



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

January—December 2015

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ISSUE #1

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Summary Table

	2015 Y-o-Y	Dec 2015 Q-o-Q
Employment Growth	1.8%	2.3%
Employment Number	24,138	24,516
Total Wages (000)	\$506,296	\$128,678
Average Wages Received	\$20,975 (Annual)	\$5,250 (Quarter)

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OVERVIEW

Samoa's economy is extremely vulnerable to natural disasters and external economic downturns. In addition, discrete events such as the sharp downscaling of Yazaki had a major effect on the economy and employment. In the last decade, the Samoan economy and labour market were severely affected by the global economic crisis of 2008, the tsunami of 2009 and more recently, by Cyclone Evan in December 2012. These together with the rising cost of living in Samoa have driven people to find job opportunities and better alternatives to meet their daily necessities. These have been reflected in the employment patterns of people entering and exiting various workforces in the formal sector from period to period.

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TWELVE MONTHS REVIEW (Jan-Dec 15): Table 1: Employment & Wage Index (2009=100)

	2011	2012	2013	2014	2015
Employment Index	108	109	109	109	111
% change	4.6	0.5	0.2	0.0	1.8
Wage Index	100	104	107	111	114
% change	4.0	2.4	3.8	2.7	3.1

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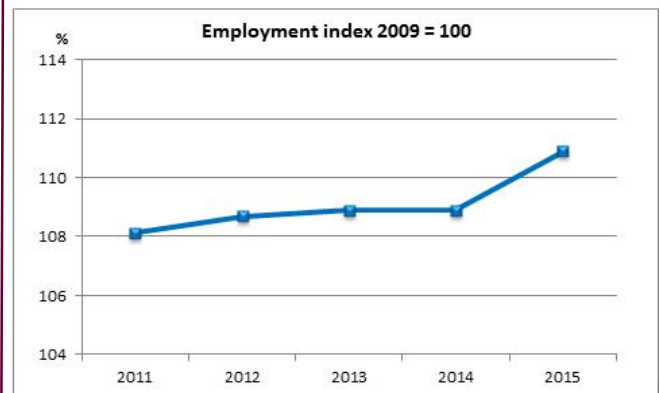
Annex—Employment tables

Formal employment has been growing at a moderate rate over the last five years. In terms of

numbers in employment, the average number of registered employees went up from 21,767 in 2009 to 24,132 in 2015 (Table 2 attached). This translates into a 11 percent increase over the period. Table 1 shows the employment and wage indices for 2011-2015.

EMPLOYMENT INDEX (2009=100)

Chart 1: Employment Index, 2011-2015



Depicted in Chart 1 is the trend in the employment index in the last five years. As shown, the employment index increased slightly in 2012 and 2013 by 0.5% and 0.2% respectively. It was slightly down in 2014 but recorded an increase of 1.8% in 2015. The major contributors to this increase in employment in the year 2015 were Commerce, Public Administration, Other services and Construction with increases of 2.7%, 0.2%, 11.6% and 8.7% each over the employed population in the year 2014.

Some of the significant contributors to employment growth are as follows.

Chart 2: Commerce Employment Index

Commerce employment index (2009=100) continues to increase to cater for the increasing demand for retailing and wholesaling activities within the country. In 2015, the index was up by 2.7% compared to 2014.

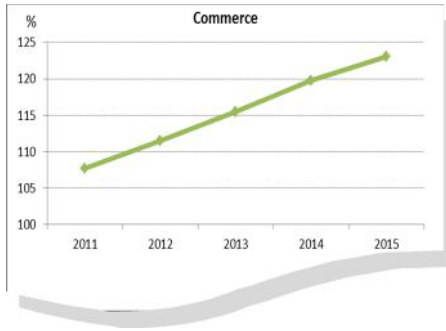
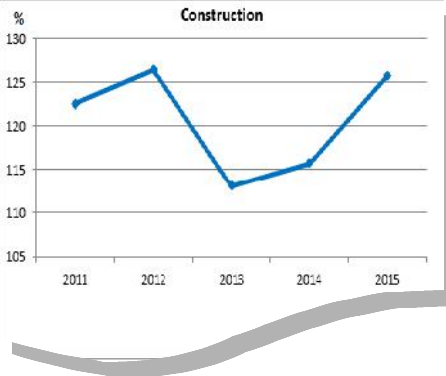


Chart 3: Construction Employment Index

Construction employment index (2009=100) went up in 2015 due to the various projects being implemented in the period like the enhancing and upgrading of the roadway, the facelift for the Faleolo Airport and so forth.



WAGE INDEX (2009=100)

Chart 4: Wage Index, 2011-2015



Chart 4 shows the wage index for the years 2011-2015. As depicted in the chart, the wage index continued to increase despite a slight decrease in the employment numbers in the year 2014. The increase in the wage index was primarily due to the increase in the minimum wage rate from \$2.00 to \$2.30 per hour which became effective in the year 2013. The wage index was also pushed up by the salary increments for the Public Sector in the years 2010 and 2014. The Samoan economy has experienced significant structural change in the past decade not only in the public

sector but in the private sector as well; for example the YAZAKI company which employed more than 1000 people in previous years is now only employing about 50% of that number. The rising wage index may also be an indication of the increasing number of tertiary qualification holders that are now entering the labour market thus the level of wages has increased as well.

EMPLOYMENT LEVELS

Table 2: Employment & Wages 2015 (Jan - Dec 15)

Employed Persons, Total Wages & Average Annual Wages, 2015						
	Total	%	Male	%	Female	%
Total Employed	24,138	100	14,075	58.3	10,063	41.7
Total Wages (\$000)	506,296	100	283,195	55.9	223,100	44.1
Annual Average Wages (\$)	20,975		20,120		22,170	

According to the above table, the estimated population employed in the formal sector in the year 2015 was 24,138; of which 58.3% were males and 41.7% were females. Total wages amounted to about \$506,296 thousand, Males received the biggest share of the total wages in the year 2015. Total wages paid to males comprised 55.9% of the total, with females receiving 44.1% of total wages.

However, in terms of average wages, males earned less than females. As illustrated in Table 2, Male average annual wages amounted to \$20,120 while for females, average annual wages were \$22,170.

Table 3: Distribution of Employment by Sector, 2011-2015

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Tertiary	Public Admin
2011	(No.)	23,536	323	3,876	14,273	5,063
	(%)	100	1.4	16.5	60.6	21.5
2012	(No.)	23,658	285	3,908	14,198	5,267
	(%)	100	1.2	16.5	60.0	22.3
2013	(No.)	23,705	256	3,609	14,421	5,418
	(%)	100	1.1	15.2	60.8	22.9
2014	(No.)	23,700	259	3,519	14,518	5,404
	(%)	100	1.1	14.8	61.3	22.8
2015	(No.)	24,138	257	3,591	14,873	5,417
	(%)	100	1.1	14.9	61.6	22.4

Table 3 shows the employed population for the years 2011-2015 by sector, Primary, Secondary, Tertiary and the Public Sector. In 2015, Tertiary sector was the biggest employer accounting for 61.6% of the total formal population. Public Administration was the second biggest employer employing around 22.4%, followed by the Secondary Sector with 14.9% and only 1.1% of the total was employed in the Primary Sector.

Table 4: Distribution of Employment by Industry, 2015

Industry	Male No.	%	Female No.	%	Total No.	%
Public admin	2,679	49.5	2,738	50.5	5,417	22.4
Other serv	1,891	57.7	1,387	42.3	3,278	13.6
Commerce	1,954	62.8	1,156	37.2	3,110	12.9
Transport	1,400	73.1	516	26.9	1,915	7.9
Personal ser	794	58.9	553	41.1	1,346	5.6
Other manuf	675	51.9	626	48.1	1,302	5.4
Accomm	626	51.9	582	48.1	1,208	5.0
Construction	1,067	93.5	75	6.5	1,141	4.7
Finance serv	455	42.1	626	57.9	1,080	4.5
Health	428	43.1	564	56.9	992	4.1
Other busin	427	63.8	242	36.2	669	2.8
Education	169	33.8	330	66.2	498	2.1
Food manuf	301	68.7	137	31.3	438	1.8
Restaurants	230	55.3	186	44.7	416	1.7
Electricity	352	86.3	56	13.7	407	1.7
Commun	201	55.9	159	44.1	360	1.5
Water	235	77.5	68	22.5	303	1.3
Agriculture	145	75.8	46	24.2	191	0.8
Fishing	49	74.1	17	25.9	66	0.3
TOTAL	14,075	58.3	10,063	41.7	24,138	100.0

At the industry level, the majority of the formal sector employment was in the Public Administration which made up about 22.4% of the total; of which 49.5% were males and 50.5% were females. Other Services was the second biggest employer comprising 13.6% of the number of people employed. Commerce, the biggest contributor to GDP was the third biggest employer employing about 12.9% of the total; in this industry the ratio of males to females was 63:37. Transport, Personal & other services and Other manufacturing were the next biggest employers with shares of 7.9%, 5.6% and 5.5% respectively of the total.

However, Industries in the Primary sector, Agriculture and Fishing only employed about 0.8 percent and 0.3 percent respectively of the total. The decline of agriculture reflects the challenge of transforming from low-productivity sub-

sistence agriculture to a more modern market-oriented agriculture with higher returns to labour.

In terms of employment composition by sex, some of the industries that recorded high percentages of males to females were Construction, Transport, Water, Agriculture, Fishing and Food Manufacturing. Females seems to dominate the Public Administration, Finance services, Health and Education.

Table 5: Male wages and annual average wages, 2015

Industries	% of Male to total	Male Wages (\$)	Male Average Annual Wage (\$)
Communication	1.0	10,942,613	75,524
Finance services	3.2	15,557,871	34,229
Health	3.1	13,934,284	32,588
Electricity	2.5	9,328,524	26,533
Public administration	19.1	67,706,443	25,272
Personal services	5.7	17,709,626	22,316
Other services	13.5	39,228,414	20,748
Water	1.7	4,834,853	20,593
Transport	10.0	25,985,423	18,565
Food manufacturing	2.1	5,497,664	18,285
Education	1.2	2,790,262	16,551
Other business	3.0	6,554,431	15,358
Commerce	13.9	29,157,494	14,924
Other manufacturing	4.8	9,493,409	14,057
Construction	7.6	14,023,485	13,147
Accommodation	4.5	6,426,285	10,260
Restaurants	1.6	2,344,610	10,183
Agriculture	1.0	1,288,175	8,891
Fishing	0.3	391,629	7,988
Total	100	283,195,495	20,201

Despite the highest number of males being employed in the Public Administration sector (19.1% of total male employment) and also having the highest total wages paid (\$67,706 thousand), this sector did not have the highest average wages. Communications topped the average annual earnings list recording the highest average wages. In 2015, the industry which accounted for just about 1.0% of the total male employment recorded an average annual wage of \$75,524. Finance and Health services had the second and third highest average annual wages of \$34,229 and \$32,588 respectively. Commerce, the second biggest employer for Males recorded an average annual wages of \$14,924 making it the fourteenth highest average wages for Males. The lowest average annual wages for males were reported in Restaurants, Agriculture and Fishing in-

dustries with average annual wages of \$10,183, \$8,891 and \$7,988 respectively.

Table 6: Female wages and average annual wages, 2015

Industries	% of Female to total	Female Wages	Female Average Annual Wage
Electricity	0.6	2,124,223	38,065
Health	5.6	19,949,449	35,352
Finance services	6.2	21,641,371	34,591
Communication	1.6	5,013,747	31,632
Water	0.7	1,940,435	28,408
Public administration	27.2	74,231,213	27,114
Food manufacturing	1.4	3,349,322	24,448
Other services	13.8	31,097,240	22,415
Personal services	5.5	12,281,536	22,220
Construction	0.7	1,640,934	21,993
Other business	2.4	5,288,728	21,837
Transport	5.1	9,328,750	18,087
Commerce	11.5	16,477,926	14,252
Education	3.3	4,329,171	13,128
Fishing	0.2	211,640	12,369
Accommodation	5.8	5,979,053	10,281
Other manufacturing	6.2	6,107,948	9,751
Agriculture	0.5	422,594	9,126
Restaurants	1.8	1,684,832	9,069
Total	100	223,100,112	22,170

Similar to males, although Public Administration was the biggest employer for females and also had the highest total wages paid, it was not the highest in terms of average annual wages. The Electricity industry recorded the highest average annual wages in 2015 of \$38,065, followed by Health and Finance Services with average annual wages of \$35,352 and \$34,591 respectively. The lowest average annual wages for females were reported in the Other manufacturing, Agriculture and Restaurants.

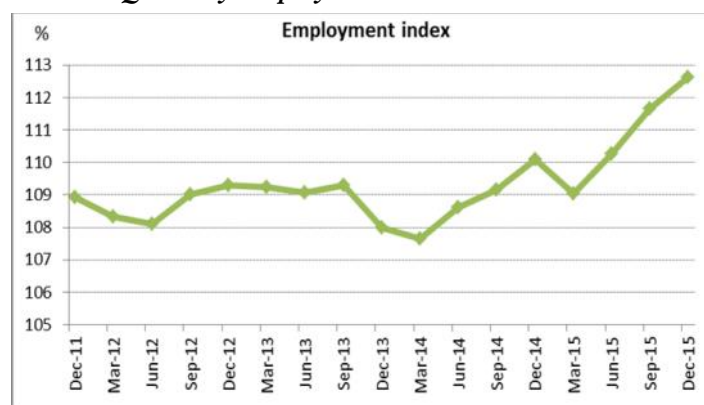
There were no differences between the average annual wages by sex composition for some industries such as Health, Finance services, Water and Public Administration. However, there were notable differences between male and female average annual wages in the Electricity, Communication and Construction industries and to a lesser degree Other business services.

QUARTERLY REVIEW: DECEMBER 2015 Quarter
Table 7: Employment & Wage Index

	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15
Employment Index	110	109	110	112	113
% change	2.0	1.3	1.5	2.3	2.3
Wage Index	116	119	117	118	118
% change	-0.2	2.7	-1.1	0.6	0.1

Considering the percentage changes for the Employment Index in Table 7, the employed population has now recorded 5 consecutive quarters of positive growth. The average number of registered employees went up by 13% over its level in the year 2009 (also Table 2 attached).

Chart 5: Quarterly Employment Index Dec 2011-Dec 2015



Illustrated in Chart 5 is the trend in the employment index from December 2011 quarter—December 2015 quarter. The employment index has been fluctuating as a result of the different economic activities that have occurred and been implemented from time to time. In the last three quarters of 2015, the employment numbers went up as a result of the various infrastructure and economic developments being carried out in the year.

Total Employed Population in the formal sector for the December 2015 quarter amounted to 24,516, this was 2.3% higher than the number it recorded in the same period of 2014 (23,965 thousand). Positive growth in the employment numbers was seen in increases of 2.2% and 2.4% of total male and total female workers respectively were employed in industries such as Fishing, Other business services, Other services, Commerce, Construction,

Other manufacturing, Personal & other services, Accommodation and Restaurants, Public Administration and Education. Each respective industry recorded positive growth of 35.2%, 12.5%, 9.4%, 7.0%, 4.6%, 4.2%, 2.7%, 1.4%, 0.4% and 0.1%.

Table 8: Employment & Wage, December 2015 Quarter

Employed Persons, Total Wages & Average Quarterly Wages December 2015 Quarter						
	Total	%	Male	%	Female	%
Total Employed	24,516	100	14,260	58.2	10,256	41.8
Total Wages (\$000)	128,678	100	71,780	55.8	56,898	44.2
Average Quarterly Wages (\$)	5,250		5,034		5,548	

According to the above table, of the 24,516, the total employed population in the formal sector in the December 2015 quarter, 58.2 percent were males and 41.8 percent were females. Total wages paid amounted to about \$128,678 thousand, Males received the biggest share of total wages in the December 2015 quarter with 55.8% of the total and 44.2% was Females total wages.

However, in terms of average quarterly wages, males earned less than females. Total Average Quarterly Wages received in the quarter of both male and female was \$5,250 thousand, an increase of 2.2% compared to the corresponding period of 2014. Females recorded the highest average quarterly wages. As portrayed in Table 8, Males average quarterly wages in the quarter was \$5,034; for females, average quarterly wages received in the quarter amounted to \$5,548.

Wage Levels

Illustrated in Table 9 are the wages by industry and the percentage change over the September 2015 quarter and the December 2014 quarter. Total wages received were up by 4.7% in the review quarter of December 2015 compared to the December 2014 quarter; the December quarterly wages was also up by 1.0% compared to the previous quarter (September 2015). The 4.7% increase was derived

from growth of 3.2% and 6.5% in total male and female wages received. Total wages recorded in December 2015 quarter amounted to \$128.678 thousand.

Table 9: Wages by Industry, Dec 2015 Quarter

Industries	Dec-14 (\$000)	Sep-15 (\$000)	Dec-15 (\$000)	% change from Sep 2015 quarter	% change from Dec 2014 quarter
Agriculture	443	427	414	-2.9	-6.5
Fishing	138	145	148	2.0	6.9
Food manufa	2,106	2,219	2,301	3.7	9.2
Other manufa	3,840	3,855	3,894	1.0	1.4
Electricity	2,781	2,736	2,752	0.6	-1.1
Water	1,707	1,779	1,623	-8.8	-4.9
Construction	3,971	3,872	3,734	-3.6	-6.0
Commerce	11,004	11,121	11,369	2.2	3.3
Accommodat	3,265	3,009	2,967	-1.4	-9.1
Restaurants	1,089	1,023	1,043	2.0	-4.2
Transport	9,148	9,062	8,980	-0.9	-1.8
Commununic	3,696	3,777	3,945	4.4	6.7
Finance serv	9,131	9,258	9,272	0.2	1.5
Other busines	2,989	2,914	3,034	4.1	1.5
Public admin	33,133	34,875	34,652	-0.6	4.6
Education	1,931	1,860	1,738	-6.6	-10.0
Health	7,699	8,376	8,141	-2.8	5.7
Personal serv	7,241	7,286	7,473	2.6	3.2
Other serv	17,640	17,503	17,624	0.7	-0.1
Total	122,955	127,419	128,678	1.0	4.7

Background Information and New Developments

Introduction

Estimates of employment alone are often insufficient to understand the overall labour market situation. However in the absence of regular and timely releases of information on the labour force, the Bureau of Statistics wishes to provide users a release of the formal employment estimates or so-called paid employment estimates as part of its development in expanding short term indicators or leading indicators for policy and planning purpose, as stipulated in the SSDS 2011 – 2021. This publication provides statistics on formal employment on a quarterly basis, by industry and sex. It also provides average earnings per employee at the industry level. The information has been used for many years as input data for the compilation of the GDP estimates, which are released through the Quarterly Economic Review report published by the Economic Policy and Planning Division of the Ministry of Finance.

This work has been co-ordinated in close co-operation between the Samoa National Provident Fund (SNPF) and the Samoa Bureau of Statistics (SBS) for a number of years. This publication is the first time that such statistics have been published on the formal employment data by SBS. It will be an on going publication released on a quarterly basis. Readers can visit our website at www.sbs.gov.ws to download this publication and other related statistics.

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 work-

ers 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 2009 as the base year


Wage Index

- ♦ Is a measure of change on the wages and salaries, it was compiled using the base year of 2009

Employment Methods and New Developments

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.

In previous years, the FSD has found it necessary to modify some of these employment numbers in order to maintain a steady trend that could be easily analysed and understood by end-users. Recently, due to new developments and improved consistency in the supply of this data, the FSD has been able to limit these changes. However the past changes may be observed in the prior tables and charts which illustrated a clear flow of the employment trend across periods.



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