



# Samoa Bureau of Statistics

## EMPLOYMENT STATISTICS

### September 2019 Quarter

27 Nov 2019

#### Summary Table

ISSUE #16

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

	Jun 2019 Quarter	Sep 2019 Quarter
Employment Number	24,432	24,636
Total Wages (\$ mil)	\$141.6	\$141.6
Average Wages Received (in \$)	\$5,794	\$5,745
Employment Growth (% change over the quarter of last year)	0.8%	0.5%

Inside this issue:

Quarterly Review 1-4

Employment & Wage Index 1-2

Employment Levels 2-4

Employment by Industry 2-3

12 Months Review 4

Background information 5

Annex—Employment tables

#### OVERVIEW

Employment numbers in the September 2019 quarter went up by 0.5% following a 0.8% growth in the June 2019 quarter on a yearly basis. The period under review is the sixth quarter of positive growth since the June 2018 quarter. This reflects the increase in employment opportunities in industries such as Construction, Electricity, Water, Commerce and Communication.

Wages and Salaries for the September 2019 quarter recorded a \$141.6 million (or 2.4%) increase over the corresponding September quarter 2018. This was influenced mainly by the increase in wages and salaries in industries such as Electricity, Water, Other business services, Construction, Other manufacturing, Food manufacturing and Public Administration.

#### QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Sep 18	Dec 18	Mar 19	Jun 19	Sep 19
Employment Index	103	103	103	103	104
% change	2.0	1.1	1.1	0.8	0.5
Wage Index	114	117	116	117	116
% change	0.6	1.6	0.3	1.7	1.9

According to Table 1, formal employment index for the September 2019 quarter continues to grow positively for five consecutive quarters since the

September 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 September 2018 quarter to September 2019. Both Employment and Wages indices have consistently grown positively since the September 2018 quarter up to the quarter under review.

Chart 1: Employment Index, Sep 2016 - Sep 2019

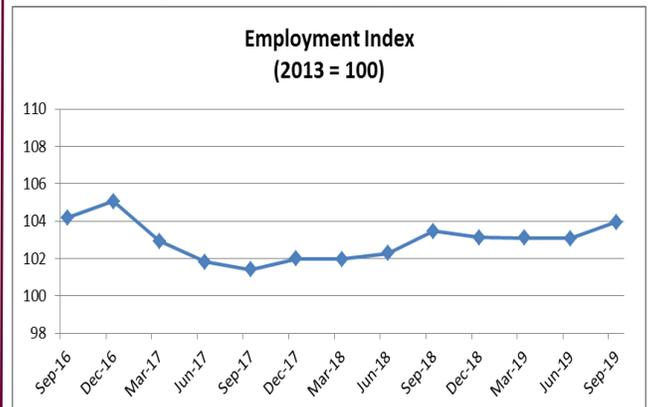


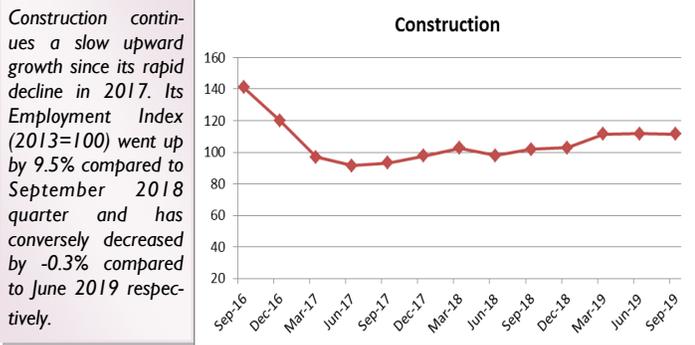
Chart 1 shows the fluctuating trend in the quarterly employment index in the period of September 2016 to September 2019. Employment has consistently increased in the past five quarters and its trend has continued on in the quarter under review. In the September 2019 quarter, the employment index recorded an increase of 0.5% over the corresponding quarter of 2018. The quarter under review has also increased in terms of employment index by 0.8% as compared to the June 2019 quarter.

The industries that made significant positive contributions to the year-on-year increase in Employment Index were Construction, Electricity, Water, Commerce, Communication and Other Services with in-

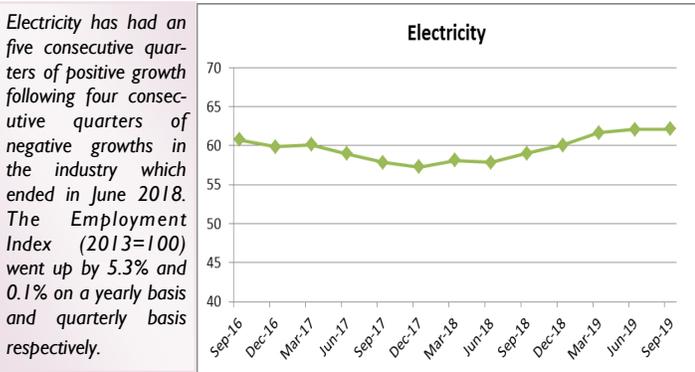
creases of 9.5%, 5.3%, 4.7%, 3.6%, 3.5% and 3.4% respectively.

Some industries which contributed largely to the increase in employment in the September 2019 quarter are as follows:

**Chart 2: Construction Employment Index**



**Chart 3: Electricity Employment Index**



## WAGE INDEX

**Chart 4: Wage Index, Sep 2016 - Sep 2019**



Chart 4 above shows the trend in wage index from September 2016 to September 2019 quarter. As shown, the

index recorded has gradually increased overall with quarterly fluctuating indices indicated in the three year period shown. Wage index for the period under review is at 116; it went up by 1.9% compared to September 2018. Conversely, wage index for September 2019 quarter has declined by 0.8% compared to the June 2019 quarter. The main industries with significant contributions to the rise in wages paid out includes industries such as Restaurants, Electricity, Other Manufacturing, Transport, Water, Public Administration, Accommodation and Education with increases of 7.7%, 6.6%, 5.6%, 4.8%, 4.3%, 3.5%, 2.4% and 2.4% respectively.

## EMPLOYMENT LEVELS

**Table 2: Employment & Wages, September 2019 Quarter**

Employed Persons, Total Wages & Average Quarterly Wages September 2019						
	Total	%	Male	%	Female	%
Total Employed	24,636	100	14,030	56.9	10,606	43.1
Total Wages (\$ mil)	141.6	100	76.6	54.1	65.0	45.9
Quarterly Average Wages (\$)	5,745		5,459		6,127	

According to Table 2 above, the estimated population employed in the formal sector in the September 2019 quarter was 24,636; of which 56.9% were males and 43.1% were females. Total wages amounted to \$141.6 million; Males received the biggest share (54.1%) of total wages in the September 2019 quarter with females receiving only 45.9% of total wages.

The total quarterly average wage for the September 2019 quarter amounted to \$5,745. 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 \$5,459 whereas females quarterly average wages was \$6,127. Females thus earned 12.2% more than the amount males earned in the quarter under review.

**Table 3: Distribution of Employment by Sector, Sep 2019**

Year	(No.) (%)	Total	Sector			
			Primary	Sec-ondary	Ser-vices	Public Admin
Sep-18	(No.)	24,523	273	2,690	15,722	5,839
	(%)	100.0	1.1	11.0	64.1	23.8
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

Table 3 above shows the total employed population by sector from September 2018 to September 2019. For September 2019, the Services sector remains the biggest employer accounting for 63.6% of the total formal population. Public Administration was the second biggest employer employing around 23.7%, followed by the Secondary Sector with 11.6% and only 1.1% of the total was employed in the Primary Sector. The Secondary and Public Administration sectors have experienced positive growths of 5.9% and 0.08% compared to the corresponding quarter of 2018. The Primary and Tertiary sectors however both declined by 2.1% and 0.3% respectively.

**Table 4: Distribution of Employment by Industry, Sep 2019**

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admin	2,734	46.8	3,109	53.2	5,843	23.7
Commerce	2,296	62.0	1,408	38.0	3,704	15.0
Other Serv	1,413	50.2	1,399	49.8	2,812	11.4
Transport	1,397	71.6	555	28.4	1,952	7.9
Accommodat	830	54.4	695	45.6	1,525	6.2
Personal Ser	834	58.9	582	41.1	1,416	5.7
Construction	1,043	91.2	100	8.8	1,144	4.6
Finances Ser	475	43.1	628	56.9	1,103	4.5
Health	441	42.3	601	57.7	1,042	4.2
Other Busine	443	62.6	264	37.4	707	2.9
Education	190	32.8	389	67.2	579	2.4
Food Manufa	381	69.7	166	30.3	547	2.2
Other Manuf	334	66.7	167	33.3	501	2.0
Restaurants	251	56.1	196	43.9	448	1.8
Communicati	240	61.4	151	38.6	390	1.6
Electricity	273	80.1	68	19.9	341	1.4
Water	237	75.0	79	25.0	316	1.3
Agriculture	125	81.4	29	18.6	154	0.6
Fishing	93	82.3	20	17.7	113	0.5
<b>TOTAL</b>	<b>14,030</b>	<b>56.9</b>	<b>10,606</b>	<b>43.1</b>	<b>24,636</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 23.7% of the total employed, of which 46.8% were males and 53.2% were females. Commerce was the second biggest employer comprising 15.0% of the number of people employed; 62.0% were males and 38.0% were females. Other Services was the third biggest employer employing about 11.4% of the total, consisting of 50.2% males and 49.8% of females.

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, Finance Services, Health and Education employ more females than males.

**Table 5: Male wages and average wages, September 2019**

Industries	% of Em-ployed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	3.1	13,019
Health	3.1	3.8	8,707
Finance Services	3.4	3.8	8,080
Public Administratio	19.5	21.5	7,871
Water	1.7	1.7	7,182
Electricity	1.9	1.9	6,907
Personal Services	5.9	4.6	5,460
Other Services	10.1	7.5	5,320
Fishing	0.7	0.5	4,871
Transport	10.0	6.8	4,868
Food Manufacturing	2.7	1.6	4,263
Education	1.4	0.8	4,194
Other Manufacturin	2.4	1.4	4,123
Other business Serv	3.2	1.8	4,106
Construction	7.4	4.2	3,995
Commerce	16.4	8.6	3,740
Accommodation	5.9	2.1	2,578
Restaurants	1.8	0.6	2,507
Agriculture	0.9	0.2	1,753
<b>TOTAL</b>	<b>100.0</b>	<b>76.6</b>	<b>5,459</b>

Although Public administration sector employs the highest number of males (19.5% of total male employment) and highest total wages paid (\$21.5 million), this industry did not have the highest average wages paid out. As recorded

for the Public Administration Industry, an average quarterly wages of \$7,871 is paid out which is the fourth highest average wage for Males. Commerce, the second biggest employer for Males recorded average quarterly wages of \$3,740 making it the fourth lowest average wages paid for Males.

**Table 6: Female wages and average wages, Sept 2019**

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Health	5.7	5.6	9,355
Electricity	0.6	0.6	8,479
Public Administrati	29.3	26.2	8,422
Finance Services	5.9	5.2	8,253
Communication	1.4	1.2	7,960
Water	0.7	0.6	7,264
Personal Services	5.5	3.3	5,659
Food Manufacturin	1.6	0.9	5,488
Fishing	0.2	0.1	5,225
Other business Serv	2.5	1.3	5,106
Construction	0.9	0.5	4,985
Other Services	13.2	6.8	4,896
Transport	5.2	2.4	4,252
Commerce	13.3	5.5	3,910
Education	3.7	1.5	3,795
Other Manufacturin	1.6	0.6	3,480
Agriculture	0.3	0.1	2,977
Accommodation	6.6	2.1	2,957
Restaurants	1.9	0.6	2,909
<b>TOTAL</b>	<b>100.0</b>	<b>65.0</b>	<b>6,127</b>

Similarly, Public Administration was the biggest employer for females; it had the highest total wages paid, but was not the highest in terms of average quarterly wages. It ranked third according to Table 6. The Health industry had the highest average quarterly wages of \$9,355, followed by Electricity and Public Administration with average quarterly wages of \$8,479 and \$8,422 respectively. The lowest average quarterly wages for females were reported in the Agriculture and Restaurant industries with average quarterly wages of \$2,957 and \$2,909.

## **TWELVE MONTHS REVIEW: (October 2018 - September 2019)**

**Table 7: Employment & Wage Index**

	2014/15	2015/16	2016/17	2017/18	2018/19
Employment Index	108	110	110	109	110
% change	1.8	2.0	-0.5	-0.4	0.9
Wage Index	117	120	122	127	129
% change	3.2	2.8	1.8	4.1	1.4

According to Table 7, it indicates that the number of employed persons increased by 0.9% compared to the previous year ending in September 2018. A decline in employment index was experienced in the years ending September 2017 and 2018 respectively. The wage index has consistently grown positively in the past five years as indicated above; the year under review increased its wage index by 1.4%. The positive growth in employment numbers were mainly caused by the increase in employment opportunities in industries such as Accommodation, Other Services, Construction, Health, Electricity, Other business services and Food Manufacturing with increases of 32.6%, 9.7%, 9.3%, 6.1%, 5.9%, 5.6% and 4.7% respectively.

**Table 8: Employment and Wage, Oct 2018 - Sep 2019**

Employed Persons, Total Wages & Average Annual Wages						
Year ended September 2019						
	Total	%	Male	%	Female	%
Total						
Employed	24,487	100.0	13,942	56.9	10,546	43.1
Total						
Wages (\$ million)	564.0	100.0	306.6	54.4	257.4	45.6
Average Annual						
Wages (\$)	23,034		21,995		24,408	

Total employed in the year ended September 2019 as indicated in Table 8 was 24,487; 56.9% being males and 43.1% being females. Total wages paid amounted to \$564.7 million. Males received the biggest share of total wages with 54.4% of the total and 45.6% being female wages. Total average yearly wages received in the year ending September 2019 was \$23,034. Females recorded the highest average yearly wage of \$24,408 which was 11.0% 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

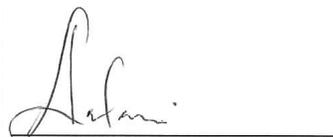
- ◆ Is a measure of change on the wages and salaries, it was compiled using the base year of 2013 replacing 2009 base year as indicated in other previous Employment Reports such as Issue 1 - 12.

### 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

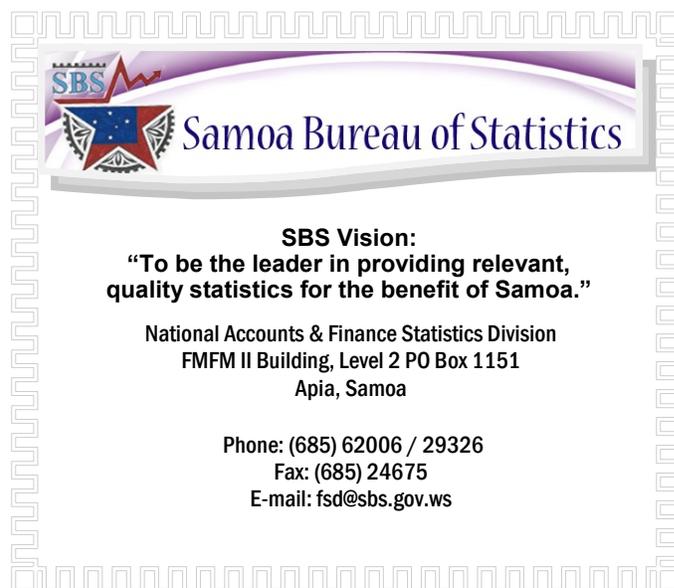
employment trend by industry. In some cases where there may be a delay in receiving this data, estimates are then used until the actual numbers are available. Revisions are made later on when actual data are made available to the Bureau.

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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#### SBS Vision:

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

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