



Ministry of Commerce, Industry and Labour
Matagaluega o Pisinisi, Alamanuia ma Leipa



SAMOA

LABOUR MARKET SURVEY

Private Sector Employers Report

2022





THIS REPORT WAS COMPILED BY THE MINISTRY OF COMMERCE
INDUSTRY AND LABOUR THROUGH THE APPRENTICESHIP EMPLOYMENT
AND LABOUR MARKET DIVISION.

SAMOA

LABOUR MARKET SURVEY

2022

MESSAGE FROM THE MINISTER

Talofa lava,

I have great pleasure in presenting the Labour Market Survey 2022.

The Labour Market Survey 2022 is one of the Government of Samoa's recent initiatives under the Ministry of Commerce, Industry and Labour. The LMS 2022 envisaged as one of the strategic tools to assist the economic development of Samoa through Labour Policies, to ensure their responsiveness to the diversification and transformation of our country. The outcome result of this survey is quite unique and exceptional in terms of scope and coverage inclusive the wealth of information collected. This document is derived and built upon the Labour Legislations and policies inclusive previous Labour Market Surveys over the years. The LMS 2022 is also linked and interconnected with national overarching Strategic Plans and Policies.



Hence, in streamlining the Pathways For the Development of Samoa (PDS FY 2021/202 – 2025/2026), this document links to its Key Outcome 5 which is “Skilled Workforce” with the expectation it will improve efficiency and high standards of service delivery in all sectors, with a trusted capable and skilled workforce in place. Therefore the LMS 2022 details labour statistics which signifies the level of Private Sector contribution to the development of our country. More importantly, it will provide equal opportunities for all, both public and private sector.

I would like to acknowledge and record my sincere gratitude to all stakeholders that were involved in the development of this document. Your valuable contribution ensured that this document would come into existence.

Finally, I take this opportunity to accentuate that the positive impact of this document will only be realized if it is utilized by the Public Sector, Private Sector, Development Stakeholders and the General Public. We can't deny the fact that the global changes such as Climate Change and the COVID-19 Pandemic have had huge impact on national and international labour markets. In that regard, I invite all our stakeholders to use this document as a Guide, to inform their actions and Policy interventions that will address labour market issues. This is a national public document and I anticipate it will significantly contribute to ensuring the sustainable development of Samoa.

A handwritten signature in blue ink, which appears to read 'Leota Laki Lamositele Sio'. The signature is fluid and stylized.

Hon. Leota Laki Lamositele Sio

MINISTER OF COMMERCE, INDUSTRY AND LABOUR

FOREWORD FROM THE CHIEF EXECUTIVE OFFICER

The main purpose for implementation of Labour Market Surveys (LMSs) by the ministry in every three years is to extract reliable labour statistics and comprehensive Labour Market Information (LMI) from the Formal Private Sector. The outcome results of these surveys will assist the ministry in the provision of baselines, to inform decisions making bodies and labour policies, to ensure alignment with national priorities. The Labour Market Survey 2022 outcome is quite unique in its content and coverage in terms of information collected and the increase response rate from employers during the survey period. Despite the negative impacts of COVID 19 and other challenges faced by the economy, businesses demonstrated resilience by providing employment opportunities for our people.



The government of Samoa through the Ministry of Commerce, Industry and Labour continued to extend the coverage of the Labour Market Surveys to be inclusive, comprehensive and reliable as possible. This will ensure the creation of more employment opportunities to assist the country's unemployed population both local and overseas markets. Hence, the rationale behind the LMS 2022 is to continue to extend the coverage and data collection through additional questions that were included after the review of the LMS 2019 questionnaire, and the designing of the new questionnaire for LMS 2022. This approach was important in ensuring that the LMS coverage aligned with national priorities as set out in the Pathways for the Development of Samoa (PDS).

Labour statistics remains imperative and critical in the development of Samoa's economy. Hence, the importance of up to date labour statistics to assist and inform policy makers and decision making bodies, to address matters pertaining economic and social development, labour demand and supply, working conditions and standards; labour mobility and private sector development. But more importantly, these statistics are crucial for analysis, monitoring and evaluation of the performance and position of Samoa's economy.

I would like to acknowledge and accentuate our sincere gratitude to the employers of the Formal Private Sector, the business community, training institutions and individuals for the commitment and endless support to provide the data needed for the LMS 2022.

A handwritten signature in blue ink, appearing to read 'Pulotu Lyndon Chu Ling', is written over a faint, larger version of the same signature.

Pulotu Lyndon Chu Ling
CHIEF EXECUTIVE OFFICER

MINISTRY OF COMMERCE, INDUSTRY AND LABOUR

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ACRONYMS

AEIAMD	Apprenticeship Employment and Labour Market Division
LMS	Labour Market Survey
FEEP	Foreign Employee Employment Permit
ICT	Information Communication Technology
ILO	International Labour Organisation
MSME	Micro Small Medium Large Enterprises
LMIS	Labour Market Information System
LERA	Labour and Employment Relations Act 2013
ISCO-08	International Standard Classification of Occupations 2008
ISIC-R4	International Standard Industrial Classification Revision 4
OSH	Occupational Safety and Health
PPE	Personal Protective Equipments
PSC	Public Service Commission
SOE	State Owned Enterprises
TVET	Technical and Vocational Education Training
PSET	Post-Secondary Education Training

EXECUTIVE SUMMARY

The Ministry of Commerce, Industry and Labour discovered, analyzed and compiled the following labour market information in the LMS 2022:

LMS 2022 RESPONSE RATE	1,072 of 1,300 Employers (82%)
FORMAL PRIVATE SECTOR	
SIZE OF WORKFORCE	14,044 Employees
DISAGGREGATION BY SEX	7,584 Males (54%); 6,460 Females (46%)
DISAGGREGATION BY AGE	3% of the workforce are in the Age of 15 – 19 Years; 37% of the workforce are in the Age of 20 – 29 Years; 46% of the workforce are in the Age of 30 – 49 Years; 14% of the workforce are in the Age of 50 Years and Above.
DISAGGREGATION BY INDUSTRY	28% employed in the “Wholesale and Retail Trade” industry; 13% employed in the “Accommodation and Food Services Activities” industry; 10% employed in the “Manufacturing” industry; 7% employed in the “Finance and Insurance Activities” industry; 7% employed in the “Construction” industry; 35% employed in other industries.
DISAGGREGATION BY OCCUPATION	26% employed as “Services and Sales” Workers; 14% employed as “Managers”; 13% employed as “Elementary” Workers; 12% employed as “Technicians and Associate Professionals”; 10% employed as “Clerical Support” Workers; 9% employed as “Craft and Related Trades” Workers; 9% employed as “Professionals” 7% employed as “Plant and Machine Operators”.
DISAGGREGATION BY CATEGORY OF WORKERS	69% of the workforce are categorized as “Full-time” employees; 10% of the workforce are categorized as “Shift” employees; 9% of the workforce are categorized as “Working Proprietors”; 6% of the workforce are categorized as “Contract Officers”; 4% of the workforce are categorized as “Part-time” employees; 2% of the workforce are categorized under the “Volunteers, Unpaid Family Employees, Disability and Piece Employees”
VACANCIES	631 Vacancies reported during the survey: - 161 (26%) in the “Accommodation and Food Service” industry; - 135 (21%) in the “Wholesale and Retail Trade” industry; - 67 (11%) in the “Manufacturing” industry; - 36 (6%) in the “Transportation and Storage” industry; - 31 (5%) in the “Construction” industry; - 201 (31%) in other industries.
STAFF TURNOVER	Total Recruitment amounted to 2,759 employees (1,551 Males and 1,208 Females); Total Cessation amounted to 1,776 employees (1,111 Males and 665 Females); Laid-off due to COVID-19 amounted to 502 employees (297 Males and 205 Females); Resignation for Labour Mobility Work amounted to 932 employees (739 Males and

	139 Females).
LOWEST WAGE PAYABLE	3,321 Employees (23% of workforce) earn the lowest wage payable by employers, of which; - 54% are Males and 46% are Females; - 1,475 (44%) are paid at Mandated Minimum Wage of 3.00 tala per hour; - 518 (16%) are paid at the “3.01 – 3.60 tala per hour” range; - 722 (22%) are paid at the “3.61 – 4.60 tala per hour” range; - 262 (8%) are paid at the “4.61 – 5.60 tala per hour” range; - 114 (3%) are paid at the “5.61 – 6.60 tala per hour” range; - 150 (5%) are paid at the “6.61 per hour” and above range; - 80 (2%) are paid below the Mandated Minimum Wage (3.00 tala per hour).
OTHER FORMS OF REMUNERATION	673 Employers (63% of coverage) offer other forms of remuneration to their employees on top of their normal pay, of which: - 71% are given in “Cash Bonus/ Insurance/ Commission” form; - 28% are given in “Food/Gift Vouchers/ Products” form; - 1% is given in “Accommodation & Transport” form.
EDUCATIONAL ATTAINMENT	34% of the workforce completed “Tertiary level” education; 14% of the workforce completed “TVET/PSET level” education; 49% of the workforce completed “Secondary level” education; 3% of the workforce only completed “Primary level”.
BUSINESS FUTURE OUTLOOK	486 Employers plan further expansion in the next two years with 2,832 new positions to be established.
MSME CATEGORY	388 Employers (36% of total coverage) are categorized as Micro Enterprises; 340 Employers (32% of total coverage) are categorized as Small Enterprises; 236 Employers (22% of total coverage) are categorized as Medium Enterprises; 108 Employers (10% of total coverage) are categorized as Large Enterprises.
PUBLIC SECTOR WORKFORCE	
SIZE OF WORKFORCE	5855 Employees
DISAGGREGATION BY SEX	3527 (60%) Males; 2328 (40%) Females
DISAGGREGATION BY AGE GROUP	0.4% of the workforce are aged 15 – 19 Years; 29% of the workforce are aged 20 – 29 Years; 49% of the workforce are aged 30 – 49 Years; 21.6% of the workforce are aged 50 Years and above.
CONSOLIDATED FORMAL SECTOR WORKFORCE	
SIZE OF WORKFORCE	19,899 Employees (14,044 Formal Private Sector and 5,855 Public Sector)
DISAGGREGATION BY SEX	11,111 (56%) Males and 8788 (44%) Females.
EMPLOYMENT STANDARDS AND CONDITIONS	
AVERAGE WORKING HOURS	Average weekly hours of work across different occupation groups is 40 hours.
AVERAGE INDUSTRY EARNINGS	Average weekly earnings across different industry groups is 292.76 tala (166.03 tala for Males and 126.52 tala for Females); Highest average weekly earnings is in the “Finance and Insurance” industry with 562.80 tala; Lowest average weekly earnings is in the “Public Administration” industry.
WORKING	976 Employers (90% of total coverage) are Aware of Entitlements under the LERA

CONDITIONS AND ENTITLEMENTS	2013; 933 Employers (87% of total coverage) Agree to ensuring safety from harassment.
OCCUPATIONAL SAFETY AND HEALTH MATTERS	OSH Policies – 372 (35%) of 1,072 Employers are compliant; OSH Officers – 241 (22%) of 1,072 Employers are compliant; Evacuation Plans – 581 (54%) of 1,072 Employers are compliant; Provision of PPEs – 534 (50%) of 1,702 Employers are compliant; Accident Registers – 355 (33%) of 1,072 Employers are compliant; Three most common hazards identified by employers are [Manual Handling – identified by 305 employers; Electrical – identified by 197 employers; Fire/Explosion – identified by 155 employers]
DISCRIMINATION IN THE WORKPLACE	Fair Salary – 92% Agree that they are compensated fairly; Gender Pay Parity – 86% Agree that there is no gender pay discrimination; Fair Working Entitlements – 93% agree that their working conditions are fair; 98% of those surveyed agreed that there is no form of discrimination (sex, race, age, disability) in their workplaces.
OTHER IMPORTANT INFORMATION	
SKILL SHORTAGE AND TRAINING NEEDS	499 Employers (47% of total coverage) identified skills shortage in their businesses; 2665 Employees (19%) out of the Formal Private Sector workforce need up-skilling.
EXPATRIATE EMPLOYEES	401 Employees were identified to have Foreign Employee Employment Permit (FEEP). 257 (64%) Males and 144 (36%) Females.
GREEN JOBS	1157 jobs (8%) in the Formal Private Sector workforce can be classified as Green Jobs.

1. INTRODUCTION

1.1 The Survey

The 2022 Labour Market Survey (LMS) report is quite exceptional in providing statistical data on employment situation for the formal sector in Samoa. The data includes the Update of Formal Sector Workforce, Future Business Planning specifically in employment creation, Challenges faced by Employers and Employees as well as Occupational Safety and Health. This survey features the impacts of COVID-19 and Labour Mobility Schemes on national employment as well as the particular trainings demanded in the formal private sector. MCIL data platforms (i.e. ONEMCIL database and LMIS-Labour Market Information System) were utilized for coding, data entry, tabulation, analysis and report writing processes. The LMS data collection reflected in this report is from the perspective of Employers in the Private Sector, and it covers a three-month period from August to November 2022.

Labour Market Survey is one of the activities under MCIL mandate to provide baseline data relating to national formal employment, labour standards and conditions, and private sector development. This information will inform policy developments to address labour demands and supply as well as employment standards for future business development. It will further encourage training providers in designing prescribed training contents to match the demand in the labour market and at the same time provides enabling environment for the business community to generate more employment opportunities.

1.2 The Preparation

The 2022 LMS is funded under the GoS budget, through MCIL (Apprenticeship, Employment and Labour Market Division [AELMD]). The AELMD were responsible for planning and implementation of the LMS 2022, which commenced in the first six months of the last financial year. Planning and implementation of the LMS 2022 commenced in July 2022.

1.3 The Survey Questionnaire

The questionnaire was reviewed and redesigned to include additional questions which reflect the impacts of COVID-19 and Labour Mobility Schemes on our private sector workforce. These had been the concern of our private sector as an ongoing challenge they faced and the reality of our people to choose better employment for them. The additional questions included the impacts of Labour Mobility Schemes & COVID-19; to make known the awareness of employers on the working conditions and entitlements that are there in the Labour and Employment Relations Act; as well as the assurance from employers of the safety of their employees from harassment. The pre-testing of the questionnaire took place during the training for enumerators and a number of questions were revised accordingly.

1.4 Training of Enumerators and Supervisors

Ten enumerators were selected from the pool of jobseeker registration within the ministry and four supervisors from the ministry staff took part in the one-week training on the terminologies, definitions, concepts and technical applications being prepared to collect information from employers.

1.5 Methodology

The face to face interview method was used during the LMS 2022. This was considered the most reliable given the extensiveness of the questionnaire, and the level of detail required for LMS. Therefore enumerators were allocated to visit assigned employers for the register of employers on a daily basis. Appointments and call-backs were arranged to ensure the questionnaire was complete.

1.6 Field Work

Enumerators were divided into two teams of five enumerators and two supervisors. The two teams were assigned equal number of employers from the Register of 1300 active employers. The coverage was zoned into six areas, with five zones in Upolu and one in Savaii.

1.7 Coding

The international codes of ISCO-08 and ISIC-R4 (four-digits) were used to code all information collected. The use of these codes ensured the unionization of occupation and industries to generate readable tables for LMS Report.

1.8 Data Entry

The ONE-MCIL database was used for data entry process. The questionnaire was re-designed to include additional questions related to employment. Therefore more time was given to insert these questions on the system and align those using international codes and standards. The AELM Division carried out the data entry and editing of information.

1.9 Tabulation, Analysis and Reporting Process

The questionnaire was re-designed to form additional questions that are important to the emerging circumstance of employment at the national level. The tabulation was done by AELM Division with the assistance of the Technical Advisor which was only calculated when the data entry was completed.

2. OBJECTIVES

2.1 Survey Objectives

The Survey objectives are:

- To update the Formal Private Sector Workforce Profile ;
- To identify employment matters in demand and ensure the supply side is aligned with what is required in the labour market of formal private sector;
- To identify the effects of COVID-19 and Seasonal Employment Scheme on our national workforce;
- To identify training needs, skills shortages, challenges and future plans of employers.

2.2 The Survey Coverage

The survey aimed at covering 1300 active employers on the Register including State-owned Enterprises (SOEs) since they are legally mandated under the Labour and Employment Relations Act 2013 (LERA). The survey recorded 82 percent (1072) response rate from all employers covered which is 11 percent higher than the LMS 2019.

Ten percent of the total coverage did not submit information on the “Employee Characteristics” question; while four percent refuse to answer questionnaires. Hence, the graphs and tables related to employer characteristics are certain to have a shortage in numbers.

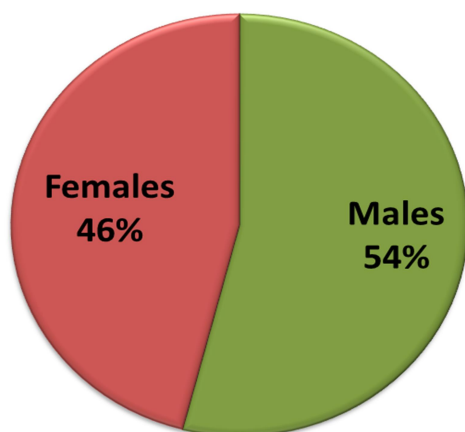
3. SURVEY FINDINGS

3.1 FORMAL PRIVATE SECTOR WORKFORCE

3.1.1 WORKFORCE PROFILE

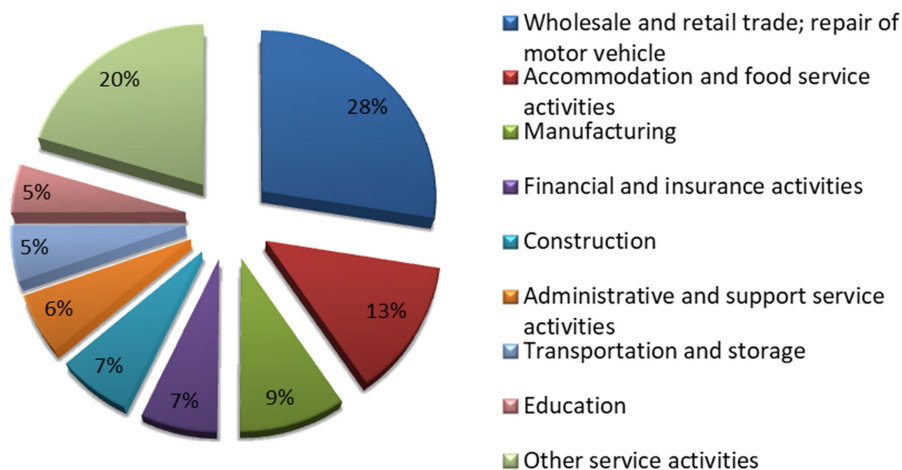
The 2022 LMS reported a total of 14,044 employees engaged in the Formal Private Sector. The male participation rate represented 54 percent of the total workforce with females at 46 percent. This pattern remains unchanged over the last three surveys with males dominating the workforce across all industries.

Figure 1: Formal Private Sector Workforce by Sex



Many economies across the globe experienced crises as a result of COVID-19 followed by emerging interruptions of international markets over the last three years. For Samoa COVID-19 restrictions and border closures resulted in a substantial economic loss. It is believed that these factors contributed to the reduction of the workforce in the formal private sector. The total workforce for the 2019 LMS was much higher than the 2022 LMS at 18,895 employees.

Figure 2: Formal Private Sector Workforce by Major Industries (Percentage)



The distribution of employed population by industry (based on ISIC-R4) as presented in Figure 2 revealed the top three industries with high number of males and females being; Wholesale & Retail trade (28 percent), Manufacturing (20 percent) and Accommodation & Food Service (13 percent). These three industries remained the top three in comparison the LMS 2019.

Figure 3: Formal Private Sector Workforce by Occupation (Percentage)

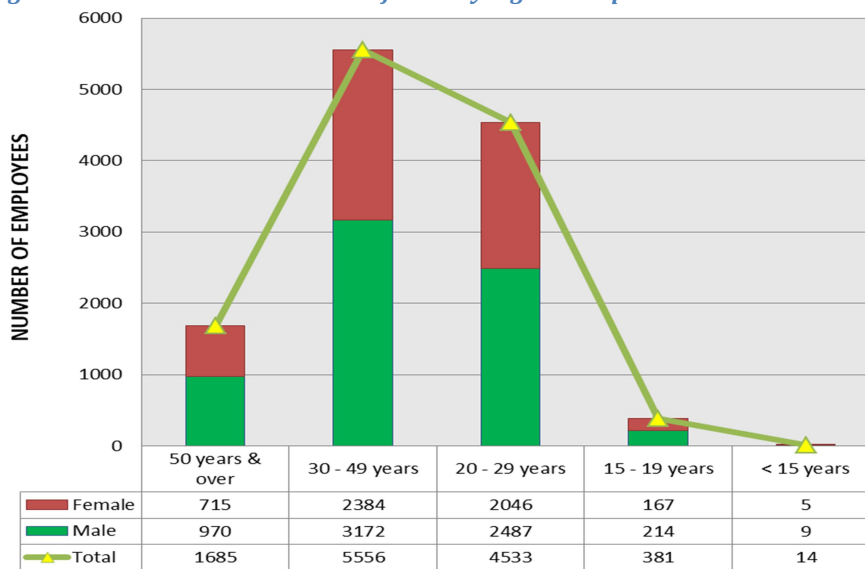


The classification of occupation using ISCO-08 discovered a similar pattern from the 2019 LMS. The highest number of employees were employed as Service & Sales workers (26 percent), increased by 1 percent when compared to LMS 2019. Managers with 14 percent appeared to be the second highest occupation in the private sector workforce, followed by Elementary occupations at 13 percent.

3.1.2 DISAGGREGATED BY AGE AND SEX

The following figure details the breakdown of the total workforce by age and sex and proportion of males to females in age groups. This information was combined only from employers who submitted information on employees' ages.

Figure 4: Formal Private Workforce by Age Group and Sex.



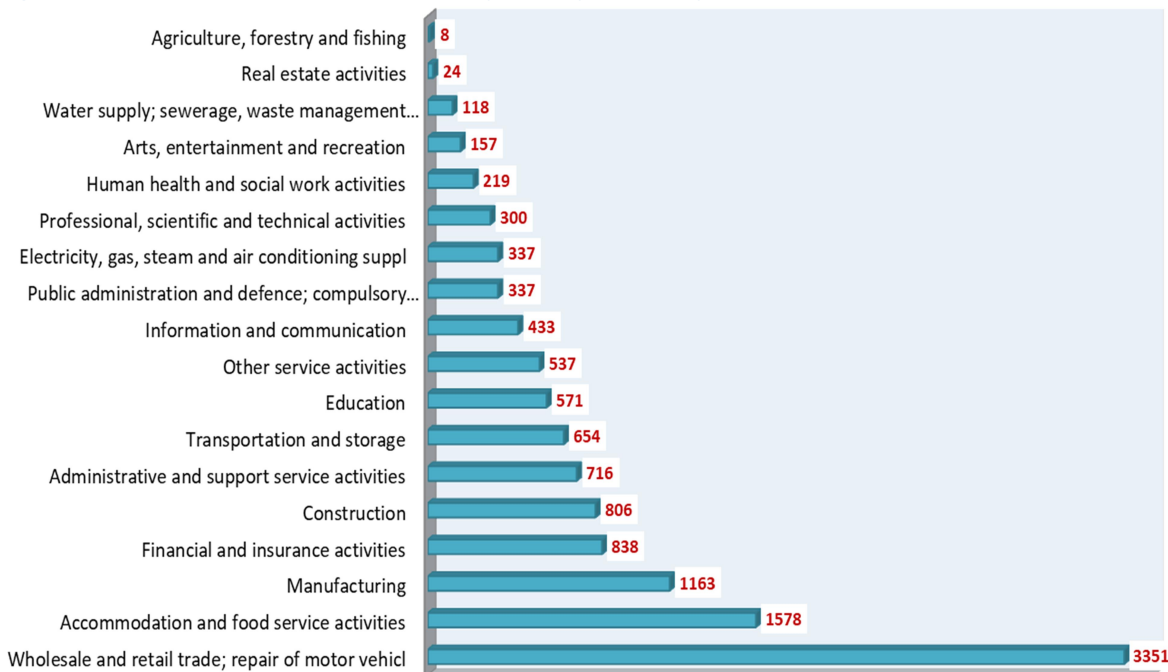
As portrayed in Figure 4, the majority of the private sector workforce are those at the age group of '30-49 Years' which is 46 percent; followed by the '20-29 Years' which is 37 percent and '50+ Years' with 14 percent. The same pattern repeated over the last three surveys with males outnumbering females in all age group, and the youth representing over 65 percent of the private sector employment.

This survey identified 14 people under-aged being employed in the private sector, however the mandated minimum working age for minors and youth is 15 Years as stipulated in the Labour and Employment Relations Act.

3.1.3 DISAGGREGATED BY INDUSTRY

The ISIC-R4 was used for classification of industries in this survey according to ILO four-digit standards. The responses from all employers on their main business activity were used to categorize the industries for this particular section. Figure 5 below indicated the employment numbers by Industry.

Figure 5: Formal Private Sector Workforce by Industry



The Wholesale & Retail trade industry employed the highest number of the workforce. The same industry continues to take the lead over the past three surveys at the same percentage when compared to the 2019 LMS.

The next industries with higher number of employees were Accommodation & Food Service and Manufacturing. These three industries employ over 50 percent of the total workforce in the private sector. Table 1 below further disaggregates these numbers by sex and total number of employers per industry.

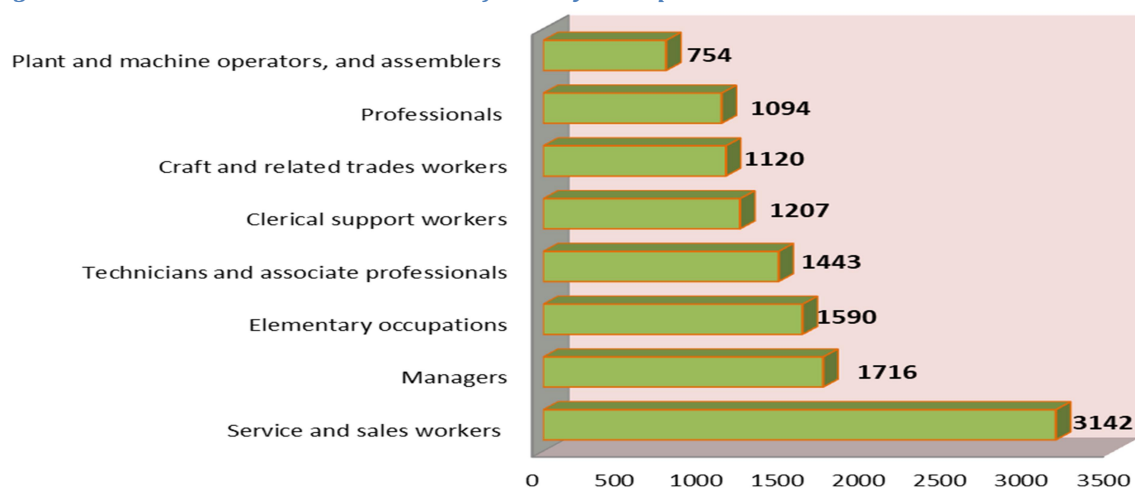
Table 1: Formal Private Sector Workforce by Industry and Sex

INDUSTRY	MALE	FEMALE	TOTAL	TOTAL EMPLOYERS
Accommodation and food service activities	740	838	1578	173
Wholesale and retail trade; repair of motor vehicle	1816	1535	3351	361
Manufacturing	710	453	1163	99
Financial and insurance activities	308	530	838	40
Construction	736	70	806	35
Administrative and support service activities	440	276	716	60
Transportation and storage	496	158	654	49
Education	166	405	571	36
Other service activities	289	248	537	89
Information and communication	273	160	433	17
Public administration and defence; compulsory social security	180	157	337	12
Electricity, gas, steam and air conditioning supply	270	67	337	4
Professional, scientific and technical activities	141	159	300	46
Human health and social work activities	81	138	219	25
Arts, entertainment and recreation	91	66	157	12
Water supply; sewerage, waste management and remedy	89	29	118	9
Real estate activities	14	10	24	3
Agriculture, forestry and fishing	5	3	8	2
TOTAL	6845	5302	12147	1072

3.1.4 DISAGGREGATED BY OCCUPATION

The disaggregation of workforce by occupation using ISCO-08, are portrayed in Figure 6 below. This information was consolidated only from employers who submitted information on employees' occupation.

Figure 6: Formal Private Sector Workforce by Occupation



It was predicted that there would be a majority of Service & Sales workers when Wholesale & Retail became the trade employing the highest number of employees as shown in Figure 6. Service & Sales

workers with 26 percent of the total workforce indicated a reduction of 665 employees when compared to LMS 2019. Managers became the second most populous occupation with 14 percent followed by Elementary 13 percent. Furthermore, Table 2 below presents number of occupations across all industries in the formal private sector.

Table 2: Formal Private Sector Workforce by Industry and Occupation

INDUSTRY	Managers	Service Sales Workers	Clerical Support Workers	Technicians Associate Professionals	Professionals	Craft Related Trades Workers	Skilled Agricultural Forestry Fishery Workers	Plant Machine Operators Assemblers	Elementary Occupations	TOTAL OCCUPATION
Wholesale and retail trade; repair of motor vehicle	516	1601	161	125	74	433	11	128	298	3347
Other service activities	100	171	69	50	32	20	0	26	68	536
Financial and insurance activities	198	28	285	196	76	7	0	23	24	837
Professional, scientific and technical activities	50	8	46	75	86	4	15	12	4	300
Electricity, gas, steam and air conditioning supply	13	17	54	104	43	82	0	15	9	337
Manufacturing	155	135	69	79	30	287	12	153	243	1163
Accommodation and food service activities	242	520	75	240	16	35	10	19	421	1578
Information and communication	50	117	53	122	69	5	0	10	7	433
Construction	54	14	33	46	57	187	2	106	307	806
Public administration and defense; compulsory social security	37	35	78	86	77	1	0	13	10	337
Education	47	69	21	24	381	0	3	6	20	571
Human health and social work activities	22	32	39	40	54	6	0	6	20	219
Transportation and storage	86	66	88	166	35	34	4	155	20	654
Water supply; sewerage, waste management and remedy	20	11	7	5	1	2	0	40	32	118
Administrative and support service activities	100	265	116	36	40	15	17	33	94	716
Arts, entertainment and recreation	24	45	9	41	21	0	0	5	12	157
Real estate activities	1	6	4	7	2	2	1	0	1	24
Agriculture, forestry and fishing	1	2	0	1	0	0	0	4	0	8
TOTAL INDUSTRY	1716	3142	1207	1443	1094	1120	75	754	1590	12141

3.1.5 DISAGGREGATED BY CATEGORY OF WORKERS

The category of workers was based on the classifications in the Labour and Employment Relations Act 2013. Table 3 below details the disaggregation of formal private sector workforce by category of workers.

Table 3: Formal Private Sector Workforce by Category of Workers

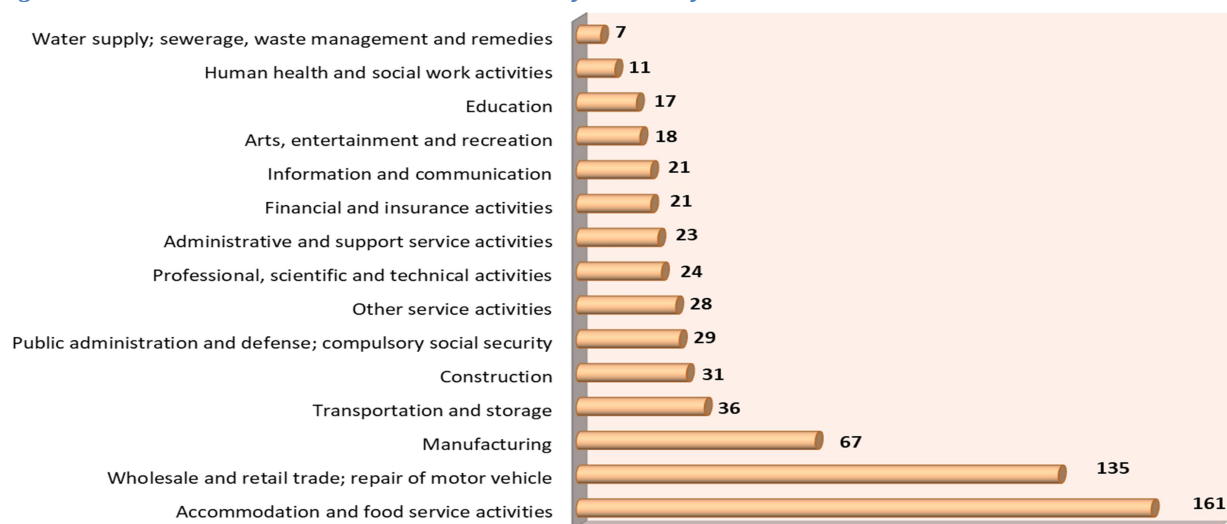
CATEGORY	MALE	FEMALE	TOTAL
Working Proprietors	638	565	1201
Full-time Employees	5531	4149	9680
Employees with Disability	38	16	54
Shift Employees	463	987	1450
Piece Employees	34	20	54
Contract Officers	476	371	847
Part-time / Temporary Employees	289	236	525
Volunteer Employees	66	70	136
Family Employees	48	46	94
TOTAL	7583	6460	14041

More than half of employed population in the private sector is categorized in full-time employment, representing 69 percent. This indicated a 1.6 percent reduction of full time employees when compared to LMS 2019. About 10 percent were employed as Shift workers and it is female dominant; followed by Working Proprietors which is 8.5 percent. The least number of employees are employed as Piece employees and People with disabilities accounted for 54 employees (0.3 percent) each.

3.1.6 VACANCIES

This section envisioned to find the number of available opportunities that are advertised and needed to be fulfilled by those who are seeking employment. The data collected on vacancies are disaggregated by industry and number of employers.

Figure 7: Formal Private Sector Vacancies by Industry



The total number of vacancies recorded by this survey stood at 631, and noted a reduction of 163 vacancies in comparison to the LMS 2019. Figure 7 above indicated Accommodation & Food Service industry with the highest number of vacancies available at the time of the survey with 161 vacancies. This is followed by Wholesale & Retail with 135 vacancies and Manufacturing industry with 67 vacancies. The least number of vacancies recorded are found in the Water Supply; sewerage industry with only 7 vacancies at the time of data collection. Furthermore, Table 4 below details the number of employers with their vacancies available against total employment by industry.

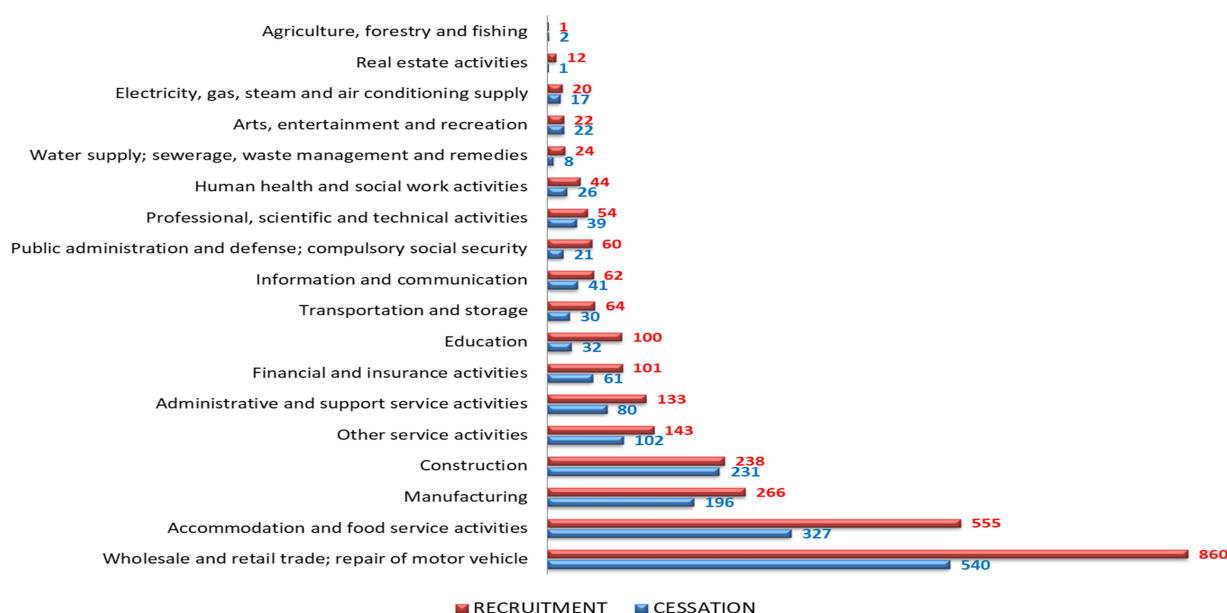
Table 4: Formal Private Sector Vacancies by Industry

INDUSTRY	VACANCIES	TOTAL EMPLOYERS	EMPLOYMENT
Accommodation and food service activities	161	173	1578
Administrative and support service activities	23	60	716
Arts, entertainment and recreation	18	12	157
Construction	31	35	806
Education	17	36	571
Electricity, gas, steam and air conditioning supply	2	4	337
Financial and insurance activities	21	40	838
Human health and social work activities	11	25	219
Information and communication	21	17	433
Manufacturing	67	99	1163
Other service activities	28	89	537
Professional, scientific and technical activities	24	46	300
Public administration and defense; compulsory social security	29	12	337
Transportation and storage	36	49	654
Water supply; sewerage, waste management and remedies	7	9	118
Wholesale and retail trade; repair of motor vehicle	135	361	3351
TOTAL	631	1067	12115

3.1.7 STAFF TURNOVER

Turnover, as a combination of cessation and recruitment is mainly attributed to better employment opportunities not only in Samoa, but also in the region through New Zealand Quota Scheme and Seasonal Employment. Moreover, some employees indicated their preference to be employed in the public sector due to better remuneration packages and working conditions. Other employees were terminated due to dishonesty, poor performance and attitudinal problems.

Figure 8: Formal Private Sector Recruitment & Cessation by Industry



As reported by this survey, 2759 employees were recruited which is 976 positions less than the 2019 LMS. Wholesale & retail remains the number one industry with highest number of recruitments which is 31 percent of total recruitments, followed by Accommodation & food service (20 percent) and Manufacturing (10 percent). Manufacturing industry defeated Construction as the third ranking industry with higher recruitment when compared to the 2019 LMS.

Table 5: Formal Private Sector Recruitment & Cessation by Industry and Sex

INDUSTRY	RECRUITMENT			CESSATION		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Agriculture, forestry and fishing	1	0	1	1	1	2
Manufacturing	172	94	266	143	53	196
Electricity, gas, steam and air conditioning supply	17	3	20	11	6	17
Water supply; sewerage, waste management and remedies	17	7	24	6	2	8
Construction	224	14	238	230	1	231
Wholesale and retail trade; repair of motor vehicle	449	411	860	287	253	540
Transportation and storage	53	11	64	21	9	30
Accommodation and food service activities	262	293	555	176	151	327
Information and communication	45	17	62	28	13	41
Financial and insurance activities	40	61	101	28	33	61
Real estate activities	7	5	12	1	0	1
Professional, scientific and technical activities	21	33	54	19	20	39
Administrative and support service activities	85	48	133	58	22	80
Public administration and defense; compulsory social security	35	25	60	12	9	21
Education	22	78	100	9	23	32
Human health and social work activities	10	34	44	10	16	26
Arts, entertainment and recreation	13	9	22	15	7	22
Other service activities	78	65	143	56	46	102
TOTAL	1551	1208	2759	1111	665	1776

Table 5 indicated the disaggregation of recruitment and cessation by sex and industry. In terms of cessation, 1776 employees had ceased employment in the private sector in 2022 which is 696 less than the 2019 LMS. The top three industries with staff turnover were Wholesale & Retail, Accommodation & Food service and Construction. Agriculture, forestry and fishing industry continues to have the least staff turnover (cessation and recruitment) when compared to the 2019 LMS. The survey findings also revealed that most of the recruitments and cessations are male employees.

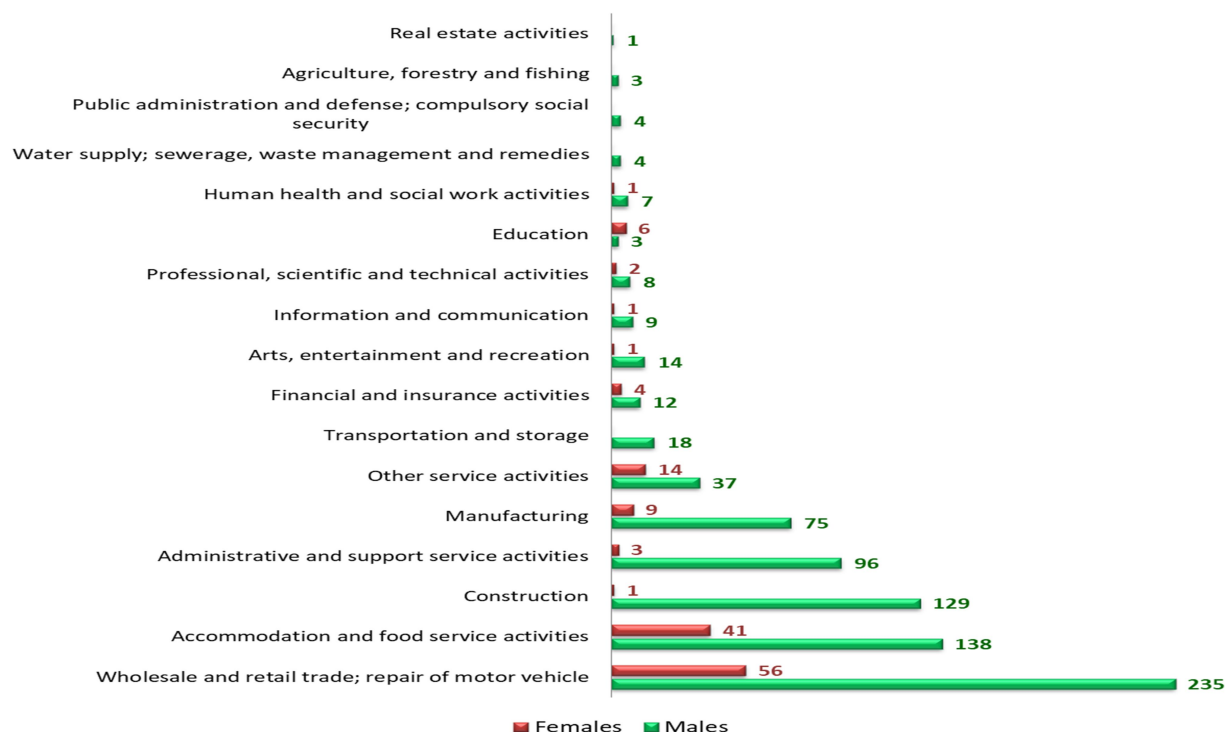
The 2022 LMS included additional questions to further understand the effects of COVID-19 and Labour Mobility Schemes on our private sector workforce. This was featured to the concerns of our private sector on the influence of seasonal employment and the pandemic on our national employment status. Private sector employers had been questioned to record the number of employees they had to lay-off; and have limited working hours because of COVID-19 restrictions.

Table 6: Formal Private Sector Workforce Laid-off & Have Limited Working Hours (due to COVID-19) by Industry and Sex

INDUSTRY	LAID-OFF			LIMITED WORKING HOURS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Agriculture, forestry and fishing	0	0	0	0	0	0
Manufacturing	52	15	67	95	50	145
Electricity, gas, steam and air conditioning supply	7	0	7	0	0	0
Water supply; sewerage, waste management and remedies	4	0	4	2	0	2
Construction	0	0	0	60	12	72
Wholesale and retail trade; repair of motor vehicle	45	45	90	196	784	980
Transportation and storage	2	0	2	3	3	6
Accommodation and food service activities	114	105	219	162	143	305
Information and communication	2	0	2	0	0	0
Financial and insurance activities	4	4	8	25	29	54
Real estate activities	1	2	3	3	2	5
Professional, scientific and technical activities	0	0	0	11	18	29
Administrative and support service activities	46	16	62	71	30	101
Public administration and defense; compulsory social security	1	0	1	0	0	0
Education	0	3	3	11	8	19
Human health and social work activities	5	3	8	3	7	10
Arts, entertainment and recreation	6	1	7	13	16	29
Other service activities	8	11	19	90	125	215
TOTAL	297	205	502	745	1227	1972

As portrayed in Table 6, Accommodation & food service had been affected the most as they terminated contracts of 219 employees, followed by the Wholesale & retail with 90 lay-offs, and Manufacturing with 67 terminations. For limited working hours, Wholesale & retail industry had been the mostly affected with 980 employees being shortened working hours, followed by Accommodation (305) and Manufacturing (145). Therefore, the most affected industries during COVID-19 are Accommodation & food service, Wholesale & retail trade and Manufacturing.

Figure 9: Resignation for Labour Mobility Work by Industry



LMS 2022 discovered also the number of employees resigning from our formal private sector to work for Labour Mobility Schemes in Australia and New Zealand. Even though it was an issue for some sectors, it is also an opportunity for our people to explore new opportunities and better remunerations offered by New Zealand and Australia. This survey recorded a total of 932 resignations for Labour Mobility Schemes. Wholesale & Retail had been most affected industry by these resignations; followed by Accommodation & Food Service and Construction industry. As depicted, male participation rate represented 85 percent of the total resignation for Labour Mobility Scheme with females at 15 percent.

3.1.8 LOWEST WAGE PAYABLE

Table 7: Lowest Minimum Wage Payable in the Formal Private Sector by Sex & Number of Employers

LOWEST WAGE PER HOUR (Tala)	MALE	FEMALE	TOTAL	EMPLOYERS
6.61 and above	70	80	150	83
5.61 - 6.60	82	32	114	41
4.61 - 5.60	150	112	262	133
3.61 - 4.60	438	284	722	226
3.01 - 3.60	307	211	518	195
3.00 Tala (Mandated Minimum Wage)	691	784	1475	325
Below 3.00 Tala	49	31	80	53
TOTAL	1787	1534	3321	1056

The current minimum wage is \$3.00 an hour for all formal private sector employees and LMS 2022 revealed that 691 males and 784 females, a total of 1475 employees are paid at \$3.00 an hour which is

forty-four (44%) percent. About eighty (80) employees are paid below the minimum wage which is only 2.4% percent. These employees are employed within fifty-three (53) employers. Refer Table 7 above.

Table 8: Other forms of Remuneration by Industry and Number of Employers

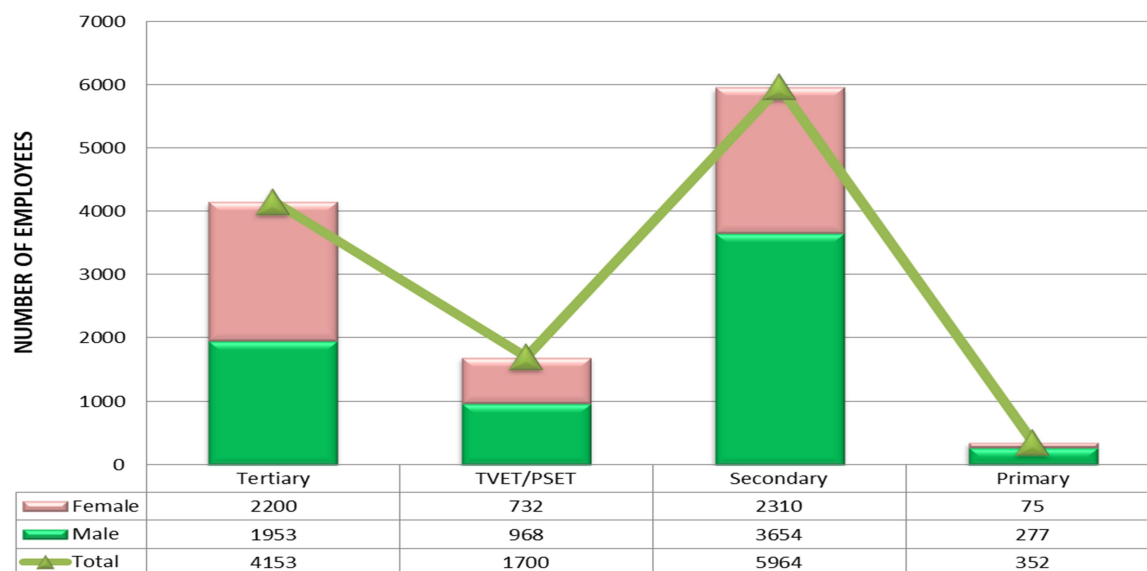
INDUSTRY	CASH BONUS / INSURANCE / COMMISSION	FOOD / GIFTS (gift vouchers & products)	ACCOMODATION / TRANSPORT	TOTAL NUMBER OF EMPLOYERS
Wholesale and retail trade; repair of motor vehicle	168	71	1	240
Accommodation and food service activities	76	31	4	111
Manufacturing	48	16	1	65
Other service activities	42	13	0	55
Administrative and support service activities	30	5	0	35
Professional, scientific and technical activities	24	4	1	29
Financial and insurance activities	16	8	0	24
Construction	15	8	0	23
Transportation and storage	12	8	0	20
Education	13	5	0	18
Human health and social work activities	9	6	0	15
Information and communication	8	3	1	12
Water supply; sewerage, waste management and remedies	8	1	0	9
Public administration and defence; compulsory social security	5	1	1	7
Arts, entertainment and recreation	1	3	0	4
Electricity, gas, steam and air conditioning supply	3	0	0	3
Agriculture, forestry and fishing	0	2	0	2
Real estate activities	0	1	0	1
TOTAL	478	186	9	673

Table 8 is a newly formulated table for LMS 2022 but the question was included in the LMS 2019 Questionnaire. The information being extracted during the survey period signifies that the majority of employers that are paying other forms of remunerations to their employees are Cash Bonus and Insurance Commission Industry which is about 478 employers. Second is Food/Gifts (gift vouchers and products) totaling to 186. Last one is Accommodation/Transport Industry which is only 9. Overall the above table showed that 673 employers are paying other form of remunerations to their employees on top of their normal salaries and wages. This serves as one of the motivating factors for the employees, to continue in the provision of quality services for their employers' clients which also reflects a good image and reputation for any company or industry.

3.1.9 EDUCATIONAL ATTAINMENT

Educational attainment refers to the level of education reached by employees. The 2022 Labour Market Survey revealed that male employees have the highest number of those who reached educational attainment at all level of education except the tertiary level which is dominated by females. There is a significant gap between males and females amongst employees who completed secondary education which is 1,344 male dominant. This is reflected in Figure 10 below.

Figure 10: Formal Private Sector Workforce by Educational Attainment & Sex



3.1.10 BUSINESS FUTURE OUTLOOK

It reveals under table 9 that more potential employment opportunities are available in the future as Samoa's economy is slowly recovering from the impact of COVID 19 restrictions, measles epidemic and the opening of international borders and markets. Table 9 also reflects business expansion at the national level specifically in the Wholesale and retail trade, repair and remedies. Under the same industry, 152 employers are expanding their businesses with possible employment created of 929. Second to the highest is Accommodation and food services which comprised of 84 businesses and 447 potential employment opportunities to be created.

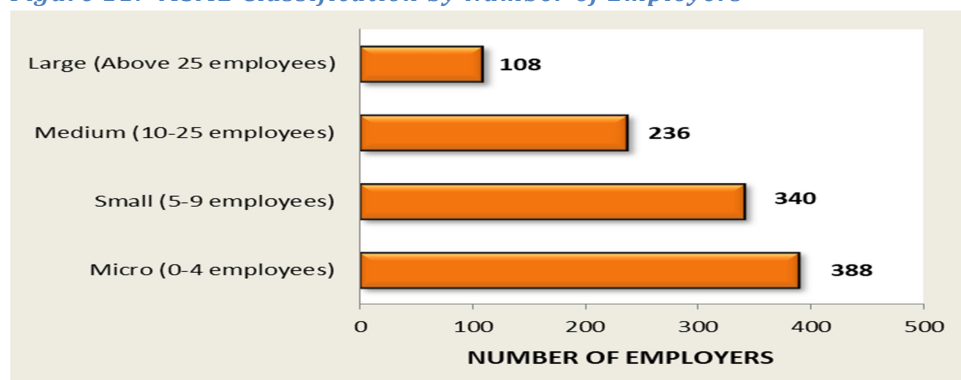
Table 9: Additional Employment Opportunities resulting from Business Expansion

INDUSTRY	EMPLOYERS EXPANDING THEIR BUSINESS	POSSIBLE EMPLOYMENT CREATED		
		MALE	FEMALE	TOTAL
Manufacturing	59	177	171	348
Electricity, gas, steam and air conditioning supply	2	6	3	9
Water supply; sewerage, waste management and remedies	5	25	3	28
Construction	14	180	33	213
Wholesale and retail trade; repair of motor vehicle	142	531	398	929
Transportation and storage	27	89	11	100
Accommodation and food service activities	84	218	229	447
Information and communication	8	19	20	39
Financial and insurance activities	15	24	31	55
Real estate activities	2	5	1	6
Professional, scientific and technical activities	15	43	43	86
Administrative and support service activities	32	117	85	202
Public administration and defense; compulsory social security	2	22	1	23
Education	10	26	24	50
Human health and social work activities	9	14	23	37
Arts, entertainment and recreation	8	11	10	21
Other service activities	52	131	108	239
TOTAL	486	1638	1194	2832

3.1.11 MICRO, SMALL, MEDIUM, LARGE ENTERPRISES CLASSIFICATION

Figure 11 is further useful information specifically the classification of employers into four categories namely micro, small, medium and large enterprises. The outcome of LMS 2022 showed that the majority of employees are employed by Micro industries which consisted of three hundred and eighty-eight (388) employers. There are one hundred and eight (108) industries that employ above twenty-five employees. Overall, the statistics being extracted during the survey revealed that micro and small enterprises provide more employment opportunities.

Figure 11: MSME Classification by Number of Employers



3.1.12 TREND OVER THE PAST SURVEYS

Table 10: Formal Private Sector Workforce recorded over the past Labour Market Surveys

INDUSTRY	2010 (M+F)	2013 (M+F)	2016 (M+F)	2019 (M+F)	2022 (M+F)
Agriculture, Forestry & Fishing	234	38	85	31	8
Manufacturing	1805	1879	1594	1666	1163
Electricity, gas, steam and air conditioning supply	648	47	43	325	337
Water supply; sewerage, waste management and remedies	0	308	28	397	118
Construction	887	729	756	1459	806
Wholesale and retail trade; repair of motor vehicle	2152	2810	3142	5068	3351
Transportation and storage	995	845	828	1366	654
Accommodation and food service activities	2128	2267	1860	2464	1578
Information and communication	0	205	174	469	433
Financial and insurance activities	1837	1130	997	1093	838
Real estate activities	0	0	0	203	24
Professional, scientific and technical activities	0	289	100	320	300
Administrative and support service activities	0	621	330	549	716
Public administration and defense; compulsory social security	18	79	530	460	337
Education	1097	742	91	758	571
Human health and social work activities	910	199	831	252	219
Arts, entertainment and recreation	0	230	43	240	157
Other service activities	0	626	646	1139	537
TOTAL	12711	13044	12078	18259	12147

Table 10 portrays that Wholesale and retail trade; repair of motor vehicle is the only industry that continuously increases its workforce under the Formal Private Sector for the past four surveys (2010 – 2019). The LMS 2022 symbolizes a dramatic reduction under the same industry due to the great impact of COVID-19 restrictions, Measles plus other related factors. Fortunately, it is noted that the number of employers which is covered during LMS 2022 has increased but the number of employees has decreased.

Figure 12: Formal Private Sector Workforce Trend over the Past Surveys

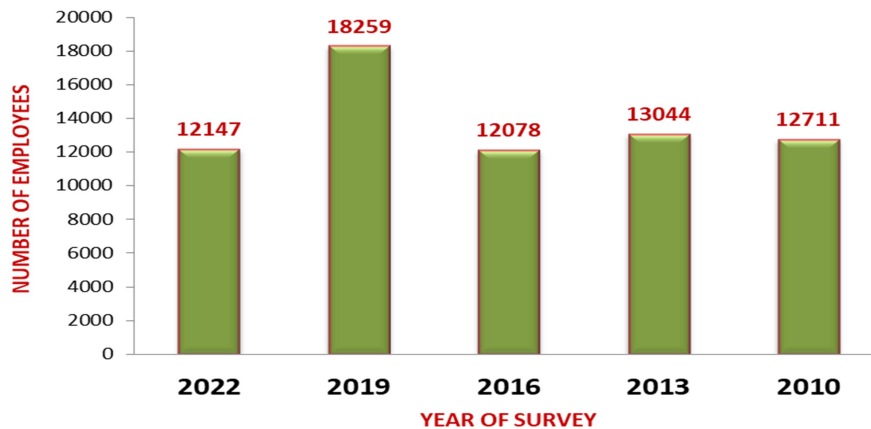
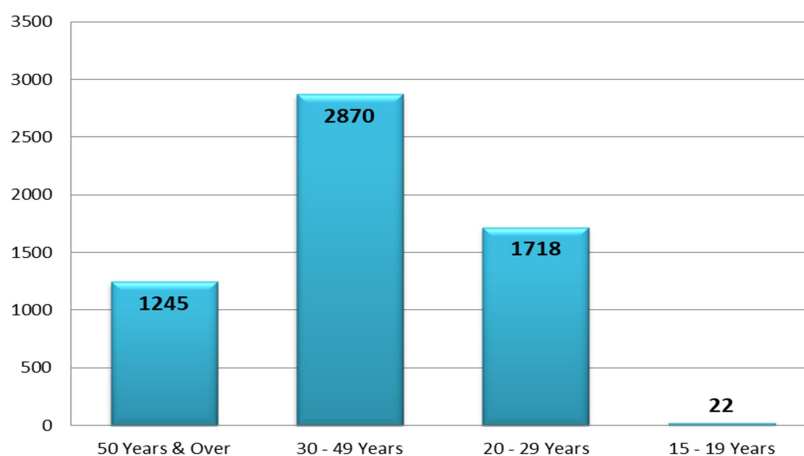


Figure 12 shows the LMS coverage over the past decade of Formal Private Sector Workforce has slightly increased from 2010 to 2013 with a small reduction in 2016. However, a dramatic increase of employees revealed during LMS 2019 by 6,181 in comparison to the 2016 survey. A huge reduction of employees during the recent survey (LMS 2022) due to the fact that many industries and businesses especially the tourism and transport sector were closed during COVID-19 and the Measles restrictions in the year 2020 until 2021. Hence, the majority of industries were slowly recovering during the survey period, despite the number of employers increased.

3.2 PUBLIC SECTOR WORKFORCE

Figure 13: Public Sector Workforce by Age Group



The statistics and information obtained from the Public Service Workforce is usually sourced from the Samoa Public Service Commission. The Public Sector covered by PSC constitutes of government ministries that are guided by the Public Service Act 2004. The information in Figure 13 above symbolizes

that the majority of employees in the Public Service Workforce are between 30-49 years of age which is two thousand, eight hundred and seventy (2870). The second highest group is ranged from 20-29 years and the lowest is 15-19 years of age which is only 22 employees.

3.3 CONSOLIDATED FORMAL SECTOR EMPLOYMENT

Table 11: Formal Sector Employment

SECTOR	TOTAL EMPLOYMENT		
	MALE	FEMALE	TOTAL
Private Sector Employees	7584	6460	14044
<i>Private Sector</i>	<i>6551</i>	<i>5929</i>	<i>12480</i>
<i>SOEs</i>	<i>1033</i>	<i>531</i>	<i>1564</i>
Public Sector	3527	2328	5855
TOTAL	11111	8788	19899

By sectorial division as reflected in Table 11, the Formal Private Sector comprised of Private Sector Employers and State Owned Enterprises (SOEs) makes up 70.6% of the national workforce while the Public Service makes up 29.4%. A decrease is noted in the number of employees in the Private Sector by 12% and a slight increase in the Public Sector by 9.4% during LMS 2022 in comparison to the 2019. It is understandable that despite the many economic challenges that were facing by the country in the last two to three years due to reasons mentioned earlier, the Private Sector has lost only 12% of its workforce while Public Service is increased. Overall the country's employment level is currently stable.

3.4 EMPLOYMENT STANDARDS AND CONDITIONS

3.4.1 ANALYSIS OF AVERAGE WORKING HOURS

The survey findings disclose under Figure 14 showed that the highest average working hours by occupation is "Plant and machine operators, and assemblers which is 41.93 hours, second is Managers and third is Service and Sales Workers. The lowest is Professionals which is 38.89 hours. The majority of occupations have average week working hours above 40 hours except Skilled agricultural, forestry and fishery workers and Professionals. The trend of average normal working hours by occupations showed that there is no significant difference amongst occupations and people tend to work in the areas of Plant and Machine Operators, Managers, and Service & Sales workers rather than the two lowest occupations as mentioned above.

Figure 14: Average Normal Working Hours by Occupation

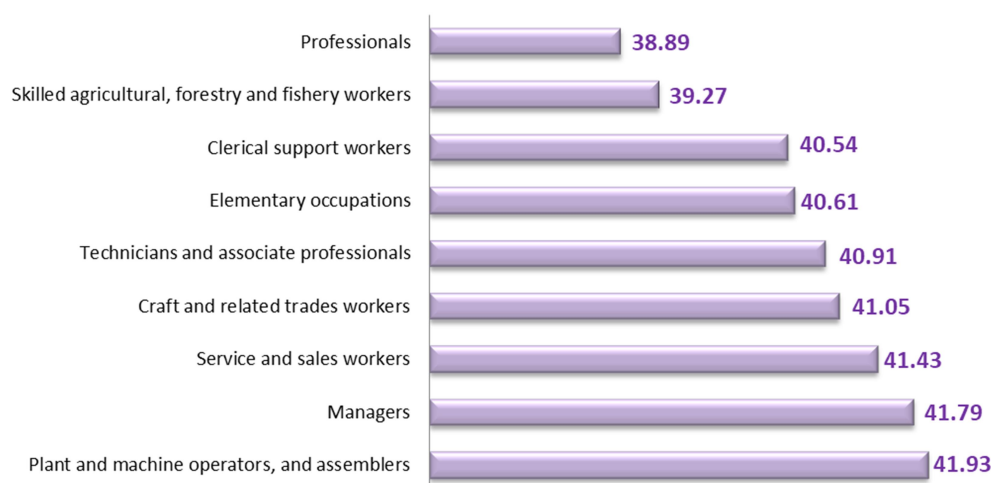


Table 12: Trend of Average Working Hours (Weekly) Over the Past Surveys

OCCUPATION	AVERAGE NORMAL WORKING HOURS (WEEKLY)		
	2022	2019	2016
Plant and machine operators, and assemblers	41.93	40.86	40.17
Managers	41.79	42.54	40.06
Service and sales workers	41.43	42.28	41.1
Craft and related trades workers	41.05	40.79	41.22
Technicians and associate professionals	40.91	40.41	38.9
Elementary occupations	40.61	40.8	40.01
Clerical support workers	40.54	40.13	39.23
Skilled agricultural, forestry and fishery workers	39.27	39.83	40.31
Professionals	38.89	45.68	38.62
AVERAGE	40	41.33	39.96

The outcome of the LMS 2022 under Table 12 depicted that there was not much difference for most occupations in terms of average working hours per week in comparison to the surveys of 2019 and 2016 except “Professionals” with Skilled Agricultural Forestry and Fishery. The majority of average working hours in most occupations ranged from 41 to 40 hours except the two occupations as mentioned earlier. This is an indication that all categories of employees are involved right from the planning to the operational level.

3.4.2 ANALYSIS OF AVERAGE EARNINGS

There is a significant decrease of average weekly earnings for employees at Manufacturing Industry from \$1,445.15 tala during LMS 2019 to only \$300.69 at LMS 2022. This is similar to the Public Administration & Defense, Compulsory Social Security which was \$582.26 tala in 2019 and only \$125.00 during LMS 2022. Some of the attributing factors to the huge reduction includes the closure of Samoa Breweries; and lay-off of employees at manufacturing industries during COVID-19 plus restrictions of the measles epidemics. This is clearly illustrated under Figure 15.

Figure 15: Average Weekly Earnings by Industry (All Employees)

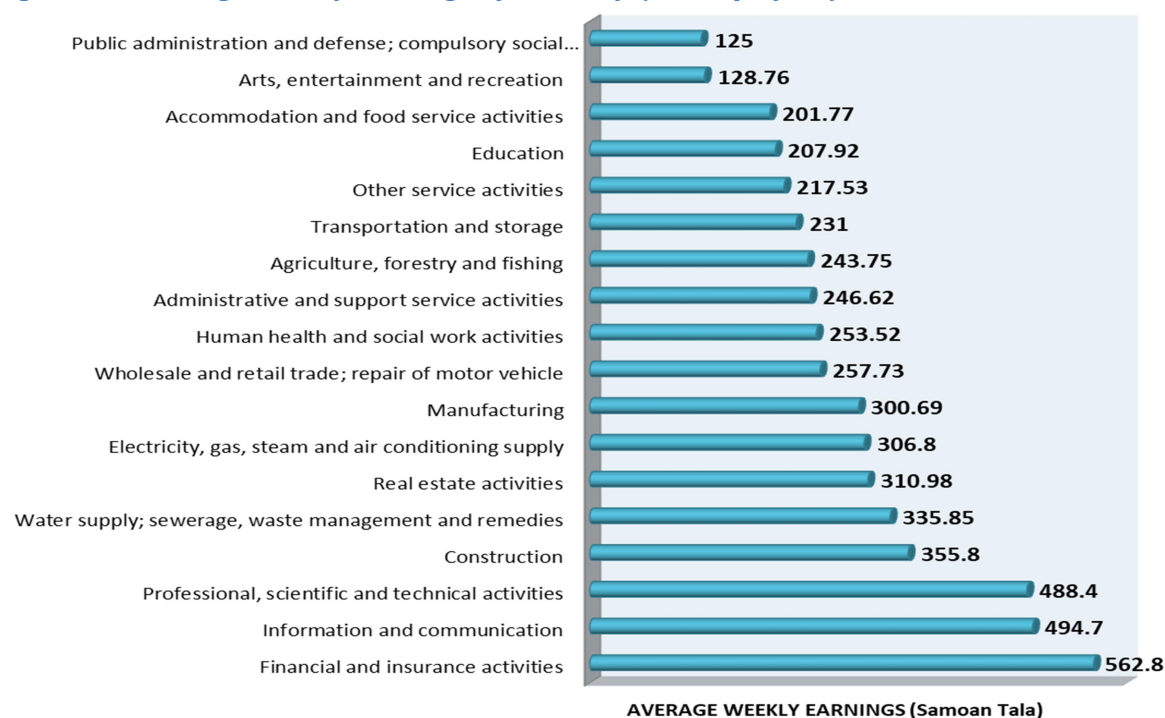


Table 13: Average Weekly Earnings by Industry & Sex

INDUSTRY	MALE	FEMALE	AVERAGE NORMAL WEEKLY EARNING
Agriculture, forestry and fishing	153.75	90	243.75
Manufacturing	171.41	129.09	300.69
Electricity, gas, steam and air conditioning supply	275.8	31	306.8
Water supply; sewerage, waste management and remedies	217.39	118.45	335.85
Construction	309.29	46.51	355.8
Wholesale and retail trade; repair of motor vehicle	143.91	113.69	257.73
Transportation and storage	175.22	53.13	231
Accommodation and food service activities	91.94	109.2	201.77
Information and communication	322.59	172.11	494.7
Financial and insurance activities	225.25	337.56	562.8
Real estate activities	202.38	108.61	310.98
Professional, scientific and technical activities	175.03	313.37	488.4
Administrative and support service activities	136.07	110.55	246.62
Public administration and defense; compulsory social security	0	125	125
Education	81.18	126.73	207.92
Human health and social work activities	92.3	161.23	253.52
Arts, entertainment and recreation	89.19	39.57	128.76
Other service activities	125.88	91.65	217.53
Average	166.03	126.52	292.76

Table 13 reflected that Financial and insurance activities had the highest weekly earnings by industry during LMS 2022 which is \$562.80 tala. This was not the case in the LMS 2019 where Manufacturing Industry topped the weekly average earning which was \$1444.15 tala. Second to the highest is Information and communication industry. Thirdly is Information and communication industry. Overall, the 3 top industries for this survey (LMS 2022) are different from the top three industries in the LMS 2019.

3.4.3 WORKING CONDITIONS AND ENTITLEMENTS

Figure 16: Employers’ Awareness of Entitlements under Labour & Employment Relations Act (LERA) 2013

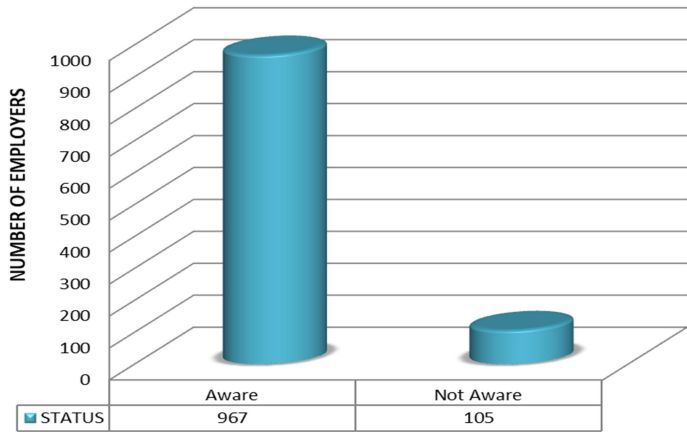
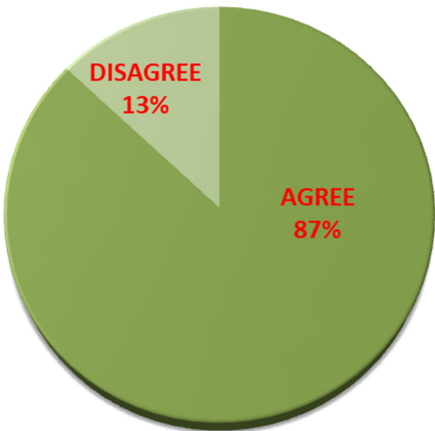


Figure 16 signified that the majority of employees covered under the LMS 2022 are well aware about working conditions, entitlements plus legal obligations and rights of both employers and employees under the Labour and Employment Relations Act (LERA 2013). The LERA 2013 clearly stipulates the need for all employees to have sufficient rest in line with health and safety measures; that normal hours of work per week shall not exceed 40 hours. The Labour and Employment Amendment Act 2023 has been passed by Parliament and will commence in February 2024. In addition, the ministry coordinates more awareness programs to increase knowledge and to further promote awareness of employees, employers, stakeholders and the public on their legal obligations.

Figure 17: Ensuring Safe Workplace from Harassment – Employer’s responsibility (Agree/Disagree)



This is a new graph which consolidated the responses from the employers during the survey period. The responses being extracted from the employers during the LMS 2022 showed that only a minimal number that disagreed which is only thirteen (13%) percent. Figure 17 above revealed that the majority of employers agreed that it is an employer's responsibility to ensure safe workplace for employees in terms of harassment. Furthermore, employers had been questioned of the actions and measures taken to ensure safety in workplace, and is further identified in Appendix 5.1.

3.4.4 OCCUPATIONAL SAFETY AND HEALTH (OSH)

The LMS 2022 included questions relating to the status of Occupational Safety & Health (OSH) in workplaces and therefore assist the ministry in monitoring of the OSH Act 2002 & Regulation 2017, guidelines and the national OSH Framework 2018. The following tables (14 – 18) indicated employers' compliance with OSH requirements and safety measures in their workplaces.

Table 14: Number of Employers with OSH Policy

INDUSTRY	NUMBER OF EMPLOYERS
Agriculture, forestry and fishing	1
Manufacturing	37
Electricity, gas, steam and air conditioning supply	3
Water supply; sewerage, waste management and remedies	5
Construction	20
Wholesale and retail trade; repair of motor vehicle	99
Transportation and storage	15
Accommodation and food service activities	63
Information and communication	5
Financial and insurance activities	19
Real estate activities	2
Professional, scientific and technical activities	20
Administrative and support service activities	19
Public administration and defense; compulsory social security	7
Education	20
Human health and social work activities	11
Arts, entertainment and recreation	6
Other service activities	20
TOTAL	372

Employers must have an OSH management system in their respective workplaces in accordance with OSH legislation. This is one of the new additional questions to the LMS 2022 questionnaire. As reported by the survey, only 372 employers covered have OSH policies to safeguard employees in their place of work which accounted for 34.7 percent of all employers covered. Employers in the Wholesale & Retail industry have the highest number in compliance; accounting for 26.6 percent, followed by Accommodation & Food service with 16.9 percent and Manufacturing industry with 10 percent.

Table 15: Number of Employers with OSH Officer

INDUSTRY	NUMBER OF EMPLOYERS
Agriculture, forestry and fishing	1
Manufacturing	22
Electricity, gas, steam and air conditioning supply	3
Water supply; sewerage, waste management and remedies	5
Construction	16
Wholesale and retail trade; repair of motor vehicle	67
Transportation and storage	9
Accommodation and food service activities	37
Information and communication	6
Financial and insurance activities	9
Real estate activities	2
Professional, scientific and technical activities	12
Administrative and support service activities	11
Public administration and defense; compulsory social security	4
Education	15
Human health and social work activities	4
Arts, entertainment and recreation	2
Other service activities	16
TOTAL	241

The LMS 2022 recorded approximately 241 employers out of 1072 recruited OSH officers in their workplace. The significant reduction of 84 employers when compared to the 2019 LMS indicated less compliance of employers in establishing designated OSH officers. The top three ranking of employer's compliance are found in Wholesale & Retail, Accommodation & Food service and Manufacturing industries, accounting for 52 percent of total employers who have put in place OSH Officers. The disaggregation of employers with OSH Officers by industry is reflected in Table 15 above.

Table 16: Number of Employers with Evacuation Plans by Industry

INDUSTRY	NUMBER OF EMPLOYERS
Agriculture, forestry and fishing	1
Manufacturing	51
Electricity, gas, steam and air conditioning supply	3
Water supply; sewerage, waste management and remedies	7
Construction	24
Wholesale and retail trade; repair of motor vehicle	174
Transportation and storage	22
Accommodation and food service activities	100
Information and communication	10
Financial and insurance activities	27
Real estate activities	0
Professional, scientific and technical activities	23
Administrative and support service activities	35
Public administration and defense; compulsory social security	10
Education	28
Human health and social work activities	15
Arts, entertainment and recreation	7
Other service activities	44
TOTAL	581

Evacuation plans are important to keep employees well informed in times of emergencies and natural disasters. Table 16 portrayed the disaggregation of employers who have evacuation plans in workplaces in response to emergency situations. There is a slight increase of 34 in number of employers with evacuation plans in this survey when compared to the 2019 LMS. The top three industries with higher employers' compliance are Wholesale & Retail trade, Accommodation & Food service and Manufacturing accounting for more than 55 percent of employers with Evacuation Plans.

Table 17: Number of Employers that provide Personal Protective Equipment (PPE)

INDUSTRY	NUMBER OF EMPLOYERS
Agriculture, forestry and fishing	1
Manufacturing	51
Electricity, gas, steam and air conditioning supply	4
Water supply; sewerage, waste management and remedies	4
Construction	29
Wholesale and retail trade; repair of motor vehicle	177
Transportation and storage	20
Accommodation and food service activities	95
Information and communication	7
Financial and insurance activities	14
Real estate activities	2
Professional, scientific and technical activities	15
Administrative and support service activities	29
Public administration and defense; compulsory social security	5
Education	13
Human health and social work activities	17
Arts, entertainment and recreation	4
Other service activities	47
TOTAL	534

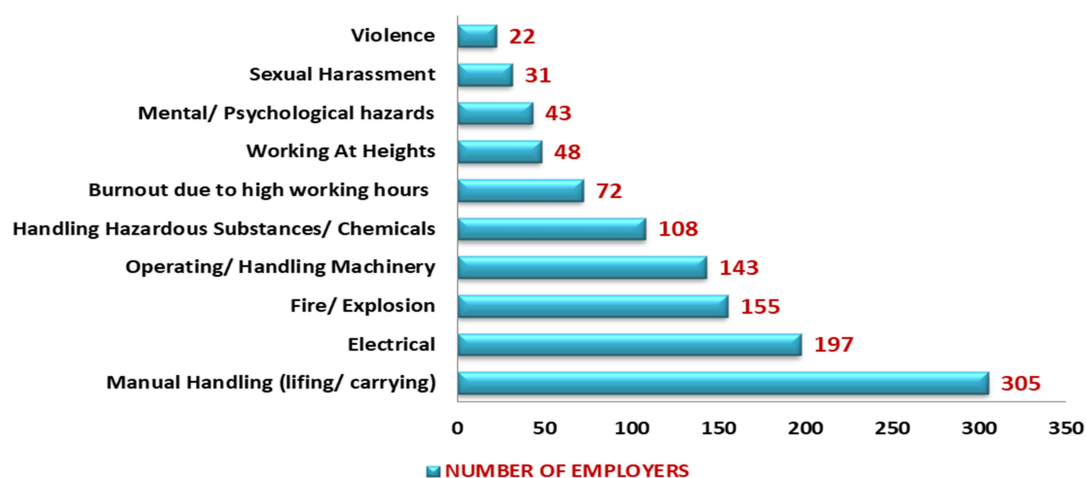
Employers are required to provide, maintain and make accessible to employee's personal protective equipment (PPE) necessary to avoid injury or to reduce the risk to their health and safety, as stipulated under Section 15(a) of the Occupational Safety and Health Act (OSH) 2002. Table 17 above reflected on employers' compliance in provision of Personal Protective Equipments (PPE) for employees in their workplaces. About 49.8 percent of all employers covered in this survey complied with the PPE provision requirement, which is an increase of 110 employers from the LMS 2019. Wholesale & Retail trade, Accommodation & Food service and Manufacturing had been the three industries with high percentage of compliance.

Table 18: Number of Employers with Accident Register by Industry

INDUSTRY	NUMBER OF EMPLOYERS
Agriculture, forestry and fishing	1
Manufacturing	36
Electricity, gas, steam and air conditioning supply	4
Water supply; sewerage, waste management and remedies	4
Construction	17
Wholesale and retail trade; repair of motor vehicle	107
Transportation and storage	13
Accommodation and food service activities	60
Information and communication	6
Financial and insurance activities	12
Real estate activities	2
Professional, scientific and technical activities	16
Administrative and support service activities	24
Public administration and defense; compulsory social security	4
Education	13
Human health and social work activities	10
Arts, entertainment and recreation	6
Other service activities	20
TOTAL	355

The presence of an Accident Register in workplaces is essential for documentation of all incidents and injuries and making sound decisions for the protection of employees from risks and hazards. LMS 2022 reported that 33.1 percent of all employers covered complied with accident register requirement. This shows a slight increase of 28 more employers in comparison to the 2019 LMS. Again the Wholesale & Retail trade, Accommodation and Manufacturing have the highest numbers of employers in compliance during this survey accounting for 57 percent of the total employers with Accident Registers in their workplaces. The disaggregation of employers with accident register by industry is shown in Table 18 above.

Figure 18: Most Common Hazards by Number of Employers



The additional questions for this survey also included the hazards that are faced by employees and employers on a daily basis. Employers had been questioned to identify the most common hazards within

their place of work. Table 19 portrayed that the three most common hazards within the private sector is “Manual Handling” which was identified by 305 employers (28 percent), “Electrical” hazard with 197 employers (18%) and “Fire/ Explosion” hazard identified by 155 employers (14 percent). Although the government put forward numerous measures to eliminate violence, LMS 2022 revealed that 31 employers identified “sexual harassment” as a hazard in their workplace while 22 employers identified “Violence” as a common hazard.

3.4.5 DISCRIMINATION IN THE WORKPLACE

The Prohibition of discrimination in workplaces is legally bounded under the Labour and Employment Relations Act 2013. This section determined the status of discrimination in the private sector through fair salary, working entitlements, sex, race, age and disability. Table 19 revealed that over 90 percent of the 1,072 employers surveyed agreed and treated their employees with a fair salary and working entitlements.

Furthermore, more than 98 percent of employers surveyed stated that their employees are not discriminated against whether by sex, race, age or disability. This means that less than 2 percent of the total employers showed existence of these forms of discrimination.

Table 19: State of Discrimination in the Workplace from Employers’ Perspective

CATEGORY	STRONGLY AGREE	AGREE	STRONGLY DISAGREE	DISAGREE
Fair Salary	292	696	44	40
Equally Paid	296	628	41	107
Fair Treatments - Work Entitlement	311	687	47	27
Sex	3	13	752	304
Race	3	10	757	302
Age	3	13	753	303
Disability	4	14	758	296

3.5 SKILLS SHORTAGES AND TRAINING NEEDS

3.5.1 SKILL SHORTAGE

One of the core objectives for labour market surveys is the identification of skills shortage and training needs in the private sector. This is a common concern amongst employers, to breach skills gaps that are present in the labour market.

Table 20: Indicative Skill Shortage by Industry & Occupation

INDUSTRY	MANAGERS	SERVICE & SALES WORKERS	CLERICAL SUPPORT WORKERS	TECHNICIANS & ASSOCIATE PROFESSIONALS	PROFESSIONALS	CRAFT & RELATED TRADE WORKERS	SKILLED AGRICULTURAL, FORESTRY & FISHERY WORKERS	PLANT & MACHINE OPERATORS	ELEMENTARY WORKERS	TOTAL
Agriculture, forestry and fishing	0	0	0	0	0	0	0	1	0	1
Manufacturing	0	3	3	6	5	27	0	9	1	55
Electricity, gas, steam and air	0	0	0	1	0	1	0	0	0	2
Water supply; sewerage, waste management and remedies	0	0	1	0	0	0	0	1	0	2
Construction	0	0	1	0	1	17	0	11	3	33
Wholesale and retail trade; repair of motor vehicle	6	54	11	12	3	40	0	5	6	141
Transportation and storage	0	1	2	7	0	0	0	3	1	14
Accommodation and food service	3	60	13	28	2	2	0	3	26	138
Information and communication	1	0	1	7	2	0	0	1	0	12
Financial and insurance activities	0	0	3	3	0	3	0	0	0	9
Real estate activities	0	0	0	1	0	0	0	0	0	1
Professional, scientific and technical	0	0	2	6	5	1	0	0	0	14
Administrative and support service	0	6	7	0	2	4	0	2	0	21
Public administration and defense; compulsory social security	0	0	0	0	1	0	0	0	0	1
Education	0	0	1	1	9	0	0	0	0	11
Human health and social work activities	0	2	1	5	2	0	0	0	0	10
Arts, entertainment and recreation	2	0	1	1	0	3	0	0	0	7
Other service activities	0	17	1	4	0	2	0	1	2	27
TOTAL	12	143	48	82	32	100	0	37	39	499

This survey reported 499 employers who had indicative skills shortage with their employees accounting for 46.5 percent of total employers covered. There is a significant increase in number of employers to have skills shortage, when compared the 2019 LMS. Wholesale and retail trade industry had the highest number of employers (141) to have skills shortages, followed by Accommodation & food service (138) and Manufacturing (55) industries. The same pattern occurred over the past three surveys.

In terms of occupational status; the top three occupations identified by employers to have skills shortage are Service & sales workers, Craft & related trade workers and Technicians & Associate Professionals. Moreover, the classification of skills shortages by industry and number of employers are listed in Appendix 4.2.

3.5.2 TRAINING NEEDS

The training needs questions focused on employers' needs to identify the specific trainings they need to equip their employees for improvement of performance and quality service. Table 21 portrayed the number of employers and employees with training needs by industry in the private sector.

Table 21: Number of Employers & Employees with Training Needs By Industry

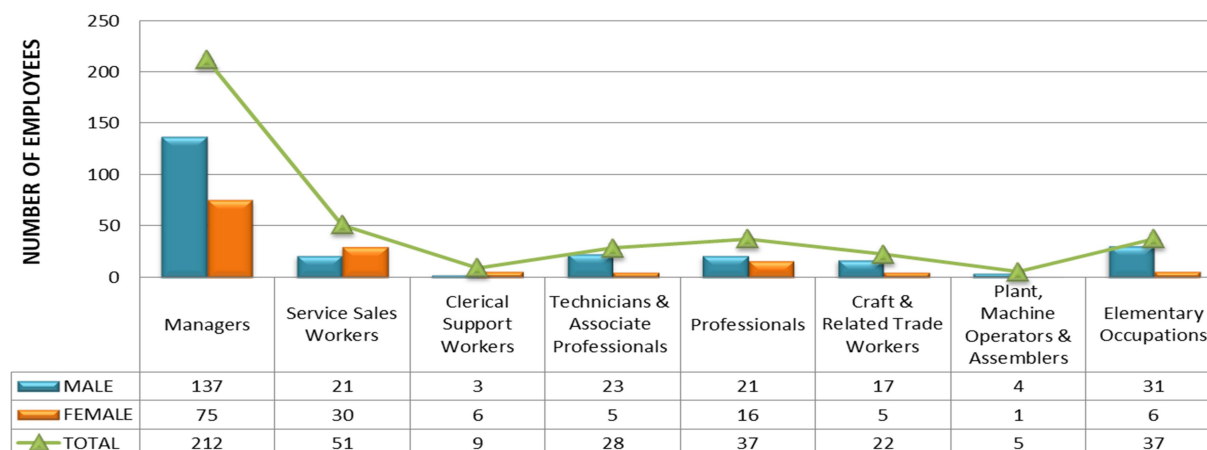
INDUSTRY	NUMBER OF EMPLOYERS WITH TRAINING NEEDS	NUMBER OF EMPLOYEES WITH TRAINING NEEDS
Manufacturing	65	322
Electricity, gas, steam and air conditioning supply	5	168
Water supply; sewerage, waste management and remedies	5	14
Construction	23	76
Wholesale and retail trade; repair of motor vehicle	128	512
Transportation and storage	15	108
Accommodation and food service activities	127	505
Information and communication	16	53
Financial and insurance activities	33	151
Professional, scientific and technical activities	31	84
Administrative and support service activities	26	327
Public administration and defense; compulsory social security	5	11
Education	24	145
Human health and social work activities	16	47
Arts, entertainment and recreation	14	46
Other service activities	49	96
TOTAL	582	2665

Table 21 above indicated a number of 582 employers with training needs, an estimate of 58.3 percent of total employers covered. Apart from the number of employees, 19 percent (2665 employees) of the total workforce needed trainings for improvement of their work. The number of employees with training needs reduced compared to the 2019 LMS whilst employers' number increased. Furthermore, the specific trainings needed by employers and employees in the private sector are listed in Appendix 4.3.

3.6 EXPATRIATE EMPLOYEES

The increase of expatriate employees or non- Samoan citizens who are employed in Samoa and holds a Foreign Employee Employment Permit (FEEP) is reflected according to the outcome of LMS 2022 which is 401 in comparison to the 156 during LMS 2019.

Figure 19: Number of FEEP Issued by Occupation & Sex



As depicted in Figure 19 above, “Managers” has the highest number of FEEP issued. This is followed by “Service Sales Workers” in the 2nd place. “Elementary Occupations” and “Professionals” came equal in the 3rd place and fourth is “Technicians and Associate Professionals”. The issuance of FEEP to non-citizens employees is male dominant and some of the reasons of hiring foreign employees is due mainly to the nature of jobs and the technical expertise required for the work is not found locally, and also the fact that the hiring of employees are to align with foreign companies policies.

Table 22: FEEPs Issued by Age Group & Sex

AGE GROUP	MALE	FEMALE	TOTAL
20 - 29 Years	52	28	80
30 - 49 Years	164	94	258
50+ Years	39	22	61
15 - 19 Years	1	0	1
Below 15 Years	1	0	1
TOTAL	257	144	401

The majority of FEEP issued to expatriate employees as depicted in Table 22 is between the ages of 30-49 years with male dominant. A dramatic increase is noted in relation to the total number of FEEP issued according to the survey findings of LMS 2022 which is 401 in comparison to 156 in 2019. This is due to the nature of the employment plus the technical expertise required at managerial level. Furthermore, disaggregation by age group shows that 64% of FEEP issued are to foreign employees aged 30-49 years and second to the largest is between 20-29 years.

Table 23: Number of Foreign Employee Employment Permit Issued by Survey Years

OCCUPATION	2022			2019			2016		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
Managers	137	75	212	51	16	67	15	10	25
Professionals	21	16	37	10	8	18	34	24	58
Technicians and associate professionals	23	5	28	13	3	16	29	25	54
Clerical support workers	3	6	9	3	2	5	7	18	25
Service and sales workers	21	30	51	10	10	20	14	16	30
Skilled Agricultural, Forestry & Fishery Workers	0	0	0	0	1	1	4	0	4
Craft and related trades workers	17	5	22	15	3	18	36	7	43
Plant and machine operators, and assemblers	4	1	5	8	0	8	14	4	18
Elementary occupations	31	6	37	1	2	3	20	8	28
TOTAL	257	144	401	111	45	156	173	112	285

There is a continuous increase of Foreign Employee Employment Permit issued from the last three years, 2016, 2019 and LMS 2022 as indicated in the table above. The majority are in the managerial occupation which is a challenge to local Training Institutions and employers whether the supply and demands are matched with skills required in the local labour market.

3.7 GREEN JOBS

Table 24: Number of Green Jobs by Industry & Sex

INDUSTRY	MALE	FEMALE	TOTAL
Manufacturing	45	20	57
Electricity, gas, steam and air conditioning supply	42	6	48
Water supply; sewerage, waste management and remedies	19	0	19
Construction	319	0	319
Wholesale and retail trade; repair of motor vehicle	72	28	100
Transportation and storage	21	4	25
Accommodation and food service activities	72	18	90
Financial and insurance activities	3	0	3
Real estate activities	0	0	0
Professional, scientific and technical activities	83	119	202
Administrative and support service activities	32	15	47
Public administration and defense; compulsory social security	2	2	4
Education	40	25	65
Human health and social work activities	9	18	27
Arts, entertainment and recreation	5	0	5
Other service activities	82	64	146
TOTAL	846	319	1157

The Construction industry as signified in Table 24 above had the highest number of green Jobs and it is male dominant given the nature of the job. Second to the highest is Professional, scientific and technical activities and is dominated by females. Total number of employees that are employed under green jobs from the surveyed industries during LMS 2022 is 1157 in comparison to the 508 in 2019. This is a good indication that industries are tending to prioritize the generation of green jobs to prevent our environment from the impacts of climate change. Furthermore, the need for green jobs is specifically focused to protect the environment, reducing pollution, increasing renewable energy or using natural or organic materials for production.

Table 25: Identification of Green Jobs by Industry

INDUSTRY/TYPES OF GREEN JOBS	NUMBER OF EMPLOYERS WITH GREEN JOBS
Accommodation and food service activities	25
Gardeners/Landscapers/Lawnmowers, Recyclers,Maintenance,Cleaner,Rubbish collectors	
Administrative and support service activities	4
Maintenance, Groundsman/Landscaper	
Construction	6
Oil Leakage Repairer, Roadside Drainage Cleaner, Roadside lawnmower	
Education	7
Maintenance, Gardener/Groundsman	
Electricity, gas, steam and air conditioning supply	2
Waste water recycle operator, electrician	
Financial and insurance activities	1
Landscaper	
Human health and social work activities	2
Gardener	
Manufacturing	10
Cleaner/ Waste water recycle operator/Gardener/Drainage cleaner/Farmer/Lawnmower	
Other service activities	4
Maintenance,Planter,Groundsman,Organic field worker	
Professional, scientific and technical activities	5
Waste water recycler/Recycler, e-waste operator	
Public administration and defense; compulsory social security	4
Plastic recycle operator, Contractor, Project officer,cleaner	
Real estate activities	0
Transportation and storage	5
Solar system operator/Electrician,Maintenance,Port facility Cleaner	
Water supply; sewerage, waste management and remedies	4
Maintenance, General waste collector,ELV collector,Sorter	
Wholesale and retail trade; repair of motor vehicle	22
Gardener/Groundsman,Mechanic,Lawnmower/cleaner,Recycler,Farmer,Rubb ish collector,Maintenance,E-waste coordinator, Oil Storage cleaner	
TOTAL	101

Table 25 reflected the particular types of green that may be present in the Samoa Labour Market. The above table signified that Accommodation and food services activities have the highest number of employers with green jobs which is 25. Second is the Wholesale & Retail trade, Repair of Motor Vehicles & Motor Cycle with 22 employers. These are the same industries that had highest number of identified green jobs according to the outcome of LMS 2019.

4. CONCLUSION

The LMS 2022 revealed a dramatic and substantial increase in terms of survey coverage and sample compared to previous surveys for the last two years, 2016 and 2019. This is the 3rd survey that has utilized the ONE MCIL on Line System for coding, data entry, tabulation, analysis and report writing processes. The 2022 LMS included new information which derived and extracted from additional questions and sub questions under LMS 2022 Questionnaire. For example, the most common hazards to workers in businesses, staff turnover in terms of termination and staff being laid off during COVID 19, limited working hours and employees who left the country for Seasonal Employment. Moreover, LMS 2022 questionnaire includes additional sub questions about sexual harassment at workplace, to ensure employees are safe from violence and sexual harassment and also employees' entitlements as stipulated under Labour and Employment Amendment Act 2022.

The LMS 2022 data collection was carried out from August to November 2022 This survey continues to utilize international survey standards such as International Standards for Classification of Occupations (ISCO 2008) and International Standards for Classification of Industry (ISIC-R4).

Lastly, the LMS 2022 had the following objectives: (1) To update the Formal Private Sector Workforce Profile ;(2) To identify employment matters in demand and ensure the supply side is aligned with what is required in the labour market of formal private sector; (3) To identify the effects of COVID-19 and Seasonal Employment Scheme on our national workforce; (4) To identify training needs, skills shortages, challenges and future plans of employers.

5. APPENDIX

5.1 Actions by Employers to Ensure Safety in Workplaces by Industry

INDUSTRY	ACTIONS TAKEN TO ENSURE SAFETY WORKPLACE	NUMBER OF EMPLOYERS	TOTAL
Accommodation and food service activities	Communicate with employees if issues arise	45	124
	Prayer sessions every morning before work starts	3	
	Staff meetings to discuss issues/awareness programs	38	
	Report to police/security	12	
	Open Door Policy/ Follow rules/policy in place to follow	14	
	No issues/matters in place	12	
Administrative and support service activities	Communicate with employees if issues arise	12	39
	Prayer sessions every morning before work starts	1	
	Staff meetings to discuss issues/awareness programs	15	
	Report to police/security	2	
	Follow rules/Policy in place to follow	7	
	No issues/matters in place	2	
Agriculture, forestry and fishing	Communicate with employees if issues arise	1	2
	Staff meetings to discuss issues/awareness programs	1	
Arts, entertainment and recreation	Communicate with employees if issues arise	4	12
	Staff meetings to discuss issues/awareness programs	3	
	Follow rules/Policy in place to follow	3	
	No issues/matters in place	2	
Construction	Communicate with employees if issues arise	3	21
	Staff meetings to discuss issues/awareness programs	10	
	Report to police/security	2	
	Follow rules/Policy in place to follow	3	
	Terminate employee if causes harassment	1	
	No issues/matters in place	2	
Education	Communicate with employees	5	28
	Staff meetings to discuss issues/awareness programs	12	
	Follow rules/Policy in place to follow	9	
	No issues/matters in place	2	
Electricity, gas, steam and air conditioning supply	Conduct awareness on Policies in relations with Code of Conduct	1	3
	Follow rules/Policy in place to follow	2	
Financial and insurance	Communicate / Monitor employees	11	27

activities	Terminate employee if causes harassment	1	
	Staff meetings to discuss issues/awareness programs	4	
	Report to police	2	
	Follow rules/Policy in place to follow	8	
	No issues/matters in place	1	
Human health and social work activities	Communicate/Monitor employees	4	18
	Terminate employee if causes harassment	1	
	Staff meetings to discuss issues/awareness programs within the workplace	2	
	Report to Police/ HR	3	
	Policy in place for employees to follow	5	
	No issues/matters in place	3	
Information and communication	Communicate/Monitor employees	1	13
	Conduct investigation if happened	1	
	Staff meetings to remind employees of office's policies	4	
	Policy in place for employees to follow	6	
	No issues/matters in place	1	
Manufacturing	Communicate/Monitor employees	21	67
	Staff meetings to remind employees of office's policies	15	
	Report to police/security	5	
	Policy in place for employees to follow	11	
	No issues/matters in place	15	
Other service activities	Communicate/Monitor employees/Prayer sessions before work starts	26	57
	Staff meetings to remind employees of office's policies/conduct awareness programs for employees	15	
	Report to Police	3	
	Policy in place for employees to follow	9	
	No issues/matters in place	4	
Professional, scientific and technical activities	Communicate/Monitor employees/Prayer sessions before work starts	12	36
	Termination of employment if causes harassment within workplace	2	
	Staff meetings to remind employees of office's policies	4	
	Report to Police	2	
	Policy in place for employees to follow	12	
	No issues/matters in place	4	
Public administration and defense; compulsory social security	Communicate/Monitor employees	2	8
	Conduct meetings/trainings for employees regarding harassment within workplace	2	
	Open Door Policy/ Follow rules/policy in place to follow	4	

Real estate activities	Communicate/Monitor employees	1	3
	Open Door Policy/ Follow rules/policy in place to follow	2	
Transportation and storage	Communicate/Monitor employees	12	31
	Staff meetings to remind employees of their safety	10	
	Policy in place for employees to follow	8	
	No issues/matters in place	1	
Water supply; sewerage, waste management and remedies	Staff meetings to remind employees of office's policies	3	7
	Policy in place for employees to follow	1	
	No issues/matters in place	3	
Wholesale and retail trade; repair of motor vehicle	Communicate/Monitor employees	101	227
	Terminate employee if causes harassment	4	
	Conduct investigation if harassment happened	1	
	Staff meetings to remind employees of office's policies/conduct awareness programs for employees	54	
	Report to police/security	12	
	Policy in place for employees to follow	30	
	No issues/matters in place	25	
TOTAL			723

5.2 Skills Shortages Identification

INDUSTRY	GENERIC SKILLS	JOB SPECIFIC SKILLS	ATTITUDE	EMPLOYERS WITH SKILL SHORTAGE
Accommodation and food service activities	Customer service	Culinary/Cooking/Baking skills	Honesty	135
	Management and leadership skills	Housekeeping skills	Punctual	
	Communication skills	Stock control skills	Ethical	
	Hygiene	Computer literacy	Reliable	
		Hospitality skills		
		Carpentry/Welding/Air conditioning skills		
		Waitress and bartending skills		
		Finance/Accounting skills		
		Maintenance and security skills		
		Catering skills		
Administrative and support service activities	Language and communication skills	Mechanic skills	Honesty	18
	Management skills	Consulting skills	Motivation	
	Being organized	Computing skills	Ethical	
	Administration	Truck driving skills	Punctual	
		Report writing		
		Customer service		
Agriculture, forestry and fishing	Fishing skills			1
Arts, entertainment and recreation	Management and leadership skills	Mechanical skills		7
		Carpentry and welding skills		
		Accounting and report writing skills		
		Communication skills		
		Cooking skills		
Construction		Carpentry skills		26
		Electrical skills		
		Engineer and Mechanic skills		
		Plumbing skills		
		Accounting software and Computer skills		
		Land surveying skills		
		Machine/Heavy duty machinery operating skills		

Education	Communication skills	Teaching skills	Honesty	6
		Literacy and numeracy skills	Respect	
		Science and mathematics skills		
		Computing skills		
Electricity, gas, steam and air conditioning supply		Servicing auxiliary equipment for generation equipment		2
		Servicing LPG Appliances & Installations		
Financial and insurance activities	Drawing and cutting stencils skills	Computer literate skills		9
	Designing and measurement skills	Reconciliation skills		
	Language	Finance/ Accounting skills		
		Report writing		
Human health and social work activities	Leadership skills	Therapy skills		10
	Massage skills	Clinical Counseling skills		
	First aid training	Disaster management skills		
		Mechanical skills		
		Computer and medical machine operator		
Information and communication	Customer relation	Telecommunication skills		12
	Administration skills	Marketing skills		
	Safe driving skills	Photography and designing skills		
		Computing skills and application		
		Reporting and analyzing data		
		IT skills		
		Technology configuration		
		Software and innovative solutions		
Manufacturing	Decorating skills	Butchery skills	Honesty	50
	Communication skills	Sewing skills	Commitment	
	Coffee making skills	Scientific skills		
		Accounting and computer skills		
		Mechanical and technical literate skills		
		Carpentry and welding skills		
		Jewelry making skills		
		Painting skills		
		Hard and software repairing skills		

Other service activities	Time management	Hair dressing/styling skills	Honesty	23
	Customer service skills	Massaging skills		
	Communication skills	Beautician skills		
		Engineering and mechanical skills		
		Nail tech skills		
Professional, scientific and technical activities	Customer service skills	Legal research skills and court litigation		12
		Computer skills		
		Accounting skills		
		Engineering skills		
		Photography and Photoshop skills		
		Report writing skills		
Public administration and defense; compulsory social security		Civil Engineering skills		1
Real estate activities	Time management	PC skills		1
		Typing skills		
Transportation and storage	Communication skills	Civil and mechanic engineering skills	Behaviour	12
	Public relations	Computer literate	Attendance	
		Finance skills	Interest	
Water supply; sewerage, waste management and remedies		Computer skills		2
		Truck driving skills		
Wholesale and retail trade; repair of motor vehicle	Language	Computer skills	Common sense	130
	Driving skills	Motor mechanic and engineering skills	Trustworthy	
	Organization skills	Technical skills	Professionalism	
	Communication	Marketing skills	Honest	
	Management skills	OSH procedure skills	Reliable	
	Safety skills	Warehouse and inventory management	Commitment	
		Agriculture skills	Attendance	
		Accounting and finance management skills	Consistency	
		Baking/Bakery skills		
		Cashier and customer skills		
		Literacy and numeracy skills		
		Hospitality skills		

		Sales and negotiation skills	
		Sewing skills	
		Designing and painting skills	
		Measuring and cutting skills	
		Butcher and cooking skills	
		IT Skills	
TOTAL NUMBER OF EMPLOYERS WITH SKILL SHORTAGES			457

5.3 Training Needs Identified by Industry & Number of Employers and Employees

TRAINING NEEDS IDENTIFIED BY INDUSTRY	NUMBER OF EMPLOYERS WITH TRAINING NEEDS	NUMBER OF EMPLOYEES WITH TRAINING NEEDS
Accommodation and food service activities	124	505
Customer service and communication skills, Accounts and booking, Management and computer skills, Cooking and baking, bartender/waiter skills, Hygiene, health and safety		
Administrative and support service activities	26	327
Management skills, Communication, PR/Customer, Accounting, Computer/technology skills, Mechanic/carpentry/electrical training, First aid training and security		
Arts, entertainment and recreation	14	46
Financial skills, Customer service, Culinary training, Media and broadcasting skills, Sports high performance training, University graduate, Computer and admin skills, Local training		
Construction	23	76
Engineering, Carpentry skills, Plumbing/welding, Electrical skills, Health and safety, Computing skills and Entrepreneurship skills		
Education	24	145
Teaching skills, Communication and customer service, Electrical/carpentry and engineering skills, Sewing, Special needs teaching skills		
Electricity, gas, steam and air conditioning supply	5	168
Trading and technical upgrading, Linesman/Operator skills, Report writing, Mechanic		
Financial and insurance activities	33	151
Legal activities, Financial/Accounting and book keeping skills, Management/ Foreign reserve, Numeracy/Literacy skills, Delivery/reporting skills, Computing/forecasting and policy diagnostics, Sewing skills and Macroeconomics		
Human health and social work activities	16	47
Health care training and operating machines, Counseling, Customer service, Filing/financial systems, Disaster risk manager, First aid training, Secretary/computing skills		
Information and communication	16	53
Camera operator, Reporting/analytic/mathematic skills, Management skills, Accounting and financial training, Computing and editing skills, System and network engineering, Defensive driving force		
Manufacturing	65	322
Sewing and Upholstery training, Computing and sales skills, Printing and machinery, Cooking and baking skills, Admin, Finance and payroll training, Customer service/CR, Safety health and hygiene, Decoration and design, Management skills, Carpentry/engineering and welding skills		
Other service activities	49	96
Leadership/Management skills, Accounting and Excel, IT skills, Farming, Record keeping and reporting skills, Trades skills, Hairdressing and beautician, Production skills, Driving and car wash skills		
Professional, scientific and technical activities	31	84
Time/Office management, Computer and customer service skills, Financial management, Trades/Engineering skills, Human resource, Marketing and sales skills		
Public administration and defense; compulsory social security	5	11

Strategic and risk management, Truck driving skills, Finance role, Writing and reporting skills		
Transportation and storage	15	108
Apprenticeship skills, Customer service, Port master advance training, Computer Literate, Communication and marketing skills, Security services training and telephone operation skills.		
Water supply; sewerage, waste management and remedies	5	14
Basic customer service, Engineering and welding skills, Qualified truck driving skills		
Wholesale and retail trade; repair of motor vehicle	128	512
Computer and IT skills, Engineer/motor mechanic skills, Professional cleaning training, Sales and marketing skills, Customer service, Communication skills, Safety and Hygiene training, Advertising and literacy training, Procurement and inventory, Carpentry and different trades certificates, Butchery and sewing skills		
TOTAL	582	2665

5.4 SURVEY QUESTIONNAIRE

2022 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

CONFIDENTIAL

All information collected in this survey is strictly confidential and will be used for labour statistical purposes only

EMPLOYER DETAILS CHECK

This check of details is used to update the employer register held in the Ministry of Commerce Industry and Labour. It is a separate document from the survey form.

1. EMPLOYER/ BUSINESS/ ORGANISATION NAME	
2. ADDRESS/LOCATION	
3. PHONE AND FAX NUMBER	PHONE FAX :
4. CONTACT PERSON, TITLE AND EMAIL	
5. NATURE OF BUSINESS (MAIN ACTIVITY)	

Employer Code						.			.		
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Industry Code	
Zone	

2022 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS
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MINISTRY OF COMMERCE INDUSTRY AND LABOUR

ADDRESS: PO BOX 681, APIA TELEPHONE: 20441 or 20442 FAX: 20443 EMAIL: mpal@mcil.gov.ws WEBSITE: www.mcil.gov.ws

Purpose of Survey

The purpose of this survey is to collect information from Government Corporations and all employers in the formal private sector, to assist policy makers concerning employment situation, vacancies, skill shortages and training needs in Samoa.

Confidentiality

All data supplied in this questionnaire will remain strictly confidential to the Ministry of Commerce Industry and Labour and will not be released in any form that would allow any individual or business to be identified.

Requirement to provide information

Employers are required to provide employment information as stipulated under the Labour and Employment Relations Act 2013, Section 13 (i) and (j) for the Ministry;

- (i) To collect and publish information relating to labour relations, employment relations, unemployment, wages and such other matters relevant to the functions of the Ministry as the CEO may require;
- (j) To conduct surveys and forecasts of the classes of employment required or available or likely to be required or available;

Your cooperation and support is highly appreciated.

Instructions for the completion of the Survey.

The survey will be conducted by the interviewer/enumerator and in most cases should take more than 30 minutes.

Information, Assistance or Advice

If you would like any additional information and advice in completing this survey, please contact the Apprenticeship Employment and Labour Market (AELM) Division or Sa'u Taupisi Faamau, Assistant Chief Executive Officer, on phone 20 441, 32 548 or email employmentinfo@mcil.gov.ws .

2022 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS
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QUESTION 1. EMPLOYMENT LEVELS

How many employees were employed in your business/organisation during the last pay period? Please provide the information in the following categories				
Category of Employee	Citizen		Non-citizen	
	Male	Female	Male	Female
How many Working Proprietors?				
How many Full-time employees?				
<i>Of the Full Time employees,</i>				
How many Contract officers?				
How many shift employees?				
How many employees with Disability?				
How many piece work employees?				
How many Part-Time employees?				
How many Volunteer employees?				
How many Unpaid family employees?				
Total				

QUESTION 2. STAFF TURNOVER

	Male	Female	Total
How many new employees started working for the business/organisation in the last 6 months? (Feb 2022 – July 2022)			
How many employees resigned / terminated from your business/organisation for any reason in the last 6 months? (Feb 2022 – July 2022)			
How many employees were laid off/terminated as a result of COVID-19?			
How many had limited working hours as a result of COVID-19?			
How many employees who left for Seasonal Employment – NZ & AUS?			

QUESTION 3. VACANT POSITIONS

Do you have any vacant positions at present?	Yes ☐ Go to Q 4	No ☐ Go to Q 5
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QUESTION 4. DETAILS OF VACANCIES

Which positions are vacant and give reasons why?		
Position title	Number of vacancies	Why is the position vacant?
1.		
2.		
3.		
4.		

QUESTION 5. SKILL SHORTAGES

Are you having difficulties recruiting employees with the right skills?	Yes ☐	No ☐
	Go to Q6	Go to Q7

QUESTION 6. DETAILS ON SKILL SHORTAGES

Which positions are affected by skill shortages? List in order of priority.	
Position title	Skills shortages (Provide / describe the skills needed)
1.accounts clerk	Doesn't know how to do reconciliation Reconciliation skills
2.	
3.	
4.	

QUESTION 7. TRAINING NEEDS

Do some of your existing employees need further training of the required skills to improve performances and quality services?	Yes ☐ Go to Q 8	No ☐ Go to Q 9
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QUESTION 8. SPECIFIC TRAINING REQUIRED

Position title	What Skills or Training is required (Provide brief description)	Number of employees to be trained		
		Males	Females	TOTAL
1. Accounts clerk	Reconciliation training			
2.				
3.				
4.				

QUESTION 9. TRAINING COURSES

Have any of your employees completed a skills training course at the School of Applied Science, vocational training institute, or a private training provider in Samoa?	Yes ☐ Go to Q10	No ☐ Go to Q11
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QUESTION 10. TRAINING COURSES COMPLETED BY EMPLOYEES

Position Title	Training Course completed Describe whether trade certificate, office skills course School certificate or tertiary courses	Name of Training Provider List the name of the training provider	Is the course relevant to employee's current position? Yes/No	Skill level of employee	
				Satisfactory List any particular strength	Unsatisfactory Comment on why skills were unsatisfactory
Junior Motor Mechanic	Cert 2 Automotive	Pesega College & TVET	Yes	Satisfy	
Receptionist	Cert 3 Office Administration and Computing	Tesese Institute	Yes	Satisfy	

QUESTION 11. DISCRIMINATION**IN YOUR COMPANY/ORGANIZATION DO YOU AGREE OR DISAGREE WITH THE FOLLOWING ASSERTIONS.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
The amount of employees salary is fair				
Men and Women who are employed in the same positions get paid equally				
Men and Women working entitlements are fairly treated				
Are the employees being discriminated against:				
1. sex				
2. race				
3. age				
4. disability				

Do you agree that the employer is responsible for ensuring a safe workplace from harassment including sexual harassment and violence?	Yes ☐	No ☐
If yes, what actions have you taken to ensure workers are safe from harassment and violence when carrying out their duties?		
Are you aware of the following entitlements for employees under the current legislation? - 10 days annual leave - 10 days sick leave - Maternity leave (4 weeks paid, 2 weeks leave without pay) - Notice period when terminating employment (including resignation)	Yes ☐	No ☐

QUESTION 12. CHALLENGES

What are general/current challenges that the business/organisation encounter?	
CHALLENGES (<i>List in order of priority</i>)	

QUESTION 13. LOWEST MINIMUM WAGE / SALARY PAYABLE

Q. 13A

WHAT IS THE LOWEST MINIMUM WAGE / SALARY?				
PER HOUR	PER DAY	NO. OF EMPLOYEES PAID AT MINIMUM WAGE / SALARY		
		MALES	FEMALES	TOTAL

Q. 13B

IS THERE ANY OTHER FORM OF REMUNERATION? IN CASH/ IN KIND?

QUESTION 14. OCCUPATIONAL SAFETY AND HEALTH

Does your business / company have in place an evacuation plan in case of an emergency or natural disaster?	Yes ☐	No ☐
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What are the most common hazards to workers in your business?

Select from the following list:

- | | |
|---|---|
| ☐ Electrical | ☐ Operating/handling machinery |
| ☐ Manual handling (lifting/carrying) | ☐ Burnout due to high working hours |
| ☐ Mental/psychological hazards | ☐ Fire/explosion |
| ☐ Working at heights | ☐ Harassment and/or sexual harassment |
| ☐ Handling hazardous substances/chemicals | ☐ Violence |

Does the work your business / company do require employees to provide personal protective equipment (PPE)?	Yes ☐	No ☐
What Personal Protective Equipments (PPE) and clothing do you provide to your employees?		

List of PPEs	List of PPEs continue
1.	5.
2.	6.
3.	7.
4.	8.

Does your business / company employ an OSH safety officer?	Yes ☐	No ☐
Does your business / company have in place an Accident Register to document all accidents, incidents and near misses that take place in the work place?	Yes ☐	No ☐
Does your business/organisation have in place a policy on OSH? (A policy is simply a process for addressing workplace safety catered to the particular activity and is documented for the information and use of workers)	Yes ☐	No ☐
Do you provide training to your staff on safe work procedures?	Yes ☐	No ☐
How regular are these trainings provided?		

QUESTION 15. GREEN JOBS

Please list down any green jobs you have in your business;

Green job title	Description	No of workers employed		
		M	F	T

Self Information:

Green jobs is work specifically aimed at protecting the environment, reduce pollution, renewable energy, or jobs using natural or organic materials.

QUESTION 16. EMPLOYEE CHARACTERISTICS

[illegible]

QUESTION 17. FUTURE PLAN

Are you planning to expand the operation within the next two years?	Yes ☐ Go to Q18	No ☐
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QUESTION 18. DETAILS OF NEW EMPLOYEES

Number of New or Additional Employees	Male	Female	Total



THIS REPORT WAS COMPILED BY THE MINISTRY OF COMMERCE INDUSTRY
AND LABOUR THROUGH THE APPRENTICESHIP EMPLOYMENT AND LABOUR
MARKET DIVISION.

