



# Samoa Bureau of Statistics

## EMPLOYMENT STATISTICS

### March 2022 Quarter

19 May 2022

#### Summary Table

ISSUE #26

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

	Dec 2021 Quarter	Mar 2022 Quarter
Employment Number	24,134	24,087
Total Wages (\$ mil)	\$143.1	\$142.4
Average Wages Received (in \$)	\$5,932	\$5,913
Employment Growth (% change over the quarter of last year)	-0.3%	-0.5%

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#### OVERVIEW

Employment numbers in the March 2022 quarter went down by 0.5%, making it the tenth 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 significantly impacted industries such as Restaurants, Communications, Business Services, Construction and Transport.

Wages and Salaries for the March 2022 quarter amounted to \$142.4 million, increasing by 0.7% over its corresponding period of 2021. This was influenced mainly by the increase in wages and salaries in some industries such as Restaurants, Education, Electricity and Other manufacturing.

#### QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Mar 21	Jun 21	Sep 21	Dec 21	Mar 22
Employment Index	102	102	103	102	102
% change	-0.5	-0.4	-0.2	-0.3	-0.5
Wage Index	118	119	118	120	119
% change	0.8	1.0	0.9	1.3	1.3

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

from March 2022 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 March 2022 quarter compared to the corresponding quarter of 2021.

Chart 1: Employment Index, Mar 2019 - Mar 2022



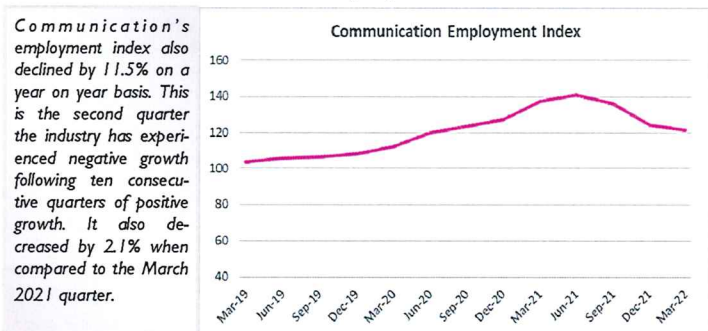
During the three-year period as illustrated in Chart 1 above, the Employment Index continues to show a downward trend from March 2019 to March 2022. Employment Index has recorded a decline of 0.5% in the period under review compared to the same quarter of 2021. The overall impact shown in the chart is strongly influenced by the effect of the Covid-19 pandemic affecting the country both on an international and national capacity. With the country recording its first community case in the period under review, normal business operations continues to yield job losses and layoffs in some of the hardest-hit economic sectors of the country's economy. Restaurants, Communication, Business Services and Construction are some of industries that recorded significant declines in employment of 11.6%, 11.5%, 6.8% and 3.5% respectively in the March 2022 quarter compared to March 2021 quarter.

Some industries which contributed largely to the decline in employment in the March 2022 quarter includes:

**Chart 2: Restaurants Employment Index**



**Chart 3: Communication Employment Index**



## WAGE INDEX

**Chart 4: Wage Index, Mar 2019 - Mar 2022**



Chart 4 shows the trend in the wage index from March 2019 to March 2022. 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 Restaurants, Other manufacturing and Accommodation with increases of 41.5%, 14.8% and 13.6% respectively.

## EMPLOYMENT LEVELS

**Table 2: Employment & Wages, Mar 2022 Quarter**

Employed Persons, Total Wages & Average Quarterly Wages						
March 2022						
	Total	%	Male	%	Female	%
Total Employed	24,087	100.0	13,518	56.1	10,569	43.9
Total Wages (\$ mil)	142.4	100.0	77.2	54.2	65.2	45.8
Quarterly Average Wages (\$)	5,913		5,713		6,166	

According to Table 2, the total number of persons employed in the formal sector in the March 2022 quarter was 24,087; of which 56.1% were males and 43.9% were females. Total wages amounted to \$142.4 million. Males received the biggest share of 54.2% while females received only 45.8% of total wages.

The quarterly average wages for the March 2022 quarter amounted to \$5,913. 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 \$5,713 whereas females quarterly average wages amounted to \$6,166. Females average wage was 7.7% higher compared to those of males.

**Table 3: Distribution of Employment by Sector, Mar 2022**

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
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
Mar-22	(No.)	24,087	216	2,754	14,919	6,198
	(%)	100.0	0.9	11.4	61.9	25.7

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from March 2021 to March 2022. 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 25.7%; Secondary sector is the third biggest em-

ployer with 11.4% followed by only 0.9% employees working within Primary sector.

**Table 4: Distribution of Employment by Industry, Mar 2022**

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admin	2,823	45.6	3,374	54.4	6,198	25.7
Commerce	2,297	59.0	1,597	41.0	3,894	16.2
Other Service	1,416	53.4	1,234	46.6	2,650	11.0
Transport	1,333	75.1	442	24.9	1,776	7.4
Personal Serv	843	58.8	590	41.2	1,433	6.0
Finance Serv	510	40.3	757	59.7	1,267	5.3
Health	477	43.6	617	56.4	1,094	4.5
Construction	834	90.8	85	9.2	919	3.8
Education	307	40.7	448	59.3	755	3.1
Business Serv	412	62.3	249	37.7	661	2.7
Food Manufac	421	67.4	204	32.6	626	2.6
Accommodati	308	55.1	251	44.9	559	2.3
Other manufa	337	68.2	157	31.8	494	2.1
Communicatio	268	60.2	177	39.8	446	1.9
Restaurants	211	54.9	174	45.1	384	1.6
Electricity	298	80.0	74	20.0	372	1.5
Water	259	75.4	84	24.6	344	1.4
Agriculture	118	76.6	36	23.4	154	0.6
Fishing	44	72.2	17	27.8	62	0.3
<b>TOTAL</b>	<b>13,518</b>	<b>56.1</b>	<b>10,569</b>	<b>43.8</b>	<b>24,087</b>	<b>100.0</b>

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 25.7% of the total of which 45.6% were males and 54.4% were females. Commerce was the second biggest employer comprising 16.2% of the number of people employed. Other services industry was the third biggest employer consisting of 11.0% of the total followed by Transport, Personal Services, Finance Services, and Health with respective shares to distribution of employment at 7.4%, 6.0%, 5.3%, and 4.5% respectively. Industries which make up the Primary Sector such as Agriculture and Fishing employed the least number of employees at 0.6% and 0.3% respectively of the total employed population in March 2022.

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

Although Public administration sector employs the highest number of males (20.9% of total male employment) and highest total wages paid (\$21.9 million), this industry did not have the highest average wages paid out.

**Table 5: Male wages and average wages, Mar 2022**

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	2.0	3.3	12,306
Finance services	3.8	5.2	10,302
Electricity	2.2	2.6	8,857
Water	1.9	2.3	8,748
Health	3.5	4.1	8,598
Public Administration	20.9	21.9	7,766
Personal services	6.2	4.8	5,720
Other manufacturing	2.5	1.9	5,691
Fishing	0.3	0.2	5,384
Food manufacturing	3.1	2.1	4,874
Transport	9.9	6.5	4,847
Business Services	3.0	1.9	4,779
Education	2.3	1.4	4,510
Construction	6.2	3.7	4,479
Restaurants	1.6	0.8	4,013
Commerce	17.0	8.9	3,905
Agriculture	0.9	0.4	3,693
Accommodation	2.3	1.0	3,351
Other services	10.5	4.1	2,869
<b>TOTAL</b>	<b>100.0</b>	<b>77.2</b>	<b>5,713</b>

The Communication industry topped the average quarterly male earnings of \$12,306; the industry which accounted for just about 2.0% of the total male employment recorded total wages of about \$3.3 million for the March 2022 quarter. The Finance services industry came second with a recorded average quarterly wage of \$10,302 followed by Electricity and Water at \$8,857 and \$8,748 respectively.

As recorded for the Public Administration Industry, it came sixth in terms of average quarterly wages with the amount of \$7,766 paid out for males. Commerce, the second biggest employer for Males recorded an average quarterly wage of \$3,905 making it the fourth lowest average wages for males. The lowest average quarterly wages for males were reported in Accommodation and Other services with average wages of \$3,351 and \$2,869 respectively.

Similar to males, Public Administration was also the biggest employer for females employing 31.9% of employed females and also had the highest total wages paid out to its employees (\$25.9 million) as shown in Table 6 below. However, it was not the highest in terms of average wages which stood at \$7,675 ranking the industry fourth highest in female average quarterly wages.

**Table 6: Female wages and average wages, Mar 2022**

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.7	0.9	12,010
Water	0.8	0.9	10,642
Health	5.8	5.6	9,157
Public administration	31.9	25.9	7,675
Communication	1.7	1.3	7,409
Finance services	7.2	5.6	7,364
Construction	0.8	0.6	7,001
Food manufacturing	1.9	1.4	6,672
Business services	2.4	1.5	5,986
Fishing	0.2	0.1	5,978
Personal services	5.6	3.4	5,715
Other manufacturing	1.5	0.8	5,138
Transport	4.2	2.3	5,103
Agriculture	0.3	0.2	4,903
Restaurants	1.6	0.8	4,673
Education	4.2	2.0	4,356
Accommodation	2.4	1.1	4,274
Other services	11.7	4.9	3,973
Commerce	15.1	6.0	3,782
<b>TOTAL</b>	<b>100.0</b>	<b>65.2</b>	<b>6,166</b>

Electricity recorded the highest average quarterly wages of \$12,010; employing 0.7% of the total employed females and paying \$0.9 million in total wages to its female employees within the May 2022 quarter. The Water industry recorded the second highest average quarterly wage of \$10,642 followed by Health and Public administration with quarterly wages of \$9,157 and \$7,675. The lowest average quarterly wage for females were reported in Accommodation, Other services and Commerce industries with average quarterly wages of \$4,274, \$3,973 and \$3,782 respectively.

**TWELVE MONTHS REVIEW:**  
**(Apr 2021 - Mar 2022)**

**Table 7: Employment & Wage Index**

	FY 17/18	FY 18/19	FY 19/20	FY 20/21	FY 21/22
Employment Index	102	103	103	103	102
% change	-1.9	1.2	0.2	-0.5	-0.4
Wage Index	116	118	119	120	122
% change	3.7	1.8	1.3	0.7	1.1

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

months starting April 2021 and ending in March 2022 compared to the previous year. Wage Index increased by 1.1%. 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 -29.7%, -7.9%, -4.6% and -3.7%. The wage index has consistently grown positively in the past five years as indicated above; the year under review increased its wage index by 1.1%.

**Table 8: Employment and Wage: Apr 2021 - Mar 2022**

Employed Persons, Total Wages & Average Annual Wages						
Year April 2021 - March 2022						
	Total	%	Male	%	Female	%
Total Employed	24,247	100.0	13,675	56.4	10,572	43.6
Total Wages (\$ million)	570.7	100.0	309.2	54.2	261.5	45.8
Average Annual Wages (\$)	23,539		22,614		24,735	

The total number of people formally employed in the twelve months ending March 2022 as shown in Table 8 above was 24,247; 56.4% being males and 43.6% 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 \$570.7 million. Males received the biggest share of total wages with 54.2% (or \$309.2 million) of the total and only 45.8% (or \$261.5 million) being female wages. The total average yearly wages received in the year ending March 2022 was \$23,539. Females however recorded the highest average yearly wage of \$24,735 while males average yearly wage amounted to \$22,614. This translates to a 5.1% 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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ACTING GOVERNMENT STATISTICIAN / CEO

