



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

December 2020 Quarter

12 Feb 2021

Summary Table

ISSUE #21

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

	Sep 2020 Quarter	Dec 2020 Quarter
Employment Number	24,560	24,214
Total Wages (\$ mil)	\$141.7	\$142.1
Average Wages Received (in \$)	\$5,771	\$5,869
Employment Growth (% change over the	-0.3%	-0.7

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OVERVIEW

Employment numbers in the December 2020 quarter decreased by 0.7%, making it the fifth consecutive quarter of negative growth since December 2019. This ongoing effect reflects the negative impact experienced by the country due to global effects and national restrictions caused by the Covid-19 (Corona virus) pandemic on the country. This has greatly impacted industries such as Accommodation, Restaurants, Construction, Transport, Business services and Other services.

Employment & Wage Index

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Employment Levels

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Wages and Salaries for the period under review recorded a 0.02% year on year increase from \$142.06 million in December 2019 to \$142.08 million in the period under review.

Employment by Industry

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QUARTERLY REVIEW EMPLOYMENT INDEX

12 Months Review

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

	Dec 19	Mar 20	Jun 20	Sep 20	Dec 20
Employment Index	103	103	103	104	102
% change	-0.3	-0.4	-0.3	-0.3	-0.7
Wage Index	118	117	117	116	118
% change	1.0	1.2	0.7	0.8	0.7

Background information

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Annex—Employment tables

Table 1 indicates that formal employment index for the December 2020 quarter is the fifth consecutive quarter of negative employment growth

following the last quarter of positive growth in September 2019.

On the other hand, the wage index slightly increased by 0.7% in the December 2020 quarter compared to the corresponding quarter of 2019. Wage index continues to grow positively for five consecutive quarters.

Chart 1: Employment Index, Dec 2017 - Dec 2020

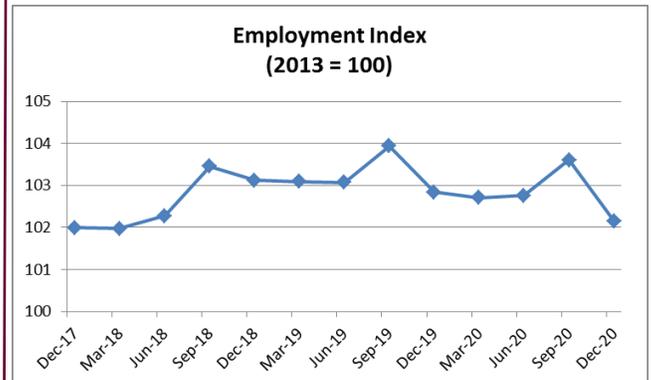


Chart 1 shows the trend in the quarterly employment index which fluctuates from December 2017 to December 2020. The Employment Index follows the natural trend from previous years although its decline experienced in the period under review was much lower than anticipated. The disruption caused by the significant effects of the COVID-19 pandemic on normal business operations continues to yield job losses and layoffs in some of the hardest-hit economic sectors of the country's economy. Accommodation, Restaurants, Construction, Transport, Business services and Other services recorded respective declines in employment of 63.3%, 20.5%, 7.1%, 2.9%, 1.5% and 0.4% in the December 2020 reviewed period.

Some industries which contributed largely to the decline in employment in the December 2020 quarter includes:

Chart 2: Accommodation Employment Index

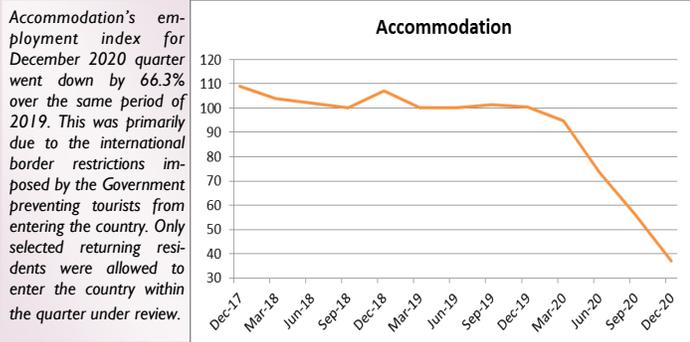


Chart 3: Restaurants Employment Index



WAGE INDEX

Chart 4: Wage Index, Dec 2017 - Dec 2020



Chart 4 shows the wage index trend from December 2017 to December 2020 quarter. In the quarter under review, the wage index increased by 0.7% compared to the corresponding quarter of 2019. The trend in wage index also follows the usual pattern seen in the same quarter in previous years as indicated in above chart. The growth in wage

index attributed mainly through the increase in wages paid out to employees working in industries such as Water, Food manufacturing, Business services, Electricity, Other manufacturing and Education with increases of 28.2%, 25.6%, 20.0%, 14.8%, 13.4% and 12.6% respectively.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, December 2020 Quarter

Employed Persons, Total Wages & Average Quarterly Wages December 2020						
	Total	%	Male	%	Female	%
Total Employed	24,214	100.0	13,773	56.9	10,441	43.1
Total Wages (\$ mil)	142.1	100.0	76.5	53.8	65.6	46.2
Quarterly Average Wages (\$)	5,869		5,556		6,280	

According to Table 2, the total number of employees in the formal sector in the December 2020 quarter was 24,214; of which 56.9% were males and 43.1% were females. Total wages amounted to \$142.1 million. Males received the biggest share (53.8%) of total wages in the December 2020 quarter with females receiving the remaining 46.2%.

The quarterly average wages for December 2020 quarter amounted to \$5,869. Males may have received the largest share of total wages but their average wage was much less compared to females. Male quarterly average wages amounted to \$5,556 whereas females quarterly average wages amounted to \$6,280.

Table 3: Distribution of Employment by Sector, Dec 2020

Year	(No.) (%)	Total	Sector			
			Primary	Sec-ondary	Ser-vices	Public Admin
Dec-19	(No.)	24,377	259	2,758	15,474	5,886
	(%)	100.0	1.1	11.3	63.5	24.1
Mar-20	(No.)	24,347	274	2,825	15,370	5,879
	(%)	100.0	1.1	11.6	63.1	24.1
Jun-20	(No.)	24,358	267	2,848	15,334	5,909
	(%)	100.0	1.1	11.7	63.0	24.3
Sep-20	(No.)	24,560	303	2,921	15,349	5,986
	(%)	100.0	1.2	11.9	62.5	24.4
Dec-20	(No.)	24,214	297	2,811	14,988	6,118
	(%)	100.0	1.2	11.6	61.9	25.3

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from December 2019 to December 2020. In December 2020, the Services sector remains the biggest employer accounting for 61.9% of the total formal population. Public Administration as well remains the second biggest employer employing about 25.3%; Secondary sector is the third biggest employer with 11.6% followed by only 1.2% being employed within the Primary Sector.

Table 4: Distribution of Employment by Industry, Dec 2020

Industry	Male No.	%	Female No.	%	Total No.	%
Public Adminis	2,834	20.6	3,284	31.5	6,118	25.3
Commerce	2,382	17.3	1,529	14.6	3,911	16.2
Other Services	1,424	10.3	1,280	12.3	2,704	11.2
Transport	1,387	10.1	467	4.5	1,855	7.7
Personal Serv	828	6.0	556	5.3	1,384	5.7
Finance Servic	509	3.7	711	6.8	1,220	5.0
Health	481	3.5	638	6.1	1,118	4.6
Construction	901	6.5	86	0.8	987	4.1
Business Servi	467	3.4	246	2.4	713	2.9
Education	253	1.8	418	4.0	670	2.8
Food Manufac	432	3.1	191	1.8	623	2.6
Accommodatio	273	2.0	283	2.7	556	2.3
Other Manufac	324	2.4	176	1.7	500	2.1
Communicatio	286	2.1	179	1.7	465	1.9
Restaurants	208	1.5	183	1.8	391	1.6
Electricity	287	2.1	69	0.7	356	1.5
Water	261	1.9	84	0.8	345	1.4
Agriculture	161	1.2	41	0.4	202	0.8
Fishing	76	0.6	19	0.2	95	0.4
TOTAL	13,773	56.9	10,441	43.1	24,214	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 25.3% of the total, of which 46.3% were males and 53.7% were females. Commerce was the second biggest employer comprising 16.2% of the number of people employed; 60.9% of which were males and 39.1% were females. Other Services was the third biggest employer employing about 11.2% of the total, consisting of 52.7% males and 47.3% of females. Transport, Personal services, Finance service and Health were the next biggest employers with shares of 7.7%, 5.7%, 5.0% and 4.6% respectively of the total. The lowest number of employees worked in the Agriculture and Fishing industries accounting for only 0.8% and 0.4% respectively of the total employed population respectively in December 2020.

Table 5: Male wages and average wages, December 2020

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	2.1	3.0	10,600
Finance Services	3.7	5.0	9,772
Health	3.5	4.1	8,666
Electricity	2.1	2.4	8,283
Public Administration	20.6	22.4	7,932
Water	1.9	2.0	7,751
Personal Services	6.0	4.6	5,570
Construction	6.5	4.6	5,101
Transport	10.1	7.0	5,038
Accommodation	2.0	1.3	4,679
Food Manufacturing	3.1	2.0	4,624
Business Services	3.4	2.1	4,597
Other Manufacturing	2.4	1.5	4,498
Fishing	0.6	0.3	4,459
Education	1.8	1.0	3,850
Commerce	17.3	8.1	3,493
Other Services	10.3	4.3	3,074
Restaurants	1.5	0.6	2,748
Agriculture	1.2	0.3	2,035
TOTAL	100.0	76.5	5,556

In terms of employment composition by sex, Communication topped the average quarterly male earnings list recording its highest average wages of \$10,600 as indicated in Table 5. The Communication industry accounted for only 3.0% of the total number of male employed in the period. Public administration employed 20.6% of the total male employment and has the highest total wages paid out of \$22.4 million. However, this sector came fifth in terms of average wages which amounted to \$7,932. Commerce, the second biggest employer for Males recorded an average quarterly wage of \$3,493 making it the fourth lowest average wages for male.

Table 6 below shows the Female wages and its average wages for the December 2020 quarter. Similar to males, Public Administration was the biggest employer for females (employing 31.5% of employed female) and also had the highest total wages paid (\$26.8 million), however it was not the highest in terms of average wages which stood at \$8,159 ranking the industry fourth highest in female average quarterly wages. Electricity recorded the highest average quarterly wages of \$10,330; employing about 0.7% of the total employed females. Water recorded the second highest average quarterly wage of \$9,220. The lowest average quarterly wage for females were reported in the Accommodation, Other services, Restaurants and Agriculture industries with average quarterly wages of

\$3,787, \$3,643, \$3,019 and \$2,966 respectively.

Table 6: Female wages and average wages, Dec 2020

Industries	% of Em- ployed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.7	0.7	10,330
Water	0.8	0.8	9,220
Health	6.1	5.6	8,853
Public Administrati	31.5	26.8	8,159
Communication	1.7	1.4	7,875
Finance Services	6.8	5.6	7,841
Food Manufacturin	1.8	1.3	6,659
Business Services	2.4	1.6	6,334
Personal Services	5.3	3.5	6,306
Construction	0.8	0.5	6,125
Fishing	0.2	0.1	5,576
Transport	4.5	2.4	5,157
Other Manufacturin	1.7	0.8	4,286
Commerce	14.6	6.5	4,249
Education	4.0	1.6	3,850
Accommodation	2.7	1.1	3,787
Other Services	12.3	4.7	3,643
Restaurants	1.8	0.6	3,019
Agriculture	0.4	0.1	2,966
TOTAL	100.0	65.6	6,280

TWELVE MONTHS REVIEW: **(Jan 2020 - Dec 2020)**

Table 7: Employment & Wage Index

	2016	2017	2018	2019	2020
Employment Index	113	111	112	112	112
% change	1.9	-1.6	0.7	0.5	-0.4
Wage Index	121	124	128	129	130
% change	2.7	2.9	2.9	1.1	0.8

According to Table 7 above, it indicates that the number of employed persons decreased by 0.4% in the calendar year 2020 compared to the calendar year 2019. Wage Index went up by 0.8%. Employment Index has experienced fluctuation within the five-year period as indicated above due to economic crisis and other factors directly affecting employment opportunities within the country.

The calendar year under review experienced negative growth throughout the four quarters within the period. This reverse effect was triggered by the Measles epidemic outbreak in the December 2019 quarter which initiated a State of Emergency towards the end of the quarter. State

of Emergencies which has also initiated national restrictions were also imposed as preventative measures for the Covid-19 pandemic which started from March right through to the December quarter. Although restrictions were slightly relaxed in the December 2020 quarter, it did not reverse the existing effect it imposed on the economy in terms of employment opportunities as the world still faces extremities of the Covid-19 pandemic.

The negative growth in employment numbers within the year 2020 were mainly influenced by the decline in employment opportunities and job losses in industries such as Accommodation, Restaurants, Construction, Transport and Personal services with respective growths of -40.0%, -9.8%, -6.0%, -3.6% and -2.7.

Table 8: Employment and Wage: Jan - Dec 2020

Employed Persons, Total Wages & Average Annual Wages						
Year January - December 2020						
	Total	%	Male	%	Female	%
Total						
Employed	24,370	100.0	13,827	56.7	10,542	43.3
Total						
Wages (\$ million)	566.2	100.0	306.7	54.2	259.6	45.8
Average Annual						
Wages (\$)	23,235		22,178		24,622	

In the year ended December 2020, total employed formal sector amounted to 24,370; 56.7% being males and 43.3% being females. Total wages paid amounted to \$566.2 million. Males received the biggest share of total wages with 54.2% of the total and 45.8% being female wages.

Total average yearly wages received in the year ended December 2020 was \$23,235. Females was recorded to have had the highest average yearly wage of \$24,622 while males average yearly wage amounted to \$22,178.

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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