

EMPLOYMENT STATISTICS

September Quarter 2024



Quarterly Highlights:

Total Employment:
26,754

Male
14,042

Female
12,712

Total Wages & Salaries

\$173.1 million

Industries with the most contribution:



Accommodation Index increased by 16.9%



Restaurants Index increased by 10.4%

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Overview



Employment numbers for the September 2024 quarter recorded an increase of 3.2% compared to the same quarter of the previous year. This is the eighth quarter of positive growth recorded following twelve consecutive quarters of negative growth since December 2019. The economy continues to recover, as reflected by the increase in employment especially for industries which were mainly affected during the pandemic.

Wages and Salaries for the reviewed quarter recorded an increase of 5.3% compared to September 2023 amounting to \$173.1 million. This was mainly influenced by the increase in wages and salaries in industries such as Accommodation, Restaurants, Other Services, Commerce and Finance Services.

Quarterly Review



EMPLOYMENT INDEX

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

	Sep 23	Dec 23	Mar 24	Jun 24	Sep 24
Emp Index	110	109	109	110	113
% change	6.2	6.8	4.2	3.5	3.0
Wage Index	128	131	129	132	131
% change	8.0	9.2	5.2	4.2	2.2

Formal employment index for September 2024 quarter continues to increase as shown in Table 1 after twelve consecutive quarters of negative growth. Wage index also increased by 2.2% in the quarter review on a year-on-year basis. As shown Employment and wage index are slowly decreasing thus returning to its normal levels after global economic effects experienced in the previous years.

Chart 1: Employment Index, Sept 21 - Sept 24

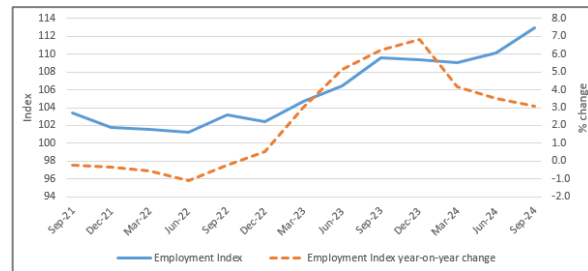


Chart 1 illustrated above shows the fluctuating trend in the quarterly employment index as well as its year-on-year change from September 2021 to September 2024. Employment index for the reviewed quarter increased significantly compared to the same quarter of 2023. This effect coincides with the country preparations leading up to hosting of the CHOGM which saw an increase in recruitment especially in tourism direct industries such as Accommodation and restaurants to name a few.

The year-on-year change in employment index clearly shows the increasing growth of employment which kicked off in December 2022 quarter shortly after the resumption of international travel which started off in August of that same year. This trend reached its peak level in December 2023 and is now slowly returning to its normal levels. The nation's economy through employment continues its upward growth in its recovery phase from previous years of decline. Many industries have maintained its growth compared to Sept 2023 resulting in the 3.0% increase in Employment Index. Industries such as Accommodation, Restaurants, Other manufacturing, Education, Electricity and Commerce have recorded respective growths in index by 16.9%, 10.4%, 8.4%, 8.3%, 4.9% and 4.7% compared to the corresponding quarter of the previous year. Conversely, industries such as Agriculture and Fishing recorded slight decline in growths of 17.6% and 14.0% compared to September 2023 quarter.



Some industries which contributed positively to the increase in employment in the September 2024 quarter includes:



Accommodation's Employment Index went up by 16.9% on a year on year basis. Anticipation for the hosting of CHOGM 2024 has seen a significant increase in recruitment especially in this industry



Restaurants Employment Index increased by 10.4% compared to September 2023 quarter. The trend is mainly influenced by the growth of female employees by 11.8% on a y-o-y basis who have joined the industry in the quarter under review.



Chart 4 above shows the trend in the wage index from September 2021 to September 2024. As shown, the index recorded an aggregated increase in growth by 2.2% for the September 2024 quarter compared to the same quarter of the previous year. The main industries which contributed significantly to this recorded increase in wage index includes Agriculture, Health, Food manufacturing, Accommodation, Other services, Finance services, Restaurants, Commerce, Electricity and Transport with respective growths of 19.4%, 19.2%, 15.0%, 13.3%, 12.3%, 9.3%, 9.2%, 8.6% and 5.3% compared to the corresponding quarter of the previous year.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, September 2024 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
September 2024						
	Total	%	Male	%	Female	%
Total Employed	26,754	100.0	14,042	52.5	12,712	47.5
Total Wages (\$ mil)	173.1	100.0	92.7	53.6	80.4	46.4
Quarterly Average Wages (\$)	6,465		6,601		6,324	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in the formal sector was 26,754 as recorded in the September 2024 quarter; of which 52.5% were males and 47.5% were females. Total wages amounted to \$173.1 million, where males received the biggest share of 53.6% with females receiving the remaining 46.4%.

Average wages for the quarter under review amounted to \$6,465. Average wages for males have exceeded that of females; as stated in Table 2 males earned average quarterly wage of \$6,601 whereas females earned \$6,324 for the quarter under review.

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Sep-23	(No.)	25,980	189	2,418	16,517	6,856
	(%)	100.0	0.7	9.3	63.6	26.4
Dec-23	(No.)	25,919	175	2,371	16,437	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
Jun-24	(No.)	26,116	159	2,336	16,714	6,906
	(%)	100.0	0.6	9.0	64.7	26.7
Sep-24	(No.)	26,754	158	2,396	17,030	7,170
	(%)	100.0	0.6	9.3	65.9	27.7

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from September 2023 to September 2024. As shown, the Services sector remains the biggest employer accounting for 65.9% of the total formal employed population; it has increased by 2.3 percentage points compared to September 2023. Public Administration remains the second biggest employer with a share of 27.7%; its employed number increased by 1.3 percentage points on a year-on-year basis. The Secondary sector being the third biggest employer with an 9.3% share which was the same growth recorded for same quarter of the previous year. The Primary sector employing 0.6% of the total employed which comprises of the Agriculture and Fishing industries recorded a decline in growth by 0.1 percentage points on a year-on-year basis.



Table 4: Distribution of Employment by Industry, Sep 2024

Industry	Male No.	%	Female No.	%	Total No.	%
Public adminis	3,255	45.4	3,915	54.6	7,170	26.8
Commerce	2,393	56.2	1,863	43.8	4,256	15.9
Other services	1,516	49.7	1,534	50.3	3,050	11.4
Transport	1,183	71.0	482	29.0	1,665	6.2
Personal servi	832	56.6	638	43.4	1,470	5.5
Accommodati	690	47.1	774	52.9	1,465	5.5
Education	560	40.6	818	59.4	1,378	5.2
Finance servic	562	40.9	813	59.1	1,374	5.1
Health	326	40.4	481	59.6	807	3.0
Business servi	370	58.0	269	42.0	639	2.4
Construction	530	88.6	68	11.4	599	2.2
Food manufac	382	67.2	187	32.8	569	2.1
Other manufa	331	63.0	194	37.0	525	2.0
Restaurants	221	45.9	261	54.1	482	1.8
Communicatio	244	55.1	199	44.9	443	1.7
Electricity	310	80.5	75	19.5	385	1.4
Water	231	72.8	86	27.2	318	1.2
Agriculture	66	61.3	41	38.7	107	0.4
Fishing	39	76.3	12	23.7	51	0.2
TOTAL	14,042	52.5	12,712	47.5	26,754	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 26.8% of the total employed; of which 45.4% were males and 54.6% were females. Commerce was the second biggest employer comprising 15.9% of the number of people employed; 56.2% were males and 43.8% were females. The third biggest employer was Other services employing about 11.4% of the total, consisting of 49.7% males and 50.3% of females. Transport, Personal Services, Accommodation and Education were the next biggest employers with respective shares of 6.2, 5.5, 5.5 and 5.2 percent. Industries which 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.

In terms of employment composition by sex, industries that recorded high percentages of males to females included Construction, Electricity, Fishing, Water, Transport, Food manufacturing, Other manufacturing and Agriculture. Industries such as Health, Education, Finance Services, Public Administration, Restaurant, Accommodation and Other services had a higher proportion of female employees as compared to the males within the quarter under review.

Although the Public administration sector employed the highest number of males (23.2% of total male employment) and highest total wages paid (\$21.7 million) as shown in Table 5, this industry did not have the highest average wages paid out within the September 2024 quarter. As recorded, average quarterly wages of \$6,660 paid out for the Public Administration Industry ranked the twelfth highest average wage for males. Commerce, the second biggest employer for males recorded and average quarterly wages of \$4,969 making it the third lowest average wage for males.

Table 5: Male wages and average wages, September 2024

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.7	4.3	17,686
Water	1.6	3.9	16,959
Electricity	2.2	4.7	15,304
Finance services	4.0	6.5	11,620
Other manufacturing	2.4	3.3	10,016
Health	2.3	1.9	8,841
Restaurants	1.6	1.8	7,963
Fishing	0.3	0.3	7,161
Accommodation	4.9	4.9	7,089
Agriculture	0.5	0.5	6,934
Construction	3.8	3.6	6,747
Public administration	23.2	21.7	6,660
Food manufacturing	2.7	2.5	6,478
Business services	2.6	2.2	6,009
Personal services	5.9	4.8	5,789
Transport	8.4	6.6	5,595
Commerce	17.0	11.9	4,969
Education	4.0	2.7	4,873
Other services	10.8	4.6	3,011
TOTAL	100.0	92.7	6,601

Communication had the highest average quarterly earnings recording \$17,686, and Water being the second highest at \$15,304 for September 2024 quarter as shown in Table 5 above. The lowest average quarterly wages for males were reported in Education and Other services industries with average wages of \$4,873 and \$3,011 respectively.

The Electricity industry recorded the highest average quarterly wages paid out to female employees of \$20,849 contributing \$1.6 million to total female wages according to Table 6 illustrated below. Females employed in the Electricity industry accounts for only 19.5% of the total number of employees which is clearly dominated by males. Despite male domination in this trade, female wages paid out for September 2024 quarter was 36.2% higher compared to wages paid out for the quarter under review. This was followed by Water, Electricity and Finance services with average quarterly wages of \$16,959, \$15,304 and \$11,620 respectively.

Public administration was also the biggest employer for females accounting for 30.8% of female employment and recorded the highest total wages paid of \$25.8 million, however it was not the highest in terms of average quarterly wages. It ranked twelfth according to Table 6 illustrated below with an average quarterly wage of \$6,577. 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 third lowest in terms of average quarterly wage for the period under review. Other industries which ranked lowest in terms of average quarterly wages included Other services and Education with respective average wages of \$3,011 and \$4,873.



Table 6: Female wages and average wages, September 2024

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	1.6	20,849
Water	0.7	1.7	19,216
Food manufacturing	1.5	2.8	15,032
Construction	0.5	0.9	13,813
Communication	1.6	2.5	12,430
Fishing	0.1	0.1	10,009
Other manufacturing	1.5	1.9	9,775
Accommodation	6.1	6.5	8,460
Transport	3.8	3.8	7,924
Restaurants	2.1	2.0	7,781
Agriculture	0.3	0.3	7,634
Personal services	5.0	4.8	7,491
Finance services	6.4	6.0	7,424
Business services	2.1	1.9	7,124
Public administration	30.8	25.8	6,577
Health	3.8	2.3	4,779
Other services	12.1	7.0	4,579
Commerce	14.7	7.1	3,802
Education	6.4	3.0	3,674
TOTAL	100.0	80.4	6,324

TWELVE MONTHS REVIEW:
(October 2023 – September 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	106	111
% change	-0.3	-0.5	-0.5	3.7	4.3
Wage Index	115	116	117	122	128
% change	0.9	0.8	1.1	4.5	5.0

Table 7 above indicates that the employment index increased by 4.3% in the financial year ending September 2024 following a 3.7% growth in the year ending September 2023. This is the second financial year of positive growth following three consecutive years of negative growth. This positive growth in employment index was caused by an increase in employment in industries such as Accommodation, Education, Restaurants, Public administration, Finance services, Other manufacturing, Other services, Commerce and Electricity with respective growths of 47.0%, 26.0%, 10.5%, 6.0%, 4.5%, 4.4%, 4.2%, 4.0% and 1.5% to total employment index. Eleven out of the nineteen industries have recorded positive growths for the financial year ending September 2024 as compared to the the previous financial year which only recorded eight industries with positive growth in employment index on a year-on-year basis. This indicates that the nations' economy continues to recover from the effects of the pandemic and other economical setbacks which contributed to the decline in growths recorded in previous fiscal years.

For the four quarters which make up FY2023/24 ending September; all four quarters experienced positive growth contributing to the overall increase of 4.3% recorded for the employment index for the September 2024 quarter.

Wage index also increased consecutively for the five financial years ending September as indicated in Table 7 including FY2023/24 with a recorded increase in index of 5.0% on a yearly basis. Sixteen industries contributed positively to the abovementioned growth in wage index with significant contributions from industries such as Food manufacturing, Restaurants, Other manufacturing, Agriculture, Water, Construction, Accommodation, Communication, Electricity and Fishing with respective growths of 35.5%, 33.4%, 28.1%, 27.7%, 24.2%, 20.8%, 20.0%, 18.2%, 17.3% and 12.2% compared to the previous year ending September 2023.

Table 8: Employment & Wage: October 23 – September 24

Employed Persons, Total Wages & Average Annual Wages						
Year October 2023 – September 2024						
	Total	%	Male	%	Female	%
Total Employed	26,158	100.0	13,947	53.3	12,211	46.7
Total Wages (\$ million)	679.0	100.0	364.0	53.6	315.0	46.4
Average Annual	25,956		26,095		25,798	

The total number of those employed within the financial year ending September 2024 was 26,158; 53.3% of which were males while only 46.7% were that of females. Total wages paid for the year under review amounted to \$679.0 million where males received 53.6% of total wages (\$364.0 million) while females received only 46.4% which amounted to \$315.0 million.

Total average yearly wages received in the year under review was \$25,956. Average annual wages of \$26,095 was recorded for males for year ending September 2024 while females had an average annual wage of \$25,798 which was 1.1% lower than that of males.



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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