



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

March 2023 Quarter

26 May 2023

Summary Table

ISSUE #30

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

| | Dec 2022 Quarter | Mar 2023 Quarter |
|---|------------------|------------------|
| Employment Number | 24,269 | 24,811 |
| Total Wages (\$ mil) | \$144.3 | \$151.2 |
| Average Wages Received (in \$) | \$5,949 | \$6,092 |
| Employment Growth (% change over the quarter of last year) | 0.6% | 3.0% |

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OVERVIEW

Employment numbers recorded for the March 2023 quarter went up by 3.0% compared to the corresponding quarter of the previous year; this makes it the second quarter of positive growth following twelve consecutive quarters of negative growth since December 2019. The economy's recovery phase was in line with the opening of international borders in August 2022 prompting the increase in employment especially for those industries which were mainly affected during the pandemic such as Accommodation and Restaurants to name a few.

Wages and Salaries for the reviewed quarter recorded an increase of 6.2% which amounted to \$151.2 million over the corresponding March 2022 quarter. This was mainly influenced by the increase in wages and salaries of industries such as Accommodation, Restaurants, Construction, Electricity and Water.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

| | Mar 22 | Jun 22 | Sep 22 | Dec 22 | Mar 23 |
|------------------|--------|--------|--------|--------|--------|
| Employment Index | 102 | 101 | 103 | 102 | 105 |
| % change | -0.5 | -1.1 | -0.2 | 0.6 | 3.0 |
| Wage Index | 119 | 120 | 118 | 120 | 123 |
| % change | 1.3 | 1.2 | 0.6 | 0.3 | 3.0 |

Formal employment index for March 2023 quarter increased for the second time as shown in Table 1

after consecutive quarters of negative growth since December 2019. Wage index also increased by 3.0% in the quarter under review compared to the corresponding quarter of the previous year.

Chart 1: Employment Index, Mar 2020 - Mar 2023

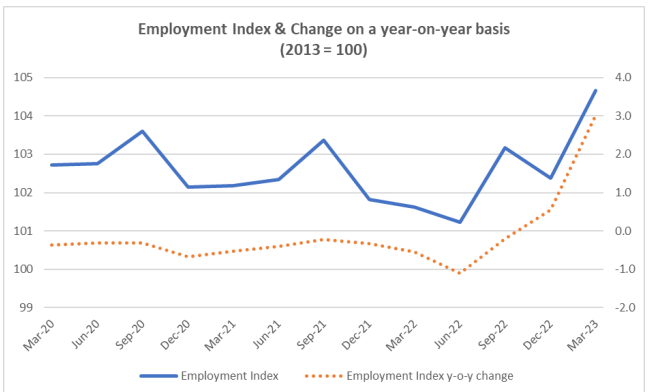


Chart 1 illustrated above shows the fluctuating trend in the quarterly employment index as well as its year-on-year change from March 2020 to March 2023. Index in terms of employment continues to peak during the September quarters; the quarter under review has increased significantly compared to the same quarter of the previous year. The influx of tourists and visitors into the country from overseas since international borders were opened has helped industries recover in terms of employment hence the growth experienced in Employment Index. Industries such as Accommodation, Education, Restaurants, Business Services, Other Services and Commerce have recorded respective growths in index by 50.5%, 28.4%, 16.8%, 6.1%, 4.5% and 3.4% compared to the corresponding quarter of 2022.

The percentage change in employment on a year-on-year basis indicated in Chart 1 shows the fluctuation in growth from March 2020 up until March 2023 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 along with the initiation of the all-year round celebration for the nation's 60 years of Independence.

Some industries which contributed positively to the increase in employment in the March 2023 quarter includes:

Chart 2: Accommodation Employment Index

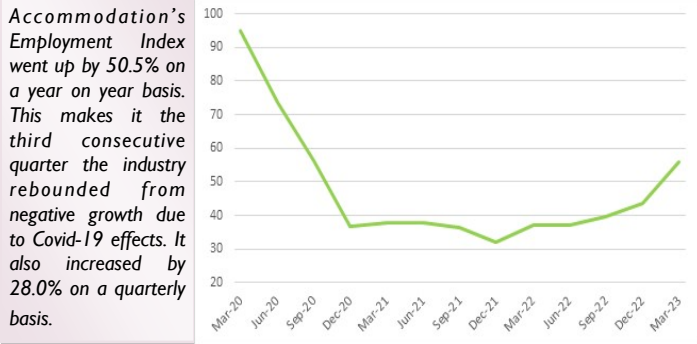
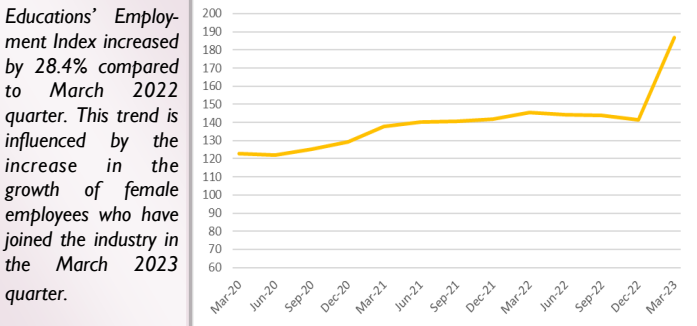


Chart 3: Education Employment Index



WAGE INDEX

Chart 4: Wage Index, Mar 2020 - Mar 2023



Chart 4 above shows the trend in the wage index from March 2020 to March 2023 quarter. As shown, the index recorded an aggregated increase of 3.0% for the March 2023 quarter compared to the same quarter of the previous year. The main industries which contributed significantly to this recorded increase in wage index includes Construction, Accommodation, Water, Agriculture, Other manufacturing, Electricity, Food manufacturing and Restaurants with respective growths of 59.3%, 49.5%, 31.9%, 30.6%, 30.4%, 28.0%, 25.1% and 20.8% compared to March 2022 quarter.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, Mar 2023 Quarter

| Employed Persons, Total Wages & Average Quarterly Wages | | | | | | |
|---|--------|-------|--------|------|--------|------|
| March 2023 | | | | | | |
| | Total | % | Male | % | Female | % |
| Total Employed | 24,811 | 100.0 | 13,548 | 54.6 | 11,263 | 45.4 |
| Total Wages (\$ mil) | 151.2 | 100.0 | 82.2 | 54.4 | 69.0 | 45.6 |
| Quarterly Average Wages (\$) | 6,092 | | 6,067 | | 6,123 | |

In terms of employment levels as illustrated in Table 2 above, the total number of employees in the formal sector was 24,811 as recorded in the March 2023 quarter; of which 54.6% were males and 45.4% were females. Total wages amounted to \$151.2 million, where males received the biggest share of 54.4% with females receiving the remaining 45.6%.

The quarterly average wages for the quarter under review amounted to \$6,092. 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 \$6,067 whereas females quarterly average wages amounted to \$6,123.

Table 3: Distribution of Employment by Sector, Mar 2023

| Year | (No.) (%) | Total | Sector | | | |
|--------|-----------|--------|---------|------------|-----------|--------------|
| | | | Primary | Sec-ondary | Ser-vices | Public Admin |
| 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 |
| Mar-23 | (No.) | 24,811 | 198 | 2,537 | 15,815 | 6,262 |
| | (%) | 100.0 | 0.8 | 10.2 | 63.7 | 25.2 |

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from March 2022 to March 2023. As shown, the Services sector remains the biggest employer accounting for 63.7% 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 25.2%; its employed number increased by 1.0% compared to the March 2022 quarter. The Secondary sector being the third biggest employer employing 10.2% saw a decline in employment growth by 5.1% compared

to the corresponding quarter of the previous year. The Primary sector employing 0.8% of the total employed which comprises of the Agriculture and Fishing industries also recorded a decrease by 4.1% in the reviewed quarter in terms of the number of people employed.

Table 4: Distribution of Employment by Industry, Mar 2023

| Industry | Male No. | % | Female No. | % | Total No. | % |
|----------------|---------------|-------------|---------------|-------------|---------------|--------------|
| Public adminis | 2,867 | 45.8 | 3,395 | 54.2 | 6,262 | 25.2 |
| Commerce | 2,319 | 57.6 | 1,709 | 42.4 | 4,028 | 16.2 |
| Other services | 1,433 | 51.8 | 1,335 | 48.2 | 2,769 | 11.2 |
| Transport | 1,257 | 71.6 | 500 | 28.4 | 1,757 | 7.1 |
| Personal servi | 810 | 59.5 | 552 | 40.5 | 1,362 | 5.5 |
| Finance servic | 523 | 40.2 | 780 | 59.8 | 1,303 | 5.3 |
| Health | 504 | 42.0 | 697 | 58.0 | 1,201 | 4.8 |
| Education | 412 | 42.5 | 557 | 57.5 | 969 | 3.9 |
| Accommodati | 435 | 51.6 | 407 | 48.4 | 842 | 3.4 |
| Construction | 702 | 90.1 | 77 | 9.9 | 779 | 3.1 |
| Business servi | 437 | 62.4 | 264 | 37.6 | 701 | 2.8 |
| Food manufac | 389 | 67.9 | 184 | 32.1 | 573 | 2.3 |
| Other manufa | 302 | 63.5 | 174 | 36.5 | 476 | 1.9 |
| Restaurants | 229 | 51.1 | 220 | 48.9 | 449 | 1.8 |
| Communicatio | 249 | 57.5 | 185 | 42.5 | 434 | 1.7 |
| Electricity | 299 | 79.9 | 75 | 20.1 | 374 | 1.5 |
| Water | 245 | 73.0 | 90 | 27.0 | 335 | 1.4 |
| Agriculture | 91 | 67.2 | 44 | 32.8 | 135 | 0.5 |
| Fishing | 44 | 70.0 | 19 | 30.0 | 63 | 0.3 |
| TOTAL | 13,578 | 54.6 | 11,263 | 45.4 | 24,811 | 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 25.2% of the total employed; of which 45.8% were males and 54.2% were females. Commerce was the second biggest employer comprising 16.2% of the number of people employed; 57.6% were males and 42.4% were females. Other services being the third biggest employer employing about 11.2% of the total, consisting of 51.8% males and 48.2% of females. Transport, Personal Services, Finance Services and Health were the next biggest employers with respective shares of 7.1, 5.5, 5.3 and 4.8 percent. Industries which make up the Primary Sector such as Agriculture and Fishing employed the least number of employees at 0.5% 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, Water, Transport, Fishing, Food manufacturing and Agriculture. 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 employed the highest number of males (21.2% of total male employment) and highest total wages paid (\$22.1 million) as shown in Table 5, this indus-

try did not have the highest average wages paid out within the March 2023 quarter. As recorded, average quarterly wages of \$7,705 paid out for the Public Administration Industry, is the fifth highest average wages for Males. Commerce, the second biggest employer for males recorded and average quarterly wages of \$3,861 making it the third lowest average wage for males.

Table 5: Male wages and average wages, Mar 2023

| Industries | % of Employed Males to total | Male Wages (\$ million) | Male Average Quarterly Wage (\$) |
|-----------------------|------------------------------|-------------------------|----------------------------------|
| Communication | 1.8 | 3.5 | 14,235 |
| Water | 1.8 | 2.9 | 11,940 |
| Electricity | 2.2 | 3.3 | 11,170 |
| Finance services | 3.9 | 5.6 | 10,776 |
| Public administration | 21.2 | 22.1 | 7,705 |
| Construction | 5.2 | 4.9 | 7,303 |
| Health | 3.7 | 3.5 | 7,099 |
| Other manufacturing | 2.2 | 2.1 | 7,032 |
| Fishing | 0.3 | 0.3 | 6,157 |
| Personal services | 6.0 | 4.7 | 5,765 |
| Accommodation | 3.2 | 2.6 | 5,707 |
| Food manufacturing | 2.9 | 2.1 | 5,488 |
| Agriculture | 0.7 | 0.5 | 5,341 |
| Restaurants | 1.7 | 1.2 | 5,302 |
| Transport | 9.3 | 6.6 | 5,247 |
| Business services | 3.2 | 2.0 | 4,757 |
| Commerce | 17.1 | 8.9 | 3,861 |
| Education | 3.0 | 1.4 | 3,744 |
| Other services | 10.6 | 4.1 | 2,792 |
| TOTAL | 100.0 | 82.2 | 6,067 |

However, Communication had the highest average quarterly earnings recording \$14,235, and Water being the second highest at \$11,940 for March 2023 quarter as indicated in Table 5 above. The lowest average quarterly wages for males were reported in Other services and Education industries with average wages of \$2,792 and \$3,744 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 sixth according to Table 6. The Electricity industry had the highest average quarterly wages of \$16,007 contributing \$1.2 million to total female wages. This was followed by Water, Food manufacturing and Construction with average quarterly wages of \$12,806, \$9,740 and \$9,133 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. Other industries which ranked lowest in terms of average quarterly wages included Other services and Education with respective average wages of \$3,641 and \$3,799.

Table 6: Female wages and average wages, Mar 2023

| Industries | % of Employed Female to total | Female Wages (\$ million) | Female Average Quarterly Wage |
|-----------------------|-------------------------------|---------------------------|-------------------------------|
| Electricity | 0.7 | 1.2 | 16,007 |
| Water | 0.8 | 1.2 | 12,806 |
| Food manufacturing | 1.6 | 1.8 | 9,740 |
| Construction | 0.7 | 0.7 | 9,133 |
| Communication | 1.6 | 1.6 | 8,492 |
| Public administration | 30.1 | 26.9 | 7,923 |
| Finance services | 6.9 | 5.8 | 7,484 |
| Other manufacturing | 1.5 | 1.3 | 7,408 |
| Fishing | 0.2 | 0.1 | 7,182 |
| Accommodation | 3.6 | 2.6 | 6,491 |
| Personal services | 4.9 | 3.5 | 6,341 |
| Health | 6.2 | 4.0 | 5,714 |
| Business services | 2.3 | 1.5 | 5,594 |
| Restaurants | 2.0 | 1.1 | 5,200 |
| Agriculture | 0.4 | 0.2 | 5,180 |
| Transport | 4.4 | 2.3 | 4,575 |
| Commerce | 15.2 | 6.7 | 3,918 |
| Education | 4.9 | 2.1 | 3,799 |
| Other services | 11.9 | 4.9 | 3,641 |
| TOTAL | 100.0 | 69.0 | 6,123 |

**TWELVE MONTHS REVIEW:
(Apr 2022 - Mar 2023)**

Table 7: Employment & Wage Index

| | FY 18/19 | FY 19/20 | FY 20/21 | FY 21/22 | FY 22/23 |
|------------------|----------|----------|----------|----------|----------|
| Employment Index | 103 | 103 | 103 | 102 | 103 |
| % change | 1.2 | 0.2 | -0.5 | -0.4 | 0.6 |
| Wage Index | 118 | 119 | 120 | 122 | 123 |
| % change | 1.8 | 1.3 | 0.7 | 1.1 | 1.4 |

Table 7 above indicates that the employment index increased by 0.6% in the fiscal year ending March 2023 following two consecutive years of negative growth. This is the first fiscal year of positive growth follow two consecutive years of negative growth. This positive growth in employment index was caused by an increase in employment in industries such as Public administration, Construction, Communication and Other manufacturing with respective growths of 22.8%, 8.5%, 2.2% and 1.1% to total employment index. For the four quarters which make up FY2022/23; the June and September 2022 quarters experienced declines while the latter two quarters (December & March 2022) recorded positive growths in terms of Employment Index.

Wage index on the other hand has consistently increased in the five years including FY2022/23 with a recorded increase in index of 1.4% compared to FY2021/22. Industries that contributed strongly to the growth experienced within the fiscal year under review in terms of wage index includes Accommodation, Restaurants, Electricity, Construction, Communication, Water, Food manufacturing and Other manufacturing with respective growths in wage index of 16.1%, 12.2%, 11.7%, 9.5%, 9.1%, 7.9%, 7.6% and 6.2% on a year-on-year basis.

Table 8: Employment & Wage: April 2022 - March 2023

| Employed Persons, Total Wages & Average Annual Wages | | | | | | |
|--|--------|-------|--------|------|--------|------|
| Year Apr 2022- Mar 2023 | | | | | | |
| | Total | % | Male | % | Female | % |
| Total Employed | 24,382 | 100.0 | 13,584 | 55.7 | 10,798 | 44.3 |
| Total Wages (\$ million) | 581.8 | 100.0 | 314.1 | 54.0 | 267.7 | 46.0 |
| Average Annual Wages (\$) | 23,863 | | 23,124 | | 24,793 | |

Total wages paid for the fiscal year ending March 2023 amounted to \$581.8 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 under review was \$23,863. Although males received the highest share of total wages at 54.0%, females' average wages was recorded at \$24,793 which was 7.2% more than the average wage males received which was \$23,124 within the fiscal year ending March 2023 (FY 2022/23).

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.



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