



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

December 2023 Quarter

16th Feb 2024

Summary Table

ISSUE #33

Employment & Wage Indices have been rebased from 2009 to 2013 to be inline with GDP Rebasing.

	Sept 2023 Quarter	Dec 2023 Quarter
Employment Number	25,976	25,963
Total Wages (\$ mil)	\$164.8	\$168.3
Average Wages Received (in \$)	\$6,343	\$6,483
Employment Growth (% change over the quarter of last year)	6.2%	7.0%

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OVERVIEW

Employment numbers recorded for the December 2023 quarter went up by 7.0% compared to the corresponding quarter of the previous year; this makes it the fifth consecutive quarter of positive growth following twelve quarters of negative growth since December 2019. For December 2023 quarter, the economy continues to thrive surpassing pre-Covid levels of employment which has helped the nation recover economically. The Accommodation and Restaurant industries has experienced growth in total number of employees to accommodate and serve the influx of tourists and visitors entering the country since borders have opened.

Wages and salaries for the quarter under review recorded an increase of 16.6% on a year-on-year basis which amounted to \$168.3 million. This performance was mainly influenced by the increase in wages and salaries in industries such as Accommodation, Restaurants and Other manufacturing to name a few.

QUARTERLY REVIEW EMPLOYMENT INDEX

Table 1: Employment & Wage Index (2013=100)

	Dec 22	Mar 23	Jun 23	Sept 23	Dec 23
Employment Index	102	105	106	110	110
% change	0.6	3.0	5.1	6.2	7.0
Wage Index	120	123	126	128	131
% change	0.3	3.0	5.4	8.0	9.0

Formal employment index for the December 2023 quarter increased in growth by 7.0% as shown in Ta-

ble 1. Its wage index also increased by 9.0% in the quarter under review on a year-on-year basis.

Chart 1: Employment Index, Dec 2020 - Dec 2023

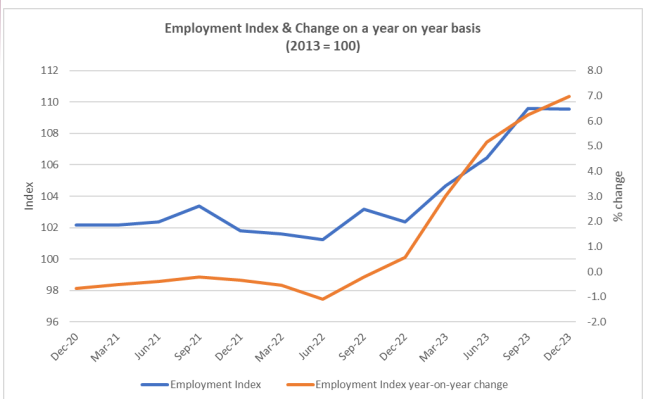


Chart 1, illustrated above, shows the quarterly employment index as well as its year-on-year change from December 2020 to December 2023. The employment index for the December 2023 quarter has maintained its level from the previous quarter registering the highest employment index recorded since the start of the series. The quarter under review increased significantly on a year on year basis which coincides with the increase in tourism and visitors visiting since borders were opened. The majority of industries when compared to the corresponding quarter of the previous year had increased in terms of employment numbers, resulting in the 7.0% increase in the Employment Index. Accommodation doubled its growth in the quarter under review. Other industries such as Education, Other services, Public administration, and Restaurants have recorded respective growths in index by 67.9%, 13.7%, 11.8%, and 6.8% compared to the corresponding quarter of the previous year.

In terms of growth, employment continues to increase when compared on a year-on-year basis. This reflects activities that stimulated the economy and increased the demand to recruit employees in order to cater for these expansions. The nation's economy, through employment, continues its upward growth in its recovery phase from previous years of decline.

Some industries that contributed positively to the increase in employment in the December 2023 quarter include Accommodation and Education as portrayed in Charts 2 and 3 below :

Chart 2: Employment Index: Dec 2020 - Dec 2023

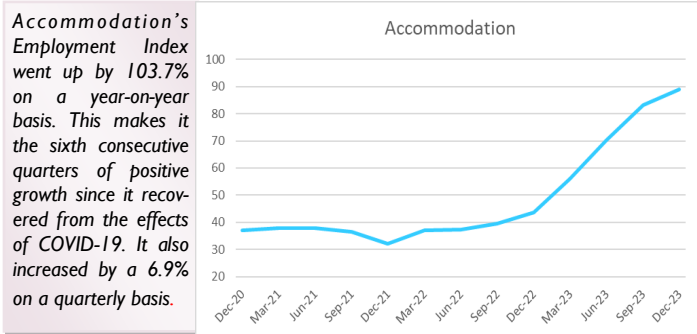
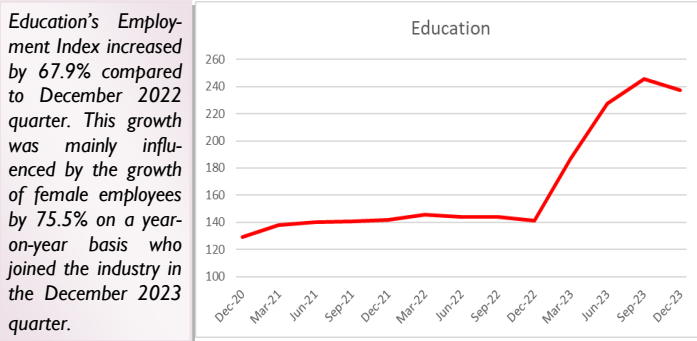


Chart 3: Employment Index: Dec 2020 - Dec 2023



WAGE INDEX

Chart 4: Wage Index, Dec 2020 - Dec 2023

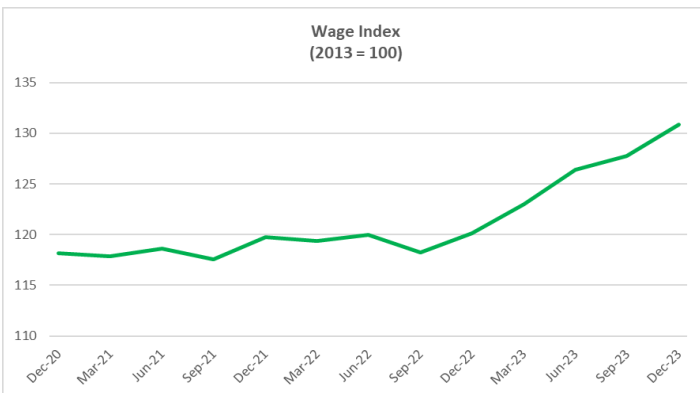


Chart 4 above shows the trend in the wage index from the December 2020 to December 2023 quarter. As shown, the wage index recorded an aggregated increase of 9.0% for the December 2023 quarter compared to the same quarter of the previous year. The main industries that contributed significantly to this recorded increase include Other manufacturing, Restaurants, Water, Accommodation and Food Manufacturing with respective growths of 100.2%, 98%, 72%, 69%, and 64% compared to the December 2022 quarter.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Dec 2023 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
Dec 2023						
	Total	%	Male	%	Female	%
Total Employed	25,963	100.0	13,890	53.5	12,073	46.5
Total Wages (\$ mil)	168.3	100.0	89.4	53.1	78.8	46.9
Quarterly Average Wages (\$)	6,483		6,440		6,531	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in formal employment as recorded in December 2023 quarter was 25,963; of which 53.5% were males and 46.5% were females. Total wages amounted to \$168.3 million, with males receiving the biggest share of 53.1% and females receiving the remaining 46.9%.

Total average wages for the quarter under review amounted to \$6,483. As shown in Table 2 above, females earned average quarterly wages of \$6,531, whereas males earned \$6,440 for the December 2023 quarter. This indicates that females' average wages for the reviewed quarter is 1.5% higher compared to the males' average wages.

Table 3: Distribution of Employment by Sector, Dec 2023

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Dec-22	(No.)	24,269	206	2,674	15,185	6,203
	(%)	100.0	0.8	11.0	62.6	25.6
Mar-23	(No.)	24,811	198	2,537	15,815	6,262
	(%)	100.0	0.8	10.2	63.7	25.2
Jun-24	(No.)	25,230	198	2,434	15,913	6,685
	(%)	100.0	0.8	9.6	63.1	26.5
Sep-23	(No.)	25,976	189	2,416	16,515	6,856
	(%)	100.0	0.7	9.3	63.6	26.4
Dec-23	(No.)	25,963	175	2,371	16,482	6,935
	(%)	100.0	0.7	9.1	63.5	26.7

Table 3 shows the employed population by sector (Primary, Secondary, Services and the Public Sector) from December 2022 to December 2023. As shown, the Services sector remains the biggest employer accounting for 63.5% of the total formal employed population; it has increased by 0.9 percentage points compared to December 2022. Public Administration remains the second biggest employer with a share of 26.7%; its employed number increased by 1.1 percentage points on a year-on-year basis. The Secondary sector is the third biggest employer, with a 9.1% contribution recording a negative growth of 1.9% compared to the corresponding quarter of the previous year. The Primary sector which employs 0.7% of the total employed and is

made up of the Agriculture and Fishing industries recorded a minor decline of 0.1 percentage points when compared to the same quarter of the previous year.

Table 4: Distribution of Employment by Industry, Dec 2023

Industry	Male No.	%	Female No.	%	Total No.	%
Public adminis	3,335	48.1	3,600	51.9	6935	26.7
Commerce	2,241	55.0	1,834	45.0	4076	15.7
Other services	1,454	49.4	1,489	50.6	2942	11.3
Transport	1,279	71.9	501	28.1	1780	6.9
Personal servi	779	56.5	599	43.5	1379	5.3
Accommodation	637	47.6	702	52.4	1339	5.2
Finance Servi	540	40.6	791	59.4	1331	5.1
Education	497	40.4	732	59.6	1229	4.7
Health	341	42.6	459	57.4	800	3.1
Business servi	430	60.2	284	39.8	715	2.8
Construction	550	88.9	69	11.1	619	2.4
Food manufac	397	68.3	184	31.7	582	2.2
Other manuf	317	65.7	166	34.3	484	1.9
Restaurant	216	46.7	246	53.3	462	1.8
Communicatio	235	54.7	195	45.3	430	1.7
Electricity	291	79.3	76	20.7	367	1.4
Water	233	73.0	86	27.0	319	1.2
Agriculture	75	62.3	45	37.7	120	0.5
Fishing	41	73.3	15	26.7	55	0.2
TOTAL	13,890	53.5	12,073	46.5	25,963	100.0

Table 4 shows the distribution of employment by industry. At the industry level, the majority of formal employment was in Public Administration which made up about 26.7% of the total employed, of which 48.1% were males and 51.9% were females. Commerce was the second biggest employer, comprising 15.7% of the total number of people employed; 55.0% were males and 45.0% were females. The third biggest employer was Other services employing about 11.3% of the total, of which consists 49.4% males and 50.6% females. Transport, Personal Services, Accommodation and Finance Services were the next biggest employers, with respective shares of 6.9, 5.3, 5.2, and 5.1 percent. Industries that make up the Primary Sector such as Agriculture and Fishing employed the lowest number of employees, at 0.5% and 0.2%, respectively of the total numbers employed. In terms of employment composition by sex, industries that recorded high percentages of males to females included Construc-

tion, Electricity, Fishing, Water Transport and Food Manufacturing. Industries such as Education, Finance Services, Health, Accommodation and Public Admin recorded a higher proportion of female employees as compared to the males within the quarter under review.

Table 5: Male wages and average wages, Dec 2023

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	4.3	18,219
Water	1.7	3.8	16,209
Electricity	2.1	3.6	12,281
Finance services	3.9	5.9	10,897
Other manufacturing	2.3	3.1	9,781
Food Manufacturing	2.7	2.9	7,900
Public administration	24.0	25.4	7,617
Construction	4.0	4.1	7,546
Fishing	0.3	0.3	7,280
Health	2.5	1.5	6,912
Restaurants	1.6	1.5	6,885
Accommodation	4.6	3.8	6,110
Agriculture	0.5	0.4	5,927
Personal services	5.6	4.4	5,670
Education	3.6	2.5	5,278
Transport	9.2	6.4	5,038
Business Services	3.1	2.1	5,024
Commerce	16.1	9.5	4,240
Other services	10.5	3.8	2,628
TOTAL	100	89.4	6,400

Although the Public administration sector employed the highest number of males (24.0% of total male employment) and had the highest total wages paid (\$25.4 million), as shown in Table 5, this industry did not have the highest average wages paid out within the December 2023 quarter. As recorded, average quarterly wages of \$7,617 paid out for the Public Administration Industry, is the seventh highest average wages for Males. Commerce, the second-biggest employer for males, recorded an average quarterly wage of \$4,240, making it the second-lowest average wage for males. Communication had the highest average quarterly earnings, recording \$18,219, and Water at the second highest with an average quarterly wage for males at \$16,209 for the quarter under review. The lowest average quarterly wages for males for the December 2023 quarter was reported in the Other services industry amounted to \$2,628.

Table 6: Female wages and average wages, Dec 2023

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.6	20,518
Water	0.7	1.4	15,758
Construction	0.6	0.9	12,622
Food Manufacturing	1.5	2.3	12,592
Communication	1.6	2.3	11,641
Other manufacturing	1.4	1.9	11,607
Fishing	0.1	0.1	8,942
Personal Services	5.0	4.7	7,798
Finance services	6.5	6.1	7,776
Public Administration	29.8	27.9	7,745
Restaurants	2.0	1.9	7,743
Transport	4.0	3.9	7,741
Business Services	2.4	1.9	6,806
Accommodation	5.8	4.6	6,565
Agriculture	0.4	0.3	6,396
Health	3.8	2.1	4,516
Commerce	15.2	7.5	4,105
Education	6.10	2.8	3,837
Other services	12.3	4.7	3,144
TOTAL	100	78.8	6,531

The Electricity industry had the highest average quarterly wages for the quarter under review amounting to \$20,518 contributing \$1.6 million to total female wages. This was followed by Water, Construction, Food Manufacturing and Communication with average quarterly wages of \$15,758, \$12,622, \$12,592 and \$11,641, respectively.

Public Administration was the biggest employer for females and recorded the highest total wages paid; however, it was not the highest in terms of average quarterly wages. It ranked tenth, according to Table 6.

Commerce had the second-highest percentage of females employed and also the second highest value of wages(\$7.5 million) paid out to females. However, it was ranked the third lowest in terms of average quarterly wage for the period under review. The Other services industry was ranked the lowest in terms of average quarterly wages, which amounted to \$3,144.

TWELVE MONTHS REVIEW:
(January - December 2023)

Table 7: Employment & Wage Index

	2019	2020	2021	2022	2023
Employment Index	103	103	102	102	108
% change	0.5	-0.4	-0.4	-0.3	5.4
Wage Index	116	117	118	119	127
% change	1.1	0.7	1.0	0.8	6.7

Table 7 above indicates that the employment index increased by 5.4% in the calendar year 2023 following three years of negative growth. This positive growth in the employment index was caused by an increase in employment in industries such as Accommodation, Education, Other services, Restaurants, Public Administration, Finance Services and Commerce with respective growths of 89.2%, 56.0%, 11.5%, 10.1%, 7.8%, 4.3%, and 1.5% to the total employment index.

Wage index on the other hand, has consistently increased in the past five years, including the year under review, with a recorded increase of 6.7%.

Table 8: Employment & Wage: Jan - Dec 2023

Employed Persons, Total Wages & Average Annual Wages						
Year January – December 2023						
	Total	%	Male	%	Female	%
Total	25,496	100	13,692	53.7	11,804	46.3
Employed						
Total	643.6	100.0	344.9	53.6	298.7	46.4
Wages (\$ million)						
Average Annual	25,243		25,188		25,306	
Wages (\$)						

Total wages paid for the calendar year 2023 amounted to \$643.6 million where males received the biggest share of total wages with 53.6% of the total and 46.4% being female wages.

Total average yearly wages received in the year ending December 2023 was \$25,243. Females was recorded to have had the highest average yearly wage of \$25,306 while males average yearly waged amounted to \$25,188.

Background Information and New Developments

Scope and Coverage

Employment covers all formally registered employees to the Samoa National Provident Fund. This includes all industries in the Primary, Secondary and Tertiary Sectors and the Public Administration (Private and Public Sectors).

Employment and Formal Employment

Employment

- ◆ Employment is the total number of persons who are engaged in paid work.
- ◆ It includes all persons who are either part timers or full time workers and are employed either in the public or private sectors (working for wages).

Formal Employment

- ◆ Employment that is government regulated, such that workers are ensured a wage and certain employment rights.
- ◆ It **includes** all employees and employers in the formal sectors who have registered under the SNPF.
- ◆ It does **not include** the informal sectors and individual contributors such as proprietors, self-employed workers, unpaid family or volunteer workers, farm workers, and domestic workers.

Employment Index

- ◆ Is a measure of change on the employment numbers, with 2013 now implemented to replace 2009 as the base year in this current report.

Wage Index

- ◆ Is a measure of change on the wages and salaries, it was compiled using the base year of 2013 replacing 2009 base year as indicated in other previous Employment Reports such as Issue 1 - 12.

Revisions

Employment Data is supplied by the SNPF on a quarterly basis. This data is input manually by the Finance Statistics Division (FSD) in to the system and is used for compiling and monitoring employment trend by industry. In some cases where there may be a delay in receiving this data, estimates are then used until the actual numbers are available. Revisions are made later on when actual data are made available to the Bureau.



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With the Compliments of the
GOVERNMENT STATISTICIAN

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