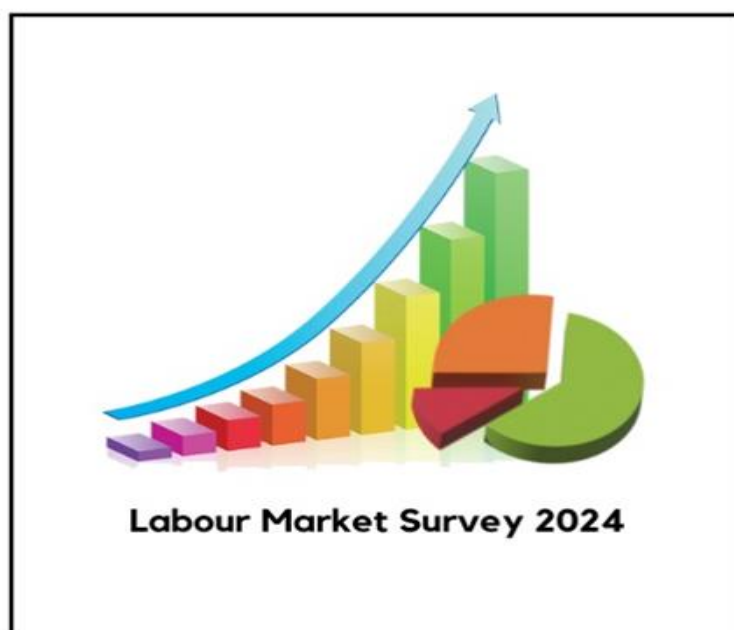


MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT AND TRAINING  
*(Human Resource Development and Training Division)*

National Employment Department

## Labour Market Survey 2024



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**August 2024**

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## LABOUR MARKET SURVEY 2024

### ACKNOWLEDGEMENTS

The Ministry of Labour, Human Resource Development and Training wishes to thank all employers who have participated in the Labour Market Survey 2024. 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 2024

## 1.0 INTRODUCTION

The National Employment Department of the Ministry of Labour, Human Resource Development and Training is pleased to present the findings of the latest Labour Market Survey (LMS) of 2024. This comprehensive survey was conducted with the objective of gaining a deeper understanding of the current employment landscape, identifying emerging trends, and addressing the challenges faced by employers in recruitment projects.

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.

The Mauritian labour market is a dynamic and ever-evolving entity, influenced by numerous factors including economic conditions, climate change, technological advancements, and policy changes. In this context, the LMS 2024 was designed to capture the most relevant and up-to-date information to inform policy decisions, enhance employment services, and support the nation's economic development.

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.

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.

### 2.0 EXECUTIVE SUMMARY

The Labour Market Survey 2024 covers the period February 2024 to June 2024, where employers were requested to participate in the web survey through the e-platform:

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

Out of 4,707 employers contacted for the LMS, the rate of response of the survey was 10% and the employers have shown intention to fill 5,297 vacancies.

The Employers have shown their intention to recruit jobseekers in the following sectors: Hotels and Restaurants, Wholesale and Retail Trade, and Manufacturing Except Textile. Last year most vacancies were obtained in the Manufacturing Except Textile, Real Estate and Other Businesses and Hotels and Restaurants sectors.

The main highlights of the survey are as follows:

- The enterprises that employ more than 500 employees have shown intention to recruit 1,238 employees.
- Employers of the northern districts, have shown intention for recruitment project for 1,962 jobs.
- Most of the employers have claimed that jobs in all sectors require capacity building.
- Among the proposed vacancies obtained, 35% are for males, 13% are for females and 52% are gender neutral.

The Labour Market Survey 2024 revealed that most available job prospects on the labour market include: Helpers and Cleaners (10%), Waiters and Bartenders (8%), Shop Salespersons (5%), Client Information Workers (5%), Cooks and Kitchen Workers (5%) and Drivers (3%).

## Labour Market Survey 2024

### 3.0 FACT SHEET

The present Labour Market Survey (LMS) is the fifth web-based survey conducted by the Ministry. The LMS measures the intentions of employers to recruit employees for the year 2024, 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:

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

The LMS (2024) 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 4,708 employers of the private sector grouped into 15 sectors. The rate of response obtained was 10%. 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 5,297 vacancies were obtained through the survey and 24% of the vacancies were from Hotels and Restaurants sector.

*Table 1: Fact Sheet*

	2020	2021	2022	2023	2024
Response rate	20%	16%	12%	11%	10%
Employers	710	650	502	480	480
Vacancies	8,449	4,679	5,096	6,384	5,297
% Employers having vacancies	62%	50%	59%	63%	65%

#### 15 Sectors:

- *Agriculture*
- *Manufacturing Except Textile*
- *Textile*
- *Construction*
- *Wholesale and Retail Trade*
- *Transportation and Storage*
- *Hotels and Restaurants*
- *Travel and Tourism*
- *Information and Communication Technology*
- *Finance and Accountancy*
- *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 2024, enterprises with more than 500 employees have shown the intention to recruit 23% of jobseekers obtained through the survey.

Enterprises with a range of 200 – 499 employees have shown intention to fill 1,043 vacancies.

As the range increases from 50-99, the intention of employers to recruit also increases.

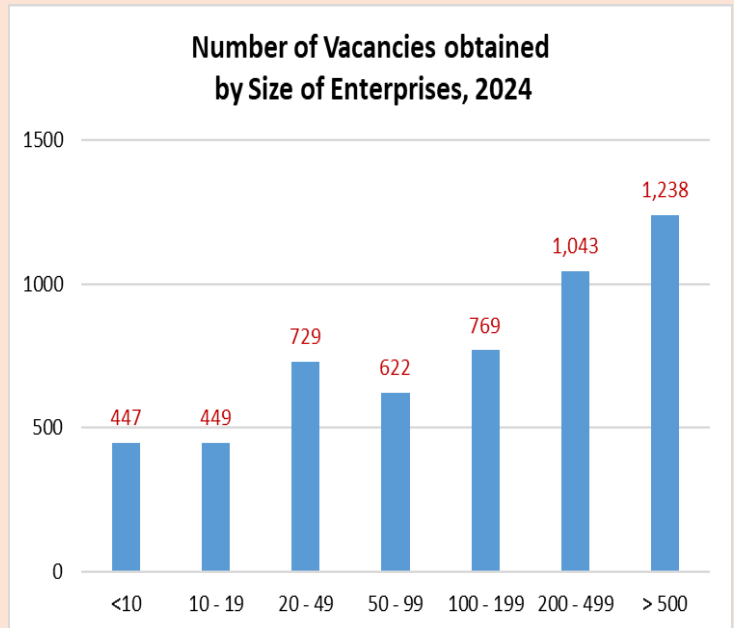


Figure 1: Number of vacancies obtained by size of enterprises, 2024

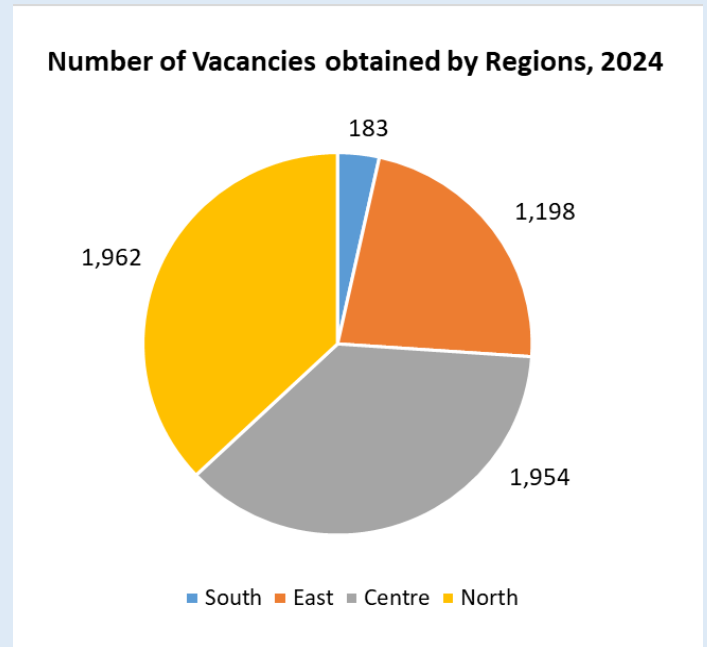
Enterprises with more than 500 employees from the Agriculture, Manufacturing Except Textile, Real Estate and Other Businesses, Information and Communication Technology, and Hotels and Restaurants sectors, have shown intention to recruit Animal Producers, Machine Operators, Manufacturing Helpers, Cleaners, Client Information Workers, Finance Professionals, Waiters and Bartenders and Cooks and Kitchen Workers amongst others which provides for the 1,238 vacancies.

Enterprises with employees in the range of 200 – 499 employees have shown their interest to fill the vacancies for: Cooks and Kitchen Workers, Waiters and Bartenders, Food Product Machine Operators, Building Trade Workers, Transport and Storage Workers, Drivers, Cashiers, amongst others most which are vacancies from the: Hotels and Restaurants, Wholesale and Retail Trade and Construction.

## 5.0 VACANCIES OBTAINED BY REGIONS

Employers have been grouped in four regions: namely the North, East, Centre (for this survey includes the western region) and South. 123 employers of the Northern region who have responded, have shown intention to recruit 1,962 employees (37%). 122 employers of the central region (for this survey consisting of Plaine Wilhems and Black River districts) have shown intention to recruit on 37% vacancies obtained through the survey. The employers of Eastern and Southern regions have shown intention of recruiting 1,198 and 183 employees respectively.

The figure below provides for the number of vacancies obtained by regions for the year 2024:



*Figure 2: Vacancies obtained by regions, 2024*

In the Northern region, Employers in the Travel and Tourism, Hotels and Restaurants, Manufacturing Except Textile, Construction and Textile sectors have shown their intention of recruitment in the following jobs: Ship Deck Crews, Waiters and Bartenders, Cooks and Kitchen Workers, Plastic and Paper Machine Operators, Construction Workers and Textile Machine Operators, amongst others.

In the Central region, Employers in the Information and Communication Technology, Wholesale and Retail Trade and Manufacturing Except Textile sectors have shown recruitment projects for the following jobs: Client Information Workers, Customer Service Agent, Shop Salespersons and Machine Operators.

## 6.0 JOBS THAT REQUIRE TRAINING

65% of the respondents have expressed that there is a need 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:

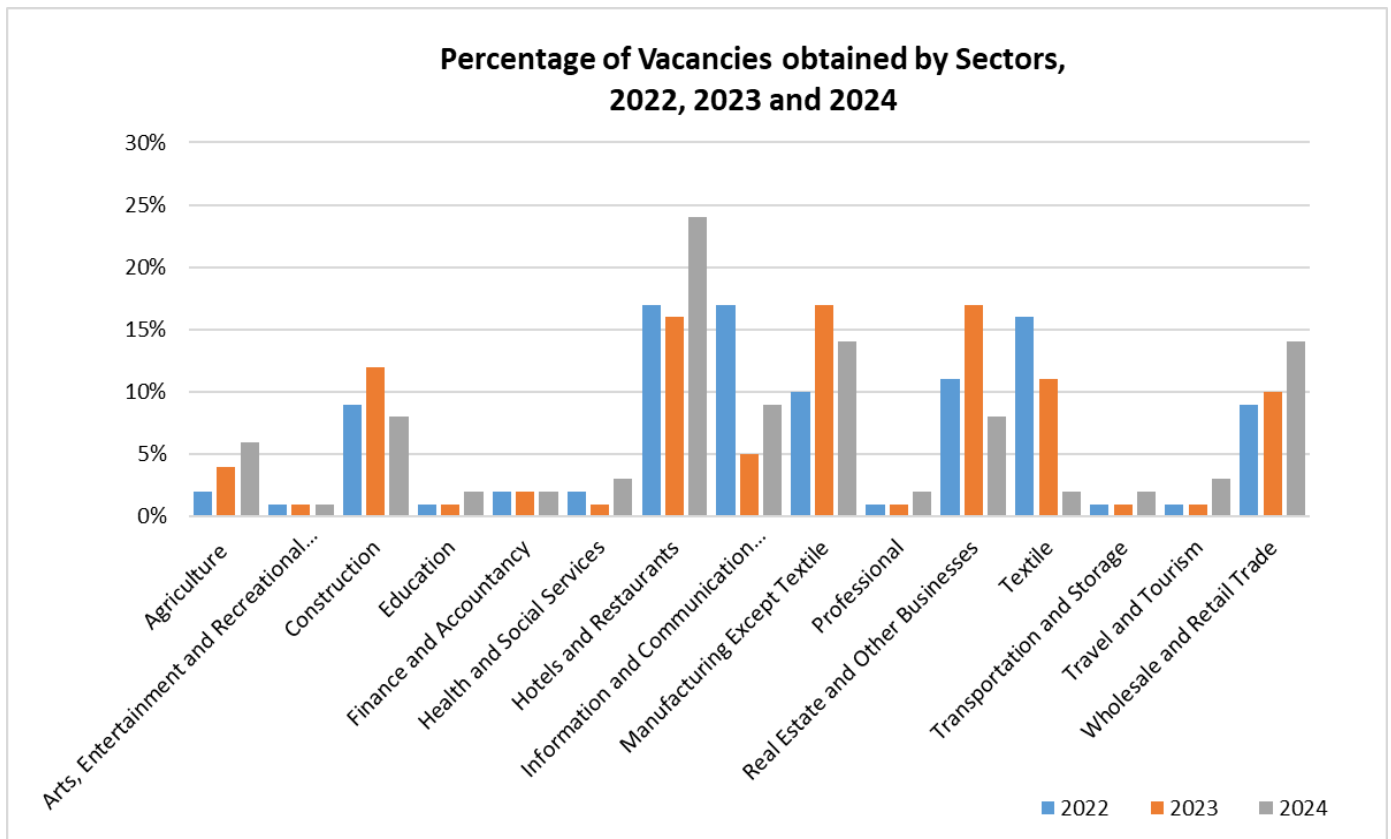
*Table 2: Jobs that require training*

<b>Sectors</b>	<b>Jobs</b>
<b>Agriculture</b>	<i>Agricultural, Forestry and Fishery Labourers, Animal Producers</i>
<b>Construction</b>	<i>Construction Skilled Workers, Engineers, Painters</i>
<b>Education</b>	<i>Secondary School Teachers, Administrative and Specialised Secretaries</i>
<b>Finance and Accountancy</b>	<i>Finance and Administration Professionals</i>
<b>Health and Social Services</b>	<i>Medical Professionals, Paramedical Practitioners Hairdressers, Beauticians and Related Workers</i>
<b>Hotels and Restaurants</b>	<i>Cooks and Kitchen Helpers, Waiters and Bartenders, Food Preparation Assistants</i>
<b>Information and Communication Technology</b>	<i>Client Information Workers, Communication Technology Technicians, Customer Service Agents</i>
<b>Manufacturing Except Textile</b>	<i>Manufacturing Helpers, Machine Operators</i>
<b>Professional</b>	<i>Administration Professionals, Engineering Professionals, Finance Professionals</i>
<b>Real Estate and Other Businesses</b>	<i>Building and Housekeeping Supervisors</i>
<b>Textile</b>	<i>Machine Operators, Garment and Related Trades Workers</i>
<b>Transportation and Storage</b>	<i>Transport and Storage Workers, Drivers</i>
<b>Travel and Tourism</b>	<i>Ship Deck Crews</i>
<b>Wholesale and Retail Trade</b>	<i>Salespersons, Cashiers, Food Processing Workers</i>

The above information will be shared with MITD and HRDC for mounting of training programmes under the National Training and Re-Skilling Scheme (NTRS).

## 7.0 VACANCIES OBTAINED BY SECTOR

Most vacancies were obtained in the Hotels and Restaurants (24%), Wholesale and Retail Trade, (14%), Manufacturing Except Textile (14%) and Information and Communication Technology Sector (9%) in the survey of 2024, while last year, most vacancies were obtained in the Manufacturing Except Textile (17%). As compared to last year, there has been a rise in the Hotels and Restaurants and Wholesale and Retail Trade Sectors.

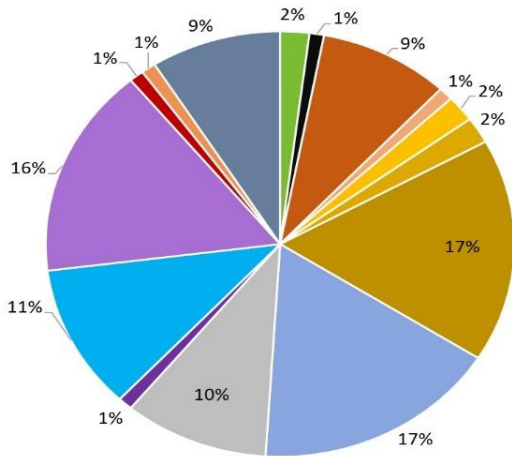


*Figure 3: Vacancies obtained by sectors, 2022, 2023 and 2024*

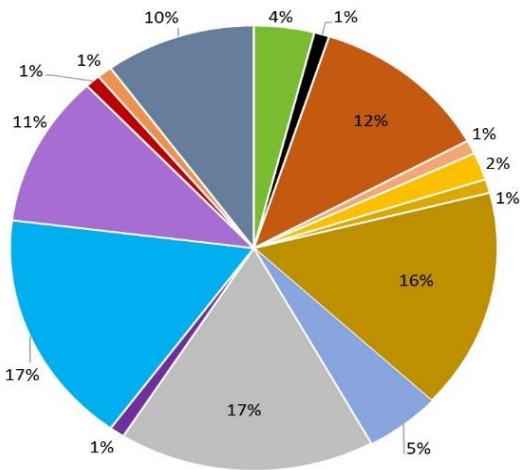
It has been observed that the Hotels and Restaurants, Wholesale and Retail Trade and Manufacturing Except Textile sectors have continued their progression and development and have the large share of vacancies.

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

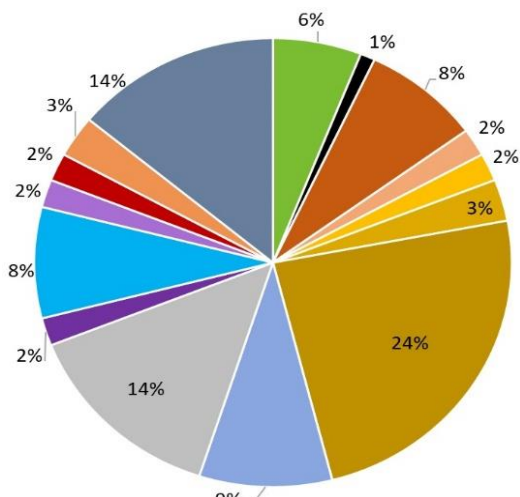
## Number of Vacancies obtained by sectors (Year 2022, 2023 & 2024)



% vacancies obtained by sector, 2022



% vacancies obtained by sector, 2023



% vacancies obtained by sector, 2024

	2022	2023	2024
<b>Agriculture</b>	107	235	318
<b>Manufacturing Except Textile</b>	524	1116	737
<b>Textile</b>	790	713	110
<b>Construction</b>	461	768	431
<b>Wholesale and Retail Trade</b>	470	656	790
<b>Transportation and Storage</b>	70	74	102
<b>Hotels and Restaurants</b>	873	1040	1255
<b>Information and Communication Technology</b>	873	30	481
<b>Finance and Accountancy</b>	108	111	109
<b>Professional</b>	65	87	103
<b>Education</b>	71	34	119
<b>Health and Social Services</b>	87	74	139
<b>Real Estate and Other Businesses</b>	559	1077	421
<b>Arts, Entertainment and Recreational Activities</b>	25	14	1
<b>Travel and Tourism</b>	14	55	181

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

Figure 4: Number of vacancies obtained by sector, 2024

## 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, 2024*

SECTOR	NUMBER OF EMPLOYER RESPONDED	NUMBER OF VACANCIES OBTAINED	PERCENTAGE OF VACANCIES OBTAINED
Agriculture	22	318	6%
Arts, Entertainment and Recreational Activities	2	1	1%
Construction	41	431	8%
Education	25	119	2%
Finance and Accountancy	26	109	2%
Health and Social Services	22	139	3%
Hotels and Restaurants	44	1,255	24%
Information and Communication Technology	32	481	9%
Manufacturing Except Textile	86	737	14%
Professional	29	103	2%
Real Estate and Other Businesses	21	421	8%
Textile	19	110	2%
Transportation and Storage	11	102	2%
Travel and Tourism	6	181	3%
Wholesale and Retail Trade	94	790	14%
<b>TOTAL</b>	<b>480</b>	<b>5,297</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 available during the year at their enterprises.

The LMS 2024 revealed that on the total of vacancies obtained 35% were for males, 13% for females and 52% for either males or females. For the year 2023, the total percentage obtained on vacancies were 32% for males, 12% for females and 56% for either males or females,

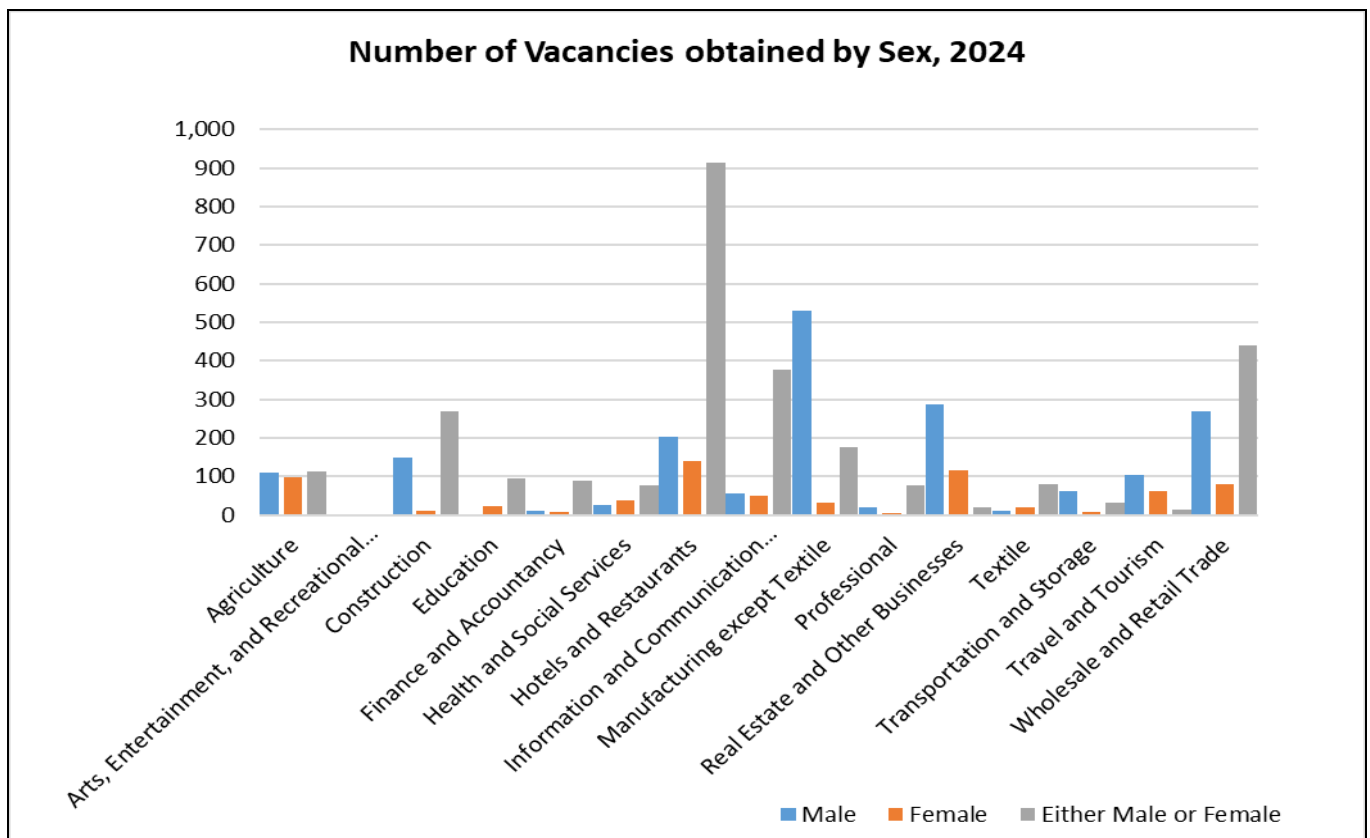


Figure 5: Vacancies obtained by sex, 2024

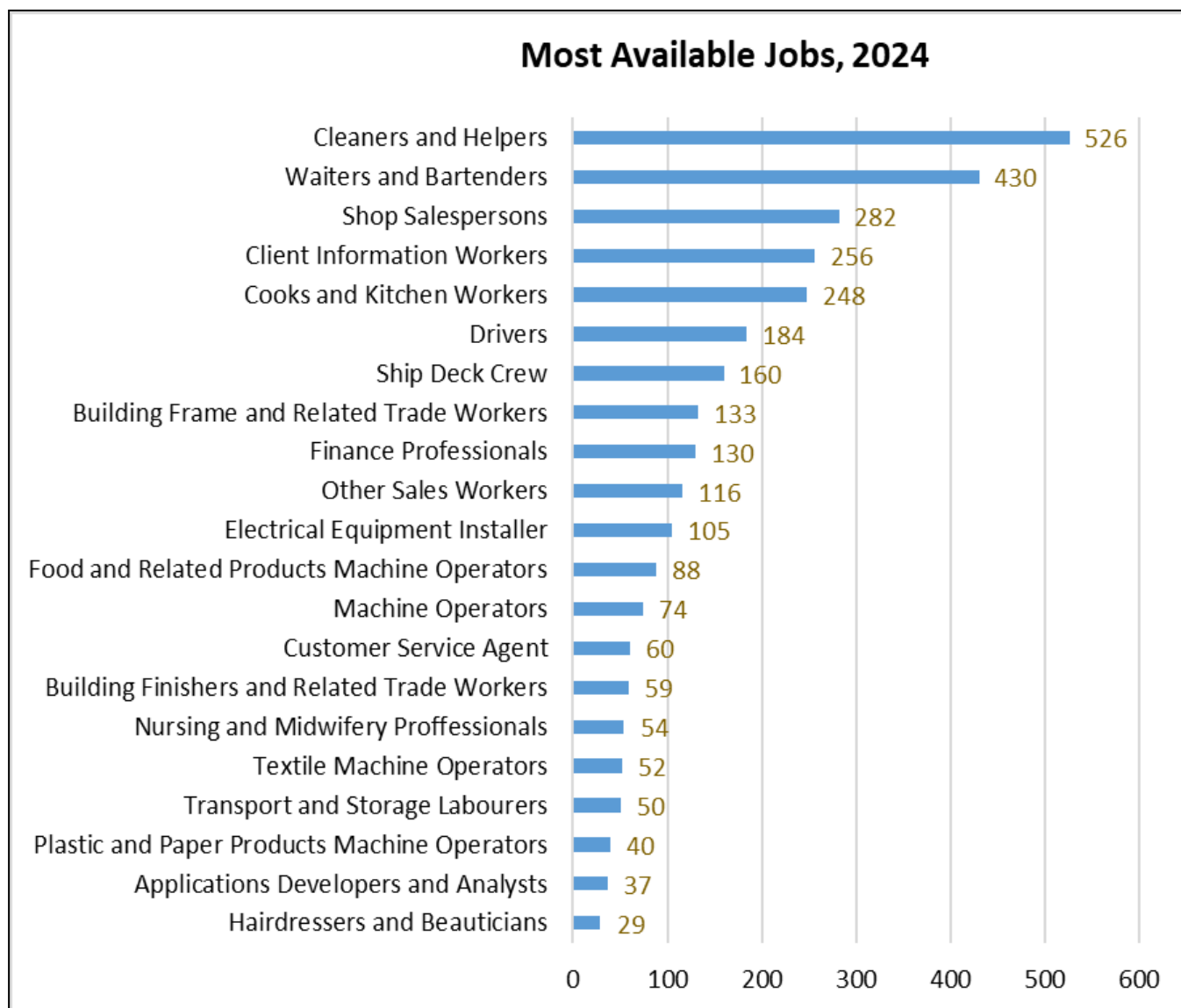
The sectors that requested for most male vacancies were Manufacturing Except Textile, Real Estate and Other Businesses, Wholesale and Retail Trade and Construction; while Hotel and Restaurants sector had more vacancies for females compared to other sectors.

The survey of 2023 revealed that most vacancies for male was in the Agriculture and Construction sectors, while the Manufacturing Except Textile sector had more vacancies for females.

## 10.0 MOST AVAILABLE JOBS

The Labour Market Survey 2024, has shown that Helpers and Cleaners (10%), Waiters and Bartenders (8%) Shop Salespersons (5%), Client Information Workers (5%), Cooks and Kitchen Workers (5%) and Drivers (3%) were the most available jobs obtained from the respondents.

The most demanded jobs obtained through the survey in 2024 are shown in the figure below:



*Figure 6: Most available jobs, 2024*

Last year the most available jobs were Manufacturing Helpers (12%), Refuse Workers (8%) and Construction Skilled Workers (7%).



11.0 AGRICULTURE

The Agricultural sector consists among others of agricultural enterprises, forestry, fishery and agricultural products packing companies. Only 9% of employers surveyed in the sector have responded positively. Out of the 22 employers who responded from the agricultural sector, 9 have recruitment project to fill 318 vacancies for 2024, representing 6% of the vacancies. There has been an increase in the number of vacancies since 2021. 34% of the vacancies obtained are for males, while 31% are for females. 3% of employers are willing to seek assistance of EICs to fill the vacancies. Most vacancies were obtained for Agricultural Labourers.

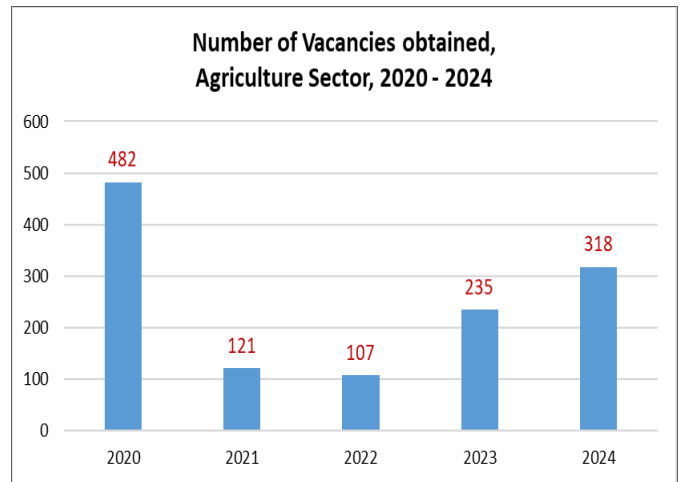


Figure 7: Number of vacancies, Agriculture sector, 2020 - 2024

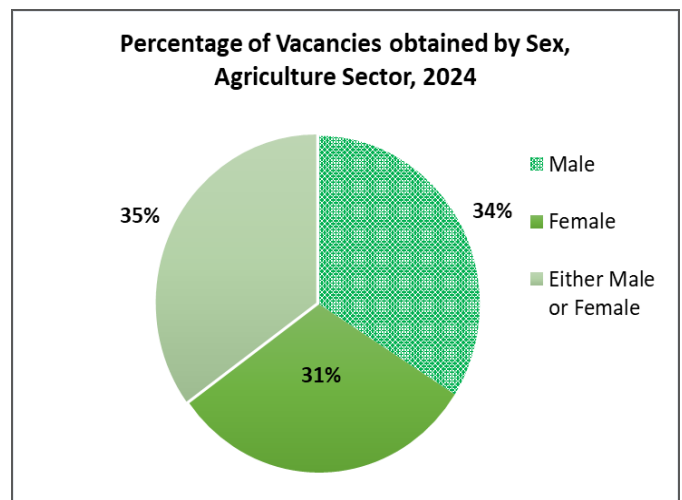
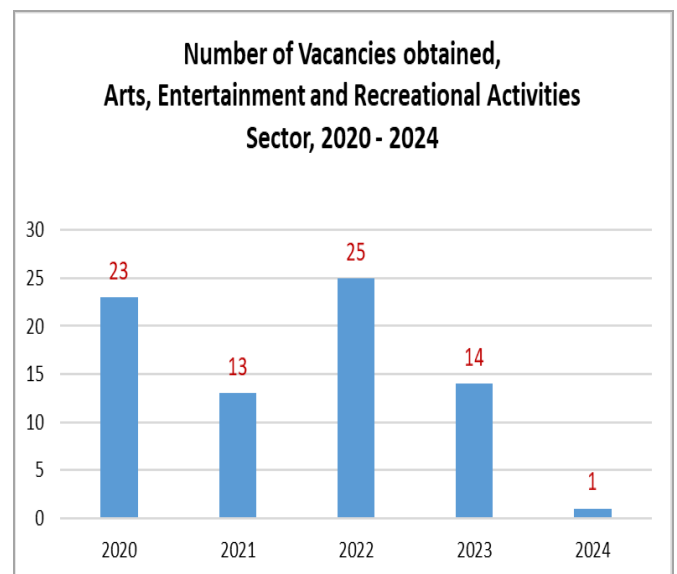


Figure 8: Percentage of vacancies by sex, Agriculture sector, LMS 2024

## 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. Amongst others only 1% employer responded to the survey. 1% of employers surveyed in the sector have responded positively.



*Figure 9: Number of vacancies, Arts, Entertainment and Recreational Activities sector, 2020 - 2024*

### 13.0 CONSTRUCTION

The construction sector consists of construction of buildings, making of dams, civil works and engineering, amongst others. 41 employers (response rate of 8%) of the construction sector have responded and 28 of them have shown intention to recruit 431 employees. 35% vacancies obtained are for male candidates. The sector that employs mostly expatriates expressed the need for training of its workforce. 61% of employers (70% in 2023) are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies. The vacancies obtained through the survey represents 8% of the total vacancies obtained. Most vacancies were obtained for construction skilled workers.

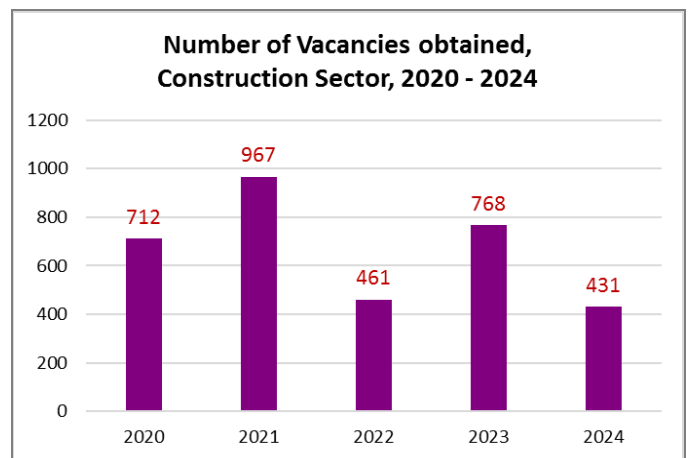


Figure 10: Number of vacancies, Construction sector, 2020 - 2024

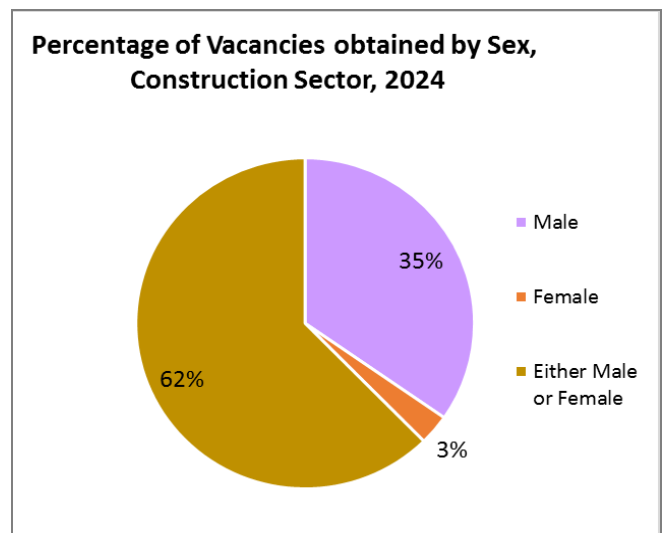
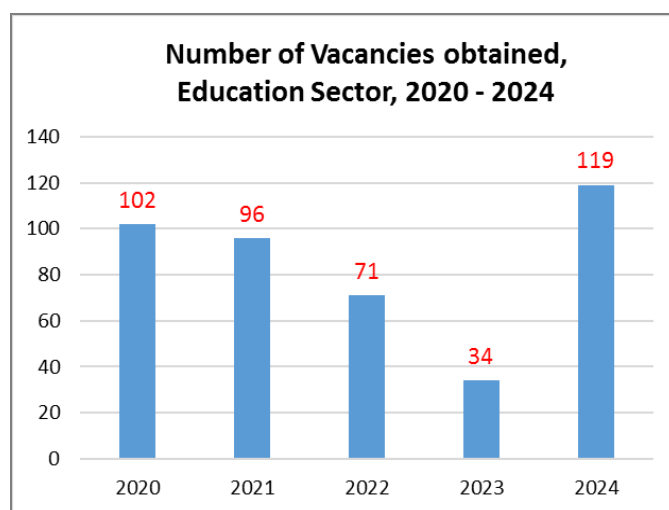


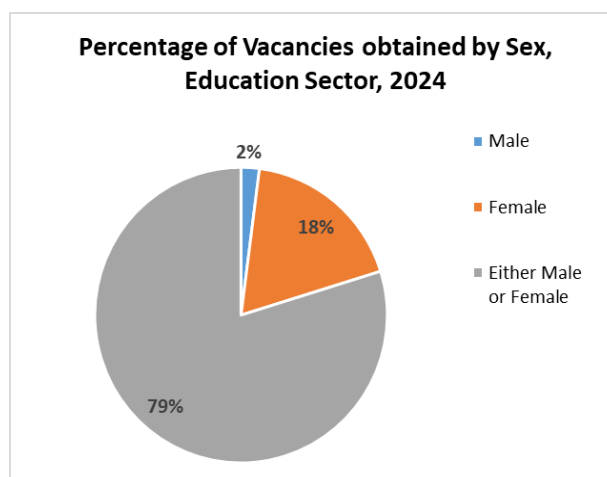
Figure 11: Percentage of vacancies by sex, Construction sector, LMS 2024

## 14.0 EDUCATION

The Education sector consists of employers in the pre-primary, primary, secondary, tertiary and vocational and technical education, amongst others. 25 employers (response rate of 24%) of the education sector who responded 12 have shown intention to recruit 119 employees. The employers claim that the following occupation requires training: Secondary School Teachers. 32% of employers are willing to seek assistance from EICs to obtain suitable candidates for jobs reported. The vacancies for the sector forms 2% of the total vacancies. 79% of the vacancies obtained are for either male or female candidates.



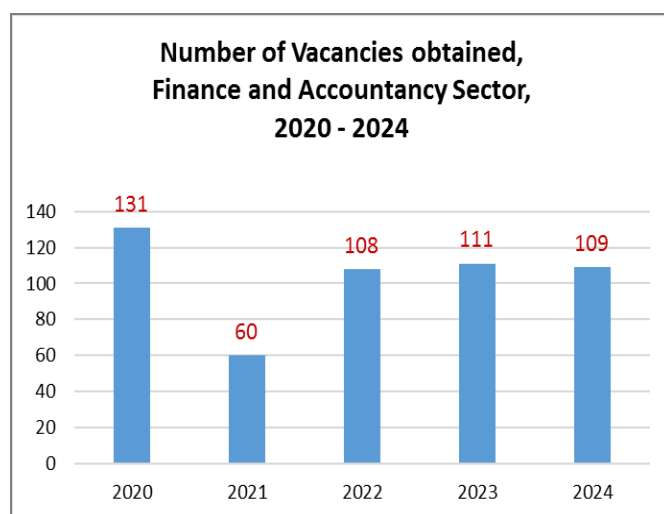
*Figure 12: Number of vacancies, Education sector, 2020 - 2024*



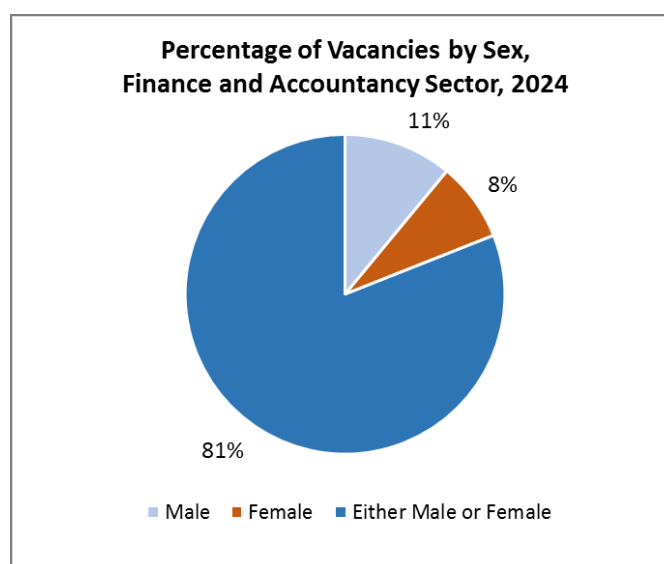
*Figure 13: Percentage of vacancies by sex, Education sector, LMS 2024*

## 15.0 FINANCE AND ACCOUNTANCY

The Finance and Accountancy sector consists of accountancy, financial consulting, auditing, insurance and investment firms, amongst others. 26 employers (response rate of 20%, last year 22%) of the Financial Intermediation sector who responded, 20 have shown intention to recruit 109 employees. (111 vacancies in 2022) The employers from the sector claim that the jobs in the sector requires training. 96% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies. The vacancies obtained represents about 2% of the total obtained during the survey. 81% of the vacancies obtained are for either male or female candidates.



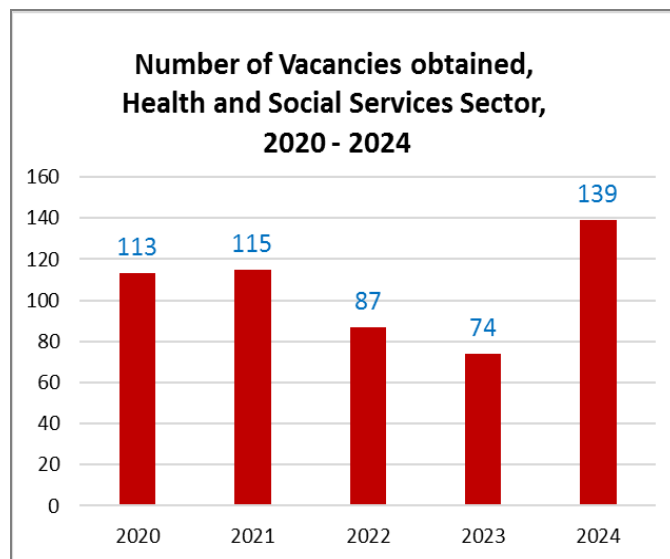
*Figure 14: Number of vacancies, Finance and Accountancy sector, 2020 – 2024*



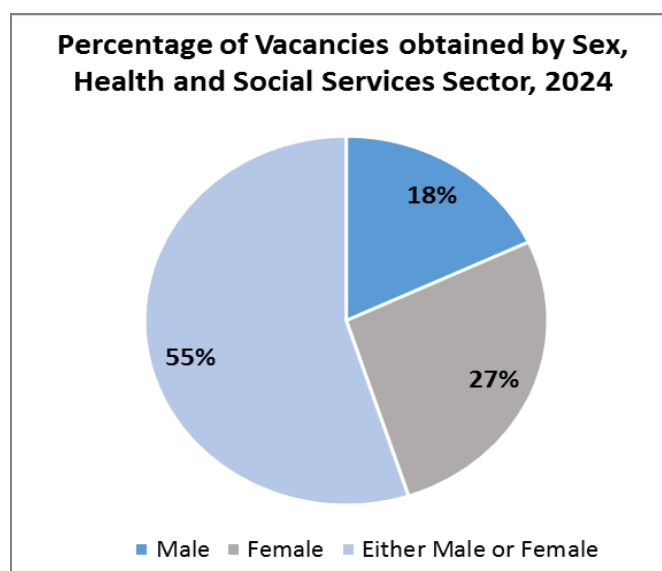
*Figure 15: Percentage of vacancies by sex, Finance and Accountancy sector, LMS 2024*

## 16.0 HEALTH AND SOCIAL SERVICES

The Health and Social Services sector consists of employers of private clinics, pharmacies, homes, shelters and NGOs, amongst others 22 employers of the Health and Social Services sector responded to the survey whereby 17 have shown intention to recruit 139 employees. The employers claim that the following jobs require training: Medicine Professionals and Paramedical Practitioners. 76% of employers are willing to seek assistance of EICs for the recruitment project. The vacancies obtained during the survey consist of about 3% of the total vacancies. 55% of the vacancies obtained are for either male or female candidates. (49% in 2023)



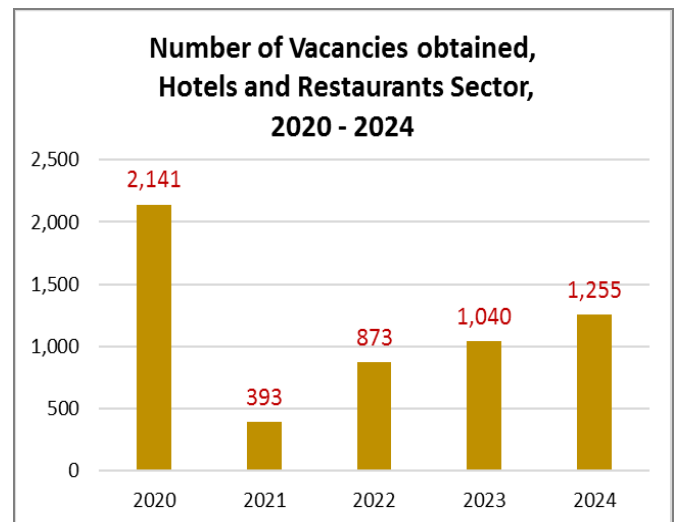
*Figure 16: Number of vacancies, Health and Social Services sector, 2020 – 2024*



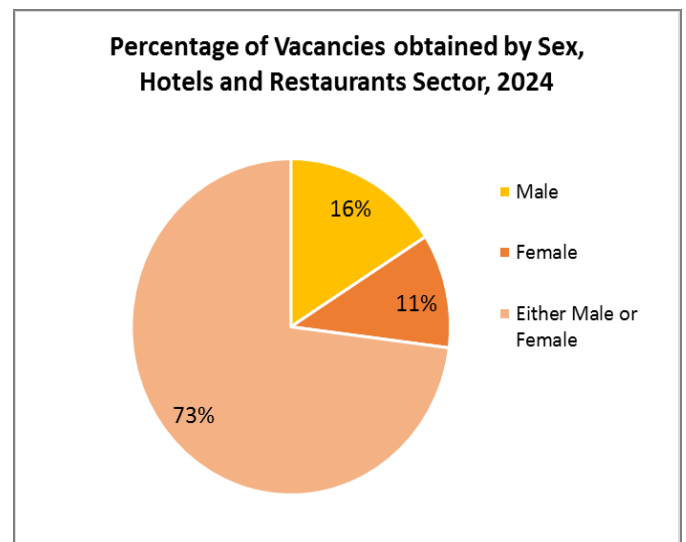
*Figure 17: Percentage of vacancies by sex, Health and Social Services sector, LMS 2024*

## 17.0 HOTELS AND RESTAURANTS

The Hotels and Restaurants sector consists of hotels, restaurants, guests house and bungalows, amongst others. 39 employers, out of the 44 responded, have shown intention to recruit 1,255 employees compared to 1,040 employees in 2023. The employers from the sector claim that the following occupations require training: Cooks and Kitchen Helpers, and Waiters and Bartenders. 87% of employers in comparison to 82% in 2023 are willing to seek assistance from EICs to obtain suitable candidates for filling vacancies. The vacancies obtained covers 24% of the total vacancies obtained during the survey. 73% of the vacancies obtained are for either male or female candidates. Most vacancies obtained are for Waiters and Bartenders.



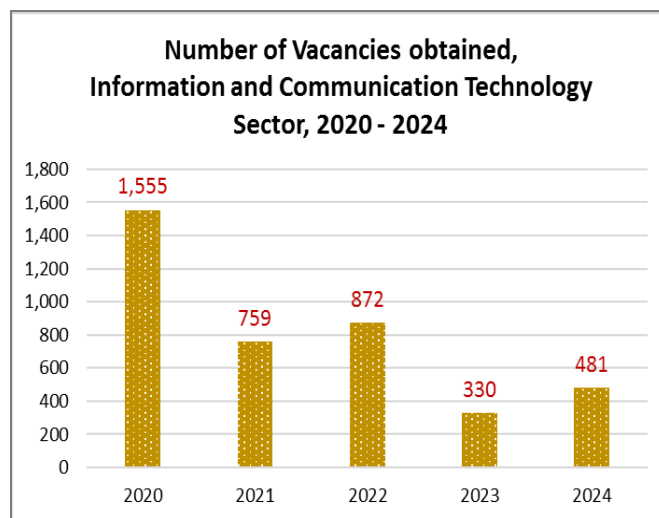
*Figure 18: Number of vacancies, Hotels and Restaurants sector, 2020 – 2024*



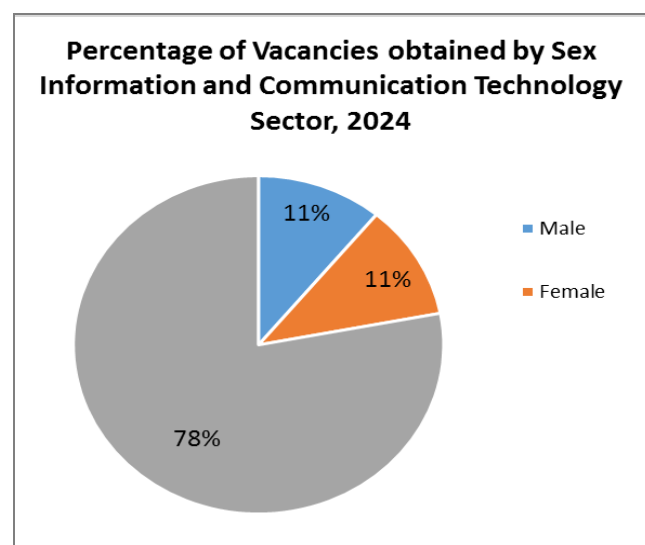
*Figure 19: Percentage of vacancies by sex, Hotels and Restaurants sector, LMS 2024*

## 18.0 INFORMATION AND COMMUNICATION TECHNOLOGY

The sector consists of call centres, business process outsourcing, networking, database administration, website management and software development enterprises, amongst others. 19 out of the 32 responded employers have shown intention to recruit 481 employees. (330 in 2023) The employers from the sector claim that the following occupations require capacity building: Client Information Workers, Communication Technology Technicians, Customer Service Agents. 59% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies. The vacancies obtained is estimated to be about 9% of the total vacancies obtained during the survey. 88% of the vacancies obtained are for either male or female candidates. Most vacancies were for Customer Service Agents.



*Figure 20: Number of vacancies, Information and Communication Technology sector, 2020 - 2024*



*Figure 21: Percentage of vacancies by sex, Information and Communication Technology sector, LMS 2024*

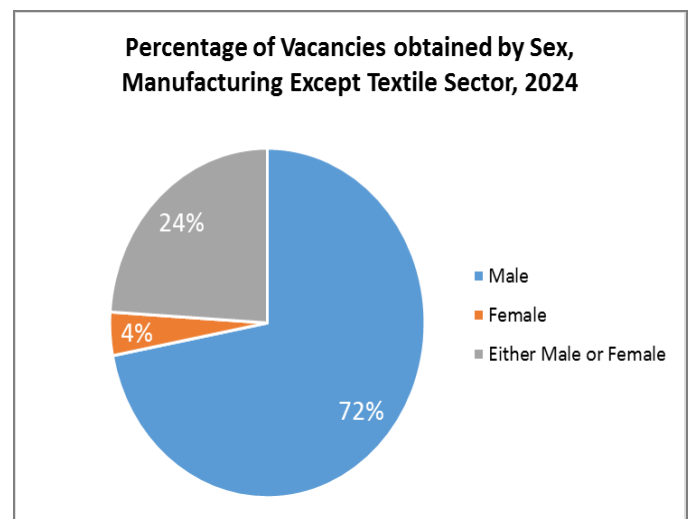


## 19.0 MANUFACTURING EXCEPT TEXTILE

The Manufacturing sector consists among others of cabinet making, metal furniture assembly, soap and detergent manufacturing, and food processing operators. Out of the 87 responded employers of the Manufacturing other than Textile sector, 47 have shown intention to recruit 737 employees (1,116 in 2022). Employers of the sector claims that among others the following jobs require training: Manufacturing Helpers and Machine Operators. 39% of employers are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies. 72% of the vacancies obtained are for male candidates.



*Figure 22: Number of vacancies, Manufacturing Except Textile sector, 2020 – 2024*



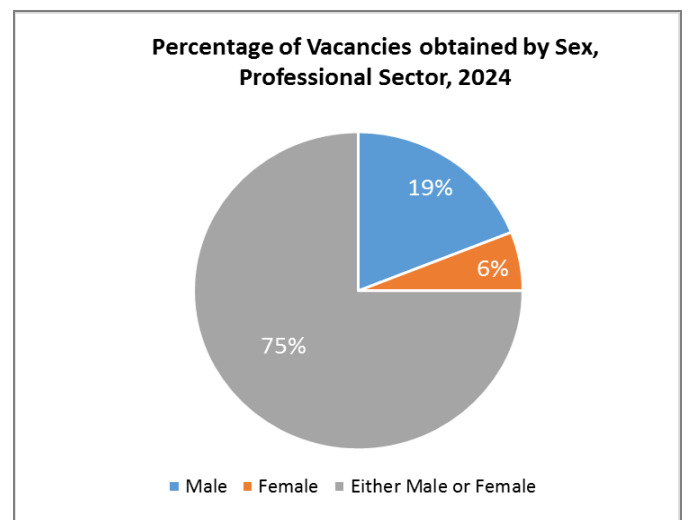
*Figure 23: Percentage of vacancies by sex, Manufacturing Except Textile sector, LMS 2024*

## 20.0 PROFESSIONAL

The Professional sector consists among others of legal, consulting and advertising firms. Out of the 29 employers of the Professional sector who responded, 22 have shown intention to recruit 103 employees. 86% of employers are willing to seek assistance from EICs to obtain suitable candidates for available vacancies. The vacancies obtained forms about 2% of the total vacancies obtained during the survey. 75% of the vacancies obtained are for either male and female candidates.



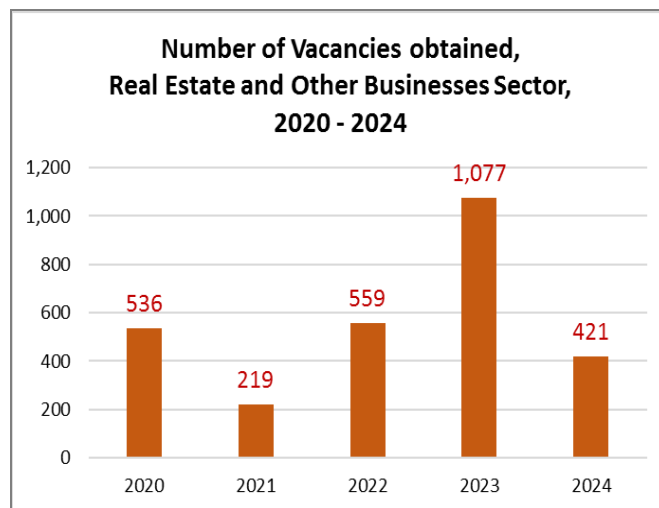
*Figure 24: Number of vacancies, Professional sector, 2020 – 2024*



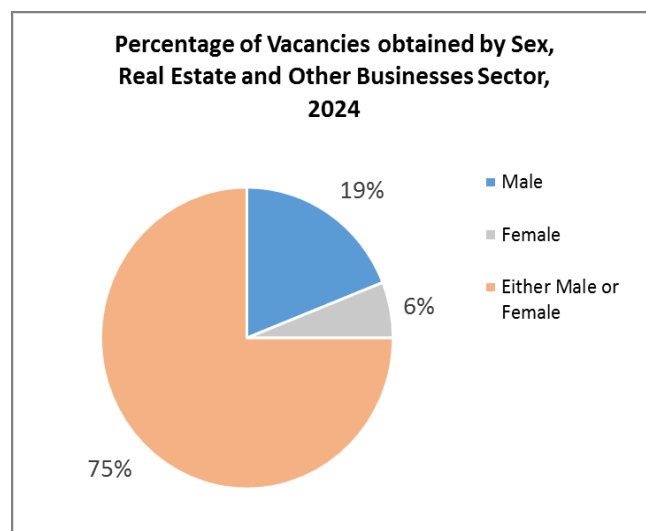
*Figure 25: Percentage of vacancies by sex, Professional sector, LMS 2024*

## 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 20 employers who responded, 9 have shown intention to recruit 421 employees. The employers of the sector claim that the following jobs require capacity building: Building and Housekeeping Supervisors. 58% of employers are willing to seek assistance of EICs for the recruitment project. The vacancies obtained during the survey form part of about 8% of the total vacancies. 75% of the vacancies obtained were gender neutral. Most vacancies obtained for the sector were for Cleaners and Housekeeping Attendants.



*Figure 26: Number of vacancies, Real Estate and Other Businesses sector, 2020 - 2024*



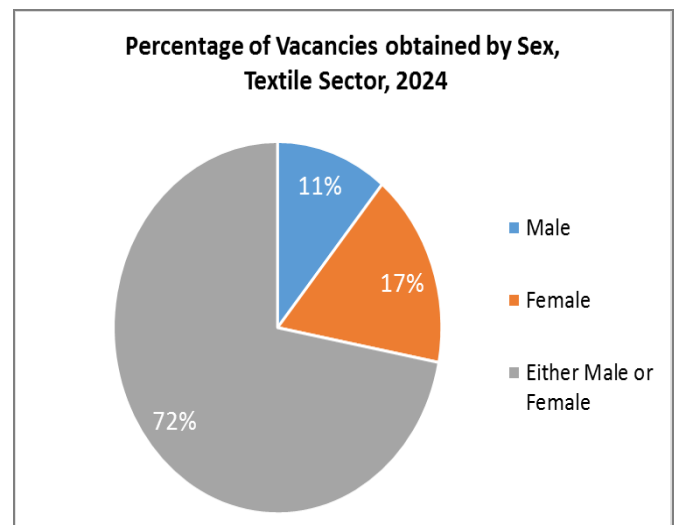
*Figure 27: Percentage of vacancies by sex, Real Estate and Other Businesses sector, LMS 2024*

## 22.0 TEXTILE

The Textile sector consists of among others garment manufacturing, pattern making and tailoring. Out of the 19 employers of the Textile Sector who have responded 9 have shown intention to recruit 110 employees. The sector that employs mostly expatriates claim that the following vacancies among others requires training: Machine Operators, and Garment and Related Trade Workers. 67% of employers in comparison of 89% in 2023 are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies. The vacancies obtained through the survey consists of 2% of the total vacancies obtained. 72% of the vacancies obtained were for either male or female candidates.



*Figure 28: Number of vacancies, Textile sector, 2020 - 2024*



*Figure 29: Percentage of vacancies by sex, Textile sector, LMS 2024*

### 23.0 TRANSPORTATION AND STORAGE

The transportation and storage sector consists of among others road transport, transportation of goods and storage of food and other commodities. Out of the 11 employers who have responded, 9 have shown intention to recruit 102 employees. The employers from the sector claim that the following occupations require training: Drivers, and Transport and Storage Labourers. 78% of the responded employers are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies available at their enterprises. The vacancies obtained through the survey forms only 2% of the total vacancies obtained. 60% of the vacancies obtained were for male candidates only.

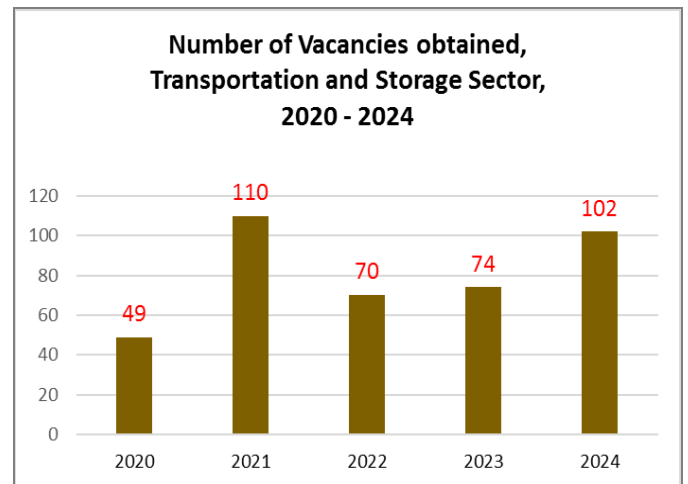


Figure 30: Number of vacancies, Transportation and Storage sector, 2020 – 2024

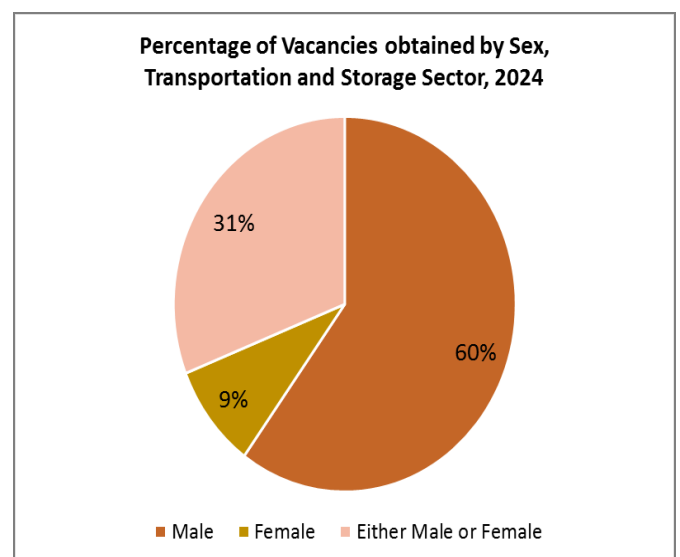
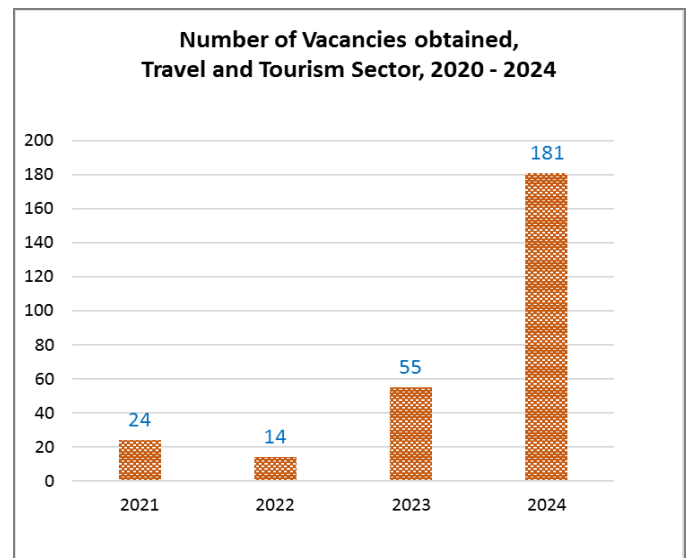


Figure 31: Percentage of vacancies by sex, Transportation and Storage sector, LMS 2024

## 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 6 responded employers of the sector, 5 have shown intention for filling 181 vacancies. 60% of the responded employers are willing to seek assistance from EICs to obtain suitable candidates for filling the vacancies available at their enterprises. The vacancies obtained through the survey forms only 3% of the total vacancies obtained. 58% of the vacancies obtained were for male candidates. The number of vacancies has been on increase since 2022.



*Figure 32: Number of vacancies, Travel and Tourism sector, 2021 - 2024*



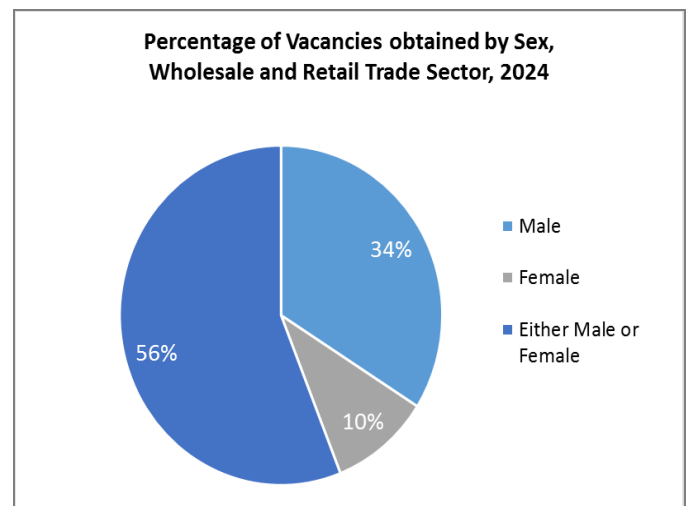
*Figure 33: Percentage of vacancies by sex, Travel and Tourism sector, LMS 2024*

## 25.0 WHOLESALE AND RETAIL TRADE

The sector consists of among others commercial companies having trade licences, supermarkets, hypermarkets, shops and distribution companies. Out of the 94 responded 65 have shown intention to recruit 790 employees. The employers from the sector claim that the following vacancies require training: Salespersons, Cashiers, Food Processing Workers. 80% 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 15% of the total vacancies obtained. 56% of the vacancies obtained were for either male or female candidates. The number of vacancies have been on increase since the year 2022.



*Figure 34: Number of vacancies, Wholesale and Retail Trade sector, 2020 - 2024*



*Figure 35: Percentage of vacancies by sex, Wholesale and Retail Trade sector, LMS 2024*

## 26.0 EMPLOYERS SEEKING ASSISTANCE OF EMPLOYMENT INFORMATION CENTRES

50% employers were willing to fill 50% of vacancies obtained during the survey through assistance of the Employment Information Centres (EICs).

22% of employers from the Wholesale and Retail Trade sector are willing to work in collaboration of EICs for their recruitment projects to fill 72% vacancies in the sector, namely for Salespersons.

34 employers of the Hotels and Restaurants sector are willing to fill 34% of vacancies for the sector, namely for Waiters and Bartenders

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.

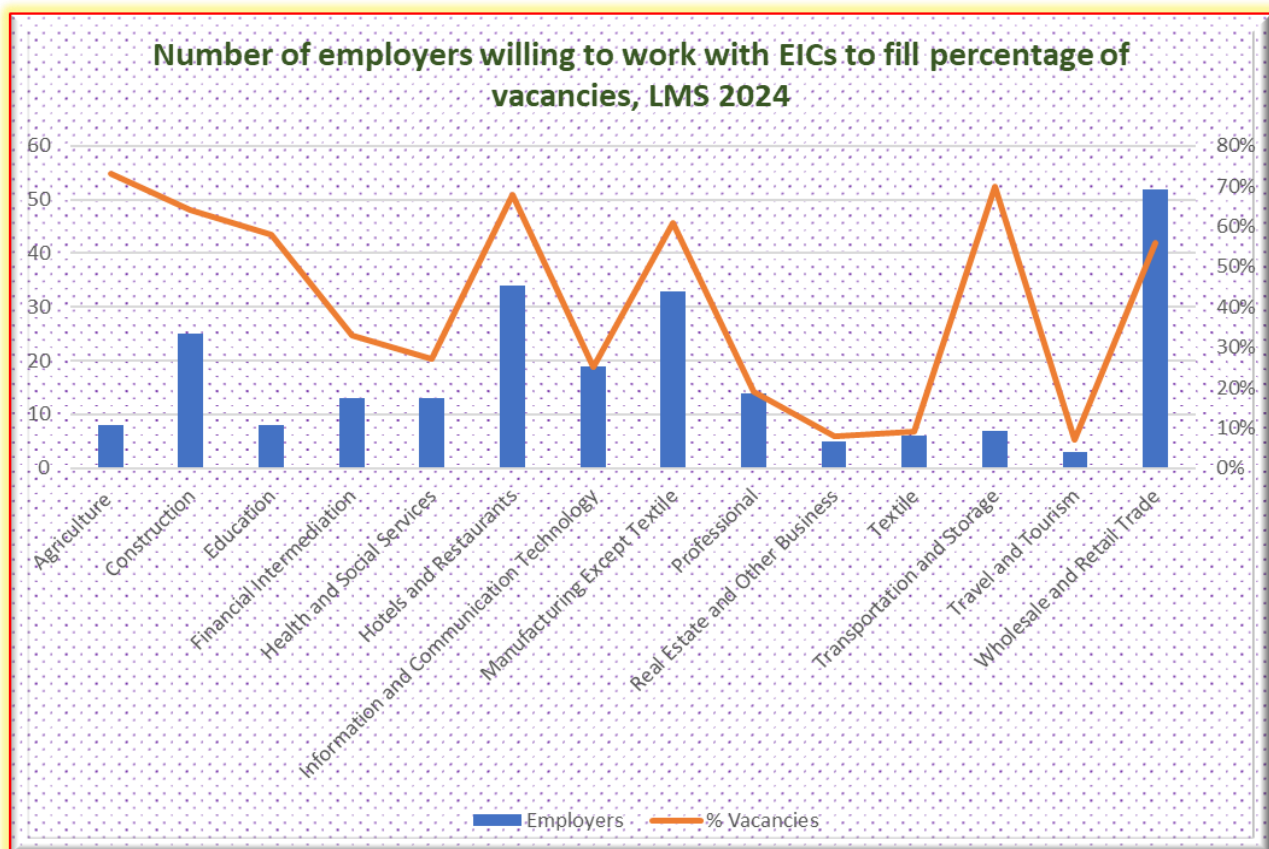


Figure 36: Number of employers willing to work with EICs to fill percentage of vacancies, LMS 2024



## 27.0 METHODOLOGY

The Labour Market Survey 2024 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.

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.

The survey started on February 2024. The field work, that is sending of emails and re-contacts ended on 30 June 2024.

The analysis and preparation of report was done during the month of July 2024.

## 28.0 CONCLUDING REMARKS

The Hotels and Restaurants, Wholesale and Retail Trade, and Manufacturing Except Textile sector have obtained most vacancies in the LMS 2024. 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.

The Budget 2024 – 2025 provides for the following concerning training:

- (i) Training courses involving AI will be eligible to an increase refund of 90 per cent*
- (ii) Government will continue to meet the cost of international examination fees for diploma courses at the conservatoire National de Musique Francois Mitterrand*
- (iii) Rs 11 M has been provided to improve access to employment opportunities by SRM beneficiaries through enhanced skills, job placements, and training.*
- (iv) The Prime à l'Emploi scheme benefits 6,000 individuals, including 5,500 women. It will be continued for unemployed women irrespective of age.*
- (v) Persons with disabilities will be further supported to integrate the workplace through an increase in the period of placement from 6 months to one year.*
- (vi) To increase the participation of women and disabled in the labour force, the Prime à l'Emploi will be made available to those willing to work on a part-time basis.*

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 training, counselling, support and guidance to youth and women who are ready to join the labour market.

## 29.0 CONCLUSION

The Labour Market Survey 2024, conducted by the National Employment Department, provides a comprehensive snapshot of current trends and challenges shaping our workforce landscape. Key findings highlight a dynamic environment marked by significant shifts in employment patterns and skill demands.

A persistent challenge revealed in the survey is the mismatch between available skills and those demanded by employers. This gap underscores the need for targeted upskilling and reskilling initiatives to ensure that workers remain competitive in evolving job markets.

The impact of technology on job roles is evident, with automation and artificial intelligence reshaping traditional job functions. Efforts to harness these technologies while mitigating their potential negative effects on employment are crucial for future workforce planning.

The survey emphasizes the importance of adaptive policies that support a resilient workforce. These include investments in education and training programs aligned with emerging industry needs, as well as initiatives to promote inclusive growth and employment opportunities for marginalized groups.

Addressing the challenges identified requires a collaborative effort involving government, businesses, educational institutions, and civil society. By fostering partnerships and sharing best practices, stakeholders can better navigate the complexities of the evolving labour market.

The Labour Market Survey 2024 serves as a vital tool for shaping policies and practices that promote sustainable growth and prosperity. By addressing current challenges and harnessing emerging opportunities, we can build a future where every individual has the opportunity to thrive in the evolving labour market landscape.