



EMPLOYMENT STATISTICS

DECEMBER 2024

QUARTERLY HIGHLIGHTS:

❖ **Total Employment 26,075**

- **Male 13,806**
- **Female 12,269**

❖ **Total employment numbers for Dec 2024 increased by 0.6%.**

❖ **Total wages paid out for Dec 2024 quarter increased by 0.3%.**

❖ **Industries with the most contribution:**

- **Education's Employment Index increased by 11.2%.**
- **Other manufacturing's Employment Index increased by 9.5%.**

❖ **Services Sector accounts for 64.9% of total formal employment.**

❖ **Public Administration Sector with a share of 25.2% of total formal employment.**

Issue No. 37
 Published:

SUMMARY TABLE

	Sep 2024 Quarter	Dec 2024 Quarter
Employment Number	26,754	26,075
Total Wages (\$ mil)	\$173.1	\$195.4
Average Wages Received (in \$)	\$6,465	\$7,562
Employment Growth (% change over the quarter of last year)	3.0%	0.6%

OVERVIEW:

Employment numbers for the December 2024 quarter recorded an increase of 0.6% compared to the same quarter of the previous year. This is the ninth quarter of positive growth recorded following twelve consecutive quarters of negative growth since December 2019. The economy continues to recover, reelected by the increase in employment especially for industries which were mainly affected during the pandemic.

Wages and Salaries for the reviewed quarter recorded an increase of 0.3% compared to December 2023 amounting to \$195.4 million. This was mainly influenced by the increase in wages and salaries in industries such as Accommodation, Other services, Restaurants and Electricity.

QUARTERLY REVIEW

EMPLOYMENT INDEX

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

	Dec 23	Mar 24	Jun 24	Sep 24	Dec 24
Employment Index	109	109	110	113	110
% change	6.8	4.2	3.5	3.0	0.6
Wage Index	131	129	132	131	153
% change	9.2	5.2	4.2	2.2	16.5

Formal employment index for December 2024 quarter continues to increase as shown in Table 1 after twelve consecutive quarters of negative growth. Wage index also increased by 16.5% in the quarter review on a year-on-year basis. As shown Employment index is slowly decreasing thus returning to its normal levels after global economic effects experienced in the previous years.

Chart 1: Employment Index, Dec 21 - Dec 24

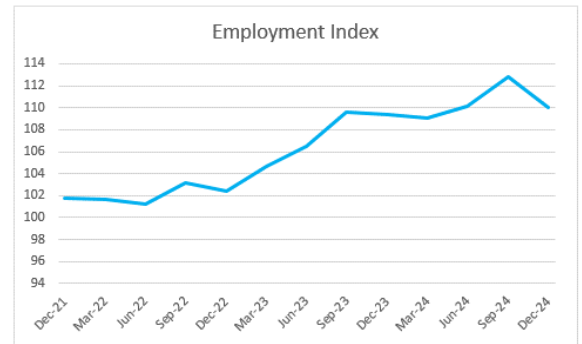


Chart 1 illustrated above shows the fluctuating trend in the quarterly employment index from December 2021 to December 2024. Employment index for the reviewed quarter slightly increased compared to the same quarter of 2023 but decline compared to the previous quarter.

The year-on-year change in employment index clearly shows the increasing growth of employment which kicked off in December 2022 quarter shortly after the resumption of international travel which started off in August of that same year. This trend reached its peak level in December 2023 and again increased in the September 2024 in preparation for the CHOGM meeting held in the country in October 2024. Employment trends has since normalized compared to the quarters prior to this meeting.

Few industries have maintained positive growths compared to December 2023 resulting in the 0.6% increase in Employment Index. Industries such as Education, Other manufacturing, Accommodation, Restaurants, Electricity, Personal services, Commerce, Other services, Communication and Finance services have recorded respective growths in index by 11.2%, 9.5%, 8.0%, 7.4%, 5.3%, 5.1%, 4.4%, 3.9%, 3.4% and 2.9% compared to the corresponding quarter of the previous year. Conversely, industries such as Agriculture, Health, Fishing, Business services and Public Administration to name a few recorded respective negative growths of 13.2%, 9.7%, 8.8%, 7.3% and 5.2% compared to the December 2023 quarter.



Some industries which contributed positively to the increase in employment in the September 2024 quarter includes:

Chart 2: Employment Index: Dec 2021 - Dec 2024

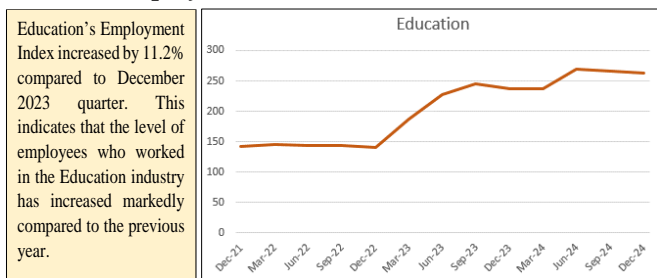
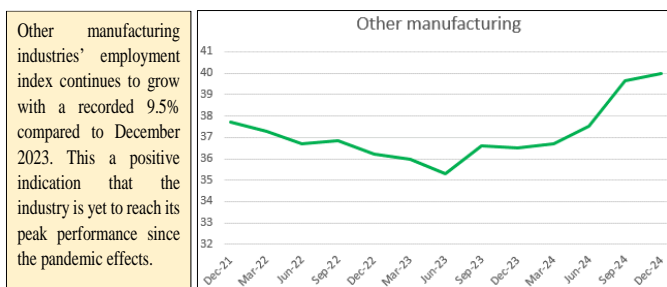


Chart 3: Employment Index: Dec 2021 - Dec 2024



WAGE INDEX

Chart 4: Wage Index, Dec 2021 - Dec 2024

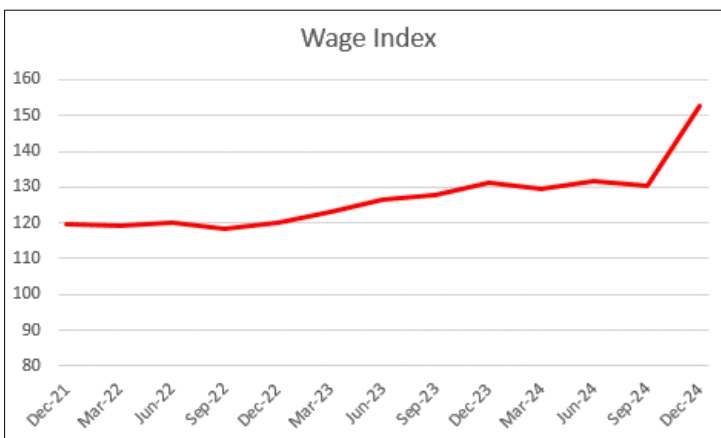


Chart 4 above shows the trend in the wage index from December 2021 to December 2024. As shown, the index recorded an aggregated increase in growth by 16.5% for the December 2024 quarter compared to the same quarter of the previous year. The main industries which contributed significantly to this recorded increase in wage index includes Public Administration, Other services, Accommodation, Business services, Health, Personal services, Agriculture, Commerce, Restaurants with respective growths of 44.3%, 29.4%, 23.6%, 22.4%, 20.4%, 14.4%, 14.2%, 12.6% and 10.1% compared to the corresponding quarter of the previous year.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, December 2024 Quarter

Employed Persons, Total Wages & Average Quarterly Wages December 2024						
	Total	%	Male	%	Female	%
Total Employed	26,075	100.0	13,806	52.9	12,269	47.1
Total Wages (\$ mil)	195.4	100.0	102.0	52.2	93.4	47.8
Quarterly Average Wages (\$)	7,562		7,388		7,611	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in the formal sector was 26,075 as recorded in the December 2024 quarter; of which 52.9% were males and 47.1% were females. Total wages amounted to \$195.4 million, where males received the biggest share of total wages at 52.2% with females receiving the remaining 47.8%.

Average wages for the quarter under review amounted to \$7,562. Although males received the biggest share of wages, average wages for females was 3.0% higher compared to that of males; as stated in Table 2 males earned average quarterly wage of \$7,388 whereas females earned \$7,611 for the quarter under review.

Table 3: Distribution of Employment by Sector, Sept. 2024

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Dec-23	(No.)	25,919	175	2,371	16,437	6,935
	(%)	100.0	0.7	9.1	63.4	26.8
Mar-24	(No.)	25,843	165	2,316	16,808	6,553
	(%)	100.0	0.6	9.0	65.0	25.4
Jun-24	(No.)	26,116	159	2,336	16,714	6,906
	(%)	100.0	0.6	8.9	64.0	26.4
Sep-24	(No.)	26,754	158	2,396	17,030	7,170
	(%)	100.0	0.6	9.0	63.7	26.8
Dec-24	(No.)	26,075	155	2,406	16,932	6,582
	(%)	100.0	0.6	9.2	64.9	25.2

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from September 2023 to December 2024. As shown, the Services sector remains the biggest employer accounting for 64.9% of the total formal employed population; it has increased by 1.5 percentage points compared to December 2023. Public Administration remains the second biggest employer with a share of 25.2%; its employed number however decreased by 1.5 percentage points on a year-on-year basis. The Secondary sector being the third biggest employer with an 9.2% share increased slightly by 0.1% compared to the same quarter of the previous year. The Primary sector employing 0.6% of the total employed which comprises of the Agriculture and Fishing industries recorded a decline in growth by 0.1 percentage points compared to the same quarter of the previous year.



Table 4: Distribution of Employment by Industry, Dec 2024

Industry	Male No.	%	Female No.	%	Total No.	%
Public administration	3,085	46.9	3,497	53.1	6,582	25.2
Commerce	2,353	55.3	1,902	44.7	4,256	16.3
Other services	1,474	49.0	1,537	51.0	3,011	11.5
Transport	1,232	72.2	475	27.8	1,708	6.5
Personal services	809	55.8	640	44.2	1,450	5.6
Accommodation	683	47.2	763	52.8	1,446	5.5
Finance services	559	40.8	811	59.2	1,370	5.3
Education	553	40.5	813	59.5	1,366	5.2
Health	296	41.0	426	59.0	722	2.8
Business services	392	59.2	270	40.8	663	2.5
Construction	537	88.2	72	11.8	609	2.3
Food manufacturing	379	67.0	187	33.0	566	2.2
Other manufacturing	334	63.2	195	36.8	529	2.0
Restaurants	230	46.3	266	53.7	496	1.9
Communication	243	54.7	201	45.3	445	1.7
Electricity	311	80.5	75	19.5	387	1.5
Water	230	72.9	86	27.1	316	1.2
Agriculture	64	61.5	40	38.5	104	0.4
Fishing	38	76.3	12	23.7	50	0.2
TOTAL	13,806	52.9	12,269	47.1	26,075	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 25.2% of the total employed; of which 46.9% were males and 53.1% were females. Commerce was the second biggest employer comprising 16.3% of the number of people employed; 55.3% were males and 44.7% were females. The third biggest employer was Other services employing about 11.5% of the total, consisting of 49.0% males and 51.0% females. Transport, Personal Services, Accommodation, Finance services and Education were the next biggest employers with respective shares of 6.5, 5.6, 5.5, 5.3 and 5.2 percent. Industries which make up the Primary Sector such as Agriculture and Fishing employed the lowest number of employees at 0.4% 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, Fishing, Water, Transport, Food manufacturing, Other manufacturing and Agriculture. Industries such as Education, Finance services, Health, Restaurants, Public Administration, Accommodation and Other services had higher proportion of female employees as compared to the males within the quarter under review.

Although the Public administration sector employed the highest number of males (22.3% of total male employment) and highest total wages paid (\$29.8 million) as shown in Table 5, this industry did not have the highest average wages paid out within the December 2024 quarter. As recorded, average quarterly wages of \$10,055 paid out for the Public administration industry ranked the fifth highest average wage for males. Commerce, the second biggest employer for males recorded and average quarterly wages of \$5,042 making it the second lowest average wage for males.

Table 5: Male wages and average wages, Dec 2024

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.8	4.3	17,549
Water	1.7	3.9	16,859
Electricity	2.3	4.4	14,081
Finance services	4.0	6.7	12,029
Public administration	22.3	29.8	10,055
Other manufacturing	2.4	3.3	9,908
Health	2.1	1.5	8,262
Restaurants	1.7	1.9	8,085
Fishing	0.3	0.3	7,378
Construction	3.9	3.9	7,248
Accommodation	4.9	5.0	7,231
Food manufacturing	2.7	2.7	7,226
Agriculture	0.5	0.4	6,692
Personal services	5.9	5.3	6,575
Business services	2.8	2.5	6,383
Education	4.0	3.3	5,938
Transport	8.9	6.7	5,434
Commerce	17.0	11.8	5,042
Other services	10.7	4.4	2,953
TOTAL	100.0	102.0	7,388

Communication had the highest average quarterly earnings recorded at \$17,549 and Water being the second highest at \$16,859 for December 2024 quarter as shown in Table 5 above. The lowest average quarterly wages for males were reported in Commerce and Other services industries with average wages of \$5,042 and \$2,953 respectively.

The Electricity industry recorded the highest average quarterly wages paid out to female employees of \$20,438 contributing \$1.5 million to total female wages according to Table 6 illustrated below. Females employed in the Electricity industry accounts for only 0.3% of the total number of employees which is clearly dominated by males. Despite male domination in this trade, average female wages paid out for December 2024 quarter was significantly higher compared to average wages paid out to males for the quarter under review. This was followed by Water, Construction, Food manufacturing and Communication services with average quarterly wages of \$18,919, \$14,617, \$14,530 and \$12,299 respectively.

Public administration was also the biggest employer for females accounting for 28.5% of female employment and recorded the highest total wages paid of \$35.4 million, however it was not the highest in terms of average quarterly wages. It ranked sixth according to Table 6 illustrated below with an average quarterly wage of \$10,118. Commerce who had the second highest percentage of females employed and also the second highest value of wages paid out to females was ranked second 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 \$4,661 and \$3,990.



Table 6: Female wages and average wages, December 2024

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.5	20,438
Water	0.7	1.6	18,919
Construction	0.6	1.0	14,617
Food manufacturing	1.5	2.7	14,530
Communication	1.6	2.5	12,299
Public administration	28.5	35.4	10,118
Other manufacturing	1.6	1.9	9,983
Fishing	0.1	0.1	9,781
Transport	3.9	4.2	8,787
Personal services	5.2	5.5	8,629
Accommodation	6.2	6.5	8,532
Finance services	6.6	6.7	8,281
Restaurants	2.2	2.1	8,028
Business services	2.2	2.1	7,930
Agriculture	0.3	0.3	7,480
Health	3.5	2.1	5,035
Other services	12.5	7.2	4,661
Commerce	15.5	8.2	4,298
Education	6.6	3.2	3,990
TOTAL	100.0	93.4	7,611

TWELVE MONTHS REVIEW:
(January 2024 – December 2024)

Table 7: Employment & Wage Index

	2020	2021	2022	2023	2024
Employment Index	109	109	110	113	110
% change	-0.4	-0.4	-0.3	5.3	2.8
Wage Index	117	118	119	127	152
% change	0.7	1.0	0.8	6.8	19.3

Table 7 above indicates that the employment index increased by 2.8% in the calendar year 2024 following a 5.3% growth in 2023. This is the second 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 manufacturing, Commerce, Finance services and Electricity with respective growths of 27.1%, 15.5%, 10.5%, 6.6%, 4.8%, 3.9% and 3.1% to total employment index. Eleven out of the nineteen industries have recorded positive growths for the calendar year 2024 as compared to 2023 which only recorded eight industries with positive growth in employment index on a year-on-year basis. This indicates that the nations' economy continues to recover from the effects of the pandemic and other economical setbacks which contributed to the decline in growths recorded in previous years.

For the four quarters which make up the calendar year under review; all four quarters experienced positive growth contributing to the overall increase of 2.8% recorded for the employment index for the year 2024.

Wage index also increased consecutively for the five financial years ending September as indicated in Table 7 including the year 2024 recording an increase in index of 19.3% on a yearly basis. Almost all industries contributed positively to the abovementioned growth in wage index with significant contributions from industries such as Business services, Public administration, Personal services, Food manufacturing, Agriculture, Accommodation, Restaurants, Education, Commerce and Finance services to name a few with respective growths of 33.6%, 31.9%, 30.4%, 21.5%, 19.6%, 17.8%, 17.7%, 15.9%, 14.9% and 14.0% compared to the previous calendar year 2023.

Table 8: Employment & Wage: Jan – Dec 2024

Employed Persons, Total Wages & Average Annual Wages						
Year January - December 2024						
	Total	%	Male	%	Female	%
Total Employed	26,197	100	13,926	53.2	12,270	46.8
Total Wages (\$ million)	789.0	100	424.2	53.8	364.8	46.2
Average Annual Wages (\$)	30,116		30,457		29,730	

The total number of those employed within the calendar year 2024 was 26,197 as indicated in Table 8 above; 53.2% of which were males while only 46.8% were that of females. Total wages paid for the year under review amounted to \$789.0 million where males received 53.8% of total wages (\$424.2 million) while females received only 46.2% which amounted to \$364.8 million.

Total average yearly wages received in the year under review was \$30,116. Average annual wages of \$30,457 was recorded for males for the year 2024 while females had an average annual wage of \$29,730 which was 2.5% lower than that of males.



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.

SAMOA BUREAU OF STATISTICS

*Finance Statistics Division
FMFM II Building, Level 2
P O Box 1151
Apia, Samoa*

Phone: (685) 62017/62018

Fax: (685) 24675

Email: info.stats@sbs.gov.ws

Website: www.sbs.gov.ws

