



EMPLOYMENT STATISTICS

JUNE 2024

QUARTERLY HIGHLIGHTS

June 2024 compared to June 2023:

- ❖ **Total employment 26,116**
- ❖ **Total male – 13,888**
- ❖ **Total female – 12,227**
- ❖ **Employment Index increased by 3.5%.**
- ❖ **Wage index increased by 4.2%.**
- ❖ **Industries with the most contribution:**
 - Accommodation's Employment Index increased by 30.5%.
 - Education's Employment Index increased by 18.5%.
- ❖ **Services Sector accounts for 64.3% of total employment.**
- ❖ **Public Administration Sector with a share of 26.4%.**

SUMMARY TABLE

	Mar 2024 Quarter	Jun 2024 Quarter
Employment Number	25,843	26,116
Total Wages (\$ mil)	\$165.5	\$170.3
Average Wages Received (in \$)	\$6,408	\$6,523
Employment Growth (% change over the quarter of last year)	4.2%	3.5%

OVERVIEW:

Employment numbers recorded for the June 2024 quarter went up by 3.5% compared to the corresponding quarter of the previous year; this makes it the seventh quarter of positive growth following twelve consecutive quarters of negative growth since December 2019. The economy continues to grow since the 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 7.7% compared to June 2023 amounting to \$170.3 million. This was mainly influenced by the increase in wages and salaries of industries such as Accommodation, Restaurants, Food manufacturing, Other manufacturing and Commerce to name a few.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Jun 23	Sep 23	Dec 23	Mar 24	Jun 24
Employment Index	106	110	110	109	110
% change	5.1	6.2	7.0	4.2	3.5
Wage Index	126	128	131	129	132
% change	5.4	8.0	9.2	5.2	4.2

Formal employment index for June 2024 quarter continues to increase as shown in Table 1 after twelve consecutive quarters of negative growth. Wage index also increased by 4.2% in the quarter review on a year-on-year basis.

Chart 1: Employment Index, Jun 21 - Jun 24

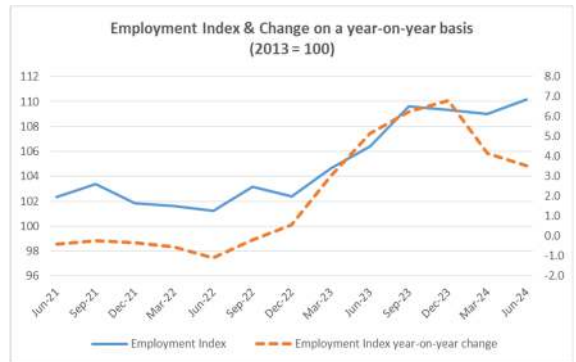


Chart 1 illustrated above shows the fluctuating trend in the quarterly employment index as well as its year-on-year change from June 2021 to June 2024. Employment Index for June 2024 quarter is the highest index reached within the three year period. The reviewed quarter increased slightly when compared to the same quarter of 2023. This effect coincides with the increase in tourists as well as visitors joining the EFKS and Assembly of Gods conference and annual meetings held within the reviewed quarter.

Many industries have maintained its growth compared to June 2023 resulting in the 3.5% increase in Employment Index. Industries such as Accommodation, Education, Restaurants, Commerce, Other manufacturing, Finance services and Public administration have recorded respective growths in index by 30.5%, 18.5%, 17.1%, 6.9%, 6.3%, 4.6%, and 3.3% 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.

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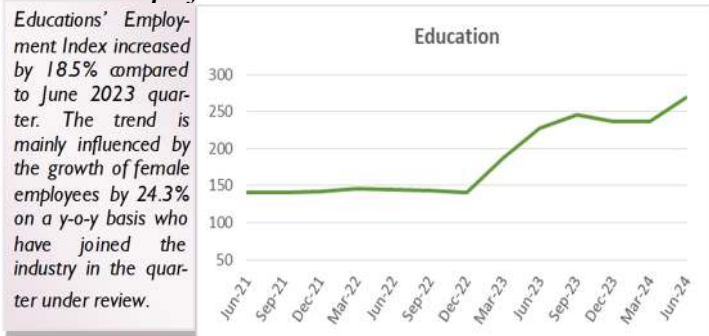


Some industries which contributed positively to the increase in employment in the June 2024 quarter includes:

Chart 2: Employment Index: June 2021 - June 2024



Chart 3: Employment Index: June 2021 - June 2024



WAGE INDEX

Chart 4: Wage Index, Jun 2021 - Jun 2024



Chart 4 above shows the trend in the wage index from June 2021 to June 2024. As shown, the index recorded an aggregated increase of 4.2% for the June 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 Food manufacturing, Accommodation, Agriculture, Restaurants, Construction, Other manufacturing, Water, Commerce and Electricity with respective growths of 31.8%, 21.8%, 21.0%, 16.3%, 15.3%, 14.0%, 10.8%, 8.9% and 8.7% compared to the June 2023 quarter.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Jun 2024 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
June 2024						
	Total	%	Male	%	Female	%
Total Employed	26,116	100.0	13,888	53.2	12,227	46.8
Total Wages (\$ mil)	170.3	100.0	92.4	54.3	78.0	45.8
Quarterly Average Wages (\$)	6,523		6,650		6,378	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in the formal sector was 26,116 as recorded in the June 2024 quarter; of which 53.2% were males and 46.8% were females. Total wages amounted to \$170.3 million, where males received the biggest share of 54.3% with females receiving the remaining 45.8%.

Average wages for the quarter under review amounted to \$6,523. Average wages for males have exceeded that of females; as stated in Table 2 males earned average quarterly wage of \$6,650 whereas females earned \$6,378 for the quarter under review.

Table 3: Distribution of Employment by Sector, Jun 2024

Year	(No.) (%)	Total	Sector			
			Primary	Sec-ondary	Ser-vices	Public Admin
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.)	25,980	189	2,418	16,517	6,856
	(%)	100.0	0.7	9.3	63.6	26.4
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

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from June 2023 to June 2024. As shows, the Services sector remains the biggest employer accounting for 64.0% of the total formal employed population; it has increased by 0.9 percentage points compared to June 2023. Public Administration remains the second biggest employer with a share of 26.4%; its employed number increased by 0.1 percentage points on a year-on-year basis. The Secondary sector being the third biggest employer with an 8.9% share recording a negative growth of 0.7% compared to the corresponding quarter of the previous year. The Primary sector employing 0.6% of the total employed which comprises of the Agriculture and Fishing industries also recorded a decrease by 0.2 percentage points in June 2024.



Table 4: Distribution of Employment by Industry, Jun 2024

Industry	Male No.	%	Female No.	%	Total No.	%
Public adminis	3,262	47.2	3,645	52.8	6,906	26.4
Commerce	2,341	56.0	1,841	44.0	4,182	16.0
Other services	1,501	51.4	1,419	48.6	2,920	11.2
Transport	1,212	71.7	478	28.3	1,690	6.5
Personal servi	802	56.9	607	43.1	1,409	5.4
Education	552	39.5	846	60.5	1,398	5.4
Accommodati	646	46.8	735	53.2	1,381	5.3
Finance servic	553	40.4	815	59.6	1,368	5.2
Health	336	41.6	472	58.4	809	3.1
Business servi	362	56.8	275	43.2	638	2.4
Construction	517	88.5	67	11.5	584	2.2
Food manufac	372	66.8	185	33.2	557	2.1
Other manufa	325	65.5	172	34.5	497	1.9
Restaurants	223	46.0	262	54.0	485	1.9
Communicatio	242	55.6	193	44.0	435	1.7
Electricity	304	79.9	76	20.1	380	1.5
Water	233	73.1	86	26.9	318	1.2
Agriculture	68	61.5	43	38.5	110	0.4
Fishing	36	74.8	12	25.2	48	0.2
TOTAL	13,888	53.2	12,227	46.8	26,116	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 26.4% of the total employed; of which 47.2% were males and 52.8% were females. Commerce was the second biggest employer comprising 16.0% of the number of people employed; 56.0% were males and 44.0% were females. The third biggest employer was Other services employing about 11.2% of the total, consisting of 51.4% males and 48.6% of females. Transport, Personal Services, Education and Accommodation were the next biggest employers with respective shares of 6.5, 5.4, 5.4 and 5.3 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, Accommodation and Public administration had a 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 (23.5% of total male employment) and highest total wages paid (\$23.0 million) as shown in Table 5, this industry did not have the highest average wages paid out within the June 2024 quarter. As recorded, average quarterly wages of \$7,032 paid out for the Public Administration Industry ranked the twelfth highest average wage for males. Commerce, the second biggest employer for males recorded and average quarterly wages of \$4,745 making it the third lowest average wage for males.

Table 5: Male wages and average wages, Jun 2024

Industries	% of Em- ployed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	4.2	17,188
Water	1.7	3.7	15,892
Electricity	2.2	4.3	14,123
Finance services	4.0	6.7	12,102
Other manufacturing	2.3	3.3	9,998
Health	2.4	1.9	8,671
Construction	3.7	4.2	8,134
Food manufacturing	2.7	2.8	7,552
Accommodation	4.7	4.8	7,396
Restaurants	1.6	1.6	7,235
Fishing	0.3	0.3	7,079
Public administration	23.5	23.0	7,032
Agriculture	0.5	0.5	6,919
Personal services	5.8	5.0	6,229
Business services	2.6	2.0	5,718
Transport	8.7	6.7	5,554
Commerce	16.9	11.1	4,745
Education	4.0	2.0	3,490
Other services	10.8	4.5	2,998
TOTAL	100.0	92.4	6,650

Communication had the highest average quarterly earnings recording \$17,188, and Water being the second highest at \$15,892 for June 2024 quarter as shown in Table 5 above. The lowest average quarterly wages for males were reported in Education and Other services industries with average wages of \$3,490 and \$2,998 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 communication industry has the highest average quarterly wages of \$17,188 contributing \$4.2 million to total female wages. This was followed by Water, Electricity and Finance services with average quarterly wages of \$15,582, \$14,123 and \$12,102 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 \$3,643 and \$2,988.

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Table 6: Female wages and average wages, June 2024

Industries	% of Em- ployed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.6	21,545
Water	0.7	1.5	17,710
Food manufacturing	1.5	2.7	14,734
Construction	0.6	1.0	14,167
Communication	1.6	2.4	12,308
Other manufacturing	1.4	1.9	10,795
Fishing	0.1	0.1	9,227
Accommodation	6.0	6.0	8,145
Agriculture	0.3	0.3	7,837
Restaurants	2.1	2.0	7,710
Personal services	5.0	4.5	7,393
Public administration	29.8	26.4	7,233
Finance services	6.7	5.9	7,201
Transport	3.9	3.3	6,916
Business services	2.2	1.7	6,052
Health	3.9	2.2	4,698
Commerce	15.1	6.9	3,732
Other services	11.6	5.2	3,643
Education	6.9	2.5	2,988
TOTAL	100.0	78.0	6,378

**TWELVE MONTHS REVIEW:
(July 2023 – Jun 2024)**

Table 7: Employment & Wage Index

	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24
Employment Index	104	103	102	105	110
% change	-0.1	-0.5	-0.5	2.1	5.2
Wage Index	119	120	121	126	141
% change	1.0	0.3	0.6	4.7	11.9

Table 7 above indicates that the employment index increased by 5.2% in the financial year ending June 2024 following a 2.1% growth in the year ending June 2023. This is the second 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, Commerce and Other manufacturing with respective growths of 70.9%, 41.4%, 10.0%, 7.4%, 7.3%, 4.7%, 2.9% and 2.1% to total employment index. For the four quarters which make up FY2022/23; all four quarters experienced positive growth contributing to the overall increase of 5.2% recorded for the employment index for the June 2024 quarter.

Wage index on the other hand has consistently increased in the five years indicated in Table 7 including FY2023/24 with a recorded increase in index of 11.9% compared to FY2022/23. All industries contributed positively to the abovementioned growth in wage index with significant contributions from industries such as Accommodation, Restaurants, Other manufacturing, Food manufacturing and Education with respective growths of 120.1%, 67.8%, 59.8%, 43.2% and 40.0% on a year-on-year basis.

Table 8: Employment & Wage: July 2023 – June 2024

Employed Persons, Total Wages & Average Annual Wages						
Year July 2023- June 2024						
	Total	%	Male	%	Female	%
Total Employed	25,964	100.0	13,897	53.5	12,067	46.5
Total Wages (\$ million)	669.1	100.0	359.4	53.7	309.7	46.3
Average Annual Wages (\$)	25,771		25,865		25,662	

The total number of those employed within the financial year ending June 2024 was 25,964; 53.5% of which were males while only 46.5% were that of females. Total wages paid for the year under review amounted to \$669.1 million where males received the 53.7% of total wages (\$359.4 million) while females received only 46.3% which amounted to \$309.7 million.

Total average yearly wage received in the year under review was \$25,771. Average annual wages of \$25,865 was recorded for males for year ending June 2024 while females had an average annual wage of \$25,662 which was 0.8% 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.

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