



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

September 2020 Quarter

27 Nov 2020

Summary Table

ISSUE #20

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

	Jun 2020 Quarter	Sep 2020 Quarter
Employment Number	24,358	24,560
Total Wages (\$ mil)	\$141.6	\$141.7
Average Wages Received (in \$)	\$5,815	\$5,771
Employment Growth (% change over the	-0.3%	-0.3%

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OVERVIEW

Employment numbers in the September 2020 quarter decreased by 0.3%, making it the fourth consecutive quarter of negative growth since December 2019. This decline reflects the negative impact experienced by the country due to the ongoing global effects and national restrictions imposed due to the Covid-19 (Corona virus) pandemic on the country. This has greatly impacted industries such as Accommodation, Restaurants, Construction, Transport, Personal 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 0.4% year on year increase from \$141.1 million in September 2019 to \$141.7 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)

	Sep 19	Dec 19	Mar 19	Jun 19	Sep 20
Employment Index	104	103	103	103	104
% change	0.5	-0.3	-0.4	-0.3	-0.3
Wage Index	116	118	117	117	116
% change	1.6	1.0	1.2	0.7	0.8

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Annex—Employment tables

Table 1 indicates that formal employment index for September 2020 quarter is the fourth consecutive quarter of negative employment growth fol-

lowing the last quarter of positive growth in September 2019.

On the other hand, the wage index increased by 0.8% in the September 2020 quarter compared to the corresponding quarter of 2019. Wage index continues to grow positively for five consecutive quarters.

Chart 1: Employment Index, Sep 2017 - Sep 2020

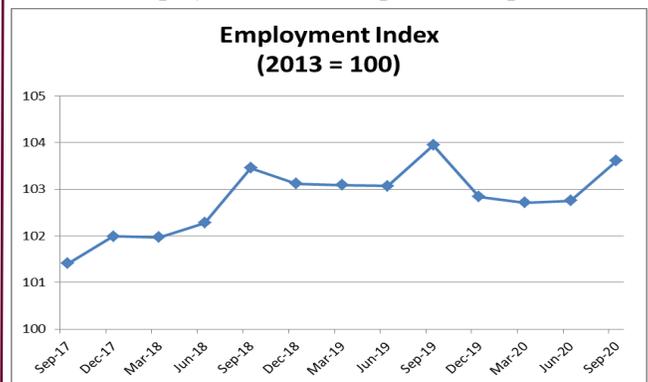


Chart 1 shows the trend in the quarterly employment index which fluctuates from September 2017 to September 2020. Though Employment Index recorded an increase in the period under review compared to the three previous quarters from December 2019, it still experienced a 0.3% decline compared to the corresponding quarter of 2019. The disruption caused by the effects of the COVID-19 on normal business operations has led to unprecedented job losses and layoffs in some of the hardest-hit economic sectors and continues to contribute to the decline in employment in the period under review. Accommodation, Restaurants, Construction and Transport recorded respective declines in employment of -44.5%, -16.3%, -5.3% and -4.9% in the September 2020 quarter.

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

Chart 2: Accommodation Employment Index



Chart 3: Restaurants Employment Index



WAGE INDEX

Chart 4: Wage Index, Sep 2017 - Sep 2020



Chart 4 shows the wage index trend from September 2017 to September 2020 quarter. In the quarter under review, the wage index increased by 0.8% compared to the same quarter of 2019. This is consistent with the recorded increase in taxes on income, profits and capital gains by 4.2% in the period compared to September 2019 quarter.

The growth in wage index attributed mainly through the increase in wages paid out to employees working in industries such as Public Administration, Finance services, Other Manufacturing and Education with increases of 15.5%, 13.5%, 11.5% and 8.1% respectively.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, September 2020 Quarter

Employed Persons, Total Wages & Average Quarterly Wages September 2020						
	Total	%	Male	%	Female	%
Total Employed	24,560	100.0	13,966	56.9	10,594	43.1
Total Wages (\$ mil)	141.7	100.0	76.5	54.0	65.2	46.0
Quarterly Average Wages (\$)	5,771		5,481		6,151	

According to Table 2, the total number of employees in the formal sector in the September 2020 quarter was 24,560; of which 56.9% were males and 43.1% were females. Total wages amounted to \$141.7 million. Males received the biggest share (54.0%) of total wages in the September 2020 quarter with females receiving the remaining 46.0%.

The quarterly average wages for September 2020 quarter amounted to \$5,771. Males may have received the largest share of total wages but their average wage was less compared to females. Male quarterly average wages amounted to \$5,481 whereas females quarterly average wages amounted to \$6,151.

Table 3: Distribution of Employment by Sector, Sep 2020

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Sep-19	(No.)	24,639	267	2,848	15,680	5,843
	(%)	100.0	1.1	11.6	63.6	23.7
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	62.9	24.3
Sep-20	(No.)	24,560	303	2,921	15,349	5,986
	(%)	100.0	1.2	11.9	62.5	24.4

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from September 2019 to September 2020. In September 2020, the Services sector remains the biggest employer accounting for 62.5% of the total formal population. Public Administration as well remains the second biggest employer employing about 24.4%; Secondary sector is the third biggest employer with 11.9% followed by only 1.2% being employed within the Primary Sector.

Table 4: Distribution of Employment by Industry, Sep 2020

Industry	Male No.	%	Female No.	%	Total No.	%
Public Adminis	2,788	46.6	3,198	53.4	5,986	24.4
Commerce	2,409	61.3	1,522	38.7	3,931	16.0
Other Services	1,406	50.4	1,382	49.6	2,788	11.4
Transport	1,378	74.2	479	25.8	1,857	7.6
Personal Servi	822	59.4	563	40.6	1,384	5.6
Finance Servic	531	43.2	698	56.8	1,229	5.0
Health	471	42.5	638	57.5	1,109	4.5
Construction	992	91.5	92	8.5	1,083	4.4
Accommodatio	423	50.0	423	50.0	846	3.4
Business Servi	476	65.4	252	34.6	728	3.0
Education	231	35.5	419	64.5	650	2.6
Food Manufac	422	69.2	188	30.8	610	2.5
Other Manufac	342	64.7	187	35.3	529	2.2
Communicatio	276	61.1	176	38.9	452	1.8
Restaurants	209	55.8	166	44.2	375	1.5
Electricity	285	80.3	70	19.7	355	1.4
Water	259	75.2	85	24.8	344	1.4
Agriculture	159	80.3	39	19.7	198	0.8
Fishing	86	81.9	19	18.1	105	0.4
TOTAL	13,966	56.9	10,594	43.1	24,560	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 24.4% of the total, of which 46.6% were males and 53.4% were females. Commerce was the second biggest employer comprising 16.0% of the number of people employed; 61.3% of which were males and 38.7% were females. Other Services was the third biggest employer employing about 11.4% of the total, consisting of 50.4% males and 49.6% of females. Transport, Personal services, Finance service and Health were the next biggest employers with shares of 7.6%, 5.6%, 5.0% and 4.5% 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 September 2020.

Table 5: Male wages and average wages, September 2020

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	2.0	3.2	11,499
Health	3.4	4.1	8,685
Finance Services	3.8	4.3	8,058
Public Administration	20.0	22.2	7,980
Electricity	2.0	2.3	7,913
Water	1.9	2.0	7,755
Personal Services	5.9	4.5	5,475
Transport	9.9	6.8	4,937
Other Manufacturing	2.4	1.5	4,520
Construction	7.1	4.3	4,417
Business Services	3.4	2.1	4,365
Fishing	0.6	0.4	4,339
Food Manufacturing	3.0	1.8	4,270
Accommodation	3.0	1.7	4,040
Education	1.7	0.9	4,024
Other services	10.1	5.6	4,000
Commerce	17.2	8.2	3,476
Restaurants	1.5	0.6	2,874
Agriculture	1.1	0.3	1,697
TOTAL	100.0	76.5	5,481

In terms of employment composition by sex, Communication topped the average quarterly male earnings list recording its highest average wages of \$11,499 as indicated in Table 5. The Communication industry accounted for only 2.0% of the total number of male employed in the period. Public administration employed 20.0% of the total male employment and has the highest total wages paid out of \$22.2 million. However, this sector came fourth in terms of average wages which amounted to \$7,980. Commerce, the second biggest employer for Males recorded an average quarterly wages of \$3,476 making it the third lowest average wages for male.

Table 6 below shows the Female wages and its average wages for the September 2020 quarter. Similar to males, Public Administration was the biggest employer for females (employing 30.2% of employed female) and also had the highest total wages paid (\$26.5 million), however it was not the highest in terms of average wages which stood at \$8,286 ranking the industry third highest in female average quarterly wages. Electricity recorded the highest average quarterly wages of \$9,694; employing about 0.7% of the total employed females. Health recorded the second highest average quarterly wage of \$9,290. The lowest average quarterly wage for females were reported in the Restaurants, Education, Accommodation and Agriculture industries with average quarterly wages of

\$3,657, \$3,627, \$2,991 and \$2,801 respectively.

Table 6: Female wages and average wages, Sep 2020

Industries	% of Em- ployed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.7	0.7	9,694
Health	6.0	5.9	9,290
Public Administrati	30.2	26.5	8,286
Water	0.8	0.7	8,075
Finance services	6.6	5.5	7,908
Communication	1.7	1.2	6,792
Personal services	5.3	3.3	5,860
Business services	2.4	1.5	5,825
Food manufacturing	1.8	1.0	5,530
Transport	4.5	2.5	5,231
Fishing	0.2	0.1	5,010
Construction	0.9	0.4	4,845
Other services	13.0	5.8	4,211
Other manufacturin	1.8	0.7	3,923
Commerce	14.4	5.8	3,787
Restaurants	1.6	0.6	3,657
Education	4.0	1.5	3,627
Accommodation	4.0	1.3	2,991
Agriculture	0.4	0.1	2,801
TOTAL	100.0	65.2	6,151

TWELVE MONTHS REVIEW: **(Oct 2019 - Sep 2020)**

Table 7: Employment & Wage Index

	15/16	16/17	17/18	18/19	19/20
Employment Index	110	110	109	110	110
% change	2.0	-0.5	-0.4	0.9	-0.3
Wage Index	120	122	127	129	130
% change	2.8	1.8	4.1	1.2	0.9

According to Table 7 above, it indicates that the number of employed persons decreased by 0.3% in the year ended September 2020 over the year ended September 2019. Wage Index went up by 0.9%. Employment Index has fluctuated within the five-year period as indicated above.

The financial year under review experienced negative growth throughout the four quarters within the period. The went through 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 pan-

demid started from March right through to the September quarter.

The negative growth in employment numbers 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 -20.4%, -4.7%, -4.2%, -3.9% and 3.6%.

Table 8: Employment and Wage: Oct 2019 - Sep 2020

Employed Persons, Total Wages & Average Annual Wages						
Year ended September 2020						
	Total	%	Male	%	Female	%
Total						
Employed	24,410	100.0	13,856	56.8	10,555	43.2
Total						
Wages (\$ million)	566.2	100.0	306.8	54.2	259.4	45.8
Average Annual						
Wages (\$)	23,195		22,142		24,578	

In the year ended September 2020, total employed formal sector amounted to 24,410; 56.8% being males and 43.2% 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 September 2020 was \$23,195. Females was recorded to have had the highest average yearly wage of \$24,578 while males average yearly wage amounted to \$22,142.

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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