



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

September 2021 Quarter

29 Nov 2021

Summary Table

ISSUE #24

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

	Jun 2021 Quarter	Sept 2021 Quarter
Employment Number	24,261	24,504
Total Wages (\$ mil)	\$142.5	\$142.7
Average Wages Received (in \$)	\$5,875	\$5,825
Employment Growth (% change over the quarter of last year)	-0.4%	-0.2%

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OVERVIEW

Employment numbers in the September 2021 quarter decreased by 0.2% making it the eighth consecutive quarter of negative growth since December 2019. The effect of Covid-19 worldwide with its national restrictions contributed to this downturn in performance. This negatively impacted industries such as Accommodation, Fishing, Agriculture, Construction, Other services and Transport.

Wages and Salaries for the September 2021 quarter recorded an increase by 0.7% on a year on year basis from \$141.7 million in September 2020 to \$142.7 million in the period under review. This performance reflected negative growth in industries such as Accommodation, Other Services, Fishing and Construction to name a few.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Sep 20	Dec 20	Mar 21	Jun 21	Sept 21
Employment Index	104	102	102	102	103
% change	-0.3	-0.7	-0.5	-0.4	-0.2
Wage Index	116	118	118	119	118
% change	0.8	0.4	0.8	1.0	0.9

According to Table 1, formal employment in the quarter under review again recorded a negative growth of 0.2% when compared to the corre-

sponding quarter of the previous year. This was mainly due to the effects of the Covid-19 pandemic on normal business operations and travel restrictions. When compared to the June 2021 quarter, employment index increased by 1.0%.

Chart 1: Employment Index, Sept 2018 - Sept 2021

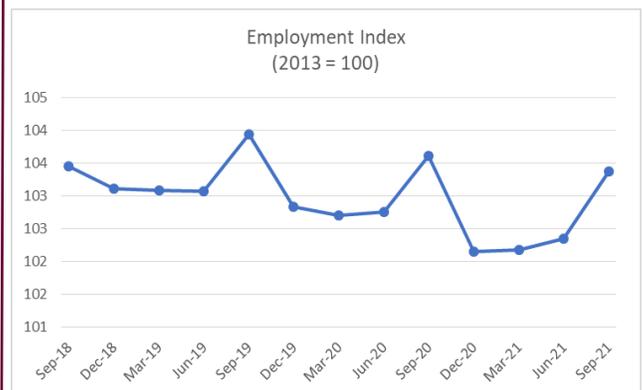


Chart 1 shows the fluctuating trend in the quarterly employment index from September 2018 to September 2021. Employment Index continues to peak during the September quarters due to national events and functions that are held within the country during this period.

As indicated above, the Employment Index experienced negative growths in the previous years and has continued on to the quarter under review which makes it the eighth consecutive decline after a positive growth rate recorded in September 2019.

Industries that have contributed negatively in the September 2021 quarter in terms of Employment Index includes Accommodations, Fishing, Agriculture, Construction with their contributions of -35.0%, -30.8%, -15.3% and -11.0% respectively.

Some industries which contributed largely to the decline in employment in the September 2021 quarter includes:

Chart 2: Accommodation Employment Index



Chart 3: Fish-



WAGE INDEX

Chart 4: Wage Index, Sept 2018 - Sept 2021



Chart 4 shows the trend in the wage index from September 2018 to September 2021 quarter. For the quarter under review, the wage index increased by 0.9% on a year on year basis. Conversely, wage index for the period under review went down by 0.8% compared to the June 2021 quarter.

The main industries that contributed to the increase in wages paid out on a year-on-year basis includes Water,

Electricity, Other manufacturing, Commerce, Personal services and Education with respective growths 0.5, 0.4, 0.4, 0.3, 0.3 and 0.3 percent.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Sept 2021 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
September 2021						
	Total	%	Male	%	Female	%
Total Employed	24,504	100.0	13,810	56.4	10,694	43.6
Total Wages (\$ mil)	142.7	100.0	77.1	54.0	65.6	46.0
Quarterly Average Wages (\$)	5,825		5,585		6,134	

According to Table 2, the total number of persons employed in the formal sector in the September 2021 quarter was 24,504; of which 56.4% were males and 43.6% were females. Total wages amounted to \$142.7 million. Males received the biggest share of 54.0% while females received 46.0% of total wages.

However, in terms of quarterly average wages, males earned less than females. The overall quarterly average wage for males was \$5,585 and for females was \$6,134.

Table 3: Distribution of Employment by Sector, Sept 2021

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
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
Mar-21	(No.)	24,220	288	2,785	15,002	6,146
	(%)	100.0	1.2	11.5	61.9	25.4
Jun-21	(No.)	24,261	256	2,794	15,106	6,106
	(%)	100.0	1.1	11.5	62.3	25.2
Sep-21	(No.)	24,504	240	2,807	15,276	6,181
	(%)	100.0	1.0	11.5	62.3	25.2

Table 3 above shows the distribution of employment by sector specifically Primary, Secondary, Services and the Public Sector from September 2020 to the September 2021 quarter. In the quarter under review, the Services sector continues to be the main sector employing 62.3% of the formal population. Public Administration employed about 25.2% whereas the Secondary Sector accounted 11.5%. The Primary Sector employed the least amount of workers accounting for only 1.0% of the employed population.

Table 4: Distribution of Employment by Industry, Sept 2021

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admin	2,772	20.1	3,409	31.9	6,181	25.2
Commerce	2,391	17.3	1,638	15.3	4,029	16.4
Other Service	1,302	9.4	1,293	12.1	2,594	10.6
Transport	1,382	10.0	413	3.9	1,795	7.3
Personal Serv	897	6.5	621	5.8	1,518	6.2
Finance Serv	521	3.8	739	6.9	1,259	5.1
Health	484	3.5	620	5.8	1,104	4.5
Construction	878	6.4	86	0.8	964	3.9
Business Serv	512	3.7	255	2.4	767	3.1
Education	307	2.2	421	3.9	728	3.0
Food Manufac	423	3.1	194	1.8	617	2.5
Accommodati	305	2.2	245	2.3	550	2.2
Other Manufa	353	2.6	158	1.5	511	2.1
Communicatio	303	2.2	196	1.8	499	2.0
Restaurants	240	1.7	192	1.8	432	1.8
Electricity	294	2.1	74	0.7	368	1.5
Water	263	1.9	85	0.8	347	1.4
Agriculture	129	0.9	38	0.4	168	0.7
Fishing	55	0.4	18	0.2	73	0.3
TOTAL	13,810	56.4	10,694	43.6	24,504	100.0

Table 4 shows the distribution of employment industry for the period under review. At the industry level, the majority employed was in the Public Administration which made up about 25.2% of the total. About 20.1% of males and 31.9% of females employed worked in the Public Administration industry. Commerce being the second biggest employer employed 16.4% of the total, this accounts for 17.3% of total female employed and 15.3% of total male employed. Other services industry was the third biggest employer comprising 10.6% of the total followed by Transport, Personal services, Finance Services, and Health with respective shares to distribution of employment at 7.3%, 6.2%, 5.1%, and 4.5%. Industries which make up the Primary Sector such as Agriculture and Fishing employed the least number of employees at 0.7% and 0.3% respectively of the total.

In terms of employment composition by sex, the industries that recorded more than 75 percentage of males to females included Construction, Electricity, Agriculture, Transport, Fishing and Water. Females dominated employment opportunities in industries such as Finance services, Education, Health and Public Administration as compared to the male employed population.

Despite the highest number of males being employed in the Public Administration sector (20.1% of total male employed) and also having the highest total wages paid, this sector came fifth in terms of average wages, with Commu-

nications on top at an average quarterly wages of \$11,368. The industry which accounted for just about 2.2% of the total male employment recorded total wages of about \$3.4 million for the September 2021 quarter. Water and Electricity had the second and third highest average quarterly wages of \$9,580 and \$9,022 respectively and comprised 1.9% and 2.1% each of the total male employment. The Health industry also came fourth with an average quarterly wage of \$8,273 accounting for 3.5% of the total male employed and contributed \$4.0 million to total male wages.

Commerce, the second biggest employer for males recorded an average quarterly wages of \$3,725 making it fifth

Table 5: Male wages and average wages, Sept 2021

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	2.2	3.4	11,368
Water	1.9	2.5	9,580
Electricity	2.1	2.7	9,022
Health	3.5	4.0	8,273
Public administration	20.1	22.1	7,975
Finance services	3.8	4.0	7,761
Other manufacturing	2.6	1.9	5,489
Personal services	6.5	4.9	5,474
Transport	10.0	6.8	4,912
Fishing	0.4	0.3	4,636
Education	2.2	1.4	4,551
Construction	6.4	4.0	4,524
Food manufacturing	3.1	1.9	4,509
Business Services	3.7	2.1	4,137
Commerce	17.3	8.9	3,725
Restaurants	1.7	0.8	3,465
Accommodation	2.2	1.0	3,430
Agriculture	0.9	0.4	3,349
Other services	9.4	4.0	3,074
TOTAL	100.0	77.1	5,585

lowest average wage for males. The lowest average quarterly wages for males were reported in Accommodation, Agriculture and Other services industries with average wages of \$3,430, \$3,349 and 3,074 respectively.

Similar to males, Public Administration was the biggest employer for females and also had the highest total wages paid, however it was not the highest in terms of average quarterly wages. The Electricity industry recorded the highest average quarterly wages in the September 2021 quarter of \$11,537 contributing \$0.9 million to total female wages. This was followed by Health and Water with average quarterly wages of \$10,187 and \$9,923 respectively.

Table 6: Female wages and average wages, Sept 2021

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.7	0.9	11,537
Health	5.8	6.3	10,187
Water	0.8	0.8	9,923
Public administration	31.9	26.8	7,851
Finance services	6.9	5.7	7,779
Communication	1.8	1.3	6,469
Food manufacturing	1.8	1.2	6,447
Construction	0.8	0.5	6,380
Transport	3.9	2.5	5,991
Fishing	0.2	0.1	5,890
Business Services	2.4	1.5	5,801
Personal services	5.8	3.4	5,396
Other manufacturing	1.5	0.8	5,322
Accommodation	2.3	1.1	4,351
Agriculture	0.4	0.1	3,882
Restaurants	1.8	0.7	3,833
Other services	12.1	4.7	3,660
Education	3.9	1.5	3,571
Commerce	15.3	5.6	3,407
TOTAL	100.0	65.6	6,134

Restaurants, Other services and Education industries were amongst the industries that had low average quarterly wages for the quarter under review with respective average wages of \$3,833, \$3,660 and \$3,571.

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 lowest in average quarterly wage for the period under review. This is the lowest average wage reached by the Commerce industry since the September 2014 quarter.

TWELVE MONTHS REVIEW: (Oct 2020 - Sept 2021)

Table 7: Employment & Wage Index

	16/17	17/18	18/19	19/20	20/21
Employment Index	110	109	110	110	109
% change	-0.5	-0.4	0.9	-0.3	-0.5
Wage Index	122	127	129	130	131
% change	1.8	4.1	1.2	0.9	0.8

Table 7 above indicates that the employment index decreased by 0.5% in the year ended September 2021 over the year ended September 2020. The negative growth in employment numbers within the twelve months ending September 2021 were mainly influenced by the decline in employment opportunities and job losses in industries such as Accommodation, Fishing, Construction, Transport, Business Services and Restaurants with respective growths of -53.5%, -17.3%, -11.5%, -3.0%, -2.2% and -1.0%. Wage index has consistently increased since the start of the series.

Table 8: Employment & Wage: Oct. 2020 - Sept. 2021

Employed Persons, Total Wages & Average Annual Wages						
Year Oct 2020 - Sept 2021						
	Total	%	Male	%	Female	%
Total Employed	24,300	100.0	13,740	56.5	10,560	43.5
Total Wages (\$ million)	568.4	100.0	307.7	54.1	260.7	45.9
Average Annual Wages (\$)	23,390		22,390		24,690	

Total wages paid amounted to \$568.4 million. Male received the biggest share of total wages with 54.1% of the total and 45.9% being female wages.

Total average yearly wages received in the year ended September 2021 was \$23,390. Females recorded the highest average wage of \$24,690 while Male's average annual wage was \$22,390.

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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