



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

March 2024 Quarter

Summary Table

31 st May 2024		Dec 2023 Quarter	Mar 2024 Quarter
ISSUE #34	Employment Number	25,963	25,843
Inside this issue:	Total Wages (\$ mil)	\$168.3	\$165.5
	Average Wages Received (in \$)	\$6,483	\$6,408
	Employment Growth <i>(% change over the quarter of last year)</i>	7.0%	4.2%
Quarterly Review	1-4		

OVERVIEW

Employment numbers for the March 2024 quarter went up by 4.2% on a year-on-year basis making it the sixth consecutive quarter of positive growth following twelve quarters of negative growth since December 2019. The nation's economy in terms of employment continues to increase surpassing pre-Covid levels of employment which has helped the nation recover from its former state during the pandemic. The Accommodation, Restaurant and Education industries have recorded positive growth in the total number of employees on a year-on-year basis as many businesses have reopened and are serving the influx of tourists and visiting friends and families thus increasing work opportunities in these industries.

Wages and salaries for the quarter under review recorded an increase of 9.5% on a year-on-year basis which amounted to \$165.5 million. This performance was mainly influenced by the increase in wages and salaries in industries such as Accommodation, Restaurants and Other manufacturing to name a few.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Mar 23	Jun 23	Sep 23	Dec 23	Mar 24
Employment Index	105	106	110	110	109
% change	3.0	5.1	6.2	7.0	4.2
Wage Index	123	126	128	131	129
% change	3.0	5.4	8.0	9.0	5.2

Formal employment index for the March 2024 quarter increased in growth by 4.2% as shown in Table 1. Its

wage index also increased by 5.2% in the quarter under review on a year-on-year basis.

Chart 1: Employment Index, Mar 2021 - Mar 2024

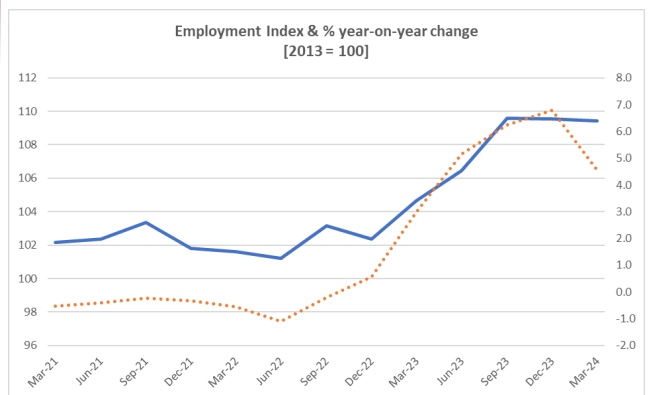


Chart 1, illustrated above, shows the quarterly employment index as well as its year-on-year change from March 2021 to March 2024. The employment index for the reviewed quarter has maintained its level from the previous quarter registering the second highest employment index recorded since the start of the series. The quarter under review slightly increased on a year on year basis which coincides with the growth in the inflow of international visitors. The majority of industries in the Secondary and Tertiary sectors increased in terms of employment numbers, resulting in the 4.2% growth in Employment Index. Accommodation's growth increased significantly by 68.1% while other industries such as Education, Restaurants, Public Administration, Other services, Finance services and Communication recorded respective growths in index on a year-on-year basis by 26.8%, 7.8%, 4.7%, 4.5%, 4.3% and 3.2%.

In terms of growth, employment continues to increase when compared on a year-on-year basis. This reflects the impact of activities stimulating the economy and increasing the demand to recruit employees in order to cater for these expansions. The nation's economy, through employment, continues its upward growth in its recovery phase from previous years of decline.

Employment & Wage Index

Employment Levels

Employment by Industry

12 Months Review

Background information

Annex—Employment tables

Some industries that contributed positively to the increase in employment in the March 2024 quarter include Accommodation and Restaurants as portrayed in Charts 2 and 3 below :

Chart 2: Employment Index: Mar 2021 - Mar 2024

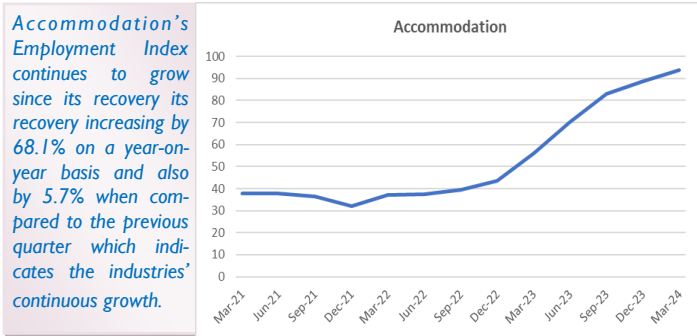


Chart 3: Employment Index: Mar 2021 - Mar 2024



WAGE INDEX

Chart 4: Wage Index, Mar 2021 - Mar 2024

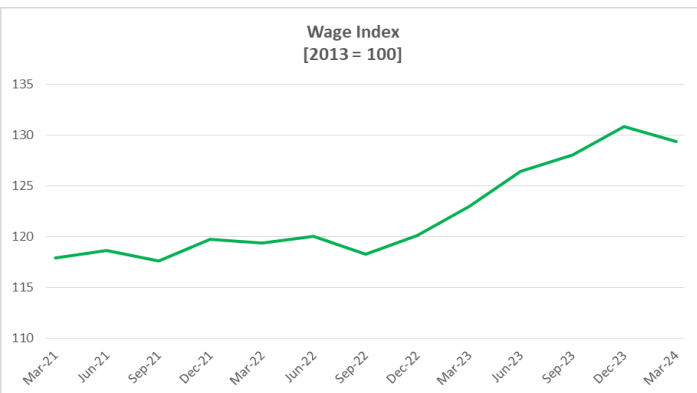


Chart 4 above shows the trend in the wage index from the March 2021 to the March 2024 quarter. As shown, the wage index recorded an aggregated increase of 5.2% for the March 2024 quarter compared to the same quarter of the previous year. The main industries that contributed significantly to the recorded increase include Food manufacturing, Other manufacturing, Restaurants, Water, Agriculture and Communication with respective growths of 43.7, 43.3, 37.1, 31.1, 25.7 and 25.2% compared to the corresponding quarter of 2022.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Mar 2024 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
March 2024						
	Total	%	Male	%	Female	%
Total Employed	25,843	100.0	13,969	54.1	11,874	45.9
Total Wages (\$ mil)	165.5	100.0	89.5	54.0	76.1	46.0
Quarterly Average Wages (\$)	6,408		6,404		6,408	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in formal employment as recorded in March 2024 quarter was 25,843; of which 54.1% were males and 45.9% were females. Total wages amounted to \$165.5 million, with males receiving the biggest share of 54.0% and females receiving the remaining 46.0%.

Total average wages for the quarter under review amounted to \$6,408. Females earned average quarterly wages of \$6,408, whereas males earned \$6,404 for the March 2024 quarter. This indicates that males' average wages for the reviewed quarter is slightly higher compared to the females' average wages.

Table 3: Distribution of Employment by Sector, Mar 2024

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Mar-23	(No.)	24,811	198	2,537	15,815	6,262
	(%)	100.0	0.8	10.2	63.7	25.2
Jun-24	(No.)	25,230	198	2,434	15,913	6,685
	(%)	100.0	0.8	9.6	63.1	26.5
Sep-23	(No.)	25,976	189	2,416	16,515	6,856
	(%)	100.0	0.7	9.3	63.6	26.4
Dec-23	(No.)	25,963	175	2,371	16,482	6,935
	(%)	100.0	0.7	9.1	63.4	26.8
Mar-24	(No.)	25,843	165	2,316	16,808	6,553
	(%)	100.0	0.6	9.0	65.0	25.4

Table 3 shows the employed population by sector (Primary, Secondary, Services and the Public Sector) from March 2023 to March 2024. As shown, the Services sector remains the biggest employer accounting for 65.0% of the total formal employed population; it has increased by 1.3 percentage points compared to March 2023. Public Administration remains the second biggest employer with a share of 25.4%; its employed number increased by 0.2 percentage points on a year-on-year basis. Conversely, the Secondary sector is the third biggest employer, with a 9.0% share decreasing in growth by 1.2 percentage points compared to the corresponding quarter of the previous year. The Primary sector which employs 0.6% of total employed and is made up of the Agriculture and Fishing industries recorded a

minor decline of 0.2 percentage points when compared to the same quarter of the previous year.

Table 4: Distribution of Employment by Industry, Mar 2024

Industry	Male No.	%	Female No.	%	Total No.	%
Public administ	3,264	49.8	3,289	50.2	6,553	25.4
Commerce	2,335	56.1	1,824	43.9	4,159	16.1
Other services	1,491	51.6	1,401	48.4	2,893	11.2
Transport	1,194	71.2	483	28.8	1,677	6.5
Accommodatio	665	47.0	750	53.0	1,415	5.5
Personal servic	783	57.1	588	42.9	1,371	5.3
Finance servic	550	40.5	809	59.5	1,360	5.3
Education	489	39.8	740	60.2	1,229	4.8
Health	455	42.0	627	58.0	1,082	4.2
Business servi	421	59.6	286	40.4	707	2.7
Construction	514	88.7	65	11.3	579	2.2
Food manufact	382	68.5	176	31.5	557	2.2
Other manufact	323	66.5	163	33.5	486	1.9
Restaurants	225	46.4	259	53.6	484	1.9
Communicatio	238	55.2	193	44.8	432	1.7
Electricity	295	79.5	76	20.5	372	1.4
Water	235	73.2	86	26.8	322	1.2
Agriculture	72	62.2	44	37.8	116	0.4
Fishing	37	73.9	13	26.1	50	0.2
TOTAL	13,969	54.1	11,874	45.9	25,843	100.0

Table 4 shows the distribution of employment by industry. At the industry level, the majority of formal employment was in Public Administration which made up about 25.4% of the total employed, of which 49.8% were males and 50.2% were females. Commerce was the second biggest employer, comprising 16.1% of the total number of people employed; 56.1% were males and 43.9% were females. The third biggest employer was Other services employing about 11.2% of the total, of which consists 51.6% males and 48.4% females. Transport, Accommodation, Personal services and Finance Services were the next biggest employers, with respective shares of 6.5, 5.5, 5.3, and 5.3 percent. Industries that make up the Primary Sector such as Agriculture and Fishing employed the lowest number of employees, at 0.4% and 0.2%, respectively of the total numbers employed. In terms of employment composition by sex, industries that recorded high percentages of males to females included Construction, Electricity, Fishing, Water Transport and Food Manufac-

turing. Industries such as Education, Finance Services, Health, Restaurants and Accommodation recorded a higher proportion of female employees as compared to the males within the quarter under review.

Table 5: Male wages and average wages, Mar 2024

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	4.1	17,122
Water	1.7	3.7	15,777
Electricity	2.1	3.9	13,105
Finance services	3.9	6.3	11,402
Other manufacturing	2.3	3.1	9,707
Construction	3.7	4.1	7,896
Food manufacturing	2.7	2.9	7,661
Public administration	23.4	23.6	7,189
Fishing	0.3	0.2	6,777
Accommodation	4.8	4.3	6,638
Restaurants	1.6	1.5	6,595
Agriculture	0.5	0.4	6,268
Personal services	5.6	4.5	5,788
Transport	8.5	6.5	5,506
Business services	3.0	2.1	5,005
Education	3.5	2.1	4,556
Commerce	16.7	9.9	4,241
Health	3.3	1.9	4,177
Other services	10.7	4.3	2,892
TOTAL	100.0	89.5	6,404

Although the Public administration sector employed the highest number of males (23.4% of total male employment) and had the highest total wages paid (\$23.6 million), as shown in Table 5, this industry did not have the highest average wages paid out within the March 2024 quarter. As recorded, average quarterly wages of \$7,189 paid out for the Public Administration Industry, is the eighth highest average wage for Males. Commerce, the second-biggest employer for males, recorded an average quarterly wage of \$4,241, making it the third-lowest average wage for males. Communication had the highest average quarterly earnings, recording \$17,122, and Water at the second highest with an average quarterly wage for males at \$15,777 for the quarter under review. The lowest average quarterly wages for males for the March 2024 quarter was reported in the Other services industry amounting to \$2,892.

Table 6: Female wages and average wages, Mar 2024

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.6	20,870
Water	0.7	1.4	16,350
Food manufacturing	1.5	2.5	14,505
Construction	0.5	0.9	13,106
Communication	1.6	2.3	11,864
Other manufacturing	1.4	1.9	11,440
Fishing	0.1	0.1	9,056
Public administration	27.7	27.5	8,365
Restaurants	2.2	2.0	7,621
Finance services	6.8	5.9	7,238
Agriculture	0.4	0.3	7,003
Accommodation	6.3	5.1	6,813
Business services	2.4	1.8	6,151
Transport	4.1	2.9	5,909
Personal services	5.0	3.4	5,744
Commerce	15.4	6.9	3,782
Education	6.2	2.7	3,591
Health	5.3	2.2	3,532
Other services	11.8	4.9	3,486
TOTAL	100.0	76.1	6,408

The Electricity industry had the highest average quarterly wages for the quarter under review amounting to \$20,870 contributing \$1.6 million to total female wages. This was followed by Water, Food Manufacturing, Construction and Communication with average quarterly wages of \$16,350, \$14,690, \$13,106 and \$11,864, respectively.

Public Administration was the biggest employer for females and recorded the highest total wages paid; however, it was not the highest in terms of average quarterly wages. It ranked eighth according to Table 6.

Commerce had the second-highest percentage of females employed and also the second highest value of wages (\$6.9 million) paid out to females, however, it was ranked the fourth lowest in terms of average quarterly wage for the period under review. Health and Other services industries ranked lowest in terms of average quarterly wages amounting to \$3,532 and \$3,486.

**TWELVE MONTHS REVIEW:
(April 2023 - March 2024)**

Table 7: Employment & Wage Index

	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24
Employment Index	103	103	102	103	109
% change	0.2	-0.5	-0.4	0.6	5.6
Wage Index	119	120	122	123	132
% change	1.3	0.7	1.1	1.4	7.0

Table 7 above indicates that the employment index increased by 5.6% in the in the fiscal year ending March 2024. This positive growth in the employment index was caused by an increase in employment in industries such as Accommodation, Education, Other services, Public administration, Restaurants, Finance services and Commerce with respective growths of 90.7%, 53.7%, 11.0%, 8.7%, 8.0%, 4.7% and 1.5% to the total employment index.

Wage index on the other hand, has consistently grown positively in the past five years as shown in the table above. The year under review increased its wage index by 7.0%.

Table 8: Employment & Wage: April 2023– March 2024

Employed Persons, Total Wages & Average Annual Wages						
Year April 2023 – March 2024						
	Total	%	Male	%	Female	%
Total	25,743	100	13,798	53.6	11,945	46.4
Employed						
Total	657.4	100	352.1	53.6	305.3	46.4
Wages (\$ million)						
Average Annual	25,538		25,522		25,557	
Wages (\$)						

Table 8 above shows the employed persons, total wages and the average annual wages for the fiscal year ending March 2024. The total number of people formally employed was 25,743 with 53.6% of them being males and 46.4% being females. The males also received the biggest share of total wages with 53.6% (or \$352.1 million) and the remaining 46.4% (\$305.3 million) going to females.

The total average yearly wages received in the year under review was \$25,538. Females was recorded to have had the highest average yearly wage of \$25,557 while males average yearly waged amount to \$25,522.

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).

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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With the Compliments of the
GOVERNMENT STATISTICIAN

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