



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

December 2019 Quarter

24 Feb 2020

Summary Table

	Sep 2019 Quarter	Dec 2019 Quarter
Employment Number	24,636	24,375
Total Wages (\$ mil)	\$141.5	\$142.5
Average Wages Received (in \$)	\$5,743	\$5,847
Employment Growth (% change over the quarter of last year)	0.5%	-0.3%

ISSUE #17

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

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OVERVIEW

Employment numbers in the December 2019 quarter went down by 0.3% following a 0.5% growth in the September 2019 quarter on a yearly basis. The period under review is the first quarter experiencing negative growth following six quarters of positive growth since the June 2018 quarter. This reflects the negative impact experienced by the nation due to the measles outbreak in the period under review which directly affected industries such as Accommodation, Transport, Personal Services and Restaurants.

Wages and Salaries for the December 2019 quarter recorded a \$142.5 million (or 1.0%) increase over the corresponding December 2018 quarter.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Dec 18	Mar 18	Jun 19	Sep 19	Dec 19
Employment Index	103	103	103	104	103
% change	1.1	1.1	0.8	0.5	-0.3
Wage Index	117	116	117	116	118
% change	1.6	0.3	1.7	1.9	1.3

According to Table 1, formal employment index for the December 2019 quarter had a negative growth in the period under review following four

consecutive quarters of positive growth since the December 2018 quarter. Wage indices continues to grow positively for five consecutive quarters as measured by their percentage change over the same period of the previous year, from December 2018 quarter to December 2019.

Chart 1: Employment Index, Dec 2016 - Dec 2019

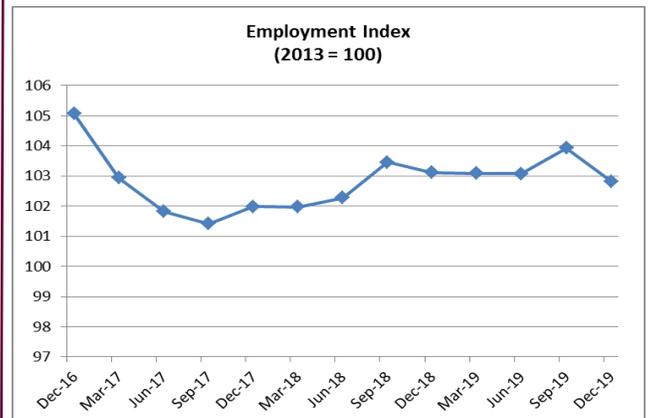


Chart 1 shows the fluctuating trend in the quarterly employment index in the period of December 2016 to December 2019. Constant positive growth was experienced in the past four consecutive quarters with a negative growth experienced in the period under review. In the December 2019 quarter, the employment index recorded a decrease of 0.3% over the corresponding quarter of 2018. Conversely, the quarter under review also declined in terms of employment index by 1.1% compared to the September 2019 quarter.

The industries that made significant negative contributions to the year-on-year decrease in Employment Index were Accommodation, Transport, Persona

Services and Other Manufacturing with negative growths of -6.2%, -4.3%, -2.9% and -2.1% respectively.

Some industries which contributed largely to the decline in employment in the December 2019 quarter are as follows:

Chart 2: Accommodation Employment Index

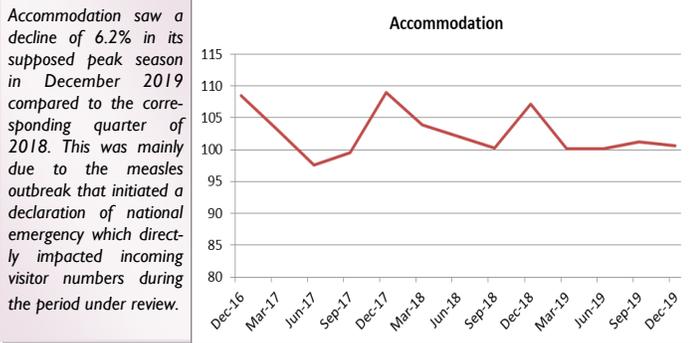
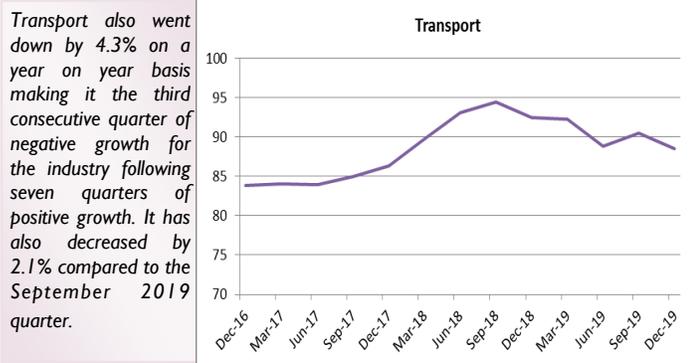


Chart 3: Transport Employment Index



WAGE INDEX

Chart 4: Wage Index, Dec 2016 - Dec 2019

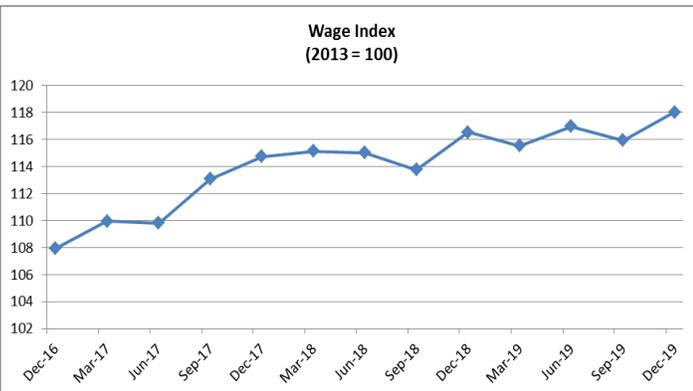


Chart 4 above shows the trend in wage index from December 2016 to December 2019 quarter. As shown, the index recorded has gradually increased overall with quar-

terly fluctuating indices indicated in the three year period shown. Wage index for the period under review is at 118; it went up by 1.3% compared to December 2018. Additionally, wage index for December 2019 quarter also increased by 1.8% compared to the September 2019 quarter. Significant contributions to the rise in wages paid out includes those of industries such as Education, Transport, Agriculture, Food Manufacturing and Water with increases of 6.1%, 4.9%, 3.8%, 3.7% and 3.1% respectively.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, December 2019 Quarter

Employed Persons, Total Wages & Average Quarterly Wages December 2019						
	Total	%	Male	%	Female	%
Total Employed	24,375	100	13,885	57.0	10,490	43.0
Total Wages (\$ mil)	142.5	100	77.0	54.0	65.4	46.0
Quarterly Average Wages (\$)	5,847		5,549		6,238	

According to Table 2 above, the estimated population employed in the formal sector in the December 2019 quarter was 24,375; of which 57.0% were males and 43.0% were females. Total wages amounted to \$142.5 million; Males received the biggest share (54.0%) of total wages in the December 2019 quarter with females receiving only 46.0% of total wages.

The total quarterly average wage for the December 2019 quarter amounted to \$5,847. Although the larger share of total wages were earned by males; in terms of average wages females earned much more compared to males. As shown in Table 2, Male quarterly average wages amount to \$5,549 whereas females quarterly average wages was \$6,238. Females thus earned 12.4% more than the amount males earned in the quarter under review.

Table 3 below shows the total employed population by sector from December 2018 to December 2019. For December 2019, the Services sector remains the biggest employer accounting for 63.5% of the total formal population. Public Administration was the second biggest employer employing around 24.1%, followed by the Secondary Sector with 11.3% and only 1.1% of the total was em-

ployed in the Primary Sector. The Secondary and Public Administration sectors experienced positive growths of 1.5% and 0.3% whereas the Primary and Tertiary sectors declined by 7.1% and 0.7% compared to December 2018.

Table 3: Distribution of Employment by Sector, Dec 2019

Year	(No.) (%)	Total	Sector			
			Primary	Sec- ondary	Ser- vices	Public Admin
Dec-18	(No.)	24,444	278	2,716	15,579	5,870
	(%)	100.0	1.1	11.1	63.8	24.0
Mar-19	(No.)	24,436	272	2,844	15,450	5,869
	(%)	100.0	1.1	11.6	63.2	24.0
Jun-19	(No.)	24,432	260	2,829	15,488	5,855
	(%)	100.0	1.1	11.6	63.4	23.9
Sep-19	(No.)	24,636	267	2,848	15,678	5,843
	(%)	100.0	1.1	11.6	63.6	23.7
Dec-19	(No.)	24,375	259	2,758	15,472	5,886
	(%)	100.0	1.1	11.3	63.5	24.1

Table 4 below 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 24.1% of the total employed, of which 46.9% were males and 53.1% were females. Commerce was the second biggest employer comprising 14.7% of the number of people employed; 61.2% were males and 38.8% were females. Other Services was the third biggest employer employing about 11.1% of the total, consisting of 52.9% males and 47.1% of females.

Table 4: Distribution of Employment by Industry, Dec 2019

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admin	2,761	46.9	3,124	53.1	5,886	24.1
Commerce	2,199	61.2	1,392	38.8	3,591	14.7
Other Servic	1,435	52.9	1,280	47.1	2,715	11.1
Transport	1,396	73.1	514	26.9	1,910	7.8
Accommodat	815	53.8	699	46.2	1,515	6.2
Personal Ser	800	58.2	575	41.8	1,375	5.6
Finance Serv	463	41.7	648	58.3	1,110	4.6
Construction	966	90.9	97	9.1	1,062	4.4
Health	445	42.4	605	57.6	1,050	4.3
Other Busine	457	63.3	265	36.7	722	3.0
Education	206	34.6	389	65.4	595	2.4
Food Manufa	382	70.5	160	29.5	541	2.2
Restaurants	267	54.2	225	45.8	492	2.0
Other Manuf	325	66.3	165	33.7	491	2.0
Communicati	242	60.9	155	39.1	397	1.6
Electricity	276	80.0	69	20.0	345	1.4
Water	241	75.5	78	24.5	319	1.3
Agriculture	125	80.9	30	19.1	155	0.6
Fishing	85	81.5	19	18.5	104	0.4
TOTAL	13,885	57.0	10,490	43.0	24,375	100.0

In terms of employment composition by sex, some industries that recorded high percentages of males to females were Construction, Fishing, Agriculture, Electricity, Water, Transport, Food Manufacturing, Other Manufacturing, Other Business services, Commerce and Communication. Few industries such as Public Administration, Health, Finance Services and Education employ more females than males.

Table 5: Male wages and average wages, December 2019

Industries	% of Em- ployed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	3.1	12,861
Finance Services	3.3	4.2	8,974
Health	3.2	4.0	8,899
Public Administratio	19.9	21.1	7,654
Electricity	2.0	2.1	7,547
Water	1.7	1.6	6,694
Personal Services	5.8	4.5	5,661
Other Services	10.3	7.7	5,380
Transport	10.1	6.8	4,904
Fishing	0.6	0.4	4,575
Food Manufacturing	2.7	1.7	4,366
Construction	7.0	4.1	4,350
Education	1.5	0.9	4,182
Other Manufacturin	2.3	1.3	4,157
Commerce	15.8	8.6	3,947
Other Business Serv	3.3	1.7	3,806
Accommodation	5.9	2.2	2,829
Restaurants	1.9	0.7	2,631
Agriculture	0.9	0.2	1,947
TOTAL	100.0	77.0	5,549

Although Public administration sector employs the highest number of males (19.9% of total male employment) and highest total wages paid (\$21.1 million), this industry did not have the highest average wages paid out. As recorded for the Public Administration Industry, an average quarterly wages of \$7,654 is paid out which is the fourth highest average wage for Males. Commerce, the second biggest employer for Males recorded average quarterly wages of \$3,947 making it the fifth lowest average wages paid for Males.

Similarly, Public Administration was the biggest employer for females; it had the highest total wages paid out (\$26.0 million), but was not the highest in terms of average quarterly wages. It ranked fifth according to Table 6. The

Health industry had the highest average quarterly wages of \$9,087, followed by Communication and Electricity with average quarterly wages of \$8,934 and \$8,857 respectively. Other Services which ranked twelfth in terms of average quarterly wage also had a high percentage (12.2%) of females employed within this industry. The lowest average quarterly wages for females were reported in the Agriculture, Accommodation and Restaurant industries with average quarterly wages of \$3,083, \$2,863 and \$2,381.

Table 6: Female wages and average wages, Dec 2019

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Health	5.8	5.5	9,087
Communication	1.5	1.4	8,934
Electricity	0.7	0.6	8,857
Finance Services	6.2	5.5	8,430
Public Administrati	29.8	26.0	8,331
Water	0.7	0.6	7,364
Food Manufacturin	1.5	0.9	5,919
Construction	0.9	0.6	5,826
Personal Services	5.5	3.4	5,825
Fishing	0.2	0.1	5,769
Other Business Serv	2.5	1.4	5,335
Other Services	12.2	6.6	5,185
Transport	4.9	2.3	4,453
Commerce	13.3	5.9	4,237
Education	3.7	1.4	3,673
Other Manufacturin	1.6	0.6	3,659
Agriculture	0.3	0.1	3,083
Accommodation	6.7	2.0	2,863
Restaurants	2.1	0.5	2,381
TOTAL	100.0	65.4	6,238

TWELVE MONTHS REVIEW: **(Jan 2019 - Dec 2019)**

Table 7: Employment & Wage Index

	2015	2016	2017	2018	2019
Employment Index	111	113	111	112	112
% change	2.0	2.1	-1.8	0.7	0.6
Wage Index	117	121	124	128	129
% change	3.5	3.2	3.5	3.6	0.9

According to Table 7, it indicates that the number of employed persons increased by 0.6% for the period under review compared to the previous year 2018. Employment Index experienced positive growth mostly within the five-

year period with the exception of a negative growth in the year 2017 due to the closure one of the major companies which caused a loss in employment opportunities. The wage index has consistently grown positively in the past five years as indicated above; the year under review increased its wage index by 0.9%. The positive growth in employment numbers were mainly caused by the increase in employment opportunities in industries such as Education, Other Business Services, Food Manufacturing, Commerce, Water, Construction and Health with increases of 8.8%, 2.9%, 2.8%, 2.5%, 1.5%, 1.2% and 1.2% respectively.

Table 8: Employment and Wage - Year 2019

Employed Persons, Total Wages & Average Annual Wages						
Year ended December 2019						
	Total	%	Male	%	Female	%
Total Employed	24,470	100.0	13,930	56.9	10,539	43.1
Total Wages (\$ million)	562.1	100.0	307.1	54.6	255.1	45.4
Average Annual Wages (\$)	23,973		22,044		24,201	

Total employed in the year ended December 2019 as indicated in Table 8 was 24,470; 56.9% being males and 43.1% being females. Total wages paid amounted to \$562.1 million. Males received the biggest share of total wages with 54.6% of the total and 45.4% being female wages. Total average yearly wages received in the year ending December 2019 was \$23,973. Females recorded the highest average yearly wage of \$24,201 which was 9.8% higher than the average annual wages of Males.

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

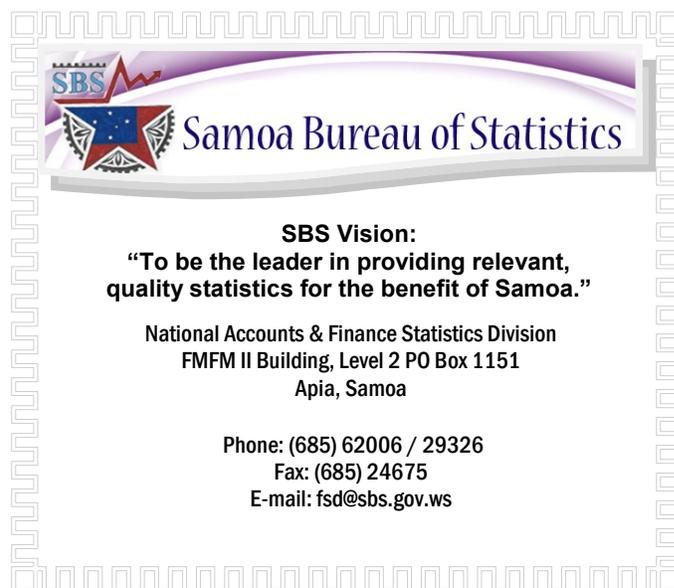
employment trend by industry. In some cases where there may be a delay in receiving this data, estimates are then used until the actual numbers are available. Revisions are made later on when actual data are made available to the Bureau.

Revisions for previous Quarterly Employment Report data are made herewith to account for the lag in business submission of information to data provider.



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GOVERNMENT STATISTICIAN / CEO



SBS Vision:

"To be the leader in providing relevant, quality statistics for the benefit of Samoa."

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