



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

December 2021 Quarter

23 Feb 2022

Summary Table

ISSUE #25

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

	Sept 2021 Quarter	Dec 2021 Quarter
Employment Number	24,504	24,134
Total Wages (\$ mil)	\$142.7	\$143.1
Average Wages Received (in \$)	\$5,825	\$5,932
Employment Growth (% change over the quarter of last year)	-0.2%	-0.3%

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OVERVIEW

Employment numbers in the December 2021 quarter went down by 0.3%, making it the ninth 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 pandemic on the country. This has greatly impacted industries such as Accommodation, Construction, Other Services and Transport.

Wages and Salaries for the December 2021 quarter amounted to \$143.1 million, increasing by 1.0% over its corresponding period of 2020. This was influenced mainly by the increase in wages and salaries in some industries such as Restaurants, Other Manufacturing, Education, Electricity and Water.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Dec 20	Mar 21	Jun 21	Sept 21	Dec 21
Employment Index	102	102	102	103	102
% change	-0.7	-0.5	-0.4	-0.2	-0.3
Wage Index	118	118	119	118	120
% change	0.4	0.8	1.0	0.9	1.3

According to Table 1, formal employment have recorded five consecutive quarters of negative growth as measured by their percentage change

from December 2021 quarter over the same period of the previous year.

On the other hand, wage indices continues to grow positively for five consecutive quarters. It increased by 1.3% in the December 2021 quarter compared to the corresponding quarter of 2020.

Chart 1: Employment Index, Dec 2018 - Dec 2021



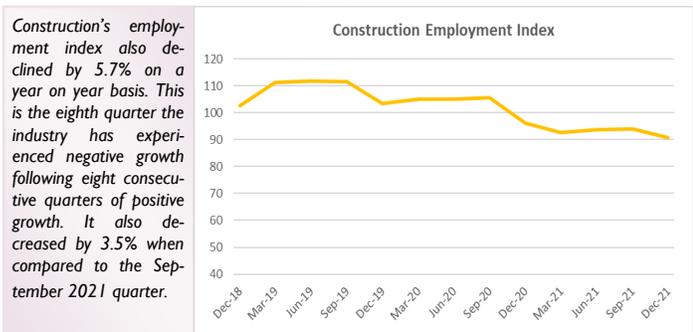
During the three-year period as illustrated in Chart 1 above, the Employment Index continues to show a fluctuating downward trend from December 2018 to December 2021. It has recorded a decline of 0.3% in the period under review compared to the same quarter of 2020. This is strongly influenced by the Covid-19 pandemic which has had a negative global effect on the economy since the December 2021 quarter. The disruption caused by the 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, Construction, Other services and Transport, are some of industries that recorded significant declines in employment of 13.0%, 5.7%, 4.5% and 4.4% respectively in the December 2021 quarter compared to the corresponding quarter of the previous year.

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

Chart 2: Accommodation Employment Index



Chart 3: Construction Employment Index



WAGE INDEX

Chart 4: Wage Index, Dec 2018 - Dec 2021



Chart 4 shows the trend in the wage index from December 2018 to December 2021. For the quarter under review, the wage index increased by 1.3% on a year on year basis. The main industries that contributed to the increase in wage index on a year-on-year basis includes Accommodation, Other manufacturing and Water with increases of 29.4%, 24.4% and 14.1% respectively.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Dec 2021 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
December 2021						
	Total	%	Male	%	Female	%
Total Employed	24,134	100.0	13,671	56.6	10,463	43.4
Total Wages (\$ mil)	143.1	100.0	77.4	54.1	65.7	45.9
Quarterly Average Wages (\$)	5,932		5,663		6,279	

According to Table 2, the total number of persons employed in the formal sector in the December 2021 quarter was 24,134; of which 56.6% were males and 43.4% were females. Total wages amounted to \$143.1 million. Males received the biggest share of 54.1% while females received only 45.9% of total wages.

The quarterly average wages for December 2021 quarter amounted to \$5,932. 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 \$5,663 whereas females quarterly average wages amounted to \$6,279. Females average wage was 10.9% higher compared to those of males.

Table 3: Distribution of Employment by Sector, Dec 2021

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
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
Dec-21	(No.)	24,134	232	2,780	14,948	6,174
	(%)	100.0	1.0	11.5	61.9	25.6

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from December 2020 to December 2021. In the quarter under review, the Services sector remains the biggest employer accounting for 61.9% of the total formal population. Public Administration remains the second biggest employer employing about 25.6%; Secondary sector is the third

biggest employer with 11.5% followed by only 1.0% employees working within Primary sector.

Table 4: Distribution of Employment by Industry, Dec 2021

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admin	2,810	45.5	3,364	54.5	6,174	25.6
Commerce	2,423	60.4	1,592	39.6	4,015	16.6
Other Service	1,327	51.4	1,255	48.6	2,582	10.7
Transport	1,327	74.9	446	25.1	1,773	7.3
Personal Serv	875	59.7	590	40.3	1,465	6.1
Finance Serv	517	41.1	740	58.9	1,257	5.2
Health	483	44.7	596	55.3	1,079	4.5
Construction	847	91.1	83	8.9	931	3.9
Education	319	43.4	416	56.6	734	3.0
Business Serv	451	64.8	245	35.2	696	2.9
Food Manufac	430	68.5	198	31.5	628	2.6
Other Manufa	341	68.4	158	31.6	499	2.1
Accommodati	271	56.0	213	44.0	484	2.0
Communicatio	280	61.6	175	38.4	455	1.9
Restaurants	230	56.3	178	43.7	409	1.7
Electricity	300	80.0	75	20.0	375	1.6
Water	261	75.4	85	24.6	347	1.4
Agriculture	127	77.6	37	22.4	164	0.7
Fishing	51	75.0	17	25.0	68	0.3
TOTAL	13,671	56.6	10,463	43.4	24,134	100.0

Table 4 shows the distribution of employment industry. At the industry level, the majority of the formal sector employment was in the Public Administration which made up about 25.6% of the total of which 45.5% were males and 54.5% were females. Commerce was the second biggest employer comprising 16.6% of the number of people employed. Other services industry was the third biggest employer consisting of 10.7% of the total followed by Transport, Personal Services, Finance Services, and Health with respective shares to distribution of employment at 7.3%, 6.1%, 5.2%, and 4.5% respectively. 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 employed population in December 2021.

In terms of employment composition by sex, the industries that recorded more than 75 percentage of males to females included Construction, Electricity, Agriculture, Water, and Fishing compared to the male population.

Although Public administration sector employs the highest number of males (20.6% of total male employment) and highest total wages paid (\$22.4 million), this industry did not have the highest average wages paid out.

Table 5: Male wages and average wages, Dec 2021

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	2.0	3.3	11,764
Finance services	3.8	5.1	9,963
Electricity	2.2	2.7	8,927
Water	1.9	2.3	8,843
Health	3.5	3.9	8,144
Public Administration	20.6	22.4	7,969
Other manufacturing	2.5	1.8	5,374
Personal Services	6.4	4.6	5,229
Transport	9.7	6.8	5,137
Construction	6.2	4.3	5,023
Food manufacturing	3.1	2.1	4,815
Fishing	0.4	0.2	4,755
Business services	3.3	2.0	4,623
Education	2.3	1.4	4,453
Accommodation	2.0	1.0	3,869
Restaurants	1.7	0.9	3,721
Commerce	17.7	8.6	3,549
Agriculture	0.9	0.4	3,264
Other services	9.7	3.6	2,717
TOTAL	100.0	77.4	5,663

The Communication industry topped the average quarterly male earnings of \$11,764; the industry which accounted for just about 2.0% of the total male employment recorded total wages of about \$3.3 million for the December 2021 quarter. The Finance services industry came second with a recorded average quarterly wage of \$9,963 followed by Electricity and Water at \$8,927 and \$8,843 respectively.

As recorded for the Public Administration Industry, it came sixth in terms of average quarterly wages with the amount of \$7,969 paid out for males. Commerce, the second biggest employer for Males recorded an average quarterly wage of \$3,549 making it the third lowest average wages for males. The lowest average quarterly wages for males were reported in Restaurants and Agriculture with average wages of \$3,264 and \$2,717 respectively.

Similar to males, Public Administration was also the biggest employer for females employing 32.2% of employed females and also had the highest total wages paid out to its employees (\$26.9 million) as shown in Table 6 below. However, it was not the highest in terms of average wages which stood at \$7,985 ranking the industry fifth highest in female average quarterly wages.

Table 6: Female wages and average wages, Dec 2021

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.7	0.9	12,458
Water	0.8	0.9	10,479
Health	5.7	5.4	9,127
Finance Services	7.1	5.9	8,002
Public administration	32.2	26.9	7,985
Communication	1.7	1.2	7,142
Construction	0.8	0.6	7,046
Food manufacturing	1.9	1.3	6,810
Personal services	5.6	3.7	6,215
Business Services	2.3	1.5	6,182
Fishing	0.2	0.1	6,087
Other manufacturing	1.5	0.9	5,893
Accommodation	2.0	1.1	5,182
Transport	4.3	2.3	5,169
Restaurants	1.7	0.8	4,478
Agriculture	0.4	0.2	4,204
Education	4.0	1.6	3,887
Commerce	15.2	6.2	3,878
Other services	12.0	4.1	3,257
TOTAL	100.0	65.7	6,279

Electricity recorded the highest average quarterly wages of \$12,458; employing 0.7% of the total employed females and paying \$0.9 million in total wages to its female employees within the December 2021 quarter. The Water industry recorded the second highest average quarterly wage of \$10,479 followed by Health and Finance services with quarterly wages of \$9,127 and \$8,002. The lowest average quarterly wage for females were reported in Education, Commerce and Other services industries with average quarterly wages of \$3,887, \$3,878 and \$3,257 respectively.

TWELVE MONTHS REVIEW:
(Jan 2021 - Dec 2021)

Table 7: Employment & Wage Index

	2017	2018	2019	2020	2021
Employment Index	102	103	103	103	102
% change	-1.7	0.7	0.5	-0.4	-0.4
Wage Index	112	115	116	117	118
% change	3.1	3.2	1.2	0.9	1.2

According to Table 7 above, the Employment Index for employed persons decreased by 0.4% in the calendar year

2021 compared to the previous year. Wage Index increased by 1.2%. Employment Index has experienced fluctuation within the five-year period as indicated in the table above due to the significant decline in employment opportunities and job losses in some industries such as Accommodation, Construction, Other Services and Transport with respective growths of -44.8%, -9.9%, -4.5% and -4.0%. The wage index has consistently grown positively in the past five years as indicated above; the year under review increased its wage index by 1.2%.

Table 8: Employment and Wage: Jan 2021 - Dec 2021

Employed Persons, Total Wages & Average Annual Wages						
Year Jan 2021 - December 2021						
	Total	%	Male	%	Female	%
Total Employed	24,280	100.0	13,715	56.5	10,565	43.5
Total Wages (\$ million)	569.7	100.0	308.7	54.2	261.0	45.8
Average Annual Wages (\$)	23,465		22,510		24,704	

The total number of people formally employed in the Calendar Year 2021 as shown in Table 8 above was 24,280; 56.5% being males and 43.5% being females. This results from consecutive declines in formal employment for the four quarters of the year 2021; all four quarters had negative growths within the period resulting in an aggregate decline overall for this 12-month period.

The total wages paid out amounted to \$569.7 million. Males received the biggest share of total wages with 54.2% (or \$308.7 million) of the total and only 45.8% (or \$261.0 million) being female wages. The total average yearly wages received in the year ending December 2021 was \$23,465. Females however recorded the highest average yearly wage of \$24,704 while males average yearly wage amounted to \$22,510. This translates to a 9.7% difference in average annual wages for males and females for this 12-month period.

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.



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Samoa Bureau of Statistics

SBS Vision:

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

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