



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

June 2023 Quarter

31 Aug 2023

Summary Table

ISSUE #31

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

	Mar 2023 Quarter	Jun 2023 Quarter
Employment Number	24,811	25,230
Total Wages (\$ mil)	\$151.2	\$158.1
Average Wages Received (in \$)	\$6,092	\$6,263
Employment Growth (% change over the quarter of last year)	3.0%	5.1%

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OVERVIEW

Employment numbers recorded for the June 2023 quarter went up by 5.1% compared to the corresponding quarter of the previous year; this makes it the third quarter of positive growth following twelve consecutive quarters of negative growth since December 2019. The economy continues to grow since the re-commencement of developments and recovery phase triggered by the influx of tourists since international borders opened in mid-2022 prompting the increase in employment especially for those industries which were mainly affected during the pandemic such as Accommodation and Restaurants to name a few.

Wages and Salaries for the reviewed quarter recorded an increase of 10.9% which amounted to \$158.1 million compared to June 2022 quarter. This was mainly influenced by the increase in wages and salaries of industries such as Accommodation, Restaurants, Other manufacturing, Water and Electricity.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Jun 22	Sep 22	Dec 22	Mar 22	Jun 23
Employment Index	101	103	102	105	106
% change	-1.1	-0.2	0.6	3.0	5.1
Wage Index	120	118	120	123	126
% change	1.2	0.6	0.3	3.0	5.4

Formal employment index for June 2023 quarter increased for the third time as shown in Table 1 after

consecutive quarters of negative growth since December 2019. Wage index also increased by 5.4% in the quarter under review on a year-on-year basis.

Chart 1: Employment Index, Jun 2020 - Jun 2023

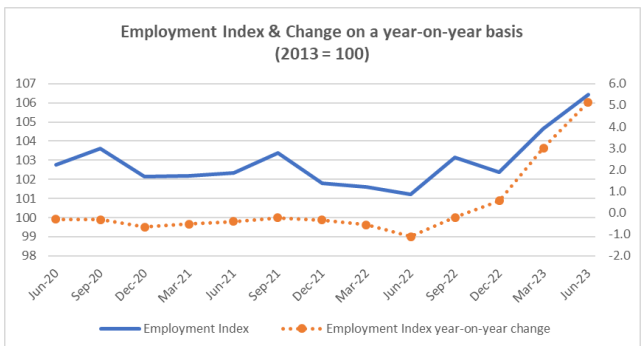


Chart 1 illustrated above shows the fluctuating trend in the quarterly employment index as well as its year-on-year change from June 2020 to June 2023. Employment Index for June 2023 quarter is the highest index reached within the three year period. The reviewed quarter increased markedly compared to the same quarter of the previous year. This effect coincides with the increase in tourism and visitors joining the EFKS and Assembly of Gods conference and annual meetings. The majority of industries when compared the same quarter of the previous year have grown in terms of employment numbers resulting in the 5.1% increase in Employment Index. Industries such as Accommodation, Education, Other services, Restaurants and Public administration have recorded respective growths in index by 88.3%, 57.9%, 12.5%, 8.9% and 8.6% compared to the corresponding quarter of the previous year.

Employment in terms of growth continued to move upwards from September 2022 onwards due to activities that stimulated the economy and pushed respective economies to recruit employees in order to meet demand. The nation's economy through employment continues its upward growth in its recovery phase from previous years of decline.

Some industries which contributed positively to the decline in employment in the June 2023 quarter includes:

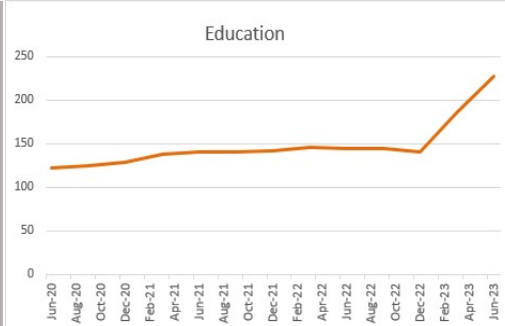
Chart 2: Employment Index: June 2020 - June 2023

Accommodation's Employment Index went up by 88.3% on a year on year basis. This makes it the fourth consecutive quarter of positive growth since it recovered from the effects of Covid-19. It also increased by 25.8% on a quarterly basis.



Chart 3: Employment Index: June 2020 - June 2023

Education's Employment Index increased by 57.9% compared to June 2022 quarter. The trend is mainly influenced by the growth of female employees by 54.0% on a y-o-y basis who have joined the industry in June 2023. quarter.



WAGE INDEX

Chart 4: Wage Index, Jun 2020 - Jun 2023



Chart 4 above shows the trend in the wage index from June 2020 to June 2023 quarter. As shown, the index recorded an aggregated increase of 5.4% for the June 2023 quarter compared to the same quarter of the previous year. The main industries which contributed significantly to this recorded increase in wage index includes Construction, Other manufacturing, Accommodation, Restaurants and Water with respective growths of 74.5%, 72.2%, 68.5%, 65.0% and 61.7% compared to the June 2022 quarter.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Jun 2023 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
June 2023						
	Total	%	Male	%	Female	%
Total Employed	25,230	100.0	13,491	53.5	11,739	46.5
Total Wages (\$ mil)	158.1	100.0	85.1	53.8	73.1	46.2
Quarterly Average Wages (\$)	6,263		6,305		6,223	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in the formal sector was 25,230 as recorded in the June 2023 quarter; of which 53.5% were males and 46.5% were females. Total wages amounted to \$158.1 million, where males received the biggest share of 53.8% with females receiving the remaining 46.2%.

Average wages for the quarter under review amounted to \$6,263. This is the first quarter recorded that average wages for males have exceeded that of females; as stated in Table 2 males earned average quarterly wage of \$6,305 whereas females earned \$6,223 for the quarter under review.

Table 3: Distribution of Employment by Sector, Jun 2023

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Jun-22	(No.)	23,995	212	2,766	14,865	6,153
	(%)	100.0	0.9	11.5	61.9	25.6
Sep-22	(No.)	24,454	205	2,771	15,224	6,254
	(%)	100.0	0.8	11.3	62.3	25.6
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-23	(No.)	25,230	198	2,434	15,913	6,685
	(%)	100.0	0.8	9.6	63.1	26.5

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from June 2022 to June 2023. As shown, the Services sector remains the biggest employer accounting for 63.1% of the total formal employed population; it has increased by 1.2 percentage points compared to June 2022. Public Administration remains the second biggest employer with a share of 26.5%; its employed number increased by 0.9 percentage points on a year-on-year basis. The Secondary sector being the third biggest employer with a 9.6% share recording a negative growth of 1.9% compared to the corresponding quarter of the previous year. The Primary sector employing

0.8% of the total employed which comprises of the Agriculture and Fishing industries also recorded a decrease by 4.1% in the reviewed quarter in terms of the number of people employed.

Table 4: Distribution of Employment by Industry, Jun 2023

Industry	Male No.	%	Female No.	%	Total No.	%
Public adminis	3,031	45.3	3,654	54.7	6,685	26.5
Commerce	2,202	56.3	1,710	43.7	3,912	15.5
Other services	1,501	50.8	1,451	49.2	2,952	11.7
Transport	1,217	71.1	494	28.9	1,712	6.8
Personal servi	823	58.5	584	41.5	1,407	5.6
Finance servic	530	40.5	779	59.5	1,309	5.2
Education	500	42.3	680	57.7	1,180	4.7
Accommodati	549	51.8	510	48.2	1,059	4.2
Health	387	42.0	535	58.0	922	3.7
Construction	613	89.3	74	10.7	686	2.7
Business servi	359	58.0	260	42.0	619	2.5
Food manufac	392	66.8	195	33.2	587	2.3
Other manuf	293	62.7	174	37.3	468	1.9
Communicatio	240	55.8	190	44.2	430	1.7
Restaurants	198	47.9	216	52.1	414	1.6
Electricity	295	79.7	75	20.3	370	1.5
Water	234	72.2	90	27.8	324	1.3
Agriculture	83	62.6	50	37.4	133	0.5
Fishing	46	70.3	19	29.7	62	0.3
TOTAL	13,491	53.5	11,739	46.5	25,230	100.0

Table 4 shows the distribution of employment by industry. At the industry level, the majority of formal employment was in the Public Administration which made up about 26.5% of the total employed; of which 45.3% were males and 54.7% were females. Commerce was the second biggest employer comprising 15.5% of the number of people employed; 56.3% were males and 43.7% were females. The third biggest employer was Other services employing about 11.7% of the total, consisting of 50.8% males and 49.2% of females. Transport, Personal Services, Finance Services and Education were the next biggest employers with respective shares of 6.8, 5.6, 5.2 and 4.7 percent. Industries which make up the Primary Sector such as Agriculture and Fishing employed the lowest number of employees at 0.5% and 0.3% respectively of the total.

In terms of employment composition by sex, industries that recorded high percentages of males to females included Construction, Electricity, Water, Transport, Fishing, Food manufacturing and Other manufacturing. Industries such as Finance Services, Health, Education, Public admin and Restaurants had a higher proportion of female employees as compared to the males within the reviewed quarter.

Although the Public administration sector employed the highest number of males (22.5% of total male employment) and highest total wages paid (\$22.2 million) as shown in Table 5, this industry did not have the highest average wages paid out within the June 2023 quarter. As recorded, average quarterly wages of

\$7,366 paid out for the Public Administration Industry, is the fifth highest average wages for Males. Commerce, the second biggest employer for males recorded and average quarterly wages of \$4,173 making it the third lowest average wage for males.

Table 5: Male wages and average wages, Jun 2023

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.8	4.0	16,601
Water	1.7	3.4	14,765
Electricity	2.2	3.9	13,358
Finance services	3.9	5.6	10,583
Health	2.9	2.9	9,557
Other manufacturing	2.2	2.6	8,808
Public administration	22.5	22.2	7,366
Construction	4.5	4.4	7,302
Fishing	0.3	0.3	6,984
Restaurants	1.5	1.3	6,694
Agriculture	0.6	0.5	6,155
Personal services	6.1	5.0	6,054
Accommodation	4.1	3.2	6,040
Food manufacturing	2.9	2.3	5,813
Business services	2.7	2.0	5,721
Transport	9.0	6.2	5,085
Commerce	16.3	9.2	4,173
Education	3.7	1.8	3,673
Other services	11.1	4.2	2,750
TOTAL	100.0	85.1	6,305

Communication had the highest average quarterly earnings recording \$16,601, and Water being the second highest at \$14,765 for June 2023 quarter as shown in Table 5 above. The lowest average quarterly wages for males were reported in Other services and Education industries with average wages of \$2,750 and \$3,673 respectively.

Public Administration was also 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 twelve according to Table 6. The Electricity industry had the highest average quarterly wages of \$18,354 contributing \$1.4 million to total female wages. This was followed by Water, Food manufacturing and Construction with average quarterly wages of \$14,823, \$11,125 and \$10,499 respectively.

Commerce who had the second highest percentage of females employed and also the second highest value of wages paid out to females was ranked the third lowest in terms of average quarterly wage for the period under review. Other industries which ranked lowest in terms of average quarterly wages included Other services and Education with respective average wages of \$3,619 and \$3,669.

Table 6: Female wages and average wages, Jun 2023

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.4	18,354
Water	0.8	1.3	14,823
Food manufacturing	1.7	2.2	11,125
Construction	0.6	0.8	10,499
Communication	1.6	2.0	10,293
Other manufacturing	1.5	1.6	9,463
Fishing	0.2	0.2	8,058
Personal services	5.0	4.6	7,907
Finance services	6.6	5.8	7,460
Accommodation	4.3	3.7	7,266
Transport	4.2	3.6	7,237
Public administration	31.1	25.7	7,028
Business services	2.2	1.6	6,345
Restaurants	1.8	1.3	6,245
Agriculture	0.4	0.3	5,794
Health	4.6	3.0	5,602
Commerce	14.6	6.8	3,961
Education	5.8	2.5	3,669
Other services	12.4	5.3	3,619
TOTAL	100.0	73.1	6,223

**TWELVE MONTHS REVIEW:
(July 2022 - Jun 2023)**

Table 7: Employment & Wage Index

	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 22/23
Employment Index	104	104	103	102	105
% change	1.2	-0.1	-0.5	-0.5	2.1
Wage Index	118	119	120	121	126
% change	2.2	1.0	0.3	0.6	4.7

Table 7 above indicates that the employment index increased by 2.1% in the financial year ending June 2023 following three consecutive years of negative growth. This is the first financial year of positive growth following three consecutive years of negative growth. This positive growth in employment index was caused by an increase in employment in industries such as Accommodation, Education, Restaurants, Other services, Public administration, Finance services, Business services and Commerce with respective growths of 46.3%, 22.3%, 5.8%, 4.1%, 2.8%, 2.1%, 2.1% and 1.2% to total employment index. For the four quarters which make up FY2022/23; the latest three quarters experienced positive growth while the September

2022 quarter recorded negative growth in terms of Employment Index.

Wage index on the other hand has consistently increased in the five years indicated in Table 7 including FY2022/23 with a recorded increase in index of 4.7% compared to FY2021/22. Industries that contributed strongly to the growth experienced within the financial year under review in terms of wage index includes Accommodation, Restaurants, Electricity, Water, Other manufacturing, Education and Food manufacturing with respective growths of 100.3%, 27.5%, 20.6%, 19.5%, 17.0%, 13.8% and 11.1% on a year-on-year basis.

Table 8: Employment & Wage: July 2022 - June 2023

Employed Persons, Total Wages & Average Annual Wages						
Year July 2022- June 2023						
	Total	%	Male	%	Female	%
Total Employed	24,691	100.0	13,578	55.0	11,113	45.0
Total Wages (\$ million)	597.9	100.0	321.9	53.8	276.0	46.2
Average Annual Wages (\$)	24,215		23,708		24,834	

The total number of those employed within the financial year ending June 2023 was 24,691; 55.0% of which were males while only 45.0% were that of females. Total wages paid for the year under review amounted to \$597.9 million where males received the 54.0% of total wages (\$321.9 million) while females received only 46.2% which amounted to \$276.0 million.

Total average yearly wage received in the year under review was \$24,215. Although males received the highest share of total wages, females' average wages was recorded at \$24,834 which was 4.7% higher than the average wage males received which was \$23,708 within the financial year ending June 2023 (FY 2022/23).

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).

Classification

The International Standard Industry Classification (ISIC), Revision 3.1 is used to classify the economic activity of businesses in the SNPF Register. Classification of economic activity is important in the determination of the extent and nature of the information collected and the quality of the data compiled. The employees through employers are then classified into various industries using the ISIC Rev 3.1.

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.

