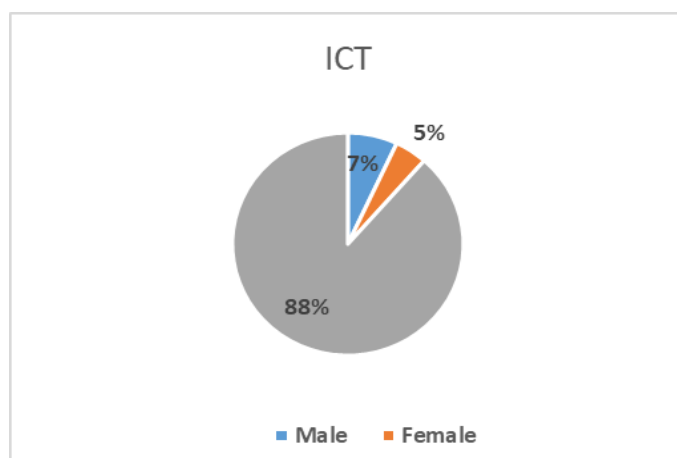
The sector consists of call centres, business process outsourcing, networking, database administration, website management and software development enterprises. 21 out of the 37 responded employers have shown intention to recruit 330 employees. The employers from the sector claim that the following occupations require capacity building: Database and Network Professionals and ICT Managers. 62% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs. The vacancies obtained is estimated to be about 5% of the total vacancies obtained during the survey. 88% of the vacancies obtained are for either male or female candidates.



**Number of vacancies obtained, 2020 - 2023**



*Figure 21: Number of vacancies, Information and Communication Technology, 2020 -2023*



*Figure 22: Number of vacancies by sex, Information and Communication Technology, LMS 2023*



## 19.0 MANUFACTURING EXCEPT TEXTILE

The Manufacturing sector consists among others of cabinet making, metal furniture assembly, soap and detergent manufacturing, and food processing operators. Out of the 79 responded employers (response rate of 8%) of the Manufacturing other than Textile sector, 56 have shown intention to recruit 1,116 employees (524 in 2022). Employers of the sector claims that among others the following jobs require training: Machinery Fitters, Sheet and Structural Metal Workers, Assemblers and Food Processing Trade Workers. 66% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs. 49% of the vacancies obtained are for male candidates.

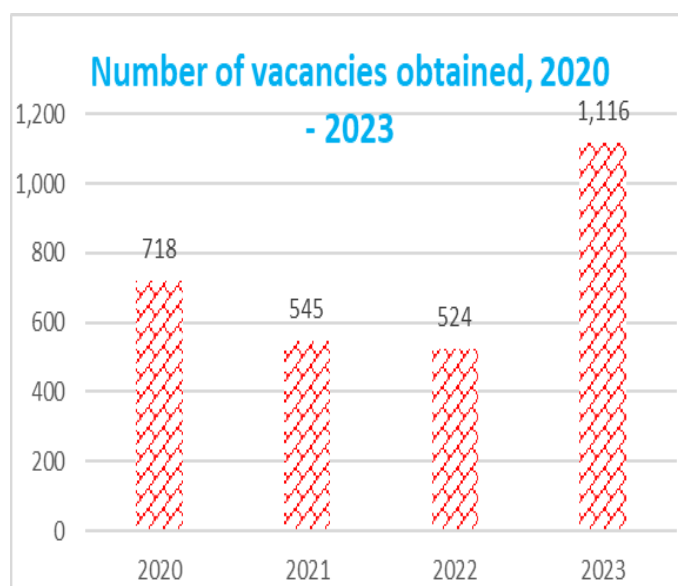


Figure 23: Number of vacancies, Manufacturing Except Textile, 2020 -2023

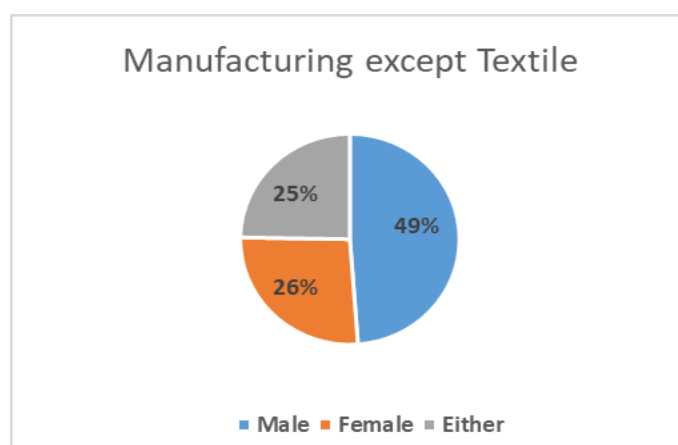


Figure 24: Number of vacancies by sex, Manufacturing except Textile, LMS 2023

20.0 PROFESSIONAL

The Professional sector consists among others of legal, consulting and advertising firms. Out of the 24 employers of the Professional sector who responded, 15 have shown intention to recruit 87 employees. 53% of employers are willing to seek assistance from EICs to obtain suitable candidates for available vacancies. The vacancies obtained forms about 1% of the total vacancies obtained during the survey. 46% of the vacancies obtained are for male candidates.

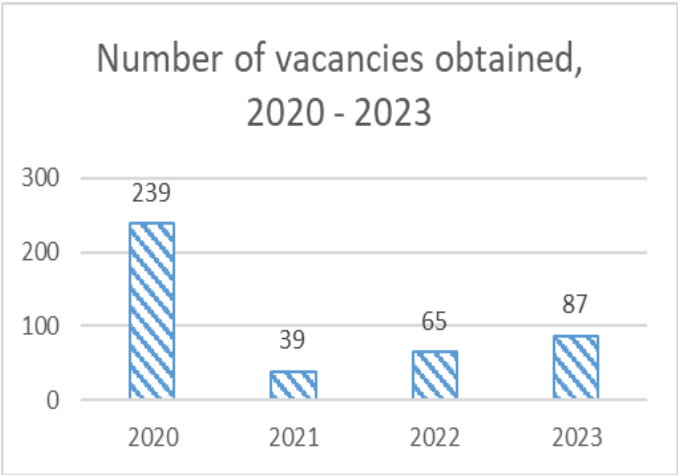


Figure 25: Number of vacancies, Professional, 2020 - 2023

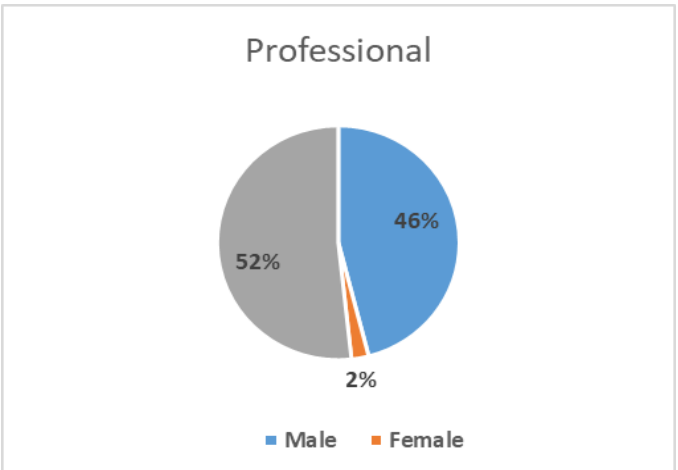


Figure 26: Number of vacancies by sex, Professional, LMS 2023

21.0 REAL ESTATE AND OTHER  
BUSINESSES

The Real Estate and Other Businesses sector consists of among others, cleaning operators, security services and real estate agencies. Out of the 22 employers who responded (10%), 12 have shown intention to recruit 1,077 employees. The employers of the sector claim that the following jobs require capacity building: Administration Professionals, Vehicle and Other Hand Cleaning Workers. 58% of employers are willing to seek assistance of EICs for the recruitment process. The vacancies obtained during the survey form part of about 17% of the total vacancies. 8% of the vacancies obtained for the sector are for Security Guards. 84% of the vacancies obtained were for either male or female candidates. Most vacancies are Protective Service Workers, Refuse Workers and Cleaners.

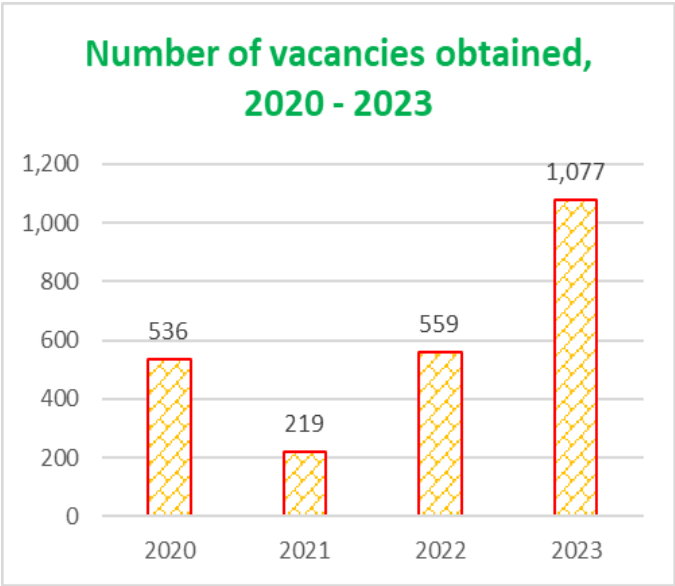


Figure 27: Number of vacancies, Real Estate and Other Businesses, 2020 -2023

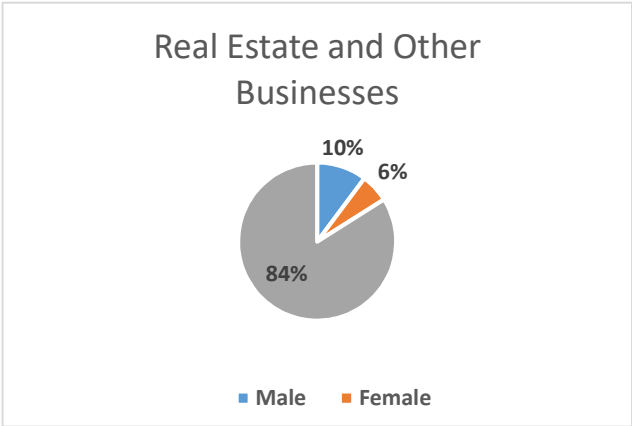


Figure 28: Number of vacancies by sex, Real Estate and Other Businesses, LMS 2023

## 22.0 TEXTILE

The textile sector consists of garment manufacturing and tailoring. Out of the 16 employers of the Textile Sector who have responded 9 have shown intention to recruit 713 employees. The sector that employs mostly expatriates claim that the following vacancies among others requires training: Garment and Related Trade Workers. 89% of employers in comparison of 93% in 2022 are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs. The vacancies obtained through the survey consists of 11% of the total vacancies obtained. 90% of the vacancies obtained were for either male or female candidates.

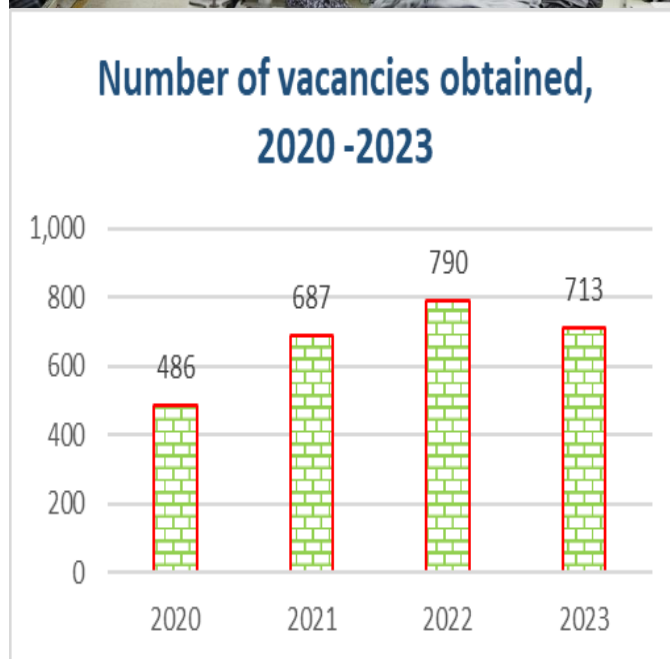


Figure 29: Number of vacancies, Textile, 2020 -2023

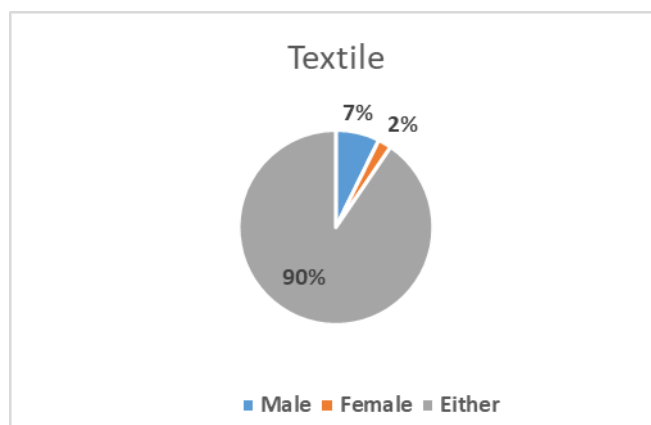


Figure 30: Number of vacancies by sex, Textile, LMS 2023

23.0 TRANSPORTATION AND STORAGE

The transportation and storage sector consists of road transport, transportation of goods and storage of food and other commodities. Out of the 10 employers who have responded, 5 have shown intention to recruit 74 employees. The employers from the sector claim that the following occupations require training: Heavy Truck and Bus Drivers, and Transport and Storage Labourers. 80% of the responded employers are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs available at their enterprises. The vacancies obtained through the survey forms only 1% of the total vacancies obtained. 85% of the vacancies obtained were for either male or female candidates.

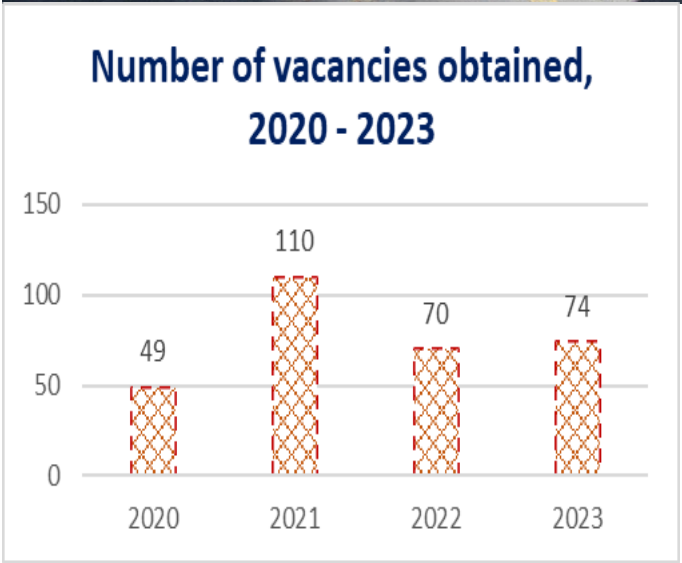


Figure 31: Number of vacancies, Transportation and Storage, 2020 -2023

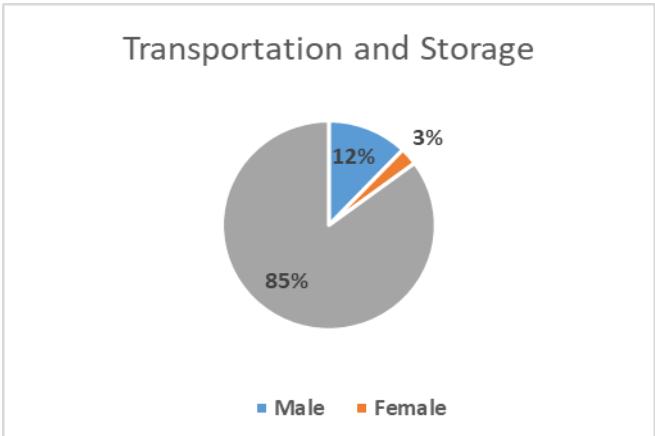


Figure 32: Number of vacancies by sex, Transportation and Storage, LMS 2023



## 24.0 TRAVEL AND TOURISM

The Travel and Tourism Sector consists of among others air travel, tour operators, travel agency. The sector was not surveyed in 2020. Out of the 9 responded employers of the sector, 4 have shown intention for filling 55 vacancies. All of the responded employers are willing to seek assistance from EICs to obtain suitable candidates for filling the jobs available at their enterprises. The vacancies obtained through the survey forms only 1% of the total vacancies obtained. 69% of the vacancies obtained were for either male or female candidates.



Figure 33: Number of vacancies, Travel and Tourism, 2021 -2023

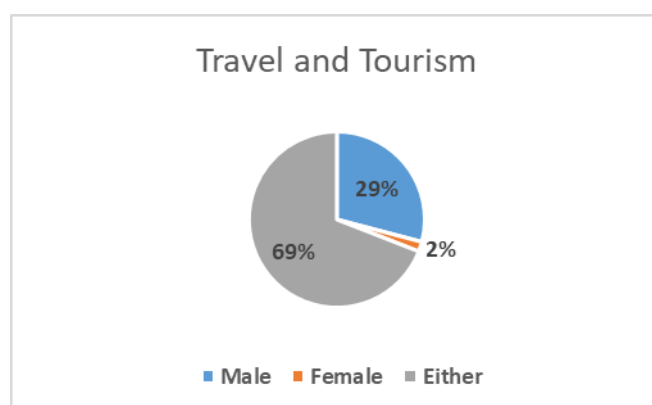


Figure 34: Number of vacancies by sex, Travel and Tourism, LMS 2023

25.0 WHOLESALE AND RETAIL TRADE

The sector consists of commercial companies having trade licences, supermarkets, hypermarkets, shops and distribution companies. 60 employers of the Wholesale and Retail Trade sector, out of the 87 responded in comparison to 91 in 2022, have shown intention to recruit 656 employees. The employers from the sector claim that the following vacancies require training: Salespersons, Machinery Mechanics and Cashiers. 65% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies. The vacancies obtained through the survey for the sector forms 10% of the total vacancies obtained. 49% of the vacancies obtained were for either male or female candidates.

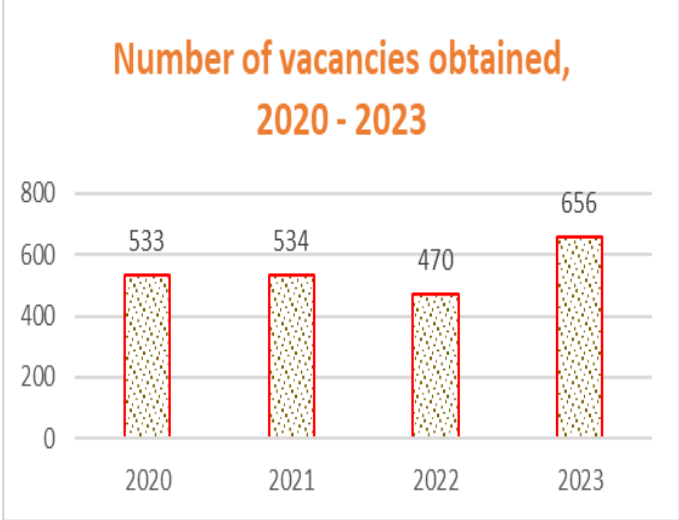


Figure 35: Number of vacancies, Wholesale and Retail Trade, 2020 - 2023

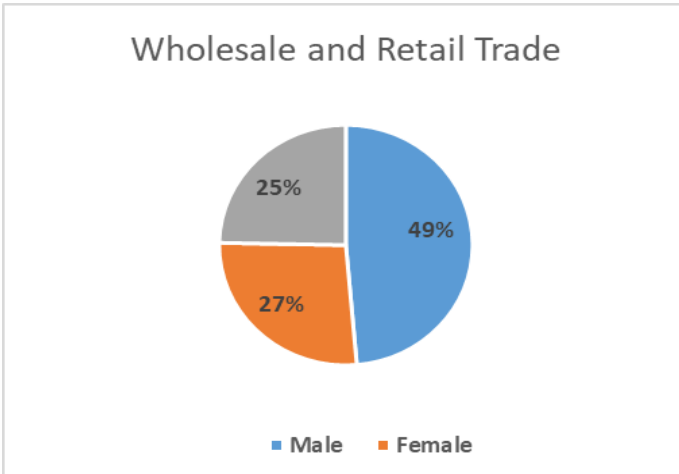


Figure 36: Number of vacancies by sex, Wholesale and Retail Trade, LMS 2023

## 26.0 EMPLOYERS SEEKING ASSISTANCE OF EMPLOYMENT INFORMATION CENTRES

26% employers were willing to fill 82% of vacancies obtained during the survey through assistance of the Employment Information Centres (EICs).

All employers of the Travel and Tourism sector are willing to seek support of the EICs for their recruitment projects.

89% of employers from the Textile Sector are willing to work in collaboration of EICs for their recruitment projects.

Only 53% employers from the Professional Sector are willing to seek support of EICs to fill vacancies reported.

EICs will work together with employers to provide assistance in their recruitment projects through job dating exercises.

The figure below depicts the percentage of vacancies by sector for which employers were willing to work with EICs to recruit jobseekers.

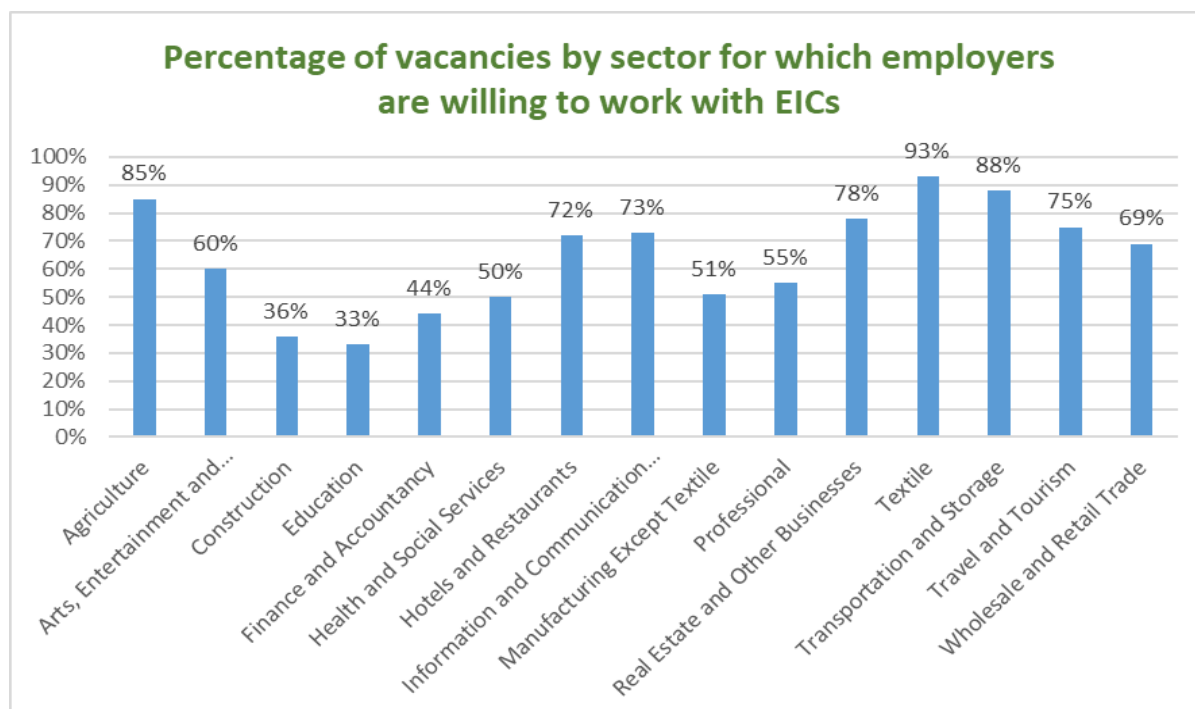


Figure 37: % of vacancies by sector for which employers are willing to work with EICs to recruit jobseekers



## 27.0 METHODOLOGY

The Labour Market Survey 2023 was conducted in collaboration with Statistics Mauritius (SM) and Human Resource Development Council (HRDC).

The list of employers was derived from the database of employers registered under the website: <https://mauritiusjobs.govmu.org> and employers who participated in last year's survey. Both lists were worked out into a single list to avoid duplication.

The Government Online Centre (GOC) developed a web-based questionnaire on a platform <https://eservice.govmu.org/form/MLHRDT/login.php?session=notlogin>

Access was provided to each employer through a username and password. (Annex I)

The lists of employers were distributed equally to all EICs, irrespective of the regions of the employers. EICs were requested to send emails with covering letter providing instructions to employers to login, fill and submit the questionnaires on the e-platform of the survey. (Annex I)

The survey started on 07 February 2023. The field work, that is sending of emails and re-contacts ended on 31 March 2023. Another series of re-contacts was conducted during the months of April, May and June 2023.

The analysis and preparation of report was done during the months of July and August 2023.

## 28.0 CONCLUDING REMARKS

The Manufacturing Except Textile, and Real Estate and Other Businesses are sectors that have obtained most vacancies in the LMS 2023. These sectors have been resilient to the COVID-19 pandemic and have shown constant progression.

All sectors have shown interests for a trained workforce for the vacant positions in the enterprises. In this context, the budget 2023-2024 has made provision for training and re-skilling of youths and women through different Government institutions such as HRDC and MITD. The budget provides among others the following:

- (a) Government will contribute Rs 15,000 monthly for a period of two years for newly employed women or those who have been unemployed for at least a year under the Prime à L'Emploi Scheme.
- (b) 2,000 individuals will be trained in fields such as agro-industry, construction, ICT/BPO, health and social care and renewable energy amongst others.

Jobseekers will be empowered to join the labour market by the National Employment Department through participative workshops and structured counselling sessions.

Information gathered from this survey will serve as an important tool for counselling, support and guidance to youth who are ready to join the labour.

## 29.0 CONCLUSION

Our analysis has revealed that Mauritius' labour market is a dynamic ecosystem, influenced by a multitude of factors including technological advancements, global economic shifts, and the evolving demands of a knowledge-driven society. As we reflect on the findings, several key takeaways emerge:

Firstly, the importance of education and skills development cannot be overstated. The survey underscores the need for ongoing investment in education that aligns with the demands of emerging industries and technologies. By equipping the workforce with relevant skills, we empower individuals to thrive in a rapidly changing employment landscape.

Secondly, gender equality and empowerment remain essential cornerstones of a progressive society. Our findings highlight the persistent gender disparities in certain sectors. Addressing these disparities not only fosters a more inclusive workforce but also contributes to overall economic resilience.

Technological transformation presents both challenges and opportunities. Automation and digitalization are reshaping job profiles and skill requirements. Embracing technology while also providing avenues for reskilling and upskilling is pivotal to ensure that the Mauritian workforce remains competitive and adaptable.

Lastly, public-private partnerships are paramount. The collaboration between government, industries, and civil society is essential in formulating policies that drive sustainable growth, create employment opportunities, and address the evolving needs of the workforce.

As we conclude this survey, we are not merely closing a chapter, but rather opening the door to a future where data-driven insights pave the path for informed decisions and targeted interventions. This report serves as a compass, guiding stakeholders in government, academia, industry, and civil society towards an ecosystem that nurtures human capital, fosters innovation, and propels Mauritius to new heights of prosperity.