



# Samoa Bureau of Statistics

## EMPLOYMENT STATISTICS

### September 2023 Quarter

30 Nov 2023

#### Summary Table

ISSUE #32

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

	Jun 2023 Quarter	Sept 2023 Quarter
Employment Number	25,230	25,976
Total Wages (\$ mil)	\$158.1	\$164.8
Average Wages	\$6,263	\$6,343
Received (in \$)		
Employment Growth (% change over the quarter of last year)	5.1%	6.2%

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#### OVERVIEW

Employment numbers recorded for the September 2023 quarter went up by 6.2% compared to the corresponding quarter of the previous year; this makes it the fourth quarter of positive growth following twelve consecutive quarters of negative growth since December 2019. For the September 2023 quarter, the economy continues to grow and experiencing recovery from the past periods of Covid-19 lockdown when borders were open again. The tourism industry went up on a fast basis, with more people travelling to Samoa, prompting an increase in employment for those industries mainly affected by the pandemic.

Wages and salaries for the September 2023 quarter under review recorded an increase of 15.0% which amounted to \$164.8 million when compared to the September 2022 quarter. This performance was mainly influenced by the increase in wages and salaries in industries such as Accommodation, Restaurants, Other Manufacturing, Education, Water and Food manufacturing.

#### QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Sep 22	Dec 22	Mar 23	Jun 23	Sep 23
Employment Index	103	102	105	106	110
% change	-0.2	0.6	3.0	5.1	6.2
Wage Index	118	120	123	126	128
% change	0.6	0.3	3.0	5.4	8.3

Formal employment index for the September 2023 quarter increased for the fourth time, as shown in Ta-

ble 1, after consecutive quarters of negative growth since December 2019. Wage index also increased by 8.3% in the quarter under review on a year-on-year basis.

Chart 1: Employment Index, Sept 2020 - Sept 2023

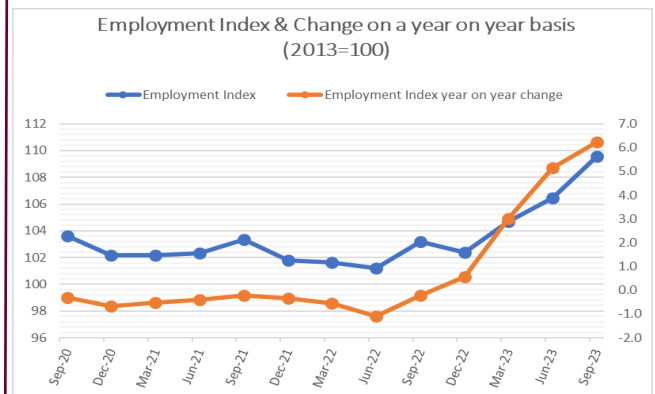


Chart 1, illustrated above, shows the quarterly employment index as well as its year-on-year change from September 2020 to September 2023. Employment Index for the September 2023 quarter reaches its highest index within the four-year period. The quarter under review increased rapidly compared to the same quarter of the previous year. This effect aligns with the increase in tourism and visitors visiting our shores. When we compared all industries to the same quarter of the previous year, the majority of them had grown in terms of employment numbers, resulting in a 6.2% increase in the Employment Index. Industries such as Accommodation, Education, Other services, Public administration, and Restaurants have recorded respective growths in index by 110.3%, 70.5%, 15.6%, 9.6%, and 8.4% compared to the corresponding quarter of the previous year.

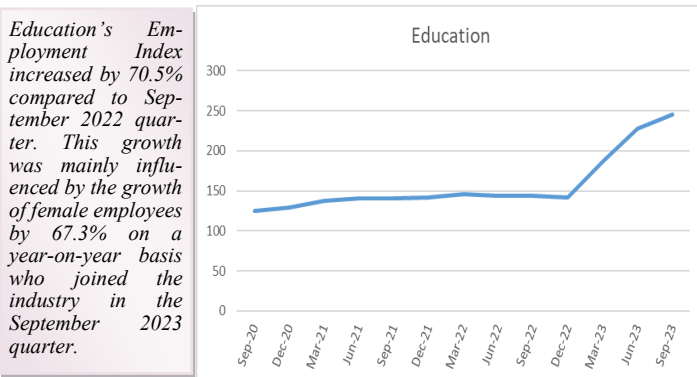
In terms of growth, employment continues to climb upwards from September 2022 onwards. This reflects activities that stimulated the economy and increased the demand to recruit employees in order to cater for these expansions. The nation's economy, through employment, continues its upward growth in its recovery phase from previous years of decline.

Some industries that contributed positively to the increase in employment in the September 2023 quarter include Accommodation and Education as portrayed in Chart 2 and Chart 3 below.

**Chart 2: Employment Index: Sept 2020 - Sept 2023**



**Chart 3: Employment Index: Sept 2020 - Sept 2023**



**WAGE INDEX**

**Chart 4: Wage Index, Sept 2020 - Sept 2023**



Chart 4 above shows the trend in the wage index from the September 2020 to September 2023 quarter. As shown, the index recorded an aggregated increase of 8.3% for the September 2023 quarter compared to the same quarter of the previous year. The main industries that contributed significantly to this recorded increase in wage index include Other manufacturing, Restaurants, Accommodation, Construction and Water with respective

growths of 96.9%, 89.0%, 81.9%, 80.0%, and 76.5% compared to the September 2022 quarter.

**EMPLOYMENT LEVELS**

**Table 2: Employment & Wages, Sept 2023 Quarter**

Employed Persons, Total Wages & Average Quarterly Wages						
Sept 2023						
	Total	%	Male	%	Female	%
Total Employed	25,976	100.0	13,837	53.3	12,139	46.7
Total Wages (\$ mil)	164.8	100.0	88.6	53.7	76.2	46.3
Quarterly Average Wages (\$)	6,343		6,400		6,278	

In terms of employment levels, as illustrated in Table 2 above, the total number of employees in the formal sector was 25,976 as recorded in the September 2023 quarter, of which 53.3% were males and 46.7% were females. Total wages amounted to \$164.8 million, with males receiving the biggest share of 53.7% and females receiving the remaining 46.3%.

Average wages for the September 2023 quarter amounted to \$6,343. This is the second quarter in which average wages for males have exceeded those of females; as stated in Table 2, males earned an average quarterly wage of \$6,400, whereas females earned \$6,278 for the quarter under review.

**Table 3: Distribution of Employment by Sector, Sept 2023**

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
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
Sep-23	(No.)	25,976	189	2,415	16,517	6,859
	(%)	100.0	0.8	9.3	63.6	26.4

Table 3 shows the employed population by sector (Primary, Secondary, Services and the Public Sector) from September 2022 to September 2023. As shown, the Services sector remains the biggest employer, accounting for 63.6% of the total formal employed population; it has increased by 1.3 percentage points compared to September 2022. Public Administration remains the second biggest employer with a share of 26.4%; its employed number increased by 0.8 percentage points on a year-on-

year basis. The Secondary sector is the third biggest employer, with a 9.3% share, recording a negative growth of 2% compared to the corresponding quarter of the previous year. The Primary sector which employs 0.8% of the total employed and comprises the Agriculture and Fishing industries, also recorded a 7.8% decrease in the reviewed quarter in terms of the number of people employed.

**Table 4: Distribution of Employment by Industry, Sept 2023**

Industry	Male No.	%	Female No.	%	Total No.	%
Public adminis	3,206	46.8	3,649	53.2	6856	26.4
Commerce	2,231	54.9	1,835	45.1	4065	15.7
Other services	1,496	50.3	1,477	49.7	2973	11.4
Transport	1,256	72.2	483	27.8	1739	6.7
Personal servi	820	56.9	622	43.1	1442	5.6
Finance Servi	539	40.8	783	59.2	1322	5.1
Education	532	41.8	740	58.2	1272	4.9
Accomodation	604	48.2	649	51.8	1252	4.8
Health	373	41.3	530	58.7	903	3.5
Business servi	405	59.5	276	40.5	682	2.6
Construction	569	89.1	69	10.9	639	2.5
Food manufac	412	68.5	190	31.5	602	2.3
Other manuf	307	63.3	178	36.7	485	1.9
Restaurant	203	46.5	234	53.5	437	1.7
Communicatio	234	54.6	195	45.4	429	1.7
Electricity	292	79.5	75	20.5	367	1.4
Water	234	72.5	89	27.5	323	1.2
Agriculture	81	62.1	49	37.9	130	0.5
Fishing	42	72.1	16	27.9	59	0.2
<b>TOTAL</b>	<b>13,837</b>	<b>53.3</b>	<b>12,139</b>	<b>46.7</b>	<b>25,976</b>	<b>100.0</b>

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 26.4% of the total employed, of which 46.8% were males and 53.2% were females. Commerce was the second biggest employer, comprising 15.7% of the total number of people employed; 54.9% were males and 45.1% were females. The third biggest employer was Other services employing about 11.4% of the total, consisting of 50.3% males and 49.7% females. Transport, Personal Services, Finance Services and Education were the next biggest employers, with respective shares of 6.7, 5.6, 5.1, and 4.9 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. 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, Restaurant and Public Admin had a higher proportion of female employees as compared to the males within the quarter under review.

**Table 5: Male wages and average wages, Sept 2023**

Industries		Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	4.2	17,961
Water	1.7	4.1	17,739
Electricity	2.1	4.1	13,968
Finance services	3.9	5.6	10,388
Other manufacturing	2.2	2.9	9,603
Health	2.7	1.9	7,583
Fishing	0.3	0.3	7,530
Construction	4.1	4.2	7,456
Restaurants	1.5	1.5	7,317
Public administration	23.2	22.9	7,163
Accommodation	4.4	3.9	6,746
Agriculture	0.6	0.5	6,011
Food manufacturing	3.0	2.4	5,868
Personal services	5.9	4.8	5,824
Business Services	2.9	2.2	5,640
Education	3.8	2.5	5,125
Transport	9.1	6.2	4,981
Commerce	16.1	9.7	4,335
Other services	10.8	4.5	2,953
<b>TOTAL</b>	<b>100</b>	<b>88.6</b>	<b>6,400</b>

Although the Public administration sector employed the highest number of males (23.2% of total male employment) and had the highest total wages paid (\$22.9 million), as shown in Table 5, this industry did not have the highest average wages paid out within the September 2023 quarter. As recorded, average quarterly wages of \$7,163 paid out for the Public Administration Industry, is the tenth highest average wages for Males. Commerce, the second-biggest employer for males, recorded an average quarterly wage of \$4,335, making it the second-lowest aver-

age wage for males. Communication had the highest average quarterly earnings, recording \$17,961, and Water had the second highest, at \$17,739 for September 2023 quarter, as shown in Table 5 above. The lowest average quarterly wages for males were reported in the Other services and Commerce industries, with average wages of \$2,953 and \$4,335 respectively.

**Table 6: Female wages and average wages, Sept 2023**

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.5	20,257
Water	0.7	1.4	15,692
Food manufacturing	1.6	2.4	12,798
Construction	0.6	0.8	11,631
Communication	1.6	2.3	11,589
Other manufacturing	1.5	2.0	11,230
Fishing	0.1	0.2	9,519
Transport	4.0	4.1	8,469
Finance services	6.5	6.0	7,625
Restaurants	1.9	1.7	7,089
Personal services	5.1	4.4	7,082
Public administration	30.1	25.8	7,077
Business Services	2.3	1.9	6,945
Accommodation	5.3	4.3	6,685
Agriculture	0.4	0.3	6,112
Health	4.4	2.2	4,109
Education	6.1	3.0	4,005
Commerce	15.1	7.0	3,802
Other services	12.2	5.6	3,772
<b>TOTAL</b>	<b>100</b>	<b>76.2</b>	<b>6,278</b>

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 twelve, according to Table 6.

The Electricity industry had the highest average quarterly wages of \$20,257, contributing \$1.5 million to total female wages. This was followed by Water, Food manufacturing and Construction with average quarterly wages of \$15,692, \$12,798, and \$11,631, respectively.

Commerce had the second-highest percentage of females employed and also the second highest value of wages paid out to

females. However, it was ranked the second 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 \$3,772.

## **TWELVE MONTHS REVIEW:**

**(August 2022–Sept 2023)**

**Table 7: Employment & Wage Index**

	18/19	19/20	20/21	21/22	22/23
Employment Index	104	104	103	102	106
% change	1.2	-0.1	-0.5	-0.5	3.7
Wage Index	114	115	116	117	122
% change	1.2	0.9	0.8	1.1	4.6

Table 7 above indicates that the employment index increased by 3.7% in the fiscal year ending March 2023, following three fiscal years of negative growth. This positive growth in the employment index was caused by an increase in employment in industries such as Accommodation, Education, Restaurants, Other services, Public administration, Finance services and Commerce, with respective growths of 73.1%, 39.2%, 9.9%, 8.2%, 5.0%, 3.3% and 1.2% to total employment index. Wage index on the other hand, has consistently increased in the past five years, including the year under review.

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

Employed Persons, Total Wages & Average Annual Wages						
Year October 2022– September 2023						
	Total	%	Male	%	Female	%
Total	25,072	100	13,614	54.3	11,458	45.7
Employed						
Total	620.0	100.0	333.3	53.8	286.7	46.2
Wages (\$ million)						
Average Annual	24,728		24,483		25,018	
Wages (\$)						

Total wages paid for the year ending September 2023 amounted to \$620.0 million where males received the biggest share of total wages with 53.8% of the total and 46.2% being female wages.

Total average yearly wages received in the year ended September 2023 was \$24,728. Females was recorded to have had the highest average yearly wage of \$25,018 while males average yearly wage amounted to \$24,483.

# 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.



With the Compliments of the  
**GOVERNMENT STATISTICIAN**

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