



Samoa Bureau of Statistics

EMPLOYMENT STATISTICS

December 2018 Quarter

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

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Summary Table

	Sep 2018 Quarter	Dec 2018 Quarter
Employment Number	24,523	24,444
Total Wages (000)	\$138,193	\$141,051
Average Wages Received	\$5,636	\$5,772
Employment Growth (% change over the quarter of last year)	2.0%	1.1%

OVERVIEW

Employment numbers increased in December 2018 by 1.1% over the December 2017 quarter. This follows a positive revised growth of 2.0% in the September 2018 quarter. The period under review is the third quarter of positive growth in employment following negative growths since the June 2017 quarter. This reflects the increase in employment opportunities in industries such as Restaurants, Education, Transport, Other Business services, Personal Services, Food Manufacturing, Finance Services and Public Administration.

Wages and Salaries for the September 2018 quarter recorded a \$137.0 million (or 1.8%) increase over its corresponding period of 2017. This was influenced mainly by the increase in wages and salaries in industries such as Restaurants, Education, Transport, Water, Fishing, Food Manufacturing, Public Administration, Construction, Personal Services and Electricity.

QUARTERLY REVIEW EMPLOYMENT INDEX

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

	Dec 17	Mar 17	Jun 18	Sep 18	Dec 18
Employment Index	102	102	102	103	103
% change	-2.9	-0.9	0.4	2.0	1.1
Wage Index	115	115	115	114	117
% change	6.3	4.7	4.7	0.6	1.5

According to Table 1, wage indices continues to grow positively measured by percentage change over the same period of the previous year, from December 2015 quarter to December 2018 quarter. Formal Employment however seems to have stabilized its recovery continuing on from the previous two quarters making the period under review the third quarter of positive growth following two consecutive quarters of negative growth.

Chart 1: Employment Index, Dec 2015 - Dec 2018

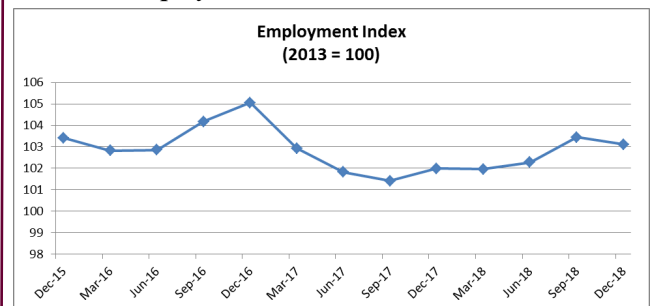


Chart 1 shows the trend in the quarterly employment index with fluctuations in the period of December 2015 to December 2018. In the December 2018 quarter, the employment index recorded an increase of 1.5% over the corresponding quarter of 2017. However it went down by 0.3% as compared to the previous quarter of 2018.

The industries that made the largest contributions to the year-on-year increase in Employment Index were Restaurants, Education, Transport, Water, Food Manufacturing, Public Administration, Construction, Personal Services and Electricity with increases of 27.0%, 22.5%, 7.1%, 7.0%, 6.5%, 5.4%, 5.3%, 5.1% and 4.9% each over the employment numbers in December 2017 quarter.

Some industries which contributed largely to the increase in employment in December 2018 quarter are as follows:

Chart 2: Restaurants Employment Index

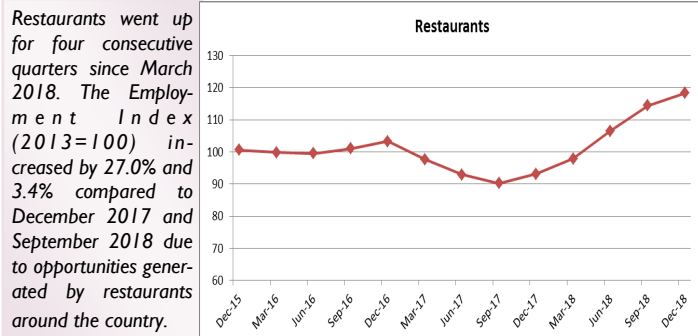
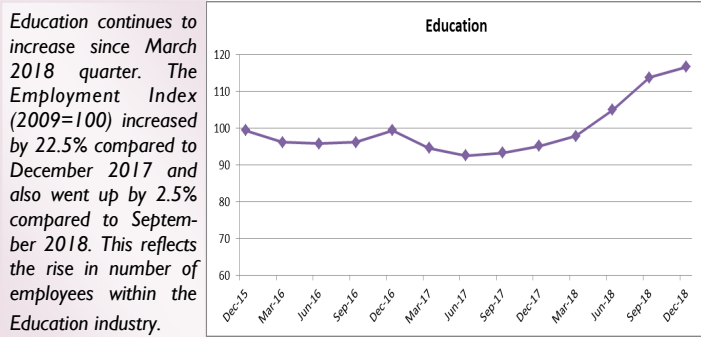


Chart 3: Education Employment Index



WAGE INDEX

Chart 4: Wage Index, Dec 2015 - Dec 2018

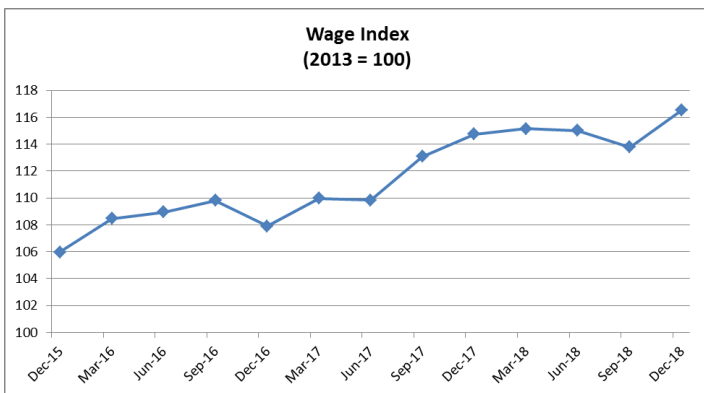


Chart 4 shows the trend in the wage index from December 2015 to December 2018. The index recorded positive growth since September 2010; with the index for the period under review standing at 117. In December 2018, the wage index went up by 1.5% compared to December 2017

quarter. The wage index also went up by 2.4% compared to the September 2018 quarter.

The main industries with significant contributions to the rise in wages paid out includes industries such as Education, Public Administration, Personal Services, Construction, Communication and Commerce with increases of 10.3%, 8.9%, 8.4%, 7.7%, 2.7%, 2.6% respectively.

EMPLOYMENT LEVELS

Table 2: Employment & Wages, December 2018 Quarter

Employed Persons, Total Wages & Average Quarterly Wages Dec 2018						
	Total	%	Male	%	Female	%
Total Employed	24,444	100	13,930	57.0	10,514	43.0
Total Wages (\$000)	141,051	100	76,544	54.3	64,507	45.7
Quarterly Average Wages (\$)	5,772		5,496		6,135	

According to Table 2 above, the estimated population employed in the formal sector in the December 2018 quarter was 24,444; of which 57.0% were males and 43.0% were females. Total wages amounted to about \$141.1 million; Males received the biggest share (54.3%) of total wages in the December 2018 quarter with females receiving only 45.7% of total wages. However, in terms of quarterly average wages, males earned less than females. As shown in Table 2, Male quarterly average wages amounted to \$5,496 whereas females quarterly average wages were \$6,135.

Table 3: Distribution of Employment by Sector, Dec 2018

Year	(No.) (%)	Total	Sector			
			Primary	Secondary	Services	Public Admin
Dec-17	(No.)	24,177	224	3,023	15,362	5,568
	(%)	100.0	0.9	12.5	63.5	23.0
Mar-18	(No.)	24,171	226	2,875	15,397	5,672
	(%)	100.0	0.9	11.9	63.7	23.5
Jun-18	(No.)	24,244	244	2,654	15,587	5,758
	(%)	100.0	1.0	10.9	64.3	23.8
Sep-18	(No.)	24,523	273	2,690	15,722	5,839
	(%)	100.0	1.1	11.0	64.1	23.8
Dec-18	(No.)	24,444	278	2,716	15,579	5,870
	(%)	100.0	1.1	11.1	63.7	24.0

Table 3 above shows the employed population by sector, Primary, Secondary, Services and the Public Sector from December 2017 to December 2018. In December 2018, the Services sector was the biggest employer accounting for 63.7% of the total formal population. Public Administration was the second biggest employer employing around 24.0%, followed by the Secondary Sector with 11.1% and only 1.1% of the total was employed in the Primary Sector.

In terms of employment growth by sector on a yearly basis, Public Administration, Primary Sector as well as the Tertiary Sector contributed positively on employment growth. Public Administrations' numbers went up by 5.4%, the Primary sector increased its employment numbers by 24.4% and the Tertiary sector employment numbers went by 1.4% in the December 2018 quarter compared to the same quarter December 2017. The Secondary sector on the other hand contributed negatively (by 10.1%) compared to December 2017.

Table 4: Distribution of Employment by Industry, Dec 2018

Industry	Male No.	%	Female No.	%	Total No.	%
Public Admin	2,754	46.9	3,116	53.1	5,870	24.0
Commerce	2,162	61.7	1,340	38.3	3,502	14.3
Other Servic	1,438	52.9	1,281	47.1	2,720	11.1
Transport	1,443	72.3	553	27.7	1,996	8.2
Accommodat	879	54.5	735	45.5	1,614	6.6
Personal Ser	819	57.9	597	42.1	1,416	5.8
Finance Serv	454	41.5	639	58.5	1,093	4.5
Construction	951	90.1	104	9.9	1,055	4.3
Health	440	42.0	609	58.0	1,049	4.3
Other Busine	456	63.8	259	36.2	715	2.9
Education	200	33.0	405	67.0	604	2.5
Food Manufa	366	71.0	150	29.0	516	2.1
Restaurants	273	54.5	228	45.5	502	2.1
Other Manuf	335	66.7	167	33.3	501	2.1
Communicati	224	60.7	145	39.3	369	1.5
Electricity	271	82.0	59	18.0	330	1.4
Water	236	74.9	79	25.1	315	1.3
Agriculture	122	82.9	25	17.1	147	0.6
Fishing	109	83.1	22	16.9	132	0.5
TOTAL	13,930		10,514		24,444	100.0

Table 4 shows the distribution of employment by industry. At the industry level, the majority of the formal sector employment was in the Public Administration which made up about 24.0% of the total; of which 46.9% were males and 53.1% were females. Commerce the biggest contributor to

GDP was the second biggest employer comprising 14.3% of the number of people employed. Other Services was the third biggest employer comprising 11.1% of the total. Transport, Accommodation and Personal services were the next biggest employers with shares of 8.2%, 6.6% and 5.8% respectively of the total. However, industries in the Primary sector, Agriculture and Fishing only employed about 0.6 percent and 0.5 percent respectively of the total.

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

Table 5: Male wages and average wages, Dec 2018

Industries	% of Em- ployed Males to total	Male Wages (\$ million)	Male Average Quarterly Wage (\$)
Communication	1.6	3.1	13,724
Finance Services	3.3	4.1	9,506
Health	3.2	4.0	9,060
Public Administratio	19.8	20.9	7,583
Electricity	1.9	2.0	7,413
Water	1.7	1.5	6,533
Personal Services	5.9	5.0	6,112
Other Services	10.3	7.4	5,127
Fishing	0.8	0.5	4,821
Transport	10.4	6.6	4,590
Construction	6.8	4.1	4,341
Food Manufacturing	2.6	1.5	4,104
Commerce	15.5	8.6	3,979
Other Manufacturin	2.4	1.3	3,942
Education	1.4	0.8	3,864
Other Business Servi	3.3	1.7	3,840
Accommodation	6.3	2.5	2,827
Restaurants	2.0	0.7	2,659
Agriculture	0.9	0.2	1,837
TOTAL	100.0	76.5	5,496

Despite the highest number of males being employed in the Public Administration sector (19.8% of total male employed) and also having the highest total wages paid (\$20.9 million), this sector came fourth in terms of average wages, with Communications on top with an average quarterly earning of \$13,724. The industry which accounted for just about 1.6% of the total male employment rec-

orded total wages of \$3.1 million. Finance Services and Health had the second and third highest average quarterly wages of \$9,506 and \$9,060 respectively and comprised of 3.1% and 4.1% each of the total male employment.

Commerce, the second biggest employer for Males recorded an average quarterly wages of \$3,979 making it the seventh lowest average wages for Males. The lowest average quarterly wages for males were reported in Restaurants and Agriculture industries with average wages of \$2,659 and \$1,837 respectively.

Table 6: Female wages and average wages, Dec 2018

Industries	% of Employed Female to total	Female Wages (\$ million)	Female Average Quarterly Wage
Electricity	0.6	0.5	9,066
Health	5.8	5.5	9,041
Finance Services	6.1	5.4	8,396
Communication	1.4	1.2	8,250
Public Administrati	29.6	25.5	8,181
Water	0.8	0.6	7,039
Food Manufacturin	1.4	0.9	5,973
Personal Services	5.7	3.5	5,795
Other Services	12.2	7.0	5,459
Fishing	0.2	0.1	5,401
Other business Serv	2.5	1.3	5,090
Construction	1.0	0.5	4,816
Transport	5.3	2.5	4,516
Commerce	12.7	5.4	4,041
Other Manufacturin	1.6	0.6	3,736
Education	3.8	1.4	3,397
Agriculture	0.2	0.1	3,271
Accommodation	7.0	2.0	2,766
Restaurants	2.2	0.5	2,365
TOTAL	100.0	64.5	6,135

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. The Electricity industry recorded the highest average quarterly wages in the December 2018 quarter of \$9,066, followed by Health and Finance Services with average quarterly wages of \$9,041 and \$8,396 respectively. Commerce which had the second highest percentage of females employed and also the third highest value of wages paid out to females was ranked the sixth lowest industry in terms of female average quarterly wages. The lowest average quarterly wages for females were

reported in the Agriculture, Accommodation and Restaurant industries with average quarterly wages of \$3,271, \$2,766 and \$2,365.

TWELVE MONTHS REVIEW: **(January 2018 - December 2018)**

Table 7: Employment & Wage Index

	2014	2015	2016	2017	2018
Employment Index	109	111	113	111	112
% change	0.0	2.0	2.1	-1.8	0.7
Wage Index	114	117	121	124	128
% change	3.0	3.5	3.2	3.5	3.6

Table 7 above indicates that the number of employed persons increased by 0.7% in the year ended December 2018 over the year ended December 2017. Wage Index however went up by 3.6%. According to Table 7, wage index has consistently increased in the past five financial years despite encountering a decrease in employment index in FY2017 which has only caused a negative effect on the amount of people employed and not on the total wages paid out.

The increase in employment in the year ended December 2018 by 0.7% was mainly caused by the increase in employment opportunities in Other business services, Restaurants, Education, Transport, Water, Public Administration, Finance Services and Personal Services with respective increases of 8.6, 8.5, 7.0, 3.2, 2.7, 1.6, 1.0 and 1.0 percentage points.

Table 8: Employment and Wage, Year 2018

Employed Persons, Total Wages & Average Annual Wages						
Year ended September 2018						
	Total	%	Male	%	Female	%
Total						
Employed	24,345	100.0	13,888	57.0	10,458	43.0
Total						
Wages (\$ million)	555.2	100.0	300.7	54.2	254.5	45.8
Average Annual Wages (\$)	22,805		21,652		24,335	

In the year ended December 2018, average total employed in the formal sector amounted to 24,345, increasing 0.7% (157 people) compared to the year ended December 2017. Of the total employed in the calendar year 2018, 57.0% were males and 43.0% were females.

In terms of wage growth, industries such as Education, Public Administration, Personal Services, Construction, Communication and Commerce contributed positively with increases in wages paid out of 10.3%, 8.9%, 8.4%, 7.7%, 2.7% and 2.6% respectively in calendar year ending December 2018 compared to December 2017.

Total wages paid out amounted to \$555.2 million. Males received the biggest share of total wages with 54.2% (\$300.7 million) of the total and 45.8% (\$254.5 million) being female wages.

Total average yearly wages received in the year 2018 was \$22,805. Females recorded the highest average yearly wage of \$24,335 which was 12.4% higher than the average annual wage of males.

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

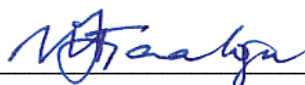
- ◆ Is a measure of change on the wages and salaries, it was compiled using the base year of 2013 replacing 2009 base year as indicated in other previous Employment Reports such as Issue 1 - 12.

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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GOVERNMENT STATISTICIAN / CEO



SBS Vision:
"To be the leader in providing relevant, quality statistics for the benefit of Samoa."

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