



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

December 2022 Quarter

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

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Summary Table

	Sep 2022 Quarter	Dec 2022 Quarter
Employment Number	24,454	24,269
Total Wages (\$ mil)	\$143.2	\$144.7
Average Wages Received (in \$)	\$5,858	\$5,965
Employment Growth (% change over the quarter of last year)	-0.2%	0.6%

OVERVIEW

Employment numbers in the December 2022 quarter increased by 0.6% on a year-on-year basis; this is the first quarter of positive growth since the nation experienced negative growth since December 2019 due to the impacts of measles and Covid-19 which mainly affected industries such as Accommodation, Restaurants, Commerce and Transport to name a few. The opening of Samoa's international borders in August 2022 triggered the economy's recovery especially in terms of employment in all its respective industries in the economy. Positive growth in employment in the September 2022 quarter is an indication that the nation's economy is slowly reverting back to its former pre-pandemic state especially in industries such as Accommodation, Business Services, Restaurants and Transport.

Wages and Salaries for the reviewed quarter recorded an increase of 0.8% which amounted to \$144.3 million over the corresponding December 2021 quarter. This was influenced by the increase in wages and salaries of industries such as Accommodation, Commerce and Public Administration.

QUARTERLY REVIEW

EMPLOYMENT INDEX

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

	Dec 21	Mar 22	Jun 22	Sep 22	Dec 22
Employment Index	102	102	101	103	102
% change	-0.3	-0.5	-1.1	-0.2	0.6
Wage Index	120	119	120	118	120
% change	1.3	1.3	1.2	0.6	0.3

Formal employment index for December 2022 quarter increased for the first time as shown in Table 1 after consecutive quarters of negative growth since the December 2019 quarter. On the other hand, the wage index increased by 0.3% in the quarter under review compared to the corresponding quarter of the previous year. It continues to grow positively for five consecutive quarters.

Chart 1: Employment Index, Dec 2019 - Dec 2022

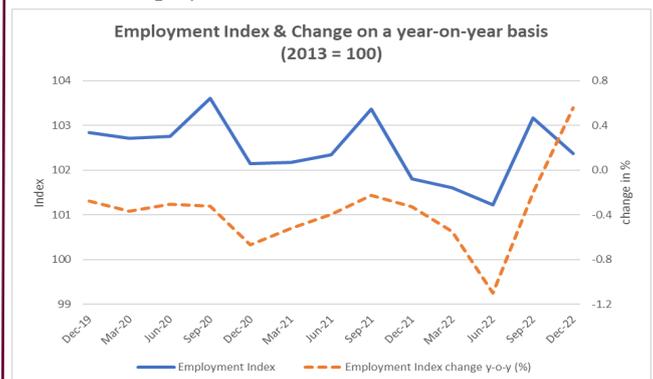


Chart 1 illustrated above shows the fluctuating trend in the quarterly employment index as well as its year-on-year change from December 2019 to December 2022. Index in terms of employment continues to peak during the September quarters; the quarter under review although its index is lower than the previous quarter, its level is higher compared to the same quarters of the previous years. As indicated above, the Employment Index recorded an increase of 0.6% in December 2022 compared to the same quarter of the previous year whilst a decline of 0.8% was recorded for the reviewed quarter compared to September 2022.

The percentage change in employment on a year-on-year basis indicated in Chart 1 shows the fluctuation in growth from December 2019 up until June 2022 quarter. Employment in terms of growth continued to move upwards from that point forth which is in line with the Government's move to open the nation's international borders in August 2022. This move is better reflected by the increasing growth in industries such as Accommodation, Business

services, Restaurants, Transport, Health, Finance services, Public administration, Other services and Commerce with their contributions of 35.9%, 9.1%, 5.9%, 2.5%, 1.0%, 0.8%, 0.5%, 0.3% and 0.2% respectively.

Some industries which contributed positively to the decline in employment in the December 2022 quarter includes:

Chart 2: Accommodation Employment Index

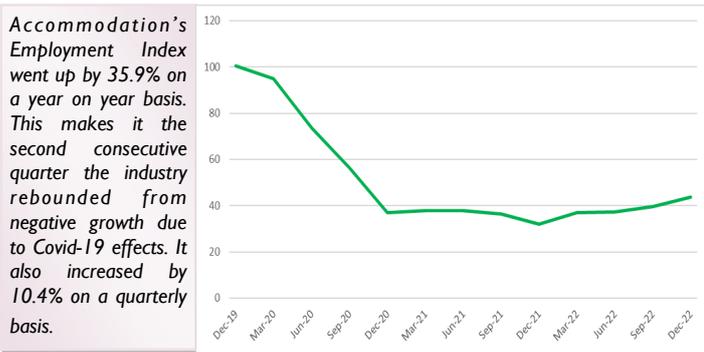
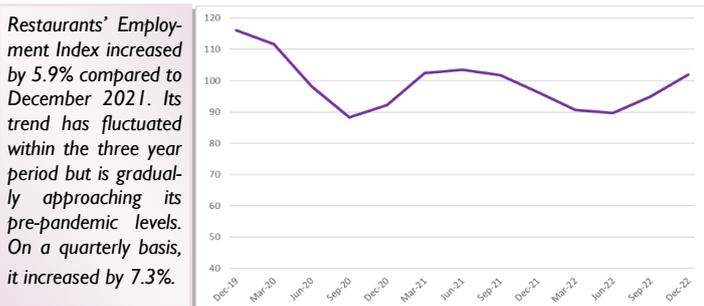


Chart 3: Restaurants Employment Index



WAGE INDEX

Chart 4: Wage Index, Dec 2019 - Dec 2022



Chart 4 above shows the trend in the wage index from December 2019 to December 2022 quarter. As shown, the index recorded an aggregated increase of 0.3% for the December 2022 quarter compared to the same quarter of the previous year. The main industries which contributed significantly to this recorded increase in wage index includes Commerce, Public Administra-

tion, Electricity, Communication, Food Manufacturing, Personal services and Education to name a few.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Dec 2022 Quarter

Employed Persons, Total Wages & Average Quarterly Wages						
December 2022						
	Total	%	Male	%	Female	%
Total Employed	24,269	100.0	13,578	55.9	10,691	44.1
Total Wages (\$ mil)	144.3	100.0	77.5	53.7	66.8	46.3
Quarterly Average Wages (\$)	5,949		5,707		6,248	

In terms of employment levels as illustrated in Table 2 above, the total number of employees in the formal sector was 24,269 as recorded in the December 2022 quarter; of which 55.9% were males and 44.1% were females. Total wages amounted to \$144.3 million, where males received the biggest share of 53.7% with females receiving the remaining 46.3%.

The quarterly average wages for the December 2022 quarter amounted to \$5,949. Although the larger share of total wages were earned by males; in terms of average wages, females earned much more compared to males. As shown in Table 2 above, Male quarterly average wages stood at \$5,707 whereas females quarterly average wages amounted to \$6,248 which was 9.5% high compared to males' average wages.

Table 3: Distribution of Employment by Sector, Dec 2022

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Dec-21	(No.)	24,134	232	2,780	14,948	6,174
	(%)	100.0	1.0	11.5	61.9	25.7
Mar-22	(No.)	24,087	216	2,754	14,919	6,198
	(%)	100.0	0.9	11.4	61.9	25.7
Jun-22	(No.)	23,995	212	2,766	14,865	6,153
	(%)	100.0	0.9	11.5	61.9	25.6
Sep-22	(No.)	24,454	205	2,771	15,224	6,254
	(%)	100.0	0.8	11.3	62.3	25.6
Dec-22	(No.)	24,269	206	2,674	15,185	6,203
	(%)	100.0	0.8	11.0	62.6	25.6

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from December 2021 to December 2022. As shown, the Services sector remains the biggest employer accounting for 62.6% of the total formal population; it has consistently increased within the five quarterly periods in Table 3. Public Administration remains the second

biggest employer employing 25.6%; its employed number increased by 0.5% compared to the December 2021 quarter. The Secondary sector being the third biggest employer employing 11.0% saw a decline in employment growth by 3.8% compared to the corresponding quarter of the previous year. The Primary sector which comprises of the Agriculture and Fishing industries also recorded a decrease by 11.3% in the reviewed quarter in terms of the number of people employed in the December 2022 quarter.

Table 4: Distribution of Employment by Industry, Dec 2022

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admini	2,826	45.6	3,377	54.4	6,203	25.6
Commerce	2,391	59.4	1,634	40.6	4,025	16.6
Other services	1,326	51.2	1,263	48.8	2,589	10.7
Transport	1,345	74.0	473	26.0	1,818	7.5
Personal Serv	827	59.9	553	40.1	1,380	5.7
Finance Servi	520	41.0	747	59.0	1,267	5.2
Health	462	42.4	628	57.6	1,090	4.5
Construction	821	91.6	75	8.4	896	3.7
Business Serv	494	65.1	265	34.9	759	3.1
Education	315	43.0	417	57.0	732	3.0
Accommodati	354	53.8	304	46.2	657	2.7
Food Manufac	405	69.2	180	30.8	586	2.4
Other Manufa	309	64.4	171	35.6	479	2.0
Communicatio	260	59.6	176	40.4	436	1.8
Restaurants	230	53.2	203	46.8	433	1.8
Electricity	297	79.8	75	20.2	371	1.5
Water	251	73.4	91	26.6	341	1.4
Agriculture	105	72.2	40	27.8	145	0.6
Fishing	42	69.4	19	30.6	61	0.3
TOTAL	13,578	55.9	10,691	44.1	24,269	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 25.6% of the total employed; of which 45.6% were males and 54.4% were females. Commerce was the second biggest employer comprising 16.6% of the number of people employed; 59.4% were males and 40.6% were females. Other services being the third biggest employer employing about 10.7% of the total, consisting of 51.2% males and 48.8% of females. Transport, Personal Services, Finance Services and Health were the next biggest employers with respective shares of 7.5, 5.7, 5.2, and 4.5 percent. 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.

In terms of employment composition by sex, industries that recorded high percentages of males to females included Construction, Electricity, Transport, Water, Agriculture, Fishing, Food Manufacturing, Business Services and Other manufacturing. Few industries such as Public Administration, Education, Health

and Finance services had a higher proportion of female employees as compared to the males within the reviewed quarter.

Although the Public administration sector employs the highest number of males (20.8% of total male employment) and highest total wages paid (\$22.6 million), this industry did not have the highest average wages paid out within the December 2022 quarter. As recorded, average quarterly wages of \$8,006 paid out for the Public Administration Industry, is the sixth highest average wages for Males. Commerce, the second biggest employer for males recorded and average quarterly wages of \$3,638 making it the fourth lowest average wage for males.

Table 5: Male wages and average wages, Dec 2022

Industries	% of Employed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.9	3.3	12,673
Finance services	3.8	5.5	10,585
Electricity	2.2	2.8	9,385
Water	1.8	2.3	9,096
Health	3.4	3.8	8,302
Public Administration	20.8	22.6	8,006
Personal services	6.1	4.5	5,458
Fishing	0.3	0.2	5,349
Food manufacturing	3.0	2.1	5,264
Other manufacturing	2.3	1.6	5,199
Transport	9.9	6.8	5,099
Construction	6.0	4.0	5,062
Education	2.3	1.4	4,506
Agriculture	0.8	0.4	3,912
Business services	3.6	1.9	3,892
Commerce	17.6	8.7	3,638
Restaurants	1.7	0.8	3,535
Accommodation	2.6	1.1	3,421
Other services	9.8	3.6	2,751
TOTAL	100.0	77.5	5,707

However, Communication had the highest average quarterly earnings recording \$12,673, and Finance services being the second highest at \$10,585 for December 2022 quarter as indicated in Table 5 above. The lowest average quarterly wages for males were reported in Restaurants, Accommodation and Other services industries with average wages of \$3,535, \$3,421 and \$2,751 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. It ranked fourth according to Table 6. The Electricity industry had the highest average quarterly wages of \$12,689, contributing \$1.0 million to total female wages. This was followed by Water and Health with average quarterly wages of \$10,046 and \$8,506 respectively.

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.

Table 6: Female wages and average wages, Dec 2022

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.7	1.0	12,689
Water	0.8	0.9	10,046
Health	5.9	5.3	8,506
Public Administration	31.6	28.0	8,298
Finance services	7.0	5.8	7,750
Communication	1.6	1.3	7,249
Food manufacturing	1.7	1.2	6,852
Construction	0.7	0.5	6,787
Personal services	5.2	3.7	6,739
Fishing	0.2	0.1	5,808
Business services	2.5	1.5	5,574
Other manufacturing	1.6	0.9	5,201
Agriculture	0.4	0.2	4,805
Transport	4.4	2.2	4,723
Education	3.9	1.8	4,315
Accommodation	2.8	1.3	4,171
Commerce	15.3	6.4	3,939
Restaurants	1.9	0.8	3,918
Other services	11.8	3.8	3,035
TOTAL	100.0	66.8	6,248

Other industries which ranked lowest in terms of average quarterly wages included Restaurants and Other services with respective average wages of \$3,918 and \$3,035.

As the country have gradually opened its international borders since August 2022, the economy has started to recover in terms of employment numbers in all its respective industries. As noted in the number of personnel employed in the December 2022 quarter, there has been a recorded increased in the number of males employed in the Accommodation industry by 30.6% and a likewise positive growth by 42.7% for females compared to the corresponding quarter of the previous year.

TWELVE MONTHS REVIEW: (Jan 2022 - Dec 2022)

Table 7: Employment & Wage Index

	2018	2019	2020	2021	2022
Employment Index	103	103	103	102	102
% change	0.7	0.5	-0.4	-0.4	-0.3
Wage Index	115	116	117	118	119
% change	3.2	1.2	0.9	1.2	1.0

Table 7 above indicates that the employment index decreased by 0.3% in the calendar year 2022. This negative growth in employment numbers was caused by a decline in employment in Communications, Restaurants, Other manufacturing, Personal services and Construction with respective declines of 10.1%, 6.7%, 3.0%, 2.6% and 2.5% compared to the calendar year 2021. Wage index has consistently increased in the five years including the year under review.

Table 8: Employment & Wage: Calendar Year 2022

Employed Persons, Total Wages & Average Annual Wages						
Year Jan 2022- Dec 2022						
	Total	%	Male	%	Female	%
Total	24,201	100.0	13,576	56.1	10,625	43.9
Employed						
Total	572.5	100.0	309.1	54.0	263.4	46.0
Wages (\$ million)						
Average Annual	23,657		22,770		24,789	
Wages (\$)						

Total wages paid for the calendar year 2022 amounted to \$572.5 million where males received the biggest share of total wages with 54.0% of the total and 46.0% being female wages.

Total average yearly wage received in the year ending December 2022 was \$23,657. Although males received the highest share of total wages at 54.0%, females' average wages was 8.9% more than the average wage males received which was only \$22,770 within the calendar year 2022.

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

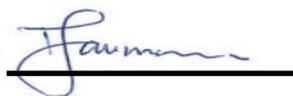
- ◆ Is a measure of change on the wages and salaries, it was compiled using the base year of 2013 replacing 2009 base year as indicated in other previous Employment Reports such as Issue 1 - 12.

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.



Taiaopo Faumuina

ACTING GOVERNMENT STATISTICIAN / CEO

