



**MINISTRY OF COMMERCE
INDUSTRY & LABOUR**

ANNUAL REPORT

2023 - 2024

MINISTRY OF COMMERCE INDUSTRY AND LABOUR
ANNUAL REPORT
2023-2024

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Government of Samoa
OFFICE OF THE MINISTER
MINISTRY OF COMMERCE, INDUSTRY AND LABOUR

Honourable Speaker of the House,

It is a pleasure for me to table the Annual Report of the Ministry of Commerce, Industry and Labour for the financial year July 2023 to June 2024, for consideration and discussion in this current session of the House.

Leota Laki Lamositele Sio
MINISTER FOR COMMERCE, INDUSTRY AND LABOUR



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Honourable Leota Laki Lamositele Sio
Minister for Commerce, Industry and Labour

Pursuant to section 15 of the Public Service Act 2004, I hereby submit the Annual Report of the Ministry of Commerce, Industry and Labour for the financial year July 2023 to June 2024.

Faafetai

Pulotu Lyndon ChulLing
CHIEF EXECUTIVE OFFICER

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THE MINISTER'S STATEMENT



As the Minister for the Ministry of Commerce, Industry and Labour (MCIL), it is my pleasure to present its Annual Report for the period 1 July 2023 to 30 June 2024.

In October 2023, following changes in Cabinet Ministerial portfolios and responsibilities, I was appointed as the minister of MCIL. As part of these changes, the administration of the seasonal employment program was transferred from MCIL to the Ministry of Finance and the Ministry of Foreign Affairs and Trade. This transition represents a key shift in the management and oversight of this important program. The Government's vision is to work collectively to foster social harmony, safety and freedom for all. We are committed to

accomplish what we have set out in the Pathway for the Development of Samoa (PDS) to empower communities, build resilience and inspire growth. One of those priorities is to grow a diversified economy that is sustainable and resilient to global, regional and national challenges. MCIL plays a key role in building a diversified and sustainable economy as reflected in its recently launched Trade Commerce and Manufacturing Sector Plan and Corporate Plan for the period 2024/25-2028/29. The MCIL and the Sector's key strategic Plans are aligned to the Government's vision through the PDS Key Sector Outcome 2, Key Priority Area 9 (Business Innovation and Growth) which aspires to improve efficiency and increase income and employment with potential foreign exchange earnings, as well as increasing opportunities for businesses. As we reached the mid mark of the PDS, it is important to take stock of progress through the use of inclusive policies and programs to address the socio economic challenges and welfare of our communities.

- The Government's support to the Private Sector to date included a total of \$900,000.00 tala from MCIL's annual budget to Private Sector Organisations & \$3million tala to support the Private Sector Support Facility under the Samoa Business Hub.
- One off financial assistance of \$10million tala for those businesses who have been affected by the COVID-19 border lockdowns and emphasis placed on small to medium sized enterprises (SMEs).
- The Government's commitment to support the Apprenticeship Training Scheme with its contribution in paying 50% of all eligible apprentices training fees in the program.
- The roll out of the District Development Program has assisted greatly to programs that aim to alleviate hardships and empower our people in their demand driven projects.

A special acknowledgement and faafetai to the MCIL Management and staff for their commitment, perseverance and hard work that resulted in some of the key policies and legislative reforms that the Ministry embarked upon during the financial year.

I would like to extend my sincere gratitude to my predecessor, Honourable Leatinuu Wayne Soialo for his excellent contribution to the work of the MCIL. Last but most certainly not least, I extend my sincere appreciation and gratitude to all our stakeholders and development partners, for your enduring support and ongoing contributions to the work that the Ministry had aspired to achieve during this financial year.

Soifua ma ia Manuia

WORD FROM THE CEO



MCIL continued to focus on its key objective of facilitating an enabling environment to support the private sector development and employment creation for an improved quality of life for all.

To achieve our purpose, we have set our strategic intentions in our TCM Sector Plan for the next 5 years with the overarching goal of cultivating the full potential of trade, commerce and manufacturing for the benefit of all. The Plan aligns with our Government's national development vision and objectives as set in the PDS. The Plan leads the implementation of KPA 9 focusing on Business Innovation and Growth. Our Corporate Plan set for the next 5

years outlines the strategic actions and resource needs, ensuring MCIL's pivotal role in Samoa's socio-economic development as envisioned in the PDS and the TCM Sector Plan.

We celebrated very important key milestones in our effort to support our purpose during the period under review. The first being the ratification of two key ILO Conventions, the C190 and C187 during the 112th session of the ILO International Labour conference in Geneva, Switzerland. The C190 Violence and Harassment in the Workplace, encourages employers to create a work environment that is free from violence and harassment, C190 is the first international treaty to recognize the right to a world of work free from violence and harassment, including gender-based violence and harassment. The C187 Promotional Framework for Occupational Safety and Health Convention will help strengthen Samoa's Occupational Safety and Health (OSH) policy framework and develop a safe and healthy working environment. A national program will be developed through the Samoa National Tripartite Forum, aiming to create a safety and health culture in the workplace. Secondly Cabinet endorsed the increase in the minimum wage to \$4.84 tala. The MW will be paid in two instalments, firstly \$4.00 tala to be effective in July 2024, and the remaining \$0.84 to be effective in July 2025. On the other hand, the Government's final instalment increase in COLA for the public service. This Annual Report touches on our continuing work and key milestones achieved in improving our business enabling environment through legislative review and policy reforms to ensure a sustainable and diversified economy for businesses to grow.

To conclude I acknowledge our key development partners' contribution and continuous assistance to MCIL and to our staff and the commitment they have shown in often a challenging environment. We will continue to challenge ourselves to deliver the best services that will foster social harmony, safety and freedom for the people of Samoa.

Soifua

OUR ORGANISATION



Our Legal Mandate

MCIL is mandated to administer regulatory frameworks that:

- Promotes industry development, foreign investment and guarantees the rights of citizens to participate in the economy of Samoa;
- Sets standards to regulate fair competitive practices to promote a level playing field in all trades;
- Administers the Apprenticeship Scheme, Employment services, conducting of labour market surveys, collection and dissemination of Labour Market Information;
- Enforces labour and employment standards, approval of foreign employment permits and promote occupational safety and health;
- Manages the registries of companies and other legal entities, Intellectual property registers, and the protection of rights of Intellectual Property holders and enforces statutory obligations.

OUR STRATEGIC DIRECTION

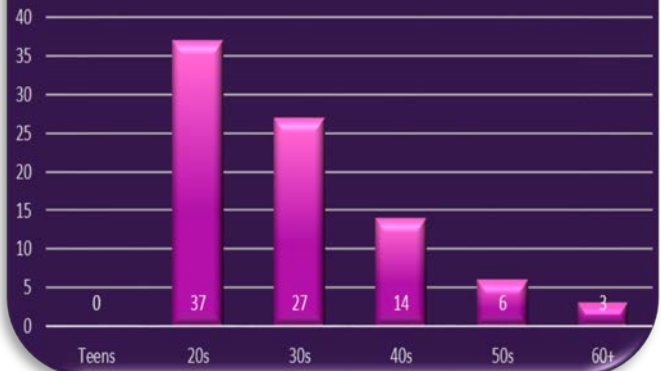
MCIL serves the people of Samoa in alignment with its mandated functions, and the overarching intentions of the Government as stipulated in the PDS Key Strategic Outcome 2: Diversified and Sustainable Economy, Key Priority Area 9: *Business Innovation and Growth* and Key Priority Area 10: *Increased Labour Mobility*. In addition, our work is aligned with the Trade, Commerce & Manufacturing Sector Plan 2017/18 - 2020/21 and our Corporate Plan 2016/17 – 2019/20 as illustrated below.



GENDER PROFILE



AGE PROFILE



105

Total Positions



87

Active Employee Count



ENTER

32

New Recruits



EXIT

27

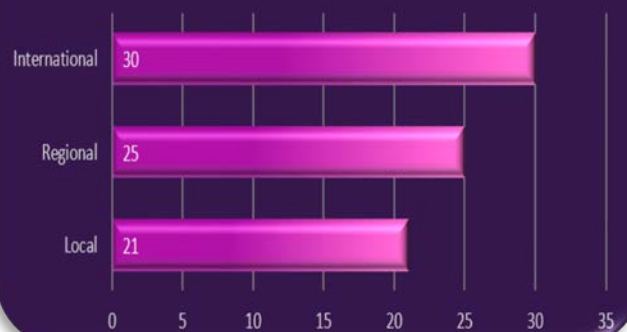
Staff Turnover



76

Total Trainings Completed

TRAINING LOCATION



Private Sector Development

- Distributed the Annual Grant of \$200,000 to 10 Private Sector Organisations
- 71 new Foreign Investment Enterprises (FIEs) registered
- 136 new companies registered
- 36 new Incorporated Societies registered
- 216 FIE renewals approved
- 41 new Charitable Trusts registered
- 89 new Cooperatives registered
- 624 new Personal Properties Securities registered
- 18 new Designs registered
- 116 new Geographical Indication (GI) registered from our IP registry
- 394 new Trademarks registered

Encourage Productivity, Fair Trade & Competitive Market

- 2 new Commissioners appointed to the Consumer Commission
- Samoa joined as a new member of the Pacific Island Network of Competition, Consumer & Economic Regulators (PINCCER)
- new set of Trade measurement equipment donated by the Pacific Islands Forum (PIFS) for legal metrology work in Samoa
- Completed the Tower Clock facelift in preparation for the CHOGM
- 90% of traders in Upolu & 92% in Savaii in compliance with the Competition & Consumer Act 2016
- 95% of traders in compliance with the Metrology Act 2015
- 98% of service stations in compliance with the Metrology Act 2015

Labour Relations & Employment

- 482 Foreign Employee Employment Permits (FEEP) approved & issued
- 225 FEEP exemptions issued to expats for work less than 3 months
- 226 OSH inspections to various Industries noting the low compliance rate
- 51 new entrants to Level 3 of the Apprenticeship Scheme
- 2 Trade tests Grade 2 Carpentry/Joinery & Welding trades completed
- 17 workplace accidents reported in both public & private sectors
- 67% of businesses visited in compliance with the Labour & Employment Relations Act (LERA)
- 77% of workplaces with FEEP in compliance with the LERA
- 86% of employment grievances received were resolved

Policies and Operations

- Launched the Trade Commerce & Manufacturing Sector Plan & Corporate Plan 2024/25-2028/29
- Deposited the ratification instruments for ILO Convention C190 & C187 at the 112th International Labour Conference in May 2024
- Cabinet endorsed the increase in minimum wage from \$3.00 to \$4.84
- LERA Amendment Act 2023 enforced in February 2024
- Cabinet endorsed the Labour Market Survey 2022 Report
- Samoa National Codex Committee endorsed its Procedural Manual
- 82% of our Key Performance Indicators/Targets for 2024 was achieved / completed
- Transition of the Seasonal Employment Operations to MOF & MFAT completed

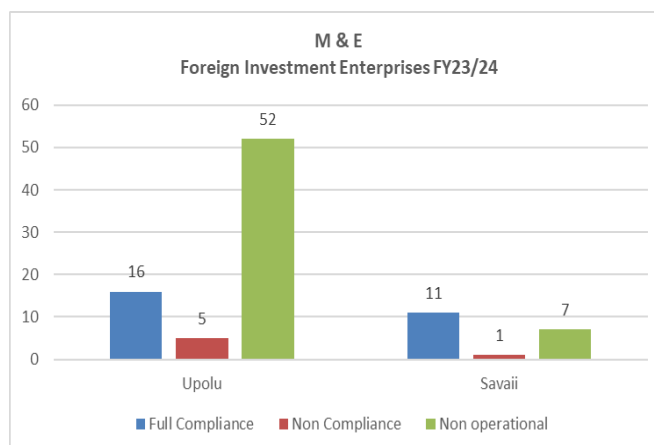
OUR MONITORING AND EVALUATION (M&E) WORK

We continued with our monitoring and evaluation during the financial year to ensure that businesses and workplaces are in compliance with the various legislative requirements under our mandates. The M & E work provides a platform for engaging with our stakeholders, including the private sector, and the general public. It helps in gathering feedback and foster close collaboration and our commitment to transparency and accountability.

In compliance with the Foreign Investment Act 2000 and the Customs (Development Projects) Regulations 2010

Foreign Investment Enterprises (FIEs)

- **Upolu:** 73 registered FIEs were inspected, 21 are in operational (16 compliant, 5 non-compliant), while 52 FIEs were deregistered due to 4 FIEs have obtained Samoan citizenship and 48 FIEs were found to be closed down
- **Savaii:** from the 19 FIEs inspected 12 were active (11 compliant, 1 non), 4 have yet to start/commence business and 3 have closed down



Spot checks

Upon receipt of FIC renewals, spot checks are carried out to the FIEs applying for approval to ensure that they are active and compliant with the conditions of their FIC approvals.

Joint Action for Compliance and Enforcement (JACE) Taskforce

As a member of the JACE Taskforce, we worked closely with our counterparts (MPMC, and MCR) to provide updates of our M & E activities in particular to foreign investment enterprises in accordance with the FIA 2000 and its Regulations.

Government Assistance (Duty Concession Scheme & Code 121)

We conducted inspections and site visits during the year to obtain updated information on the current status of the approved projects and monitor if the approved goods were used for the purpose for which they were approved. In addition, these M&E activities also monitor the progress of each development project in terms of employment, exports, etc.

Site visits (as part of preliminary assessment upon receipt of an application)

Three (3) site visits were conducted for the new applications received and assessed in the reporting period for the Duty Concession Scheme.

Inspections – Code 121 Scheme and Duty Concession Scheme (DCS) beneficiaries inspected

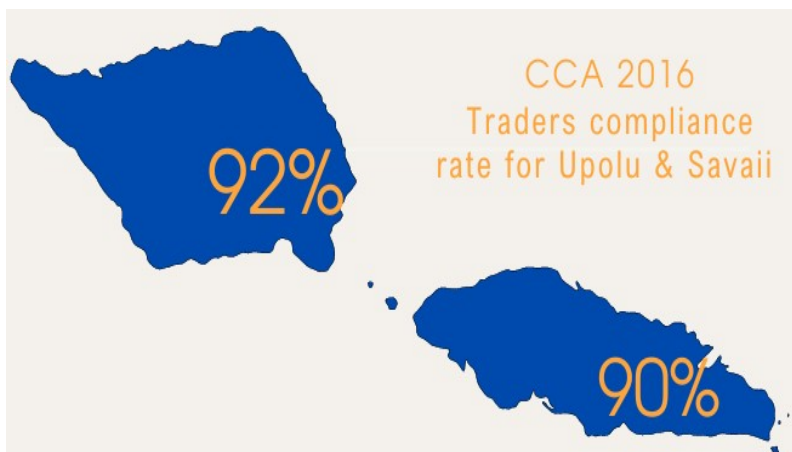
Inspections were conducted to thirty five (35) beneficiaries (qualifying businesses) of the Duty Concession Scheme and the Code 121 Scheme. Inspections for Savaii were conducted in March, while inspections for Upolu were conducted in October, December, March and May. All beneficiaries that were inspected complied with the regulations and guidelines for each scheme (i.e. 100% compliance).

In compliance with the Price Control Regulations, Consumer and Competition Act and Metrology Act

Quarterly inspections of all stores in Upolu, Savaii, and Manono-Tai were consistently conducted as part of our regulatory and monitoring duties, aimed at ensuring business owners comply with their obligations, promote a competitive and healthy market, and protect consumers from unethical practices. The inspections were conducted to monitor compliance with the following conditions:

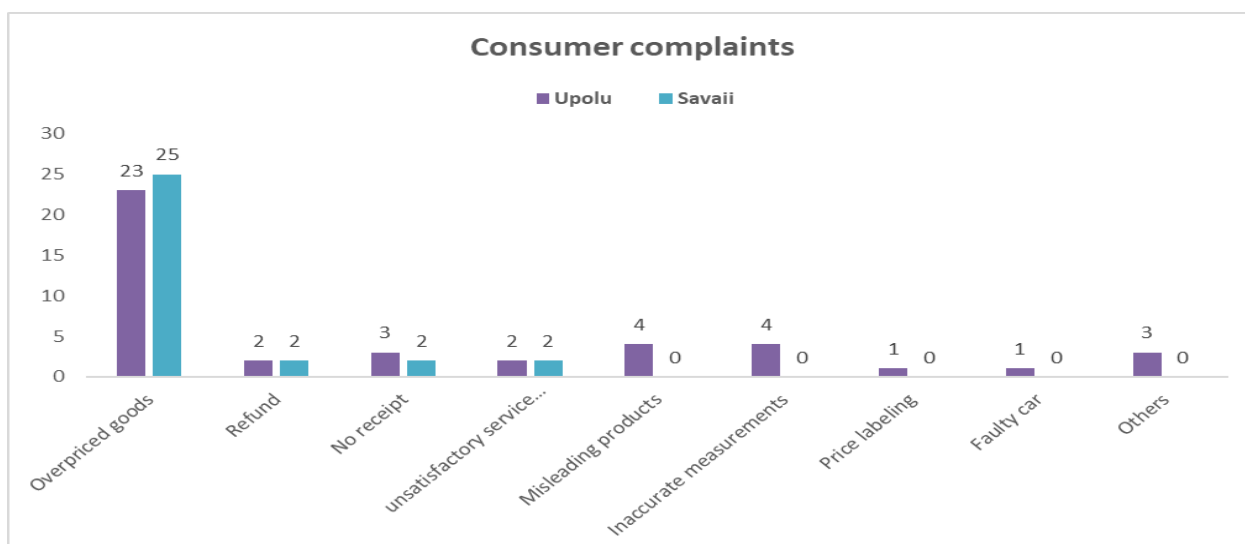
- Able to provide customers with receipts when requested;
- Prices should be marked on all goods or shelves;
- Scales to be in good condition and have been calibrated;
- Weighed in goods are measured in metric units (kg, litres, metres et al)
- Prices not to be overcharged (overpricing)

Throughout the reporting period, 617 traders in Upolu were inspected, with a compliance rate of 90%. Non-compliant traders received warnings, followed by additional inspections. In Savaii, 318 traders underwent quarterly inspections, with an overall compliance rate of 92% under the Competition & Consumer Act 2016 (CCA 2016). The 8% of non-compliance primarily involved issues like overpricing and failure to provide receipts as proof of purchase.



Enquiries and Complaints

The graph below showed that the most common complaint received is the overpricing of goods. These price gouging complaints were primarily about sugar, rice, milk, and frozen foods, and they are related to consumer complaints about traders charging exorbitant prices. There were also a fair number of complaints about deceptive conduct, failure to issue receipts upon consumers' requests and inaccurate measurements of scales and fuel supply.



Upolu: A total of 43 complaints were received through various channels, including written submissions, email, in-person visits, and phone calls. Of these, 98% were lodged by consumers, while only 2% came from businesses against other businesses. Out of the total, 42 complaints were resolved immediately, while one remains under investigation.

Savaii: A total of 31 complaints were related to fair trading issues such as overpricing of goods, receipts, refunds, and dissatisfaction with traders, while 14 complaints concerned industrial relations and labor matters. All fair trading cases were resolved within the designated time frame.

Verification & Inspection of Weighing Instruments and Calibration of Petrol Stations

Weighing instruments are verified quarterly to ensure they are accurate and properly calibrated according to approved primary standards. Monitoring and evaluation showed that 95% of traders in Upolu and 97% in Savaii complied with the Metrology Act 2015. Additionally, calibration of all service stations in Upolu and Savaii recorded a 98% compliance rate. The 2% non-compliance was due to outdated driveway flow meters, with operators advised to repair or replace them.

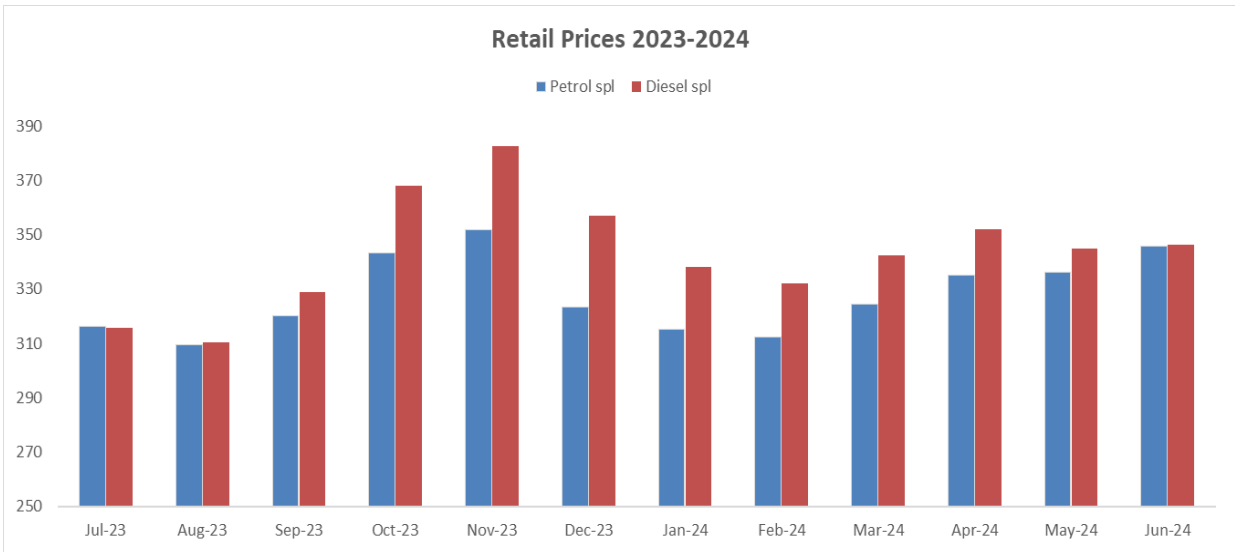
Additionally, we oversee the issuance of annual licenses for businesses interested in operating under this activity. In January, all relevant businesses were notified via public announcements on television and social media. A total of 20 companies applied, with 17 receiving approval and certificates. Two companies were no longer involved in the activity, and 1 is still pending further information for final assessment and approval.

Petroleum Task Force Committee

We continued to serve as a representative on the National Petroleum Task Force (PTF), working alongside the Ministry of Finance (MOF) and other government agencies to tackle issues concerning the supply and pricing of petroleum in the country. The PTF is tasked with conducting research, gathering data, and offering recommendations to the government to enhance the local supply, distribution, and pricing of petroleum products. It also ensures adherence to health, safety, security, and environmental standards in the importation, storage, distribution, and resale of petroleum. Our Metrology unit plays a key role by calibrating fuel dispensers, verifying the accuracy of flow meters, and identifying any faulty pump readings.

Petrol Adjustments

The MOF regulates fuel prices and informs the public of any changes on a monthly basis. In collaboration with MOF inspectors, MCIL conducts monthly Price Adjustment inspections on the first day of each month to ensure that all service stations adhere to the set fuel prices. Any businesses found to be non-compliant are reported to the PTF for appropriate actions, which may include suspending their fuel supply or business license.



Source: Ministry of Finance

In Compliance with the Occupational Safety and Health Act 2002 and its Regulations

We are responsible for enforcing the Samoa Occupational Safety and Health Act 2002 (OSH Act) and its 2017 Regulations to ensure safety and health are prioritized in all workplaces, both public and private, across Samoa. This is achieved by providing effective advice based on the legislation, conducting inspections to ensure compliance, thoroughly investigating reported workplace accidents and incidents, and offering solutions to address safety and health issues. We also focus on raising awareness to ensure that employers and employees understand their responsibilities. Our commitment to occupational safety and health was strengthened through the Occupational Safety and Health Framework 2018.

Inspections vary based on the industry, with workplaces required to meet basic standards, such as having an OSH policy and evacuation plan, to achieve full, partial, or noncompliance. A total of 226 businesses, companies, organizations, and ministries were inspected, with a compliance rate of 67%. During this period, we conducted five monitoring and evaluation inspections across the construction, manufacturing, government ministries, state-owned enterprises, petrol stations, and hotel industries as part of CHOGM preparation—a joint initiative by the Government and SOEs. While overall compliance remains low, many public sector workplaces are progressing toward full compliance. Additional inspections were carried out at the request of the CEO or in collaboration with affiliated committees, such as those for petrol stations and hotels.

Table 1: Total Number of Inspections by Sector/Industry.

Sector/Industry	Total number of Inspection
Government Ministries & State Owned Enterprise	30
CHOGM - Tourism & Hospitality	125
Gas Service Stations	30
Other Joint Inspection	4
Savaii inspection	37
Total	226

Workplace Investigation of Accidents

During this period, we received 17 cases, with 3 investigations still ongoing due to delays in notification and reporting to MCIL as required by the OSH Act. MCIL continues to face challenges with unreported cases, contributing to the ongoing high noncompliance rate in fulfilling employers' reporting obligations. It is believed that many accidents are reported to the Accident Compensation Corporation (ACC) and are primarily addressed through compensation. We will continue our awareness campaign, emphasizing sections 20 and 21 of the OSH Act regarding reporting and notification obligations. Additionally, the review of legislation and development of an OSH e-system are progressing to improve data collection and analysis for both employers and employees.

Table 2 Workplace Reported Accidents

Industries	No. of Incidents	Degree of Severity
Government	1	Serious
SOEs	4	Serious & Fatal
Private sector	12	Minor – 10 & Serious – 2

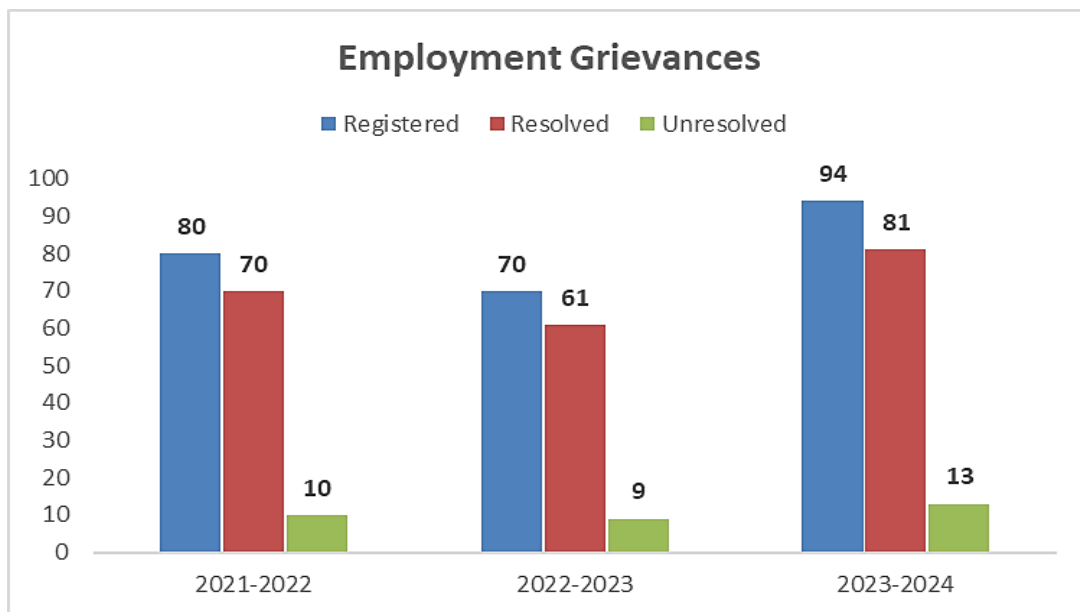
In compliance with the requirements of the Labour and Employment Relations Act 2013 and its Regulations

The M & E activities conducted by our Industrial Relations unit have effectively managed labour relations, promoted fair workplace practices, and increased compliance with labour laws. Six (6) M & E activities conducted to a total of 151 businesses across Upolu and Savaii. Out of these, only 67% were found to be compliant, 16% were partially compliant and 17% were non-compliant.

Employment Grievances

In the period under review, 94 grievances were lodged with MCIL, a 34% increase from FY2022/23 reflects a greater need for employee awareness of their rights and employer awareness of their legal obligations. Of these 94 grievances received, 81(86%) were resolved and closed, with 13 cases carried forward to the next financial year.

The graph below shows that the period under review saw both the highest number of grievances and the highest resolution rate, indicating effective management of cases by the labour inspectors. The common issue with these grievances received was the Unpaid Final Pay Entitlements by the employers for the terminated or resigned employees.



Foreign Employee Employment Permits

155 businesses were inspected within the reported period, 77.4% [120 businesses] were found to be fully compliant i.e. employment permits valid or no undocumented workers. 0.7% [1 business] partially compliant. These partially compliant businesses are made up of those with Permanent Resident holders/non-citizens involved in reserved activities. Finally, 34 businesses [21.9% of total businesses inspected] were found to be non-compliant in employing non-citizens without a valid employment permit.

In compliance with the requirements of the Companies Act 2001, and other Legal Entities legislative requirements

We continued our inspections of non-compliant Companies, Incorporative Societies, Charitable Trusts, Credit Unions, and Cooperatives. A total of 216 inspections were conducted for companies, 51 for Incorporative Societies, 4 for Credit Unions, and 21 for Cooperative Societies. During these visits, we also provided training to company representatives and officers.

In accordance with the Companies Act 2001, we compile and publish monthly lists of non-compliant companies in the Savali Newspaper and on our website before their removal. We have observed an improvement in compliance rates. The previously high non-compliance rate of 60-70% over the past two years has now dropped to 30%, and we continue to monitor and maintain this low rate. Reasons for removal vary, including failure to file annual returns on time for several years, completion of business projects with relocation overseas, or business closures.

OUR AWARENESS AND PROMOTIONS

Investment Promotion

Roadshows to selected districts in Upolu and Savaii were rolled out for two weeks to raise the public's awareness on our key roles and mandates and the importance of obtaining a Foreign Investment Certificate (FIC), the Reserved and Restricted Lists, Citizenship Program and so forth.

We were also invited by the Faculty of Business and Entrepreneurship (FOBE) of the National University of Samoa (NUS) to be part of their series of Seminar Services and to present on our role in developing industries and investment promotion.

In addition, the Investment booth showcasing the Invest in Samoa banner, pamphlets, and other promotional documents were exhibited at the National University of Samoa's 40th anniversary celebration and Samoa JICA Alumni Association's Career Day in September 2023.

Promotional Tools and Activities

- **Samoa Investment Guide and the National Investment Policy Statement**

These two promotional documents are annually reviewed and are available on our website www.mcil.gov.ws. Information on business registration processes, fees, building permits, financial services, sea and air access as well as utilities are stated in these documents for information of investors. Copies of these documents are also shared with Samoa's overseas missions.

- **Samoa Country Value Proposition (CVP) - 5 Reasons to Invest in Samoa**

Another promotional document was developed during the period following the Investment Promotion Toolkit Workshop by PACER Plus in April 2024. The purpose of having a CVP is to outline the key reasons why an investor should invest in a country, provide a macroeconomic overview of the economy as well as other well supported data relevant to the investment decisions of the investors. This document can be accessed on our website

- **In country Missions**

We facilitated foreign investment missions from Japan during the period on a fact finding mission to understand more on Samoa's investment environment and formulating partnerships with local businesses and other agencies.

World Consumer Rights Day (WCRD)

This year marks the 26th celebration of WCRD in Samoa. In celebration of WCRD 2024, with the universal theme of "Fair and Responsible Artificial Intelligence (AI) for Consumers" to foster consumer-business engagement and cultivate a competitive trading landscape through outreach initiatives, in collaboration with other divisions of MCIL.

The awareness program was conducted in Salelologa, Savaii, targeting consumers, business owners, and students from educational institutions with the ultimate aim to deepen understanding regarding their rights, responsibilities, and the services provided by MCIL. The Honourable Minister of MCIL, emphasized the importance of raising awareness about consumer rights and the Ministry's functions, which are vital for fostering business growth, enhancing exports, attracting foreign investments, promoting fair trade practices, and fostering healthy competition, ultimately leading to increased job opportunities.

Awareness programs

We conducted 8 nationwide engagement programs at Samusu Tai, Mulivai Safata, Falefa, Samatau, Samalaeulu, Sili, Taga and Salelavalu to further enhance the understanding of consumers, business operators, and the public of our roles and services. This effort aligns with our vision of establishing a prosperous business environment in Samoa and strengthening partnerships with development partners, private sector entities, and the community, despite challenges and external influences. Responding to a need for regular updates, participants expressed a desire for these awareness programs to occur every six months. The success of the awareness campaigns, reflected in high participation rates, contributed to improved knowledge and awareness among participants.

Apprenticeship and Jobseeker Training

We continued with our jobseeker's trainings in Upolu and Savaii during the period under review with the aim to teach the jobseekers with the basic skills in finding employment opportunities, from writing CVs, and to assist them on basic methods of job seeking skills when finding employment opportunities.

Occupational Safety and Health (OSH)

A noteworthy emphasis was given towards awareness especially with the recently developed OSH Guidelines. A total of 17 sessions were delivered including a collaborative initiative with the Land Transport Authority at the West Coast Road project, together with PUMA of MWTI, and similar sessions with private contractors such as China Harbour Engineering Company (CHEC), and Civil Chinese Engineering Construction Company (CCECC), as well as government ministries such as Ministry of Natural Resources and Environment through collaboration with our National OSH Taskforce.

We continued to provide guidance and advice through partnerships with our NOSH Taskforce as part of our OSH Day activities by holding media talk shows with selected OSH Taskforce members, Awareness Workshop, and OSH Day Awards Ceremony to reward the commitment by employers and employees to OSH requirements. In addition, presentations on legislation and guidelines were made upon request from our members during their programs and workshops i.e. MNRE Workshop, CHEC health and safety training, OSH Day Program and others.

Celebrating World Intellectual Property Day

The World IP day this year focused on the theme "Intellectual Property and Sustainable Development Goals: Building our Common Future with Innovation and Creativity". Savaii became the center of discussions on innovation, creativity, and sustainable development as it celebrated World Intellectual Property day in April, 2024.

The two-day event in Savaii commenced at our Office at Salelologa, with 30 participants representing civil society organizations, the private sector and the public coming together for a specific stakeholder's consultation. The second day continued at the SSAB Conference Room in Salelologa, attracting 50 attendees from various sectors including vocational students from the Uesiliana Vocational Centre, the Congregational Christian Church Vocational and Don Bosco Vocational School. The two days' workshops focused on exploring innovative strategies to leverage intellectual property for sustainable development.

For Upolu, the two-days event featured a diverse audience from various sectors. The Honorable Minister of MCIL delivered the keynote address, highlighting the critical role of Intellectual Property in driving innovation and fostering creativity, as well as praising the transformative impact of IP on Samoa's socio-economic landscape, emphasizing its contribution to the achievements of SDG goals. Furthermore, the Minister reaffirmed the government's commitment to creating an enabling

environment that fosters creativity, protects IP rights, and harnesses innovation for sustainable development

Copyright Coaching Program: Empowering Future Writers and Publishers

MCIL in partnership with the Copyright Development Division of the World Intellectual Property Organization (WIPO) successfully completed the Phase 1 of the Copyright Coaching Program. The project was part of an effort to address some of the challenges which were identified by schools in Samoa during the lockdown following the COVID-19 pandemic.

The Coaching Program brought together writers, editors, composers, publisher and Government representatives for days of insightful discussions, learning and collaboration amongst participant and Government ministries involved. The significance of this program lies in its contribution to strengthening local capacities in creating and publishing educational materials, particularly for schools and children.

The WIPO acknowledged the work of MCIL for executing such an important initiative and further highlighted, “WIPO takes immense pride in collaborating with Samoa on this vital initiative – COVID-19 Assessment Program. Ensuring access to quality educational materials is a cornerstone of development, and by harnessing copyright in innovative ways, we can drive positive transformations with communities. The successful completion of the Coaching Program for future writers and publishers marks a significant stride in nurturing local writing talents, improving educational material access and advancing Samoa’s creative industries.

Fourth Edition: Performance Coaching Program for Publishers and Writers in the Field of Children’s Books & Educational / Reading Materials

The successful completion of the Coaching Program, provided another opportunity for the WIPO and its donor partners, the Ministry of Culture, Sports and Tourism of the Republic of Korea and the WIPO Singapore Office to sponsor representatives from Samoa to participate in the 4th Edition Performance Coaching Program at the WIPO Singapore Office during the period under review.

Samoa’s delegation including representatives from the Education Sector and writers and publishers and MCIL official attended the Performance Coaching Program. The group was well connected and updated with IP and Copyright developments as well as other aspects in the literary field covered in the program.

The Samoa delegation found that the program proved to be particularly informative and empowering in the aspect of protection for writers and illustrators and all the participants were grateful for the excellent presentations from WIPO and other allied organizations in Singapore. Another observation is that the Asia Pacific countries share many commonalities in this literary genre; for example, in the desire to strengthen indigenous or national languages, to write traditional myths and legends from oral cultures as well as contemporary stories addressing the realities and challenges of modern life faced by children and the youth of different Asia Pacific countries.

MANAGING CHALLENGES AND WAY FORWARD

Non Compliance with Legislative Requirements

- Significant gaps in adherence to labour laws, with 16% partial compliance and 17% non-compliance among businesses in the period under review.
- The major challenge remains the same as in previous years, is the failure of employers to apply for permits for non-citizens under their employment and the failure to comply with laws that govern businesses within Samoa.
- The continuous noncompliance of registered foreign investors and collusion with locals is not a new issue as this has been happening over the years with regards to activities under the Reserved List. The proposed changes to the Foreign Investment Act include penalties for non-compliance and how to address the involvement of locals as the current Act is silent on these matters.
- The enforcement gears available to inspectors are an issue where employers disregard follow-up improvement notices. Furthermore, some operational issues may need to be revised to ensure effective protection of workers from unsafe work e.g. power of inspectors to issue improvement and prohibition notices, and issue direct fines during inspections to be mandated under OSH Legislation before implementation.
- De-registration of businesses and companies are a common challenge. The inspectors find it difficult to locate workplaces if employers are relocated to new locations without notification advice to MCIL.

Human Resource Constraints & Capacity

- As our mandated responsibilities grow, it becomes necessary to reassess the current organizational restructure to ensure that our human resources are adequately equipped to meet the demand for efficient service. Accordingly, MCIL will work collaboratively with the PSC in the Phase III of the Public Service Review to evaluate our current workforce capacities and capabilities. This process will identify technical skill gaps and training needs across all units, with the aim of providing recommendations to ensure MCIL's human resources are well prepared and functioning effectively.

Inter-Agency And Private Sector Collaboration Gaps

- Collaboration between MCIL and other agencies poses both challenges and opportunities for improving intelligence for targeted action.
 - During M&E for restaurant and roadside BBQ stand operators, it was noted that non-citizens without valid Foreign Employee Employment Permits (FEEP), were being granted with Health Cards by the Ministry of Health. This matter will be addressed through the Joint Action on Compliance and Enforcement (JACE) Taskforce for sharing information and carrying out joint spot inspections.
 - The One-Stop process has encountered difficulties due to inconsistent procedures from the Immigration Services. Changing in their processes have caused delays, resulting in MCIL receiving complaints from stakeholders.
 - Strong political will and commitment from SNEP-2 Implementing Agencies (KIAs) are essential for executing the activities and strategies in the SNEP Action Plan, ensuring they meet their responsibilities and obligations.
 - Delay in the submission of required reports and documents by PSOs needed to complete assessments for the PSO grant on time.
 - Delay in the submission of all required information by applicants of the Duty Concession Scheme, caused the delay in the approval of some DCS cases/applications.

Financial Support for Policy Implementation

- With policies approved to undertake more promotional and aftercare activities, the majority of the work conducted are still regulatory as there is lack of financial support for promotional activities. However, MCIL continue to utilize existing resources including our social media platforms to develop and review promotional materials and seeks available funding from development partners as well as capacity building to effectively deliver these services

Way Forward

- MCIL will continue to engage through various medium, with our key stakeholders and clients in both the public and private sector to strengthen processes and policies, and build and maintain partnerships with our counterparts to ensure that all legislative requirements under each Ministry are observed and adhered to by our common clients.
- Continue with our M & E and awareness programs with our key stakeholders and customers of legislation requirements and policies to improve compliance. Ensuring smooth implementation and understanding of the LER Amendment Act 2023 is critical to avoid legal and workplace issues. The additional power under the Labour Act for labour inspectors to issue penalty notices will assist in resolving grievances as well as reducing the non-compliance level of employers to their obligations under LERA.

SECTION 2 OUR YEAR IN REVIEW

This section provides an overview of our work that was achieved and the challenges faced in the delivery of our services during the period under review. We have organized this section into Goals to show how we are progressing to deliver them for the development of the private sector and creating employment opportunities for all. The status and progress of implementation of our Performance Indicators for the financial year are provided in details in **Appendix 1** of this Report.

GOAL 1 PRIVATE SECTOR DEVELOPMENT AND INVESTMENT PROMOTION

We aim to achieve the above Goal by strengthening sector policy, legal, regulatory and strategic planning; facilitating an investment friendly environment; and to simplify processes for companies and intellectual properties and maintain the integrity of all Registries.

Sector Planning

During the first six months of this reporting period, the initial draft of the new Trade Commerce & Manufacturing Sector Plan (TCMSP) was completed and shared widely for consultation with key implementing agencies and stakeholders in the TCM Steering Committee in January 2024. This was followed by the recruitment of a Technical Advisor (TA) funded by the Government of New Zealand to support the completion of the new TCMSP. The TA assignment spanned a duration of six weeks in early 2024, with a concentration on reviewing the draft TCMSP, conducting stakeholder consultations, facilitating a national validation workshop, and finalizing the TCMSP for Cabinet endorsement in May 2024 and was officially launched in June, 2024.

The TCM Sector Coordination unit through the new Sector Plan aims to deliver on the national development vision and outcome for Samoa as stipulated in the Government's national development strategy, the Pathway for the Development of Samoa 2021/2026. MCIL leads the implementation of "KPA 9: Business Innovation and Growth" under "Key Strategic Outcome 2: Diversified and Sustainable Economy", which aspires to improve efficiency and increase income and employment with potential foreign exchange earnings, as well as increasing opportunities for businesses. The TCMSP2024/25-2028/29 adopts six strategic outcomes to ensure achievement of the sector plan's vision and long term goal as outlined below.

	VISION	<i>Sustainable production, trade, commerce and manufacturing for growth and a resilient and vibrant economy.</i>
	GOAL	<i>To cultivate the full potential of trade, commerce and manufacturing for the benefit for all.</i>
	SECTOR OUTCOMES	<i>SO1: Productivity, manufacturing and trade activities improved. SO2: Exports and market access enhanced. SO3: Sustainable business development and employment generation increased. SO4: Efficacy of the sector infrastructure advanced. SO5: Resilience and recovery in response to shocks and stressors fostered. SO6: Enabling environment for sector development strengthened.</i>

Furthermore, the development agenda of the sector is directly linked to the United Nations Global Sustainable Development Agenda promoting the achievement of the Sustainable Development Goals (SDGs). The TCMSP 2024/25–2028/29 contributes to all the SDGs but more directly towards SDGs 1, 2, 8, 9, 10, 11, and 12. The sector development facilitates the mainstreaming and integration of cross-cutting development agenda for climate change, gender and social inclusion dimensions into all sector developments.

Policy Planning and Development

Our Policy Planning and Project Management unit has provided advice, drafting support, written comments, and proposed changes to the following policies and documents:

- *National Climate Change and Gender Strategy.*
- *Social and Economic Impact review on the removal of EPC's 20% tariff reduction on consumers.*
- *Review of the PACER PLUS Arrangement on Labour Mobility.*
- *Regional Action Plan, Proposal Formulation Process and paperwork for Investment and Trade in Services Areas under PACER PLUS.*
- *MCIL-Corporate Plan 2023/24 - 2026/27.*
- *Draft TCM Sector Plan.*
- *Project Fiche to EU briefing paper.*
- *Samoa Chamber of Commerce and Industries' Concept Note for Private Sector Support under Tautai Program.*
- *PSC Review Report Phase 2: MCIL.*
- *Draft Community Sector Plan.*
- *General Review of the PACER plus Agreement.*
- *PACER Plus MELA Framework.*
- *Atoa o Samoa Policy Matrix and Position Paper for the 5th AOS Executive Meeting.*
- *PDS Mid-term Review.*
- *SDG Update.*
- *Development of TBT Standards TOR.*



Corporate Plan 2024/25-2028/29

Our Corporate Plan 2024/25 – 2028/29 was officially launched with the TCMSP in June 2024. The document outlines strategic actions and resource needs, ensuring the Ministry's pivotal role in Samoa's socio-economic development, as envisioned in the Government's PDS and the TCMSP. The Corporate Plan will provide strategic direction for MCIL over the next five years, driven by the vision of promoting 'a productive economy that provides sustainable opportunities for Samoa's people

Micro, Small and Medium Enterprises (MSMEs) Policy and Strategy

The MSME Policy M & E was made easier with the establishment of four (4) MSME Working Groups. The purpose for these Working Groups is to improve the collaboration, communication and coordination of the Policy Implementing Agencies pertaining to the different goals under the MSME Policy. The overall implementation status for the MSME Policy at the end of the financial year is 22% of strategies achieved.

Consultations for the review of the MSME Definition were conducted in March, with the assistance of the ADB under the Pacific COVID-19 Business Recovery Program. A Virtual Validation Workshop review of the MSME Policy Definition was conducted in May 2024. The final report of the MSME Definition Validation Workshop was submitted later in May 2024. The proposed new MSME definition

or classifications are to be endorsed by the Trade, Commerce and Industry Board in the next financial year.

National Industry Development Policy and Strategy (NIDPS) for Samoa.

The National Industry Development Policy and Strategy (NIDPS) endorsed by the Trade, Commerce and Industry Board (TCIB) at its special meeting in April 2024, and currently await Cabinet approval.

Legislative Reforms

Review of the FIA 2000 & Reserved and Restricted List

We continued our collaborations with the World Bank to ensure the expected outcome of the review is achieved. Areas that are being visited and review include but not limited to the following:

- Coverage of the law on whether the Act will include only direct or both direct and portfolio investments
- Way forward for the FIC Process whether it will remain, abolish or replaced with another option
- The Reserved and Restricted Lists versus investment thresholds on market access
- Clarification of investor rights, grievances mechanisms and investment dispute settlement
- Institutional Framework for Investment Promotion

In-country missions and consultations for the proposed Amendments will be conducted in the first half of the next financial year.

Review of the Citizenship by Investment Program

As Cabinet approved the continuation of the Review of the Citizenship by Investment Program, we sought the support from the PACER PLUS Implementing Unit (PPIU) for technical assistance. A TA was recruited to carry out the review of the final report which was endorsed by Cabinet. The key areas highlighted from this phase of the review for detailed discussion and possible amendments include the following:

- Additional qualifying investment areas such as government bonds and national development funds
- Appeal Panel versus resubmission of applications to the Committee
- Reviewing minimum investment, fees and timeframe for assessing and approving applications
- Quota / Target Number of applications per year
- Immunity of Government officials for making decisions on applications
- Conditions for granting approvals to agents and promoters

The PPIU has approved a request to support the implementation of the above report recommendations to develop a comprehensive Policy Framework to guide the implementation of the program, and to scope and support any modifications that are needed to be made. This will be conducted in the new FY2024/2025.

Legislative Review of the Competition and Consumer Act 2016

In light of challenges arising from the reimplementation of the Price Control Order following the COVID-19 pandemic, it was proposed to review the Competition and Consumer Act, specifically focusing on Part 5: Price Control. The aim is to broaden the criteria for reinstating the PCO to include emergencies, natural disasters, and other potential factors, in addition to the existing criterion of ineffective competition. The lessons learned from the pandemic have highlighted some challenges in interpreting the current provisions of the Price Control, prompting the need for this pending review.

Project Management

Private Sector Development Project – Component One (PSDP-C1)

The PSDP-C1 provided technical assistance geared towards addressing business enabling environment issues and priorities. The PSDP-C1 provided numerous technical assistance conforming to a five-year (FY2017/18-2022/23) budget estimated at NZD400,000. An operational budget of NZD 20,000 per annum was also provided by the Government of New Zealand to support activity implementation.

Following the conclusion of the PSDP-C1 project at the end of June 2023, a comprehensive project completion report, including both narrative and financial sections, was prepared and submitted to the project donor (NZ-MFAT) and MOF for final review and endorsement. The narrative report details the successful completion of all approved projects, including those still underway at the final Project Approval Committee meeting in May 2023. The report also outlined significant key achievements, identified challenges encountered and lessons learned to guide the success of future projects. The PSDP Administrative Budget report confirms the full utilization of funds for the implementation of approved projects, with the exception of the budget allocated for the final audit, which remains pending.

We acknowledge the Government of New Zealand for their ongoing support through the PSDP project. Their assistance has been crucial in promoting an enabling business environment and supporting our efforts toward sustainable growth and prosperity.

PACER Plus Projects

Samoa Trade Information Portal (STIP)

The STIP (<https://samoa.tradeportal.org/>) is an online platform that collates and publicises trade procedures and legislation, together with customs duties calculations for trading products. During this reporting period, an update on the STIP was presented at the PACER Plus regional workshop on Trade Information Portals hosted by the PACER Plus Implementation Unit (PPIU) in Samoa from the 4-7 June 2024. The workshop was co-facilitated by the PPIU and a representative from the UN Trade and Development (UNCTAD), who assisted the initial development of each country's Trade portal. The workshop covered transparency obligations related to regulations and procedures, including contact points, review of the current situation for each country's Trade Portals (including updates, challenges & solutions implemented), and identified needs for relevant assistance.

Furthermore, new information was collected, mapped, validated, finalised and uploaded onto the STIP given the PPPM team's full engagement towards the completion of the new TCMSP in this reporting period. New procedures and information updates which were finalised and published onto the portal includes: (1) the full import procedure for arms permits, (2) updated information/contacts and documents for existing procedures, and (3) update of new PACER Plus contact points for Sanitary and Phytosanitary Measures (SPS), Technical Barriers to Trade (TBT), Trade in Services (TIS), Trade in Goods (TIG) and Investment.

Services, Movement of Natural Persons and Investment (SMNPI) Committee Projects

The PPIU in partnership with the Australian Department of Foreign Affairs & Trade (DFAT) hosted the Advanced Pacific Regional Trade in Services and Proposal Workshop from the 16-34 January 2024, in Suva, Fiji. The workshop aimed to enhance member's understanding and capacity to negotiate and implement their PACER+ Commitments under the Services and Investment Chapters of the Agreement. During the workshop, MCIL submitted two eligible proposals – (1) Strengthening ecommerce readiness and digital initiatives, and (2) Review of the Reserved and Restricted Lists of the Foreign Investment ACT - for consideration by the Budget Committee in the FY2024/25 SMNPI proposal round. These proposals were confirmed approval at the 7th meeting of the PACER Plus Joint Committee hosted by Samoa in May 2024.

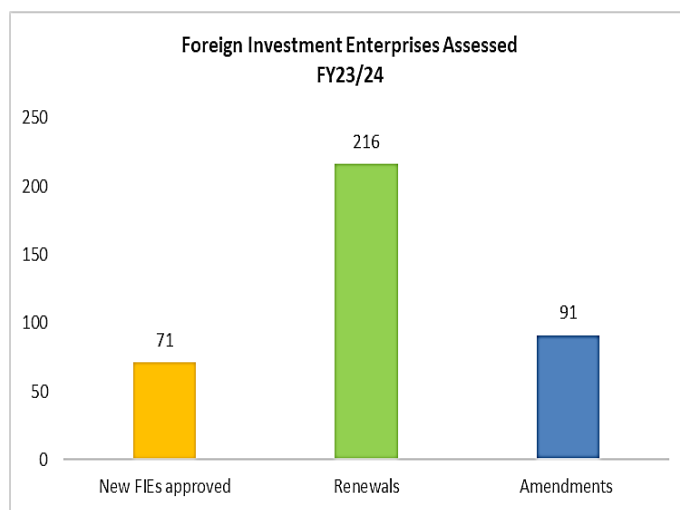
UN ESCAP Catalyzing Women Entrepreneurship (CWE) Project

The reporting period marks the final year of the project with all the activities as per the Letter of Agreement (LoA) implemented for 3 years starting from 2020. All three reports on the Baseline Assessment, Rapid Assessment of the Impact of Covid19 on women entrepreneurs and the Review of the Business License from the perspective of women entrepreneurs were launched in March 2024 during the UN's Women's Economic Empowerment and Entrepreneurship Dialogue held at Lava Hotel. As part of Activity 3: Technical support for promoting registration of women entrepreneurs in the informal sector, MCIL conducted an awareness program for informal women entrepreneurs on business license process, health requirements and other support services provided by Samoa Business Hub. This was held in collaboration with the Ministry of Customs and Revenue, Ministry of Health, Ministry of Women, Community and Social Development and the Samoa Business Hub.

The Project Advisory Group (PAG) held two meetings during the period with its final meeting in December 2023. All members agreed to support the continuation of this Group under the Trade Commerce Manufacturing Board with future discussions to be held. The Ministry also received final installments of the total budget in the LOA for reimbursement of expenditures paid under the Ministry budget for professional services. The last meeting for all CWE Partners in the Asia Pacific Region, took place in May 2024 where the Ministry's representative joined the panel discussion virtually on key policies and governance environment for women entrepreneurs. One local woman entrepreneur trained during the ICT Trainings conducted in January 2023, was able to travel to Thailand to attend this forum and was a member for the ICT panel session.

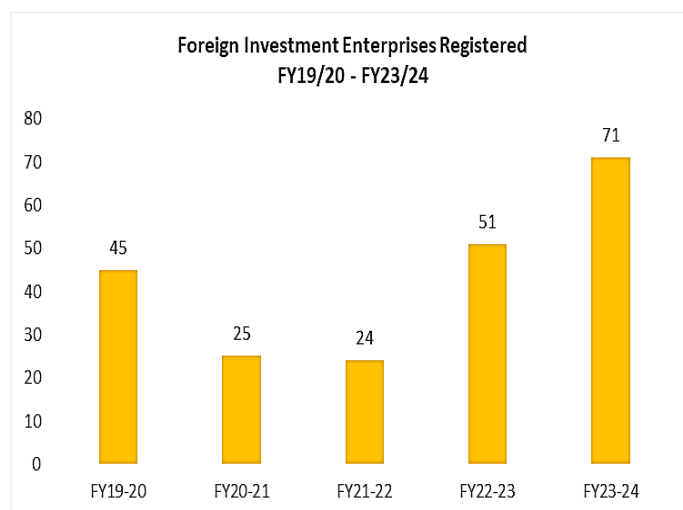
REGISTRATION OF FOREIGN INVESTMENT ENTERPRISES

A total of 384 FIE applications were received and assessed, 378 were approved while 6 were declined. Of the 378 approved cases, 71 were new applications, 216 were renewal requests, and 91 were noted for amendments. All applications were thoroughly assessed and reviewed accordingly resulting in 6 cases declined as they were found non-compliant with the FIA2000 and its Regulations. From the deregistration list, 61 FIEs were subject to revocation and removed from the database and 58 were confirmed and deregistered as they were not compliant and did not respond to the notice. The other 3 FIEs notified the ministry of their status and their FICs were again issued after satisfying the criteria of the FIC process.



Number of New Registered FIEs

The 71 newly registered FIEs exceeds the number of new approved applications recorded in the previous four consecutive years as illustrated in the graph below. This is due to the high number of potential foreign investors traveling to Samoa to establish businesses permanently in the country, and a good indication of slowly recovering from the impact of the COVID19 pandemic.

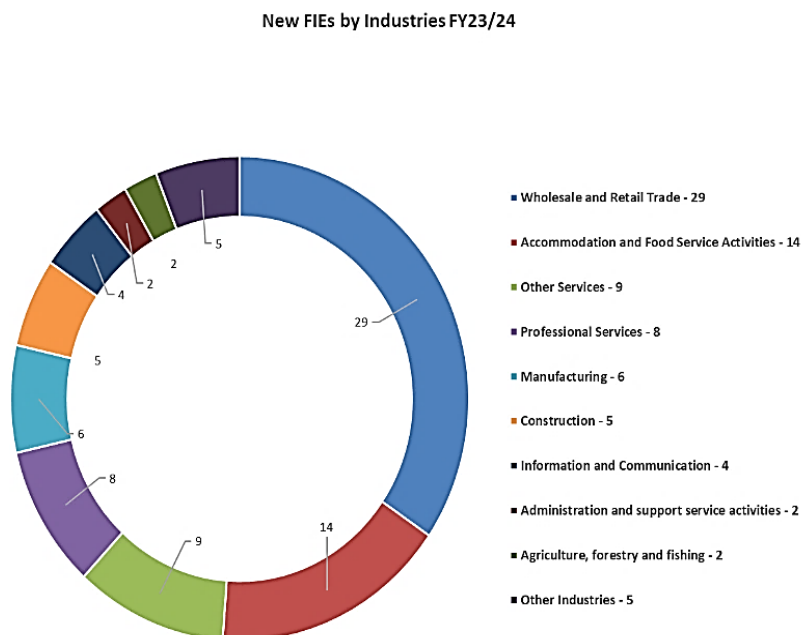


In addition, the 71 newly approved FIEs offered a total of 916 employment opportunities as their contribution to the economy of Samoa and also declared an estimated total initial working capital of **SAT\$72,393,073.60**. It is also recorded that these new businesses comprise of 19 female shareholders and 57 males dominating business ownership.

Newly Registered FIEs by Industries

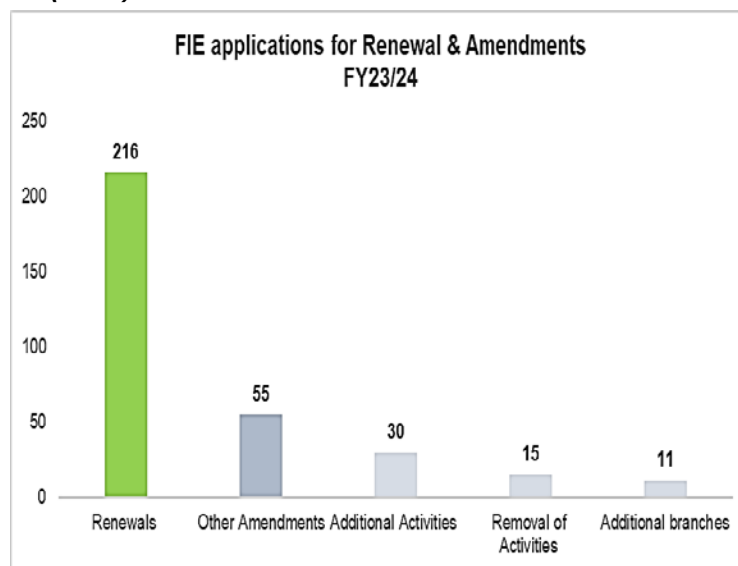
Wholesale and Retail Sale Industry recorded the highest number of FIEs registered in, followed by Accommodation and Food Services at 14, Other Services at 9 and 8 Professional Services.

Another growing industry in the foreign investment environment is Information and Communication with 4 new FIEs recorded as compared to less numbers over the years.



Applications of renewal and amendment of Foreign Investment Certificates (FICs)

Further to new applications received during the period, 216 applications for renewal and 91 applications for amendments of FICs were also submitted to MCIL for assessment and approval. Note that some of the 91 amendment applications contain more than one amendment filed which totaled up to 111 amendments altogether.



Advertisements

Eleven notices such as Engagement of Non-Samoan citizens in businesses listed under the Reserved List (English and Samoan versions), Cancellation of FICs and Reminder on Renewal of FICs were published on MCIL's social media platform, Samoa Observer and Savali newspaper to remind the FIEs of their obligations under the FIA 2000.

Enquiries

We responded to all the enquiries received on foreign investment which were mainly on business. The Ministry responded to all the enquiries received on foreign investment which were mainly on business activities and the process for setting up a business.

BUSINESS AND OTHER ENTITIES REGISTRATION

Business Registries Diagnostics

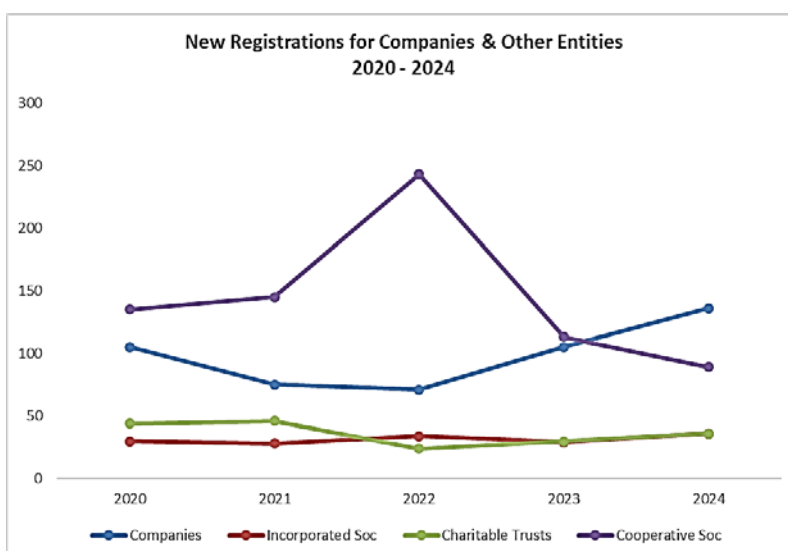
In the period under review, we worked collaboratively with the Asian Development Bank to conduct a diagnostic review for the Online business registry. During this visit, the Registries of Companies and the consultant discussed areas of concerns and proposed areas of improvement:

- The increasing cost of maintenance fee to host the Company electronic registry;
- The need of an upgrade function of the system for reporting purposes;
- The reviewing the Companies Act and fees schedule to match the rapid increase of maintenance fee;
- Need capacity trainings for the staff- existing and new staff;
- Proposed changes; removing outdated requirement such as the need for post office mail box and areas of improvement.

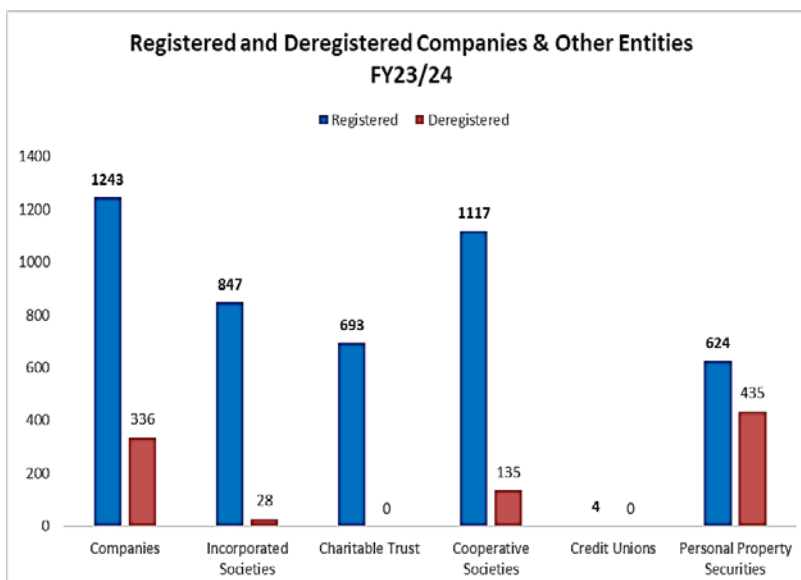
The outcome report of this meeting highlight the positive side of the online registry for our clients, and thus improved the entire business registration process including the reduction of costs to register a company. The final report has been presented to ADB and we are waiting for their comments and feedback.

Building Efficiency and the Integrity of the Registries

The Companies registration increase from 105 in the last financial year to 136. Incorporative Societies registration increased by a margin from 29 last year to 36 in this financial year and Charitable Trust also from 30 to 36. Unlike Cooperative Societies registration there is a drop in the number of registration from 113 in the last financial year to 89.



By the end of the financial year, a total of 336 Companies were removed from the register, 28 Incorporated Societies, 135 Cooperatives and 435 Personal Security interest terminated or removed from the online registers.



GOAL 2 ENCOURAGE INDUSTRY PRODUCTIVITY AND FAIR TRADE, AND ENSURE A HEALTHY COMPETITIVE MARKET

We aim to achieve this Goal by providing a high level of industry development; and enhancing and promoting effectiveness of Competition and Fair Trade in markets to benefit consumers, businesses and the community

GOVERNMENT ASSISTANCE AND INCENTIVE SCHEMES

Annual Private Sector Organisation Financial Assistance

The Government of Samoa continues to reaffirm its commitment on an annual basis to strengthening its Public-Private Partnership through supporting the ongoing development of the Private Sector. This commitment is presented in the form of a Grant to eligible PSOs to assist with their administrative operations. The Cabinet approved the allocation of the annual PSO grant of \$200,000 for the Financial Year 2023/2024 to ten (10) PSOs for this purpose.

The eligible organizations are those with commercial affiliations and are registered with MCIL under the Incorporated Societies Ordinance 1952. There are set criteria and a number of factors to be considered in determining the amount of grant to be awarded to each organization. These include the PSO's list of registered members; submission of strategic plan, annual reports and audited financial statements; active advocacy role; and progress of any development projects being undertaken by the PSO.

For the reporting period, MCIL developed a new and more appropriate and fair method to assist with the allocation of the fund including a Grant Funding Agreement to ensure the timely submission of all required documentations by the PSOs.

The PSO grant was paid to the ten (10) eligible PSOs on 28th June 2024, with the approved allocation as follows:

Private Sector Organization	Grant Allocations for FY 2023/2024
1) Women In Business Development Inc.	\$45,000.00
2) Samoa Association of Manufacturers and Exporters.	\$26,143.18
3) Samoa Hotels & Hospitality Association Inc.	\$26,143.18
4) Samoa Information and Technology Association	\$26,143.18
5) Samoa Mamanu Designs & Manufacturers Association	\$26,143.18
6) Tautai Samoa Association Inc.	\$26,143.18
7) Business of Salafai Association	\$16,266.87
8) Samoa Federated Farmers Inc.	\$2,730.51
9) Aiga Tautai o Salafai Incorporated	\$2,730.51
10) Tufa le Taleni Society Inc.	\$2,556.22
TOTAL	\$200,000.00

Duty Concession Scheme (DCS)

The Duty Concession Scheme is one of the assistance support programs by the Government of Samoa to assist eligible businesses within the Tourism, Manufacturing, Agriculture and Fisheries Industries through the importation of materials on a duty free basis under the Provision of the Customs Amendment Act 2022 (Section 127A) and the Customs (Development Projects) Regulations 2010. There were six (6) Investment Committee (IC) meetings held during the reporting period, to assess all applications received by the Ministry.

A total of 17 applications and requests received and assessed by the Ministry during the reporting period. Of the 17 applications, 9 were approved, 5 were declined, 1 is pending IC approval, 1 pending Cabinet approval, and 1 was outside the scope of the Duty Concession Scheme. Three (3) cases were carried forward from the previous year were approved in the current financial year.

The above cases are breakdown as follow:

Applications as qualifying projects - Four (4) new applications as qualifying projects received and assessed within the reporting period, noting an increase from the previous reporting period. From these new applications:

- i. Manufacturing: 1
- ii. Tourism Development: 2
- iii. Aviation: 1

From the 4 applications received, 1 was approved as a qualifying project under the scheme, 1 was declined, 1 is pending IC approval before submission to Cabinet, and 1 pending Cabinet approval.

Request for extension of eligibility timeframe - Six (6) requests for extension of timeframe that were received and assessed during the financial year. Four (4) requests were approved and two (2) were declined.

Request for Additional Goods - 6 requests for additional goods received and assessed during the reporting period. 4 of these were approved and 2 were declined.

Other requests - One (1) application received was outside the scope of the Duty Concession Scheme.

Pending cases carried forward from the previous financial year - Three (3) applications were received and reported in the previous financial years were carried forward to FY2023/2024. All 3 were approved in this reporting period.

Code 121 Scheme

This assistance scheme helps domestic businesses, including Commercial Poultry farmers, Commercial Manufacturers of Agricultural Products, Commercial Handicraft Manufacturers and Commercial Elei Garment Manufacturers, by exempting duty from 8% to 0% for imported raw materials imported by businesses approved under the Customs Tariff Amendment Act 2008. There were no cases received under the Code 121 Scheme for the reporting period.

COMPETITION AND CONSUMER PROTECTION

Samoa Competition and Consumer Commission (Commission)

In February 2024, two new members were appointed to begin their 3 year tenure as Commissioners of the Samoa Competition and Consumer Commission. They joined the existing members, Mr. Charles Sweeney, who has been appointed as the new Chairman of the Commission, the Regulator from the Office of the Regulator, and Chief Executive Officer of MCIL. Mr. Sweeney's contract has been extended for six months, from June to December 2024. The Commission continued to meet during the reporting period to assess complex competition and consumer cases

Independence of the Commission

The submission advocating for the reorganization and independence of the Commission has been presented to the Public Service Commission (PSC). Commissioners strongly believe that operating with complete autonomy is crucial for effectively fulfilling its legislative requirements. A decision on the proposal is still pending.

Joining the Pacific Island Network of Competition, Consumer and Economic Regulators (PINCCER) Group

Samoa's inclusion in PINCCER is one of the resolutions of the International Consumer Protection and Enforcement Network (ICPEN) meeting held in Sydney, Australia in 2023. The event was attended by ICPEN members and observers from the Pacific region, with Samoa being a notable participant.

PINCCER, newly formed forum, brings together regulatory bodies in the Pacific Region to promote well-functioning markets, ensure fair trade, and safeguard consumer interests. It fosters cooperation among competition, consumer protection, and economic regulators, with twelve founding members such as Samoa, New Zealand, Australia, Fiji, Papua New Guinea, Tonga, Vanuatu, Cook Islands, Kiribati, Solomon Island, French Polynesia and New Caledonia. The Commission joined PINCCER, pledging to share knowledge and strategies to strengthen regulatory environments, promote fair competition, and enhance consumer protection. Through close collaboration, the Commission aims to uphold principles, create synergy, and address common challenges, contributing to positive impacts on regulatory practices in the Pacific Region.

Price Control Order (PCO)

In September 2023, the Price Control Order (PCO) was reinstated, marking the first PCO implemented under the Competition and Consumer Act 2016. The decision to reintroduce the PCO stemmed from widespread community concerns conveyed to the Prime Minister's office and Parliament regarding the rising prices of essential food items, particularly during periods of supply shortages caused by delayed shipments.

The PCO came into force on 12 September 2023 and was initially valid for three months, with provisions for occasional extensions up to 1 July 2024. Copies of the PCO were distributed to all traders, who were encouraged to display them prominently on notice boards within their premises for consumer visibility. Compliance with the PCO is monitored through regular inspections.

In its meeting in May 2024, the Commission decided to extend the validity of PCO No.1.2023 for an additional six months, ensuring its effect until December 2024. This decision underscores the continuation of regulatory measures established by PCO No.1.2023 to control market prices and protect consumers from unfair pricing practices. The Commission's decision was supported by Cabinet for implementation.

E-Commerce

The National E-Commerce Strategy and Roadmap, launched in September 2022, is now in its implementation phase with the primary focus on establishing the Samoa National E-Commerce Committee (SNEC) as endorsed by Cabinet. The SNEC is composed of 10 Government ministries, non-government organizations, and relevant stakeholders, chaired by the CEO of MCIL and co-chaired by the CEO of the MFAT.

An in-country consultation of the legislative framework for e-commerce, conducted by the Commonwealth Connectivity Agenda (CCA) in March, is completed, and MCIL is currently reviewing the first draft report from the CCA consultant.

The development of the National E-commerce Policy is scheduled to start in September 2024, with the assistance from the United Nations Capital Development Fund (UNCDF) and the United Nations Conference on Trade and Development (UNCTAD). Additionally, a proposal for the next financial year 2024-2025 has been submitted to Pacific Agreement on Closer Economic Relations (PACER) Plus for funding of the "Strengthening E-commerce Readiness and Digital Initiatives for Samoa" project, which primarily focuses on digital skills training in consumer protection, competition, and investigations, increasing digital awareness programs for both consumers and businesses, and reviewing progress and updating the project document on the street addressing system for Samoa.

CODEX AND TECHNICAL BARRIERS TO TRADE

Codex Regional Standards Development Works

MCIL as the secretary for the Samoa National Codex Committee (SNCC) and the official National Codex Contact Point (CCP), played a key role in advancing the development works on the regional standards for Fermented Noni Juice and Breadfruit Flour. This support aligns with the agreements reached during the 16th Session of the Codex Coordinating Committee for North America and the South West Pacific (CCNASWP16).

Codex-Regional Standard for Fermented Noni Juice: In the ongoing efforts to finalize Section 10: Methods of Analysis and Sampling of the Regional Standard for Fermented Noni Juice, Samoa's Scientific Research Organization (SROS) has completed the Validation Report for the High-Performance Liquid Chromatography (HPLC) method, which measures scopoletin levels in Noni Fruit Juice. This report will be sent to the Codex Committee on Methods and Analysis and Sampling (CCMAS) for approval, which is necessary to include the HPLC method in Section 10 of the regional standard.

Due to delays in finalizing the HPLC Method Validation Report, the method could not be included in the draft regional standard in time for presentation at the 46th session of the Codex Alimentarius Commission (CAC46). Despite this delay, the draft regional standard was submitted and received official approval as a Codex Regional Standard at CAC46. The inclusion of the HPLC method in Section 10 remains pending, awaiting endorsement from CCMAS to complete the process.

Codex-Regional Standard for Breadfruit Flour: Samoa has taken on the lead role in developing a draft discussion paper/project document for a proposed new regional standard for Breadfruit flour. This work is being carried out with support from the regional coordinator (Fiji) and other member countries within the CCNASWP region. To facilitate this process, the SNCC established a sub-committee composed of representatives from the Ministry of Agriculture and Fisheries (MAF), the MCIL, MOH, the Scientific Research of Samoa (SROS), and the Samoa Association of Manufacturers and Exporters (SAME) was tasked to develop the draft discussion paper/project document for member countries of CCNASWP to review and to endorse in its meeting early 2025.

Codex Trust Fund (CTF) Project Implementation

The Joint FAO and WHO Codex Trust Fund Project remains dedicated to offering technical support to improve and expand the capabilities of Samoa's National Codex structures. This assistance is aimed at ensuring effective implementation of Codex activities within Samoa, as well as facilitating the country's active involvement and contributions to Codex efforts at both regional and international levels.

SNCC Procedural Manual

The draft text of the SNCC Procedural Manual is successfully completed and approved by the Samoa National Codex Committee (SNCC). The manual is now ready for publication. This key document delineates the legal foundations and terms of reference for the operations of the SNCC, the Codex Contact Point, and the SNCC Secretariat. The Procedural Manual provides essential guidance for effective engagement in Codex activities at the national, regional, and international levels. Its approval represents a major milestone in improving the governance and operational effectiveness of Codex-related functions in Samoa.

Codex Alimentarius Commission 46th Session

Samoa actively participated in the 46th Annual Session of the Codex Alimentarius Commission (CAC46) held on November 2023, with financial support provided by the CTF project. This funding was instrumental in enabling Samoa's presence at this crucial international forum. The delegation was led by the CEO of MCIL, who also serves as the Chairman of the SNCC. The key outcome of the session is the official approval of the draft regional standard for Fermented Noni Juice to progress from Step 5 (Draft text of the standard) to Step 8 (Codex Standard) of the Codex 8-step procedure¹ for elaborating standards, marking a significant step towards the recognition of the Fermented Noni Juice as an official Codex Standard by the Commission. This advancement highlights Samoa's proactive involvement and dedication to shaping regional food safety and quality standards through effective international collaboration.

Codex capacity building workshop

The fourth Codex Trust Fund capacity building workshop in March 2024 brought together SNCC members and relevant stakeholders with the goal of further developing their expertise in key areas related to Codex. The primary objectives of the workshop were twofold: first, to enhance participants' skills in preparing and disseminating relevant information about the national Codex system through new media channels, and second, to improve their ability to design and implement effective public awareness campaigns. The training aimed to strengthen the overall capacity of SNCC members and stakeholders in communicating Codex-related information and engaging the public in important food safety and standards issues. This workshop marked a significant step in advancing the effectiveness of Codex outreach and education efforts, ensuring that participants are well-equipped to contribute to the further development of Codex works at the national level.

¹Step Procedures for elaborating codex standards:

Step 5- DRAFT TEXT: The proposed draft standard is submitted to the Executive Committee for critical review

Step 6- COMMENTS: The draft text is circulated by the Codex secretariat to Codex members and observers for another round of comments.

Step 7- CRITICAL REVIEW: The body assigned the work considers the comments and amends the draft standard

Step 8- CODEX STANDARD: The draft standard is submitted to the Executive Committee and forwarded to the Commission for adoption as a Codex Standard. It is then published on the Codex website.

Twinning Program between SNCC and Tonga

In April 2024, the SNCC successfully partnered with the Kingdom of Tonga through a virtual twinning program. This initiative was part of Tonga's CTF project, aimed at establishing the Tongan National Codex Committee (TNCC). The program provided Tonga with valuable insights into the experiences and challenges faced by the SNCC, as well as best practices for effective governance and management of Codex-related activities. The one-day program not only supported Tonga in its efforts to build a robust Codex framework but also strengthened the collaboration between the two Codex regional member countries.

To promote a unified approach to addressing food safety and security concerns, which are crucial for ensuring safe food trade across Pacific Island region

Pacific Quality Infrastructure (PQI) – Regional Standards Development Works

The PQI project aims to improve access to quality-related services throughout the Pacific by providing technical assistance to enhance Quality Infrastructure (QI) systems at both national and regional levels. The focus of the project is on developing crucial technical skills and creating the necessary infrastructure to support the effective management of key QI components, including Standardization, Metrology, and Testing. In 2022, the Pacific Islands Standards Committee (PISC) was established to oversee standardization efforts across the region. PISC's objective is to harmonize and develop standards that meet local needs and challenges, making these standards readily available to Pacific stakeholders.

PISC created two technical committees to pilot its standards development works. The Technical Committee on Building and Construction (TC1) was tasked with reviewing New Caledonia Energy Efficiency Standard for its potential adoption as the Regional Standard for Energy Efficiency. Simultaneously, the Technical Committee on Food and Food Products (TC2) was assigned to assess Vanuatu's Frozen Cassava Standard for potential adoption as the Regional Frozen Cassava Standard. The Fair Trading Division of MCIL is a member of TC2, while the Asset Management Building Division of MWTI participates in TC1. These efforts mark a significant advancement in developing regional standards and ensuring they are tailored to local requirements.

National Quality Policy (NQP) Development- PACER-Plus and British Standard Institution (BSI)

Significant efforts were dedicated to developing a draft of Samoa's National Quality Policy (NQP). This pivotal initiative aims to establish a robust framework for regulating and ensuring the quality of products and services, aligning with international standards and agreements such as the WTO TBT and PACER plus. Key milestones achieved during this period include:

Stakeholder Engagement and Consultations: Extensive consultations were conducted with stakeholders from various sectors, including government agencies, industry experts, and civil society organizations. Their valuable insights and feedback have been instrumental in shaping the draft NQP.

Policy Formulation: Thorough analysis and research were undertaken to draft comprehensive policies addressing critical aspects such as standardization, Metrology, and conformity assessment. These policies aim to enhance regulatory efficiency and effectiveness.

Alignment with International Best Practices: The draft NQP is designed to ensure closer alignment with international best practices in quality management and regulatory frameworks. This alignment is crucial for enhancing Samoa's competitiveness in global markets.

The draft NQP will undergo further refinement and validation through continued stakeholder engagement and feedback mechanisms. The ultimate goal remains to establish a robust and

adaptive National Quality Policy that supports sustainable economic growth and facilitates smoother participation in international trade.

Data Collection Framework Development

The development of a data collection framework to support the creation of national standards across all sectors in Samoa is now underway. The proposed framework aims to provide a procedural guide for the systematic collection, processing, and use of data, which will inform the development and revision of standards across different sectors. With the first draft of the framework completed, extensive works to incorporate a variety of data collection methods, along with data validation and analysis assessments to ensure the accuracy and reliability of the information gathered. This initiative is crucial for enhancing the overall quality and effectiveness of Samoa's national standards regime. MCIL is fully committed to advancing this framework and anticipates that it will significantly contribute to the robustness and adaptability of our standards development efforts in the coming years.

Donation of Trade Measurement Equipment for Legal Metrology works in Samoa

MCIL was fortunate to receive trade measurement equipment that were donated by the Pacific Islands Forum Secretariat (PIFS) through their Pacific Quality Infrastructure (PQI) initiative, to support the legal metrology activities in Samoa. MCIL is administering the Metrology Act 2015 and with the accessibility with these resources are significant for ensuring precision, accuracy, and quality control in measurement of weighing equipment and scales as well as calibration services as mandated under our portfolio. MCIL expressed its appreciation for the kind donation by the Pacific Islands Forum Secretariat which will aid the works of MCIL and contribute to our own national efforts in building capacity for our small island nation.

Asia- Pacific Legal Metrology Forum (APLMF) Corresponding Membership for Samoa and Commemoration of the World Metrology Day (WMD)

In March, the Cabinet approved Samoa's interest to become a corresponding member for the Asia-Pacific Legal Metrology Forum. Becoming a member for the APLMF will allow Samoa to have a platform to raise awareness and share knowledge on the importance of metrology as well as access to training programmes for staff capacity building.

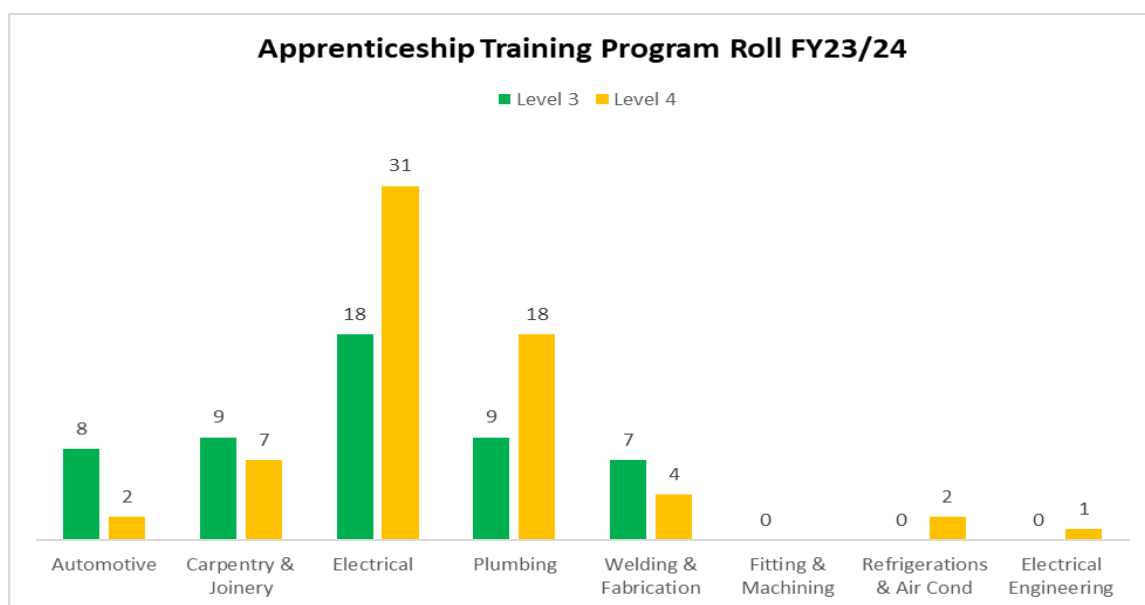
The annual commemoration of World Metrology Day is held on the 20 May and Samoa should also celebrate this day to further raise awareness of the public on the importance of metrology in boosting fair trading. The Cabinet approved the commemoration of this event commencing in the next financial year on the 20 May 2025 and continuously over the years.

GOAL 3 CREATE EMPLOYMENT OPPORTUNITIES FOR THE LOCAL WORKFORCE AND A HEALTHY AND SAFE ENVIRONMENT FOR ALL

We aim to achieve this Goal by strengthening Labour and Employment Markets' supply and demand to improve employment opportunities; seek and strengthen partnerships with development partners and key stakeholders or other related service providers to expand into other trades for more employment opportunities overseas; facilitate employer-employee relations through effective social dialogues on industrial relations and employment relations, foreign employee employment permits, and on occupational safety and health matters.

Apprenticeship Training Program

We continued to work collaboratively with the National University of Samoa to implement the Apprenticeship Training program. For the period under review a total of 116 apprentices are undertaking the Level 3 & Level 4 Certificates in which 51 are new entrants at Level 3 and 65 continuing students moving up to Level 4. Two trade tests exams were carried out during the period under review, Carpentry and Joinery Grade 2 and the Welding and Fabrication Grade 2.



Apprenticeship Graduation

The first Apprenticeship Graduation for the apprentices who have successfully completed the Level 3 of the Apprenticeship Training in November 2023 and are promoted to the Level 4 in March 2024 is been earmarked for July 2025 together with the Trades people who have successfully passed the Trade Tests Scheme. More than 90 graduates is expected to be awarded with the Samoa Apprenticeship Certificate Level 4 which is equivalent to New Zealand and Australia Certificate IV and the Due Completion Certificates for the Trade Tests Scheme.

Stakeholder Engagement

We continued to engage with our key stakeholders through the Apprenticeship Council to provide updates on the implementation of the Apprenticeship Program and the active participation in the Trades Advisory Groups reviewing National Competency Standards for both the Theoretical and Practical trainings in the Workplaces. We have been actively participated with the National University of Samoa and the Samoa Qualification Authority in the monitoring of the apprentices under the Workplace Assessment program.

Labour Market Survey

The main purpose for implementation of Labour Market Surveys (LMSs) by MCIL 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 MCIL in the provision of baselines, to inform decisions making bodies and labour policies, and to ensure alignment with our 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 following key statistical data were the findings of the LMS2022.

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: <ul style="list-style-type: none">- 161 (26%) in the "Accommodation and Food Service" industry;- 135 (21%) in the "Wholesale and Retail Trade" industry;- 67 (11%) in the "Manufacturing" industry;	

	<ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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 CONDITIONS AND ENTITLEMENTS	976 Employers (90% of total coverage) are Aware of Entitlements under the LERA 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.

Industrial Relations Work Permits and OSH

Samoa ratifies the International Labour Organisation Conventions for the Promotional Framework for Occupational Safety and Health 2006, (No.187) and the Violence and Harassment 2019, (No.190)

Samoa has ratified two International Labour Organisation (ILO) conventions, namely, the Promotional Framework for Occupational Safety and Health Convention 2006, (No.187), and the Violence and Harassment Convention 2019, (No.190). Samoa's original Instruments of Ratification, signed by the Prime Minister of Samoa, were presented by the Honourable Minister of MCIL, to the Director General of the ILO. The Minister and Director General signed ratification certificates at the depository ceremony at the ILO Headquarter in Geneva. The ceremony precedes the 112th Session of the International Labour Conference convened for two weeks in June.

The Promotional Framework for Occupational Safety and Health Convention 2006, or referred to simply as Convention 187 (C187), will help strengthen Samoa's Occupational Safety and Health (OSH) policy framework and develop a safe and healthy working environment. A national program will be developed through the Samoa National Tripartite Forum, aiming to create a safe and healthy culture in the workplace. The Violence and Harassment 2019 (C190), encourages employers to create a work environment that is free from violence and harassment, C190 is the first international treaty to recognize the right to a world of work free from violence and harassment, including gender-based violence and harassment.

Consultations with relevant stakeholders from government, private sector and civil society had been undertaken including through the Samoa National Tripartite Forum. The collective objective is to strive to provide decent work for all through fair working terms and conditions and a safer and healthier working environment. The implementation of the conventions will complement existing national efforts to combat domestic violence, strengthen national OSH implementation and signal Samoa's international commitment to these fundamental principles to provide a decent workplace environment.

World Day for Safety and Health at Work Stewardship Awards

This year's World OSH Day theme, "Ensuring safe and healthy work now in a changing climate," highlights the importance of safeguarding workers' and employers' health and safety while adjusting to climate change. Since joining the International Labour Organization (ILO) in 2005, Samoa began observing the World Day for Safety and Health at Work in 2006. The event is celebrated annually on April 28.

In partnership with the National OSH Task Force, the ILO, and the Samoa National Tripartite Forum (SNTF), MCIL organized a series of activities for the 2024 celebrations. These included an awareness program, TV talk shows, and concluded with an awards ceremony to honor and recognize outstanding achievements and compliance by government ministries, companies, and organizations in relation to OSH legislation and policies over the past two years. A special panel from the OSH Task Force was responsible for evaluating award winners in seven categories, as well as the overall winner, based on three criteria: compliance, initiative, and OSH awareness in workplaces

MCIL expresses gratitude for the ongoing support of the ILO and the private sector. We extend our thanks to all stakeholders for their efforts in enhancing and promoting workplace safety and health through the SNTF and the National OSH Task Force.

The following Award Winners that were announced on the Awards night:

Category	Recipients
1. Government ministries:	1 st Place - Office of the Public Service Commission 2 nd Place - Ministry of the Prime Minister and Cabinet
2. State Owned Enterprises	1 st Place - Samoa Housing Corporation 2 nd Place - Samoa Airport Authority
3. Construction Industry	1 st Place - Ah Liki Construction 2 nd Place - Lucky Construction
4. Manufacturing Industry	1 st Place - British American Tobacco 2 nd Place - Samoa Breweries Limited, Vailima
5. Tourism & Hospitality	1 st Place - Taumeasina Island Resort 2 nd Place - Le Uaina Hotel & Resort Faleapuna
6. Food & Beverage	1 st Place - Rokos Restaurant 2 nd Place - Amanaki Restaurant
7. Service Stations	1 st Place - Mynas Service Station 2 nd Place - TNT Service station
8. Overall TOP Stewardship Award	AH LIKI CONSTRUCTION

FOREIGN EMPLOYEE EMPLOYMENT PERMITS (FEEP)

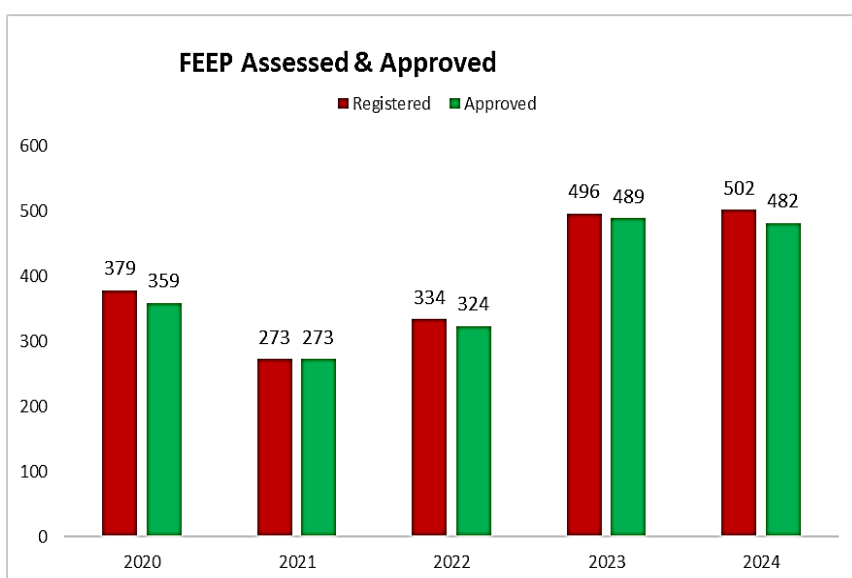
The Labour and Employment Relations Act 2013 and its Amendment 2023 mandates MCIL with the issuance of Foreign Employee Employment Permits (FEEP) based on nationally relevant criteria including the availability of required skills in Samoa, the number of non-citizens already employed, critical skills identified by industries, etc.

FEEPs are currently processed under a joint system known as the 'One-Stop Shop' in collaboration with the Immigration Office providing this service through one window at the Immigration Services.

Since the commencement of the LERA Amendments 2023 on the 5th of February 2024, the validity period for a FEEP was extended from 24 months or 2 years to 36 months or 3 years. This change now mirrors the Temporary Resident Permit issued by Immigration Samoa, validity period to reflect the 'One-Stop Shop'.

FEEP applications received and assessed

A slight increase of 1.2% is seen in the number of FEEP received for assessment during the reported period, compared to FY22/23. Out of 502 applications received, 96% [482] of these applications were issued with FEEP, and 2.2% [11] were declined as the requested activity for employment was reserved. Countries such as China, Fiji, and the Philippines remain the top 3 countries for FEEP issuance during the reported period.



Construction remains the number one industry for permits issued due to several government projects and ongoing developments within the private sector as well as constructions in preparations for CHOGM in October 2024. An increase in permits issued to the Tourism & Hospitality industry is noted as they are prepared to host the participants of this crucial meeting. The retailing activities that are not reserved has increased during the Financial Year in review.

FEEP Exemptions Issuance

A total of 225 FEEP exemptions were issued to expats traveling to Samoa for work purposes for a period of less than 3 months in a calendar year. This includes the 216 ex-pats working on the Season 9 and Season 10 of the Survivor.

To support preparations for CHOGM in October 2024 a short-term permit with special requirements was issued to any industry in need of workforce support during the CHOGM meeting. All permits issued under this arrangement are expected to expire by the 31st of October 2024. 17 permits were issued to Sheraton Samoa Aggie Greys Hotel & Bungalows during the period under review.

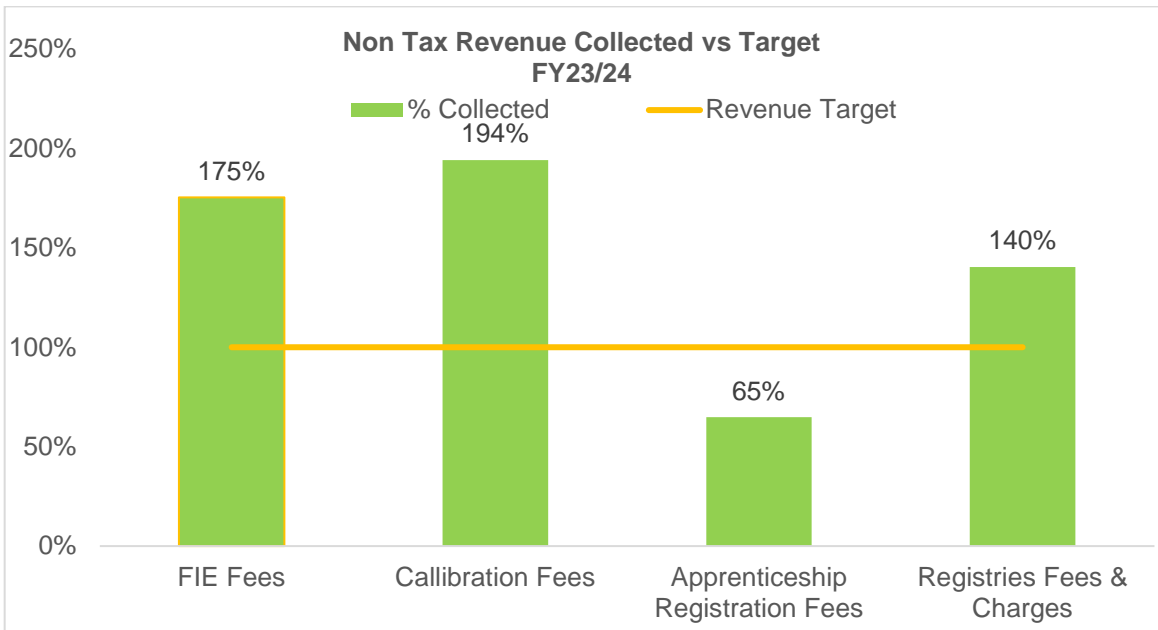
The financial performance section provides a detailed overview of MCIL’s financial activities during the fiscal year, covering key aspects such as budget performance, revenue generation and expenditure utilization. This section ensures transparency and accountability, highlighting how MCIL has managed its financial resources to achieve its strategic objectives.

BUDGET PERFORMANCE

MCIL's budget for the 2023/2024 fiscal year was carefully crafted to align financial resources with its strategic goals. The Revenue Budget was set at \$740,475.00, encompassing fees and charges mandated by legislation, such as certificate issuance, equipment verification, and registry maintenance. A total of \$18.67 million tala was allocated for expenditures, supporting ministry operations, grants and subsidies to third parties, and state transactions. MCIL's financial performance for 2023/2024 demonstrates strong financial management, effective revenue collection, and responsible budget allocation. The ministry not only exceeded its revenue targets but also managed expenditures efficiently, enabling it to fulfill its commitments and contribute to national economic and social development.

REVENUE GENERATION

MCIL exceeded its total budgeted revenue by 41% achieving \$1,044,808.00 against a budget target at \$740,475.00. This over achievement underscores the Ministry’s robust revenue generation capabilities and efficient collection processes. The graph below shows the Actual Collection achieved compared to the revenue target set for the FY23/24.



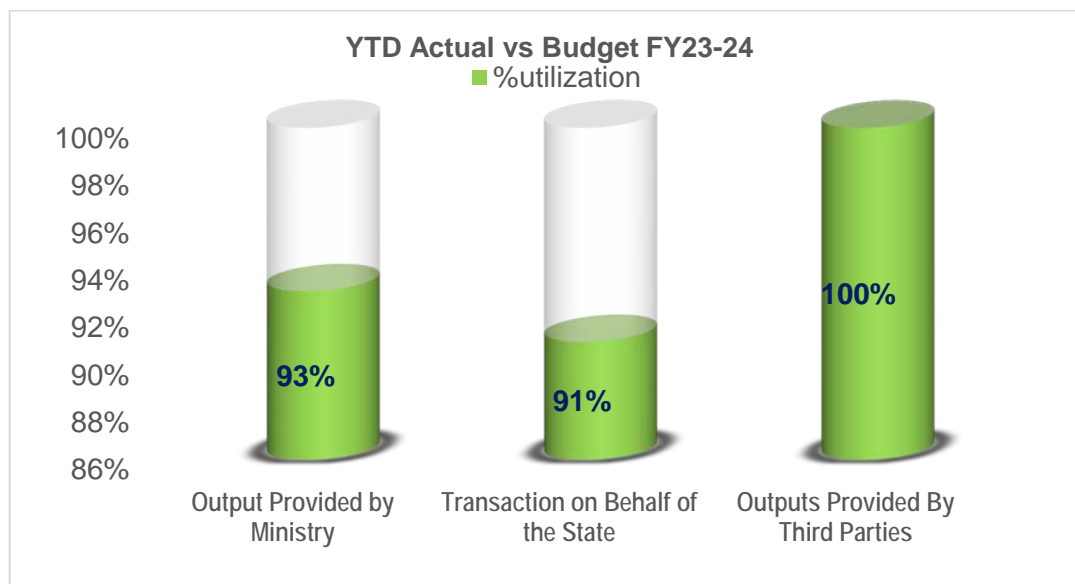
FIE Fees collected 75% more than the target. This is due to an increase in the number of foreign investments approved during the fiscal year. The Calibration fees nearly doubled the target, which reflected increased calibration and verification of weights and scales during the fiscal year. The Apprenticeship registration fees target was underachieved, reaching only 65% of the set target, due to the lower than expected apprenticeship participation. The registries fees and charges exceeded the target by 40% partly due to fees received from our international Intellectual Properties fees under the Madrid Protocol, Hague and Lisbon Agreements.

A breakdown of the Non-Tax Revenue sources and their performance is presented below:

OUTPUT	Budgeted Revenue (Tala)	Actual Revenue (Tala)	Percentage Achieved (%)	Source Description.
Output 3 – Foreign Investment Enterprises Fees (FIE)	\$15,000.00	\$26,305.00	175%	Fees and charges for application of Foreign Investment Certificates
Output 4 – Calibration Fees	\$15,475.00	\$30,045.00	194%	Fees and charges for verification and calibration of scales, weights and petrol pumps.
Output 5 – Apprenticeship Registration Fees	\$10,000.00	\$6,480.00	65%	Registration fees for new entrants into Apprenticeship Program and Trade Testing Scheme
Output 8 – Registries fees	\$700,000.00	\$981,528.00	140%	Fees and charges for maintaining various registries under the Ministry, such as companies, other entities and intellectual properties.
CSU 1	-	\$50.00		Miscellaneous
TOTAL	\$740,475.00	\$1,044,808.00	141%	

EXPENDITURE UTILIZATION

MCIL was initially allocated an approved budget of \$18.93million for the fiscal year. However, the first supplementary budget proposed a reduction of \$520,621 due to the movement of Output 2 (Seasonal Employment Administration) to the Ministry of Finance. An additional allocation of \$263,810 for the Ministerial Support Budget was approved, resulting in a revised budget of \$18.67million.



The graph above illustrates the YTD budget utilization under the three Budget Categories for FY2023/24.

1) Outputs Provided by the Ministry (93% utilization)

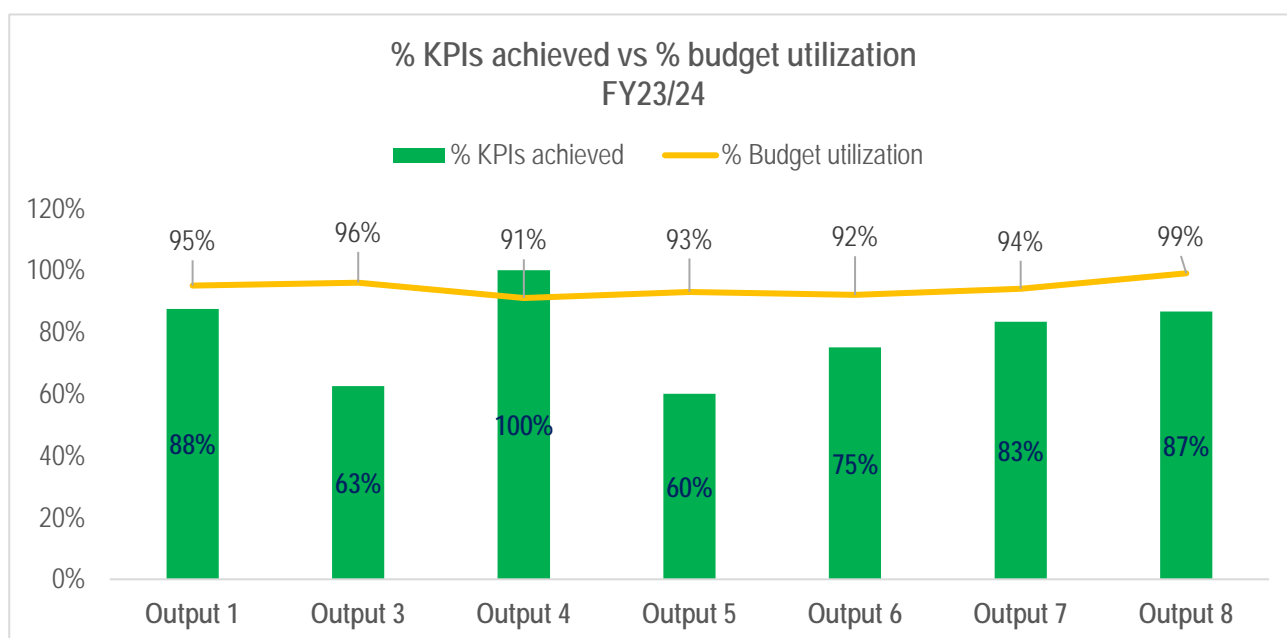
MCIL has utilized 93% of its budget for the fiscal year to ensure its KPIs and Goals are achieved. The 7% remaining are mainly from vacant positions that have not completed the recruitment and selection processes and underachieved key performance indicators during the year.

2) Transaction on Behalf of State (91% utilization)

91% of the budget for transactions on behalf of the state has been utilized. This utilization indicated that the funds earmarked for the state level transactions have been managed well. The 9% remaining is due to delay in the completion of some transactions.

Expenditure Items	Budgeted (Tala)	Expenditure (Tala)	Actual (Tala)	Expenditure (Tala)	Percentage Utilization (%)
Outputs delivered by the Ministry		\$6,015,483.00		\$5,607,082.00	93%
Grants and Subsidies to Third Parties		\$10,674,453.00		\$10,674,452.00	100%
Transaction on Behalf of State		\$1,980,124.00		\$1,801,432.00	91%
TOTAL		\$18,670,060.00		\$18,082,966.00	97%

Budget Utilization and Key Performance Indicators



The above graph compares the percentage of Key Performance Indicators (KPIs) achieved against the budget utilization across the 8 Outputs for FY23/24. 82% of our KPIs were achieved in the fiscal year. Our policy and legislative reforms for enhancing our investment friendly environment and promoting fair workplace practices was delayed or deferred as well as policy implementation and monitoring as reflected in Output 3, Output 5 and Output 6 respectively above. Overall, the Ministry's expenditure was closely monitored to ensure alignment with the Ministry's strategic goals. Despite the challenges faced, the Ministry managed to stay within its overall budget while delivering on its key outputs.

STATEMENT OF CERTIFICATION

MINISTRY OF FINANCE



STATEMENT OF CERTIFICATION

The Statement of Receipts and Payments, Schedule 2 and accompanying notes/information from other schedule of the Public Accounts on Fixed Assets (Schedule 9) for financial year ended 30th June 2024 form part of the Financial Statements for the Ministry of Commerce, Industry and Labour. These are drawn up in accordance with the reporting requirements of the Public Financial Management Act 2001 and Amendments, Part XIV, Financial Reporting and International Public Sector Accounting Standard (IPSAS).

As required by PFM Act 2001 and Amendments, Section 110, Ministry of Finance hereby certifies that the attached Statement for Ministry of Commerce, Industry and Labour is based on the unaudited results for the year ended 30th June 2024, as reflected in the accounting records of the Ministry of Finance for the Treasury Fund.

On behalf of the Government of Samoa.

Saoleititi Maeva Betham Vaai
Chief Executive Officer

Date: 08 / 10 / 24

STATEMENT OF RECEIPTS AND EXENDITURE FOR FINANCIAL YEAR ENDED 30 JUNE 2024

GOVERNMENT OF SAMOA

SCHEDULE 2.5

STATEMENT OF MINISTRY RECEIPTS BY REPORTING CATEGORY AND EXPENDITURE BY OUTPUT APPROPRIATION ACCOUNT *for the financial year ended 30 June 2024*

	Notes	2024 \$	Original Estimate \$	Final Estimate \$	(Over)/Under \$	2023 \$
COMMERCE, INDUSTRY & LABOUR						
RECEIPTS						
Ordinary Receipts						
Other Revenues						
Fees & Other Charges		1,044,808	740,475	740,475	(304,333)	1,133,419
TOTAL RECEIPTS		1,044,808	740,475	740,475	(304,333)	1,133,419
PAYMENTS						
Outputs						
1.0 Policy Advice to the Responsible Minister		858,712	906,404	906,404	47,691	846,007
2.0 Seasonal Employment Administration		633,657	1,192,459	751,838	118,181	932,458
3.0 Management of Investment Promotion & Industry Development		597,397	620,453	620,453	23,056	604,367
4.0 Enforcement of Fair Trading and Codex Development		938,094	1,025,470	1,025,470	87,376	835,046
5.0 Administration of Apprenticeship Scheme & Employment Services		586,753	630,389	630,389	43,636	591,849
6.0 Enforcement of Labour Standards & Assessment of Work Permits		615,452	665,748	665,748	50,296	555,850
7.0 Enforcement of Occupational Safety & Health Standards		416,874	442,745	442,745	25,870	365,246
8.0 Management of the Registries of Companies & Intellectual Properties		700,215	708,627	708,627	8,412	719,495
9.0 Ministerial Support		259,927	0	263,810	3,883	0
Total Outputs		5,607,082	6,192,294	6,015,483	404,519	5,450,318
Third Party Outputs						
Samoa Tourism Authority (STA)		7,074,452	7,074,454	7,074,453	0	9,253,111
Samoa Chamber of Commerce		200,000	200,000	200,000	0	0
Samoa Business Hub		400,000	400,000	400,000	(0)	450,000
Private Sector Support Facility (PSSF)		3,000,000	3,000,000	3,000,000	0	3,000,000
Total Third Party Outputs		10,674,452	10,674,454	10,674,453	0	12,703,111
Transactions on Behalf of State						
Membership Fees						
International Labour Organisation		11,605	11,642	11,642	37	10,074
International Organisation for Consumer Union		1,685	6,200	6,200	4,515	1,515
World Intellectual Property Organisation (WIPO)		0	12,000	12,000	12,000	8,724
World Association of Investment Promotion Agency		14,726	15,500	15,500	774	14,196
United Nations Industry Development		2,393	11,560	11,560	9,167	2,028
Corporate Registry Forum		1,156	1,565	1,565	409	1,081
ISO Membership (Standards)		0	28,000	28,000	28,000	0
E-Registry Database - Foster Moore (NZ)		157,421	165,421	165,421	0	148,927
		188,985	251,888	251,888	54,903	186,545
Government Policies / Initiatives						
Grants to Workers' Associations		12,000	30,000	30,000	18,000	25,000
Apprenticeship Training Provider (NUS)		178,000	178,000	178,000	(0)	0
Contribution to Private Sector Organisation		200,000	200,000	200,000	0	250,000
Exporter of the Year Awards - SAME		10,000	10,000	10,000	(0)	0
		400,000	418,000	418,000	18,000	275,000
Counterpart Costs						
World Intellectual Property Day (26 April)		10,644	15,000	15,000	4,356	9,790
OSH Day		13,228	15,000	15,000	1,772	9,423
		23,872	30,000	30,000	6,128	19,214
Rents and Leases						
ACB Building Rent/Lease		850,535	853,957	853,957	3,422	851,539
Rent - Fair Trading Division Office in Savaii		3,663	5,616	5,616	1,953	3,256
Rents & Leases for Home and Office of the Samoa Liaison Officers in NZ and Australia		147,683	214,800	134,800	(12,883)	157,468
		1,001,881	1,074,373	994,373	(7,508)	1,012,263

GOVERNMENT OF SAMOA

SCHEDULE 2.5

STATEMENT OF MINISTRY RECEIPTS BY REPORTING CATEGORY AND EXPENDITURE BY OUTPUT APPROPRIATION ACCOUNT *for the financial year ended 30 June 2024*

	Notes	2024 \$	Original Estimate \$	Final Estimate \$	(Over)/Under \$	2023 \$
COMMERCE, INDUSTRY & LABOUR						
VAGST Output Tax		186,694	285,863	285,863	99,169	213,011
Total Transactions on Behalf of State		1,801,432	2,060,124	1,980,124	178,692	1,706,033
TOTAL PAYMENTS - COMMERCE, INDUSTRY & LABOUR		18,082,966	18,926,871	18,670,060	587,094	19,859,462
RECEIPTS OVER PAYMENTS		(17,038,157)	(18,186,396)	(17,929,585)	(891,428)	(18,726,043)

GOVERNMENT DEVELOPMENT PROJECTS

	Notes	2024 \$	Original Estimate \$	Receipts \$	Payments \$	Opening Balance \$
Grants - GDP						
Samoa Private Sector Development Programme (NZ)		22,024	0	187	0	21,837
Catalyzing Women's Entrepreneurship- Creating a Gender Response Entrepreneurship Eco System (ESCAP)		3,390	0	3,303	21,413	21,500
UJNICEF Support Child Labour Rapid Assessment Survey in Samoa (UNICEF)	1	68	0	68	0	0
Technical Assistance for completing the new Trade, Commerce and Manufacturing Sector Plan (TCMSP) for Samoa (NZ)		35,344	0	119,763	84,419	0
New Zealand Labour Mobility (RSE) Personnel Support to Samoa Labour Sending Unit (Other)	a	2,771	0	0	0	2,771
TOTAL GOVERNMENT DEVELOPMENT PROJECTS		63,598	0	123,321	105,832	46,108

Notes

- 1 Project completed and closed off last FY23/24 but receipts recorded were interests received for July and August 2023.
a No movements in current financial year 23/24.

Additional Information to Accounts:

Schedule 9 - Fixed Assets

Opening Balance as at 1st July 2023	2,066,285
Additional Assets purchased during the financial year	56,751
Assets Disposed/Written-Off during the financial year	22,101
Closing Balance of Ministry's Fixed Assets as at 30th June 2024	2,100,935

APPENDIX 1: PERFORMANCE MEASURES ACHIEVEMENTS FINANCIAL YEAR 2023-2024



Output 1 : Policy Advice to the Minister of Commerce, Industry & Labour Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Dates by which Annual Report 22/23 is submitted to Cabinet and Parliament	(i) Cabinet by October 2020 (ii) Parliament by December 2020	(i) Cabinet by October 2022 (ii) Parliament by December 2022	(i) Cabinet by October 2023 (ii) Parliament by December 2023	Completed/ Achieved	Annual Report 22/23: 1. Approved by Cabinet on 14 FEB 24 FK(24)05; 2. Tabled in Parliament in Session 5/3/24 P.P 2023/24 Nu.120; 3. Met with the Economic Committee on 23-MAR-24 on the AR22/23; 4. Responses to the Economic Committee recommendations to the Annual Report was approved by Cabinet in June 2024
Date by which the Quarterly Reports for Procurement and Human Resource Management are submitted to PSC in accordance with Section 70 of the Public Service Act 2004 and as required in CEO contract of employment for compliance with Procurement and HR policies and instructions	1st Report (Apr - Jun'20) - July 2020 2nd Report (Jul - Sept'20) - Oct 2020 3rd Report (Oct - Dec'20) - Jan 2021 4th Report (Jan - Mar'20) - Apr 2021	1 QTR - July 2022 2 QTR - Oct 2022 3 QTR - Jan 2023 4 QTR - April 2023	1 QTR - July 2023; 2 QTR - Oct 2023; 3 QTR - Jan 2024; 4 QTR - April 2024	Completed/ Achieved	1st Report for QTR ending June 2023 - submitted in July 2023 2nd Report for QTR ending Sept 2023 submitted in Oct 2023 3rd Report for QTR ending Dec 2023 - submitted in Feb 2024 4th Report for QTR ending 31 Mar 2024 - submitted in Apr 2024
Number of Written Policy Advice provided to the CEO, divisions and Stakeholders	5	5	5	Completed/ Achieved	Refer comments below

- i. National Climate Change and Gender Strategy.
- ii. Social and Economic Impact review on the removal of EPC's 20% tariff reduction on consumers.
- iii. Review of the PACER PLUS Arrangement on Labour Mobility.
- iv. Regional Action Plan, Proposal Formulation Process and paperwork for Investment and Trade in Services Areas under PACER PLUS
- v. MCIL-Corporate Plan 2023/24 - 2026/27
- vi. Draft TCM Sector Plan.
- vii. Project Fiche to EU briefing paper.
- viii. Samoa Chamber of Commerce and Industries' Concept Note for Private Sector Support under Tautai Program.
- ix. PSC Review Report Phase 2: MCIL
- x. Draft Community Sector Plan
- xi. General Review of the PACER plus Agreement
- xii. PACER Plus MELA Framework
- xiii. Atoa Samoa Policy Matrix and Position Paper
- xiv. PDS Mid-term Review
- x. SDG Update
- xii. Development of TBT Standards TOR

Number of Capacity building activities completed for the Ministry and External Stakeholders on national policies under the Ministry's mandate	4 - internal, 2 - external	4 - internal, 2 - external	4 - internal, 2 - external	Completed/ Achieved	
<p>Internal:</p> <ol style="list-style-type: none"> 1. Conducted a knowledge sharing session on the PACER Plus Agreement 2. Knowledge sharing presentation on the Advanced WTO Trade in Services Course 3. Knowledge sharing on Advanced Pacific Regional Trade in Services and Project Proposals Clinic. 4. Knowledge sharing presentation on Service Trade Development for Developing Countries. <p>External:</p> <ol style="list-style-type: none"> 1. Presentation on MCIL's Mandate and linkages to the newly established Samoa Export Authority to the SEA Committee. 2. Conducted three Stakeholder focus group consultations for the new TCMSP. 3. Conducted a Validation Workshop for the new TCMSP. 4. Presentation on the Samoa Trade Portal updates during the PACER Plus Regional Workshop for for Trade Information Portals. 					
Share of Commerce and Manufacturing Sector to the National Gross Domestic Product	40% of GDP	40% of GDP	30%	Completed/ Achieved	The Commerce and Manufacturing Industries contributed an estimated total of 678.2million which is equivalent to 32.8% (3.90 - manufacturing and 28.88 - Commerce) of Samoa's GDP in FY2023/24.
Percentage of Trade Commerce & Manufacturing Sector Implementation plan completed	new	New Measure	10%	Incomplete	The new Trade Commerce and Manufacturing Sector Plan was officially launched on the 21st June 2024 and will commence implementation in FY2024/25.

Number of updates and public awareness activities on the Samoa Trade Portal	2022/2023	(i) Bi annual collection of information to update the portal; (ii) Bi-annual refresher sessions on the portal	(i) Bi annual collection of information to update the portal; (ii) Bi-annual refresher sessions on the portal	Completed/ Achieved	<p>In this reporting period, a few information / procedures was collected, mapped, validated, finalized and uploaded onto the portal given the PPPM team were fully engaged in completing the new TCM sector plan before the end of the FY. Additionally, the team continued to operate with increased human resource constraints following the resignation of our ACEO in early 2024.</p> <p>New or Updated Procedures/Information uploaded onto the TIP:</p> <ul style="list-style-type: none"> * Finalised and uploaded full import procedure for arms permits. * Updated information, contacts and documents for existing procedures (i.e PACER plus contact points, contact points for existing procedures and others). <p>Refresher sessions or Awareness activities conducted on the TIP:</p> <ul style="list-style-type: none"> * Presented updates on the Samoa Trade Information Portal during the PACER plus Regional Workshop on Trade Portals attended by ALL PACER Plus member countries.
Number of opinions/advice on legal or policy matters provided on all issues, contracts and legislation related to Commerce, Industry and Labour	100 advice /opinions (verbal and written) issued on all issues, contracts and legislation by end of June 2022	100 advice /opinions (verbal & written) issued by end of June 2023	100 advice /opinions (verbal and written) issued by end of June 2024	Completed/ Achieved	<p>Legal advice/opinions issued for</p> <ol style="list-style-type: none"> Citizenship by Investment Program review Foreign Investment Act review Application of relevant legislation such as the LERA, Consumer Act et al to practical cases Warrant of Appointment of the Chairman of the Samoa Commerce Commission issue application for a Legal Advisor with the Australia Volunteer program clear contracts of services for utilities and operational contracts for the ministry



Output 3: Management of Investment Promotion & Industry Development

Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Private Sector Development /Assistance Schemes: i. Number of new applications received, approved & declined under the Duty Concession Scheme (Tourism, Manufacturing & Aviation Transport Developments); ii. Number of new applications received, approved and declined under the Code 121 Scheme (Commercial Manufacturers - Agricultural, Handicraft, Elei and garments; Commercial Poultry Farmers); iii. Number of new applications received and approved for a Grant under the Private Sector Organisation (PSO) Grant Scheme.	(i) DCS - 15; (ii) Code 121 - 4; (iii) PSO Grant - 12	(i) DCS - 15; (ii) Code 121 - 4; (iii) PSO Grant - 12	(i) DCS - 15; (ii) Code 121 - 4; (iii) PSO - 10	Incomplete	(i) DCS: 17 applications were received under the DCS (9 approved, 5 declined, 1 pending Investment Committee approval, 1 pending Cabinet approval, 1 outside scope of the scheme). (ii) CODE 121: No applications received. (iii) PSO: There were 10 applications received under the PSO Grant and all approved with grant disbursed in June 2024.
Foreign Investment and Citizenship Investment Registrations: i. Total number of new, renewals and amendment applications received & approved for Foreign Investment registrations	(i) 120 new, renewals and amendments;	i) 150 new, renewals and amendments	85% approved for registration	Completed/Achieved	Foreign Investment and Citizenship by Investment Registration: 98% approved. Out of the 384 applications assessed, 378 were approved and 6 declined. The 378 approved includes 71 new, 216 renewals and 91 amendments while 6 declined cases include 2 new and 4 renewals. Note 91 amendments include more than one type of amendments filed at the same time.

					One application to promote the Citizenship by Investment program was approved.
Policy & Legislative Review Projects: Date by which: (i) Progress on the Implementation of the National Industry Development Strategy (NDIS); (ii) Progress on the Implementation of the Micro, Small and Medium Enterprises (MSME) Development Policy; (iii) Progress on the implementation of the Samoa Investment Policy (iv) Review of current Processes, Guidelines and relevant Criteria pertaining to the Citizenship Investment Act 2015;	5 (FY2008/2009)	(i) Implemented at least 25% of Strategies - By 30 June 2023 (ii) For projects to be implemented by 30 June 2023 – at least 25% of strategies being implemented (iii) Cabinet approval of the Amendments to the Foreign Investment Act 2000 and the Review of the Restricted and Reserved Lists by June 2023 (iv) Cabinet approval of the Amendments to the Citizenship Act 2015 by June 2023	(i) Cabinet approval of the National Industry Development Policy (NIDP) by 30 June 2024 (ii) MSME Policy - at least 25% of strategies being implemented by 30 June 2024 (iii) Complete Draft Amendment to the Foreign Investment Act 2000 and the Review of the Reserved and Restricted Lists by 30 June 2024 (iv) Cabinet approval of the continuation of the Review of the Citizenship Act 2015 by 30 June 2024	Incomplete	Refer comments below
Comments: (i) MSME Policy: Implemented 22% of overall strategies (ii) NDIPS: Submitted to Cabinet on 16th May 2024 and awaiting Cabinet decision (iii) Review Foreign Investment Act 2000 -Submitted MCIL's policy responses to key questions raised by World Bank. - Unavailability of assistance for actual drafting and no missions allowed during certain periods resulted in drafting amendments and consultations moved to FY24/25. In addition, competing priorities including other legislative reviews urgently tasked with to commence as well as other projects to be implemented and wrapped up by the end of FY23/24 - Review of the Reserved and Restricted Lists approved for funding under PPIU for FY24/25 (iv) Citizenship Investment Program Submitted to Cabinet the findings from the first phase of the review conducted in August 2023. Cabinet approved in May 2024 the report with recommendations for amendments to the Citizenship Investment Act and to develop a policy framework.					

Enforcement: (i) Percentage of foreign investors complying with the requirements of the Foreign Investment Act (FIA) 2000 & Citizenship Investments Act 2015 (based on monthly monitoring/enforcement site visits). (ii) Percentage of DCS and Code 121 recipients complying with the requirements of the Customs (Manufacturing & Tourism Developments) Regulations 2010 and the Customs Tariff Amendment Act 2008 (based on quarterly monitoring/enforcement site visits)	(i) Compliance with FIA & Citizenship Act - at least 90% (ii) Compliance with DCS and Code 121 - at least 90%	(i) Compliance with FIA Act – at least 90% (i) Compliance with DCS and Code 121 Scheme – at least 90%	(i) Compliance with FIA - at least 90% (ii) Compliance with DCS and Code 121 Scheme - at least 90%	Completed/ Achieved	(i) Compliance with FIA FIC Renewal: 98% - All registered foreign investment enterprises are required to apply for FIC renewals and 220 applications were assessed during the period. 216 were approved and 4 were declined due to noncompliance and issued with cancellation letters. Savaii Inspection March 2024: 91% compliance based on 12 active FIEs Upolu Inspection May 2024: 82% compliance based on 21 active FIEs at the time of inspection but 3 of the noncompliant had renewed FICs by June 2024 and are now compliant moving compliance rate to 90%. (ii) Compliance with DCS and CODE 121 5 inspections were conducted (4 in Upolu and 1 in Savaii) to 35 beneficiaries and 100% compliance of beneficiaries in accordance with the Regulations and Guidelines under the DCS and CODE 121 was noted.
Trade, Commerce and Industry Board (TCID): Total number of TCID Board meetings on private sector issues	4	4	4	Incomplete	2 meetings of the TCIB were held on November 2023 and April 2024
Public Awareness Programmes: Total number of Public Awareness programmes conducted on all Private Sector Development Assistance Schemes, Foreign Investment Sectors and the Citizenship Investment Program - to be conducted on tv /radio /newspaper and with various private sector associations.	10	(i) Media awareness: 4 (newspaper - 1 every quarter) (ii) Social Media: 6 (bi-monthly posts on fb) (iii) Private Sector Associations: 3 associations with at least 60 attendees	(i) Media awareness: 4 (newspaper - 1 every quarter) (ii) Social Media: 6 (bi-monthly posts on fb) (iii) Private Sector Associations: 3 associations with at least 60 attendees	Completed/ Achieved	Refer to comments below

Comments:

- (i) Media awareness: 1 cancellation notice in the Savali Issue Oct 2024, 3 FIC notices in Samoa Observer
- (ii) Social Media: 4 posts on 11 public notices regarding FIC renewal, reminders on the reserved list and FIC cancellation, 2 posts on CWE project, 1 post on Reasons to Invest in Samoa
- (iii) Private Sector Associations (PSOs): 1 awareness program conducted for Assistance programs with 25 attendees from 6 PSOs.

In addition to the above, the Ministry also conducted awareness for the Catalyzing Women Entrepreneurship (CWE) project of which PSOs (29 attendees) were also invited focusing on the Business Licensing process inclusive of services and support offered by the Samoa Business Hub and Ministry of Health (relating to food and beverage business).
The division also attended the Ministry's Awareness Road Show that was conducted for Savaii and Upolu.
The challenge here is PSOs not participating or sending any representation to awareness programs.

Annual Reporting: Date by which the: (i) Annual Foreign Investment Report is completed; (ii) Duty Concession Scheme Report completed and submitted to the Minister of Commerce Industry & Labour.	(i) Annual Foreign Investment Report by 24 December 2020, (ii) Duty Concession Scheme Report - by 30 June 2021	(i) Annual Foreign Investment Report by 24th December 2022; (ii) Duty Concession Scheme Report by 24th December 2022	(i) Annual Foreign Investment Report by 24th December 2023; (ii) Duty Concession Scheme Report by 24th December 2023	Completed/ Achieved	Annual Foreign Investment Report Submitted to the Minister on 20th December 2023. Duty Concession Scheme Report Submitted to the Minister on 2nd August 2023
Review of Investment Promotional Tools: Date by which (i) Annual review of the National Investment Policy Statement (NIPS), Samoa Investment Guide (SIG), Samoa Investment Promotion Video is completed (ii) Development of an Investment Promotion Strategy is completed	(i) SIG & NIPS - by 30 June 2022 (ii) Investment Promotion Strategy - by 30 June 2022	(i) SIG & NIPS - by 30 June 2023 (ii) Complete the Development of an Investment Promotion Strategy by end June 2023	(i) SIG & NIPS - by 30 June 2024 (ii) Complete the Development of an Investment Promotion Strategy by end June 2024	Completed/ Achieved	(i) Completed the review of SIG & NIPS in May 2024 (ii) The Investment Promotion Policy was already approved in April 2023. Samoa's Country Value Proposition was developed during the period and finalized in June 2024 for promotional purposes



Output 4: Enforcement of Fair Trading & Codex Development

Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Policy Development & Legislative Review: (1) Date by which a food safety standards will be developed and approved by the National Codex Committee. (2) : Date by which a procedural manual and guidelines for the development of food safety standards will be developed and completed; (3): Date by which a Data Collection framework will be developed and implemented to capture the number of stakeholders complying with standards and technical regulations for Ava and Cocoa	2022/2023	30-Jun-23	30-Jun-24	Completed/ Achieved	1) 1 Regional Food Standard approved in November 2023 during the Codex Alimentarius Commission 46th Sessions -Codex Regional Standard for Fermented Noni Juice (The SNCC assisted in the development works of the approved Codex Regional Standard) 2) Procedural Manual final text now completed and approved for publication. (Due to additional comments and final amendments by the FAO- CTF project national consultant the publication of Procedural Manual is delayed) 3) First draft of the Data Collection Framework completed, with extensive works required to ensure to fully complete the framework. In relation the implementation of Data Collection, we already send proposal to FAO under their Technical Cooperation Program for funding to assist with the implementation of the data collection process. 4) The implementation of the National E-commerce Strategy and Roadmap has been progressing well with the establishment of the Samoa National E-commerce Committee (SNEC) as per Cabinet Decision FK (24) 05 and the legislative gap analysis has been conducted and funded by the Commonwealth Connectivity Agenda during the reporting period.

Partnership with stakeholders promoted and enhanced through regular stakeholder engagement programs to improve understanding and knowledge on codex and tbt matters. i.e: food safety and market access for our local products,	2022/2023	2 engagement programs	2 engagement programs	Completed/ Achieved	2 engagement programs conducted for SNCC members and stakeholders in the reporting period under the Codex Trust Fund Project
Public Awareness and Capacity Building: (1) Number of workshop programs to enhance capacity of staff and stakeholders on National Standards Body and the role of standardization in facilitating trade and protect consumer health. (2) Number of awareness programs on Competition and Consumer Act 2016 and Metrology Act 2015 (3) Number of training programs to enhance and build capacity of Codex Contact point and members of SNCC committee on codex standards and other related matters to food safety and food trade.	2022/2023	4 trainings and /or awareness each conducted (Nonfood standards, Consumer Protection, Metrology and Food Safety and Standards)	4 trainings and/or awareness each conducted (Nonfood standards, Consumer Protection, Metrology and Food Safety and Standards)	Completed/ Achieved	8 awareness programs on competition, consumer protection, metrology and codex standards were conducted in the reporting period.

Enforcement & Compliance: (1) Percentage of trader compliance in using accurate weighing and measuring equipment (mass, volume and length) in accordance with the Metrology Act 2015, for the protection of consumer interest; (2) Percentage of Service Stations in compliance with the approved standards prescribed under the Metrology Act 2015. (calibration to be conducted bi-annually); (3) Percentage of compliance by registered companies and businesses selling and/or repairing weighing equipment (scales) for trading purposes; (4) Percentage of trader compliance with the obligations under the Competition and Consumer Act 2016; (5) Percentage of complaints from traders on anti-competitive practices resolved as per Competition and Consumer Act 2016; (6) Percentage of complaints and enquiries received and/or resolved by both Upolu and Savaii	93% (2013)	90%-95%	90%-95%	Completed/ Achieved	1) 95% of traders found complied in using accurate weighing and measuring equipment in accordance with the Metrology Act 2015; 2) 98% of service stations were in compliance with the approved standards prescribed under the Metrology Act 2015 within the reporting period; 3) 86% of compliance registered companies and businesses selling and/or repairing scales for trading purposes; (4) For Upolu a total of 617 traders were inspected with a 90% compliance rate whereas for Savaii a total of 318 traders were inspected with a compliance rate of 92%; (5) 98% of complaints on anticompetitive practices resolved as per Competition and Consumer Act 2016; (6) 98% of complaints received were resolved within the period for both Upolu and Savaii whereas 446 enquiries received in total for both Upolu and Savaii were resolved within the period. For enquiries, 100% of enquiries were resolved for both Upolu and Savaii.
Date by which the Samoa Competition and Commerce Commission (SCCC) is to submit its Annual Report of Operations to Cabinet for endorsement	2019.00%	28-Feb-23	28-Feb-24	Completed/ Achieved	Annual report has been submitted to Cabinet
Date by which the World Consumer Rights Day is commemorated annually	new	15-Mar-23	15-Mar-24	Completed/ Achieved	World Consumer Rights Day was commemorated by conducting awareness programs in Salelologa, Savaii. The awareness program targeted consumers, business owners, and students from educational institutions with the ultimate aim to deepen their understanding about their rights, responsibilities, and the services provided by the Ministry.



Output 5: Administration of Apprenticeship Scheme & Employment Services

Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Apprenticeship Training Scheme: Number of new apprentices joining the Apprenticeship Programme under the new Apprenticeship structure	111 (2009/2010)	(i) 70 - 80 new entrants under the new Apprenticeship Structure (70% male, 30% female) (ii) No existing apprentices under the old structure as the new AP structure will commence April this year 2022 (iii) 0-5 terminated	80 new entrants under the new Apprenticeship Structure (90% males and 10% females).	Incomplete	51 new entrants for Level 3 and 65 existing students under Level 4.
	20 (2009/2010)				
Percentage of Apprentice & Employers involved in the Apprenticeship Scheme complied with the terms and conditions of the Apprenticeship Program;	300 (2009/2010)	80 - inspections; 100-Follow Ups	95% of apprentices and employers are fully complied with the conditions of the Apprenticeship Scheme	Completed/ Achieved	All the employers under the Apprenticeship program are complied with the requirement of the Apprenticeship New Structure
	300 (2009/2010)				
Public Awareness Programmes: (i) Percentage of participants understands and aware of the Apprenticeship Scheme & Jobseekers & Trade Test Scheme	2 (1-Upolu, 1-Savaii)	2 (1-Upolu, 1-Savaii) Disaggregate by gender: 50% male, 50% female	100% participants fully aware of the Apprenticeship, Jobseekers and Trade Test Schemes	Completed/ Achieved	100% of participants attended the Awareness Program are fully aware of the Apprenticeship New structure and Trade test Scheme.
Number of Apprenticeship Council Meetings	4 (2009/2010)	4	4	Incomplete	2 Council meetings completed. (1) 10th Nov 2023 (2) 5th April2024, the Apprenticeship Team were full engaged re; Workplace

					Assessment Program (WPA) at workplaces.
Samoa National Employment Policy 21/22-25/26 Percentage completed of the Implementation Plan (Recovery Phase) of the Samoa National Employment Policy 21/22 - 25/26 to address and strengthen, job creation and improvements in employment quality, and transitions to new employment opportunities across sectors	4 - SNEP Taskforce meetings; 4 - SNEP 2021/25 Consultations and Review meetings to be conducted. 3 reports to be submitted to the Samoa National Tripartite Forum for decision making	3 SNEP Task Force Meetings -2 SNEP public Consultations for SNEP 2021-2025 3 Review Meetings with stakeholders to monitor and follow up the implementation of SNEP -3 Reports to be submitted to SNTF for information and advice	40% completed by June 2024	Incomplete	1 SNEP Taskforce Meeting in Mar 2023
Percentage of tradespeople taking the Trade Tests successfully passed the Theory and Practical tests	3	2 Trade tests	95% passing rate	Completed/ Achieved	2 trade test conducted (1) ,Carpentry and Joinery Grade 2 on 9th February 2024 (2) Welding & fabrication Grade 2 on the 2nd of May 2024 Total number of students sat the theory tests were 25 and they all passed, ready to be graduated on the 1st Apprenticeship Graduation in 2025.
Percentage of graduates from the: (i) Apprenticeship Scheme (Year 4) and (ii) Trade Tests	1. Apprenticeship Training - 90%-100% 2. Trade Tests Scheme - 90%-100%	90% of apprentices and tradesmen & women successfully completed and graduate	(i) 90% apprentices completed Level 3; (2) 95% tradespeople graduated under the Trade Testing Scheme	Completed/ Achieved	More than 90 students are earmarked to graduate on December 2025 for the 1st graduation under the New Apprenticeship Structure. & the Trade Testing Scheme
Employment Services Percentage of Jobseekers:	121 (2009/2010)	100 (50% male, 50% female) successfully facilitated referrals and placements	80% of jobseekers registered were successfully refer to employers for interviews (50% are female, 50% male)	Incomplete	Registered Jobseekers 116. Referrals -31 (27%) (Placement - 0 (Note that placement is up to the discretion of an employer).
Registered, referred to employers for interviews.					
Registered	47 (2009/2010)				

Referrals	35 (2009/2010)				
Number of Periodic survey employment (PSE) returns collected from employers	385 (2009/2010)	400	300	Completed/ Achieved	This activity is completed.as the collection of the PSE was coincided with the collection of labour Market Information during LMS 2022. .
Number of Jobseekers Trainings coordinated for unemployed youth and school leavers in search of employment opportunities	2 trainings (1 Upolu, 1 Savaii)	2 trainings (1 Upolu, 1 Savaii)	2 (1- Upolu, 1-Savaii)	Completed/ Achieved	96 Jobseeker trained in 2 Jobseeker trainings (Upolu - 47 jobseekers / Savaii - 49 participants).



Output 6: Enforcement of Labour Standards and Assessment of Work Permits

Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Relevant labour standards that protect the rights of workers and improve productivity of employers	<ol style="list-style-type: none"> 1. Awareness and trainings of key stakeholders on revised LERA by June 2022 during transition period 2. Dissemination of advisory notes regarding major changes to LERA through multiple platforms i.e. Facebook, website and secretariat 3. Develop Working Conditions Manual for provisions of the LERA and Regulations by June 2022 4. Commence drafting of regulations and deliver at least 2 consultations by June 2022 	<ol style="list-style-type: none"> 1. Awareness and trainings of key stakeholders on revised LERA by June 2023 during transition period 2. Dissemination of advisory notes regarding major changes to LERA through multiple platforms i.e. Facebook, website and secretariat 3. Working Conditions Manual for provisions of the LERA and Regulations developed by June 2023 4. Commencement of drafting of regulations and delivery of at least 2 consultations by June 2023 	<p>*Some changes given LERA was passed in Parliament in January 2023</p> <ol style="list-style-type: none"> 1. Dissemination of advisory notes regarding major changes to LERA through multiple platforms i.e. Facebook, website and secretariat 2. Develop and finalize conciliation guide for MCIL conciliators 3. Commencement of drafting of regulations and delivery of at least 2 consultations by December 2023 	Incomplete	<p>The Ministry received the comments on the draft from the Office of the Attorney General (OAG) on 7th May and the Ministry responded in June. Up to the end of this FY, the Ministry awaiting clearance from the OAG after further documents and information required have been submitted. The Ministry will submit to cabinet for endorsement once the Ministry received certification and final vetting from the OAG.</p>

Enhanced understanding and information of employers and employees on labour legislation and best practices through effective awareness-raising initiatives	5 (2008/2009)	<p>2 Public Awareness conducted on Working Terms and Conditions of the LERA and Regulations in Upolu and Savaii to cover the following areas:</p> <p>1.1 promoting written employment agreements at the commencement of an employment relationship;</p> <p>1.2 exploitation of workers (particular in domestic employment arrangement)</p> <p>1.3 forced labour (particular in Child Labour and Forced Labour)</p> <p>1.4 rights and obligations</p>	<p>Awareness conducted on Working Terms and Conditions of the LERA and Regulations in Upolu and Savaii to cover the following areas:</p> <p>1.1 promoting written employment agreements at the commencement of an employment relationship;</p> <p>1.2 exploitation of workers (particular in domestic employment arrangement)</p> <p>1.3 forced labour (particular in Child Labour and Forced Labour)</p> <p>1.4 Violence and harassment at the workplace</p>	Completed/ Achieved	<p>There were 4 total awareness programs conducted on LERA and draft LERA Regulations to 3 organisations requested and 1 provided during the Fair Trading and Consumer Rights Division Roadshow for the awareness programs and all divisions of the Ministry have been invited to participate and present on their own mandates. The Ministry cannot proceed with awareness on the LER Amendments Act unless the LER Regulations is finalised and endorsed by Cabinet hopefully it will be completed within the beginning of the next FY.</p>
Strengthening of Samoa National Tripartite Forum social dialogue on national decent employment policy issues and/or interventions pertaining to labour and employment standards for sound decision making	3 (2009/2010)	<p>1. Quarterly Reports submitted on labour and employment matters and progress of work carried out by key stakeholders</p> <p>2. MCIL review of internal achievement and contribution to the DWCP completed by December 2022</p> <p>3. At least 6 SNTF meetings conducted by June 2023</p>	<p>1. Quarterly Reports submitted on labour and employment matters and progress of work carried out by key stakeholders</p> <p>2. Develop new Decent Work Country Program & M&E Framework by June 2024</p> <p>3. At least 6 SNTF meetings conducted by June 2024</p>	Incomplete	<p>The SNTF met 6 times within the FY to consult for informed decision making on labour matters and for its way forward.</p> <p>The Ministry expected to launch the DCWP in July, however, the TA is still working on finalising the DCWP with further information required from the key implementing stakeholders including the Ministry.</p>

Implementation of relevant ILO International Labour Standards that promote decent work in Samoa	<p>1. Complete the ratification process for C81 Labour Inspectorate Convention by December 2020</p> <p>2. Complete the ratification process for C189 Domestic Workers Conventions by June 2021</p>	<p>1. Complete ratification process for C190 and development implementation plan</p> <p>2. Review of ILO conventions for ratification</p>	<p>1. Complete ratification process for C190 and develop implementation plan</p> <p>2. Review of ILO conventions for ratification</p>	Completed/Achieved	Ratification of C190 has completed within the reported FY and instruments ratification have been deposited to the Director General of the ILO on 31st May 2024 presented by the Samoa delegation for the 112th Session of the International Labour Conference 2024 led by the Minister of Commerce, Industry and Labour.
Compliance of Samoa's labour legislation increased by 5%	9 (2008/2009)	1. Resolve and close 80% - 90% of employment grievances by June 2023	1. Resolve and close 80% - 90% of employment grievances by June 2024	Completed/Achieved	From the total of 94 grievances received within the FY, the team managed to resolve and closed 81 (86.17%) grievances within the reported FY and the remaining 13 grievances to be resolved within the next FY. The issue which the team continues to encounter is the refusal of employers to pay the final pay entitlements to the terminated employees who have been in misconduct, however, it contradicts with the LERA.
Improved data collection within the formal economy - Foreign employment permits assessed and issued in line with the labour workforce demand and supply and the requirements of the LERA Act 2013	375 (2008/2009)	<p>(1). Accurate collection, analysis and reporting of FEEP data for informed policy recommendations to Cabinet through the Minister.</p> <p>(2). To issue notices on the operations of FEEP and on common issues encountered.</p> <p>(3). Applications assessed in line with HRD priorities and FEEP operations policy 2023</p>	<p>(1). Accurate collection, analysis and reporting of FEEP data for informed policy recommendations to Cabinet through the Minister.</p> <p>(2). To issue notices on the operations of FEEP and on common issues encountered.</p>	Completed/Achieved	<p>A total of 502 FEEP were registered during the reported period, with the breakdown as listed below:</p> <ul style="list-style-type: none"> • FEEP Approval: 482 • FEEP Decline: 11 • FEEP Withdrawal: 2 • FEEP On-Hold: 1 • FEEP Processing: 6 • FEEP Cancellation: 13 • FEEP Exemption: 216

			(3). Applications assessed in line with HRD priorities and FEEP operations policy 2023		
Improved compliance level by 5% in the implementation of LERA and Regulations to ensure relevant terms and conditions within workplaces	92(2009/2010)	<p>1. 3 M&E conducted & completed to at least 150 businesses/organisation/ companies by June 2023</p> <p>2. 80% of employers inspected actively implement MCIL recommendations to ensure compliance with provisions of the LERA and Regulations by June 2023</p>	<p>1. 3 M&E conducted & completed to at least 150 businesses/ organisation/ companies by June 2024</p> <p>2. 80% of employers inspected actively implement MCIL recommendations to ensure compliance with provisions of the LERA and Regulations by June 2024</p>	Completed/ Achieved	<p>INDUSTRIAL RELATIONS</p> <p>6 M&E activities conducted within the FY including initial and follow up inspections, to a total of 151 businesses around Upolu and Savaii. These inspections conducted to ensure employers are compliant to their obligations under the LERA and the LER Regulations. From these inspections, the findings were, 101(66.88%) full compliant, 24 (15.89%) partial compliant and 26 (17.21%) still noncompliant.</p> <p>EMPLOYMENT PERMITS</p> <p>The team conducted M&E activities to a total of 155 businesses with the below findings:</p> <p>Fully compliant – 120 businesses (77.4%)</p> <p>Partial compliant – 1 business (0.7%)</p> <p>Non-Compliant – 34 businesses (21.9%)</p>

<p>A better informed Labour Inspectorates on best practices and International Labour Standards through regular trainings</p>	<p>1. Conduct two trainings to building the internal capacity of senior staff on legal interpretation of LERA and Regulations by December 2020 2. Conduct two trainings to build capacity of labour inspectorate on applying the LERA and Regulations to real life inspection settings in the Samoan context by June 2021</p>	<p>1. Two trainings conducted to build the internal capacity of senior staff on legal interpretation of LERA and Regulations by December 2022 2. Two trainings conducted to build capacity of labour inspectorate on applying the LERA and Regulations to real life inspection settings in the Samoan context by June 2023</p>	<p>1. Two trainings conducted to build the internal capacity of senior staff on legal interpretation of LERA and Regulations by December 2023 2. Two trainings conducted to build capacity of labour inspectorate on applying the LERA and Regulations to real life inspection settings in the Samoan context by June 2024</p>	<p>Completed/ Achieved</p>	<p>6 trainings conducted on the following subjects and dates within the reported FY: i. Evidence Based Policy making on 24 – 28 July 2023 ii. OSH trainings on 30 – 31 August 2023 iii. Tools for the Prevention and Management of Labour disputes in the workplace on 4 – 22 September 2023 iv. Ending Violence and Harassment in the World of Work: Know the Framework, own the principles, initiate change on 10 October to 3 November v. Social Protection on 28 November vi. Elimination of Child Labour, Trafficking and Forced Labour on 18 – 21 March 2023</p>
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Output 7: Enforcement of Occupational Safety & Health Standards

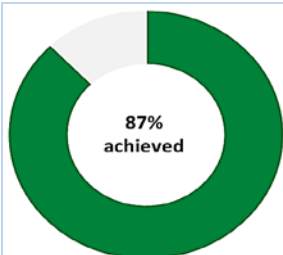
Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Improvement in compliance level by 5% in promoting Occupational Safety and Health (OSH) within workplaces	300 (2009/2010)	1. 6 M & E conducted & completed to 150 businesses /organization /companies by June 2023 2. 75% overall compliance level of OSH Standards to employers inspected by June 2023 3. 75% of employers inspected actively implement section 20 & 22 of the OSH Act 2002 by June 2023 4. 2 Joint awareness inspections conducted with MWTI, FESA, MOH in line with Cabinet directive (Upolu and Savaii)	1. 6 M & E conducted & completed to 150 businesses /organization /companies by June 2024 2. 75% overall compliance level of OSH Standards to employers inspected by June 2024 3. 75% of employers inspected actively implement section 20 & 22 of the OSH Act 2002 by June 2024 4. Sufficient guidance issued through improvement notices that assist employers in achieving full compliance #Change to 4. to better reflect actions that assist in improving overall compliance	Completed/ Achieved	(1) 7 OSH M&E to 226 workplaces / businesses / organizations / companies inspected by June 2024 (2) 67% overall compliance in OSH Construction – Sept 11• Manufacturing – November• Government Buildings – January CHOGM Tourism – March - Safeguards Audit Inspections - PTF Inspections - Savaii Inspections (3) 75% actively implement s20&22 (4) 4 Joint inspections carried out, i. Joint Inspection with ACC at the Metrology Office, ii. Joint inspections to Government buildings, iii. Joint safeguards inspections, iv. Joint PTF inspection team to continue with Joint M&E's and carry out follow-up inspections to identify improvements to compliance level. The focus is also to include other businesses such as wholesales, supermarkets in inspections to gather data for our next OSH awards.

<p>Percentage of reported fatal and severe workplace accidents /incidents and illness resolved and closed by June 2023</p>	<p>40 (2009/2010)</p>	<p>1. 80% of total reported accidents /illnesses all resolved and closed by June 2023 2. 50% of recommendations are implemented by inspected employers by June 2023 3. Inquire and resolve OSH compliant and enquiries lodged/reported by June 2023 4. OSH Investigation Manual endorsed by National OSH Task Force by August 2022 and SNTF by November 2022</p>	<p>1. 80% of total reported accidents /illnesses all resolved and closed by June 2024 2. 50% of recommendations are implemented by inspected employers by June 2024 3. Inquire and resolve OSH compliant and enquires lodged/reported by June 2024 4. OSH E-Operations Management System is Fully operational and Generating reports on compliance /investigations /accidents *#4 reflects the recently developed online system</p>	<p>Completed/ Achieved</p>	<p>(1) 17 Accidents or Incidents reported and 80% resolved 3 ongoing investigations 1 Workplace Accident at the Princessa Supermarket Tuanaimato. Reported by ACC 1 Workplace related Illness at the Samoa Observatory, Mulinu'u 2 workplace accidents (Frankie Supermarket and Zheng Constructions) were reported during this period. Both reports are pending. 3 EPC Cases report and investigated 10 accidents/incidents reported by CCECC road construction company (2) Over 60% of recommendations are implemented (3) OSH complaints resolved by June 2024 (4) OSH E-system ongoing development - 95% complete. To work closely with employers and workplaces in improving reporting mechanisms to avoid lengthy investigations. An awareness should always be done after an investigation to inform employers and workers of their obligations to report accidents, incidents and near misses.</p>
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Enhanced understanding and information of employers and employees on OSH management in accordance with OSH legislation and best practice	70 (2009/2010)	<ol style="list-style-type: none"> 1. At least 3 Public Awareness (Upolu & Savaii) for the OSH Act 2002, OSH Regulation and the National OSH Framework by June 2023. 2. OSH Day April 2023 3. 2 Joint Awareness workshops /seminars conducted in Upolu and Savaii 	<ol style="list-style-type: none"> 1. At least 3 Public Awareness (Upolu & Savaii) for the OSH Act 2002, OSH Regulation and the National OSH Framework by June 2024. 2. OSH Day April 2024 3. 2 Joint Awareness workshops/seminars conducted in Upolu and Savaii 	Completed/ Achieved	<ol style="list-style-type: none"> 1) 17 Public awareness delivered on OSH Legislation (2) Joint Awareness program on OSH Day 2024 (3) Joint awareness for Upolu and Savaii <p>3 Public Awareness programs on OSH Day 2024, TV1, TV9/2AP, NUS TV.</p> <p>3 awareness OSH Training on Guidelines at CHEC Contractor</p> <p>2 awareness OSH Training at CCECC at Siumu</p> <p>1 OSH Awareness training at MAF</p> <p>1 OSH Legislation Advertisement aired on TV1 April 2024. Team is looking to maintain a constant engagement with workplaces in terms of the high number of awareness programs.</p>
Promotion of genuine partnerships through regular dialogue with key stakeholders in promoting Occupational Safety and Health in Samoa	3 (2009/2010)	<ol style="list-style-type: none"> 1. 3 OSH Task Force meetings held to discuss implementation of the National OSH Framework by June 2023. 2. 75%-100% of Framework Action Plan achieved by June 2023 	<ol style="list-style-type: none"> 1. 3 OSH Task Force meetings held to review implementation of the National OSH Framework by June 2024. 2. 75%-100% of Framework Action Plan achieved by June 2024 	Incomplete	<ol style="list-style-type: none"> 1) Two OSH Taskforce meetings held in October 2023 and April 2024 (2) OSH Framework Action Plan 90% complete .Team to hold more meetings such as 1 every quarter to inform the Taskforce of the work carried out by the unit.
Strengthening of Samoa National Tripartite Forum social dialogue on national OSH policy issues and/or interventions pertaining to OSH for sound decision making	<ol style="list-style-type: none"> 1. At least 3 Quarterly Reports submitted on OSH matters and progress of work carried out by the OSH Task Force / OSH division 2. SNTF endorse the ratification of C187 Promotional Framework for OSH by December 2020 3. OSH Codes of Practice and Guidelines endorsed by SNTF by June 2021 	<ol style="list-style-type: none"> 1. At least 3 Quarterly Reports submitted on OSH matters and progress of work carried out by the OSH Task Force / OSH division 2. Ratification of C187 Promotional Framework for OSH by June 2023 3. OSH hazard guidelines distributed and implemented through M&E-review of guidelines conducted by June 2023 	<ol style="list-style-type: none"> 1. At least 3 Quarterly Reports submitted on OSH matters and progress of work carried out by the OSH Task Force / OSH division 2. Ratification of C187 Promotional Framework for OSH by June 2024 3. OSH hazard guidelines distributed and implemented through M&E- review of guidelines conducted by June 2024 	Completed/ Achieved	<ol style="list-style-type: none"> (1) 3 Quarterly reports completed (2) Ratification for C187completed. (3) OSH Guidelines are distributed during M&E's to all workplaces inspected. There needs to be more consistency in the provision of timely reports. OSH guidelines to be distributed accordingly during inspections.

A better informed OSH Inspectorates on best practices and International Labour Standards	5 trainings by the end of June 2021	5 trainings by end of June 2023	5 trainings by end of June 2024	Completed/ Achieved	<ul style="list-style-type: none"> • MOH JEE Training Workshop at Le Lava Hotel October-November 2023 • US Fleet workshop Sept 2023 • Introduction to Social Protection Training for IRWPOSH Division • MNRE BOLD Response training at SPREP • MNRE Infrastructure Training at SPREP • MNRE RAC Technician Training • ADB OSH Specialist Training at CBS and • CHEC Office May-June 2024 • World Bank OSH Training on Risk Assessment June 2024. <p>Team to continue with interactions with other stakeholders and Government agencies in trainings, workshops and meetings.</p>
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Output 8: Management of Registries of Companies & Intellectual Properties

Output Performance Measures, Standards or Targets

Performance Measure/Indicator	Baseline (Base Year)	2022-2023 Estimated Actual	2023-2024 Budget Standard or Target	Traffic Light Progress Indicator	Output Manager's comments on progress towards achievement of the Target they have been funded to deliver, including what corrective actions are being taken
Number of applications received: Companies					
Public, Private, Overseas	100	100	100	Completed/Achieved	136 companies applications received
Incorporated Societies	10	10	10	Completed/Achieved	36 Incorporated Societies applications received
Charitable Trusts	5	5	5	Completed/Achieved	41 Charitable Trusts applications received
Cooperative Societies	5	5	5	Completed/Achieved	89 Cooperative Societies applications received
Credit Unions	1	1	1	Incomplete	No applications received for Credit Union
Personal Property & Securities	50	50	50	Completed/Achieved	624 PPSI applications received
Intellectual Properties					
Designs	2	2	2	Completed/Achieved	18 International Industrial Designs applications filed
Marks & Collective Marks	140	200	200	Completed/Achieved	392 Trademark Applications filed - 738 number of classes
Geographical Indications	1	1	1	Completed/Achieved	116 International GI Applications filed
Patents & Innovative Patents	4	1	1	Completed/Achieved	2 Patent Applications filed
Plant Breeder's Rights	1	1	1	Incomplete	None
Layout Designs of Integrated Circuits	1	1	1	Incomplete	None

Number of new registrations : Companies:	(2008/2009)				
Public, Private, Overseas	60	100	100	Completed/ Achieved	136 Companies registered within the Financial Year
Incorporated Societies	10	10	10	Completed/ Achieved	36 Incorporated Societies registered within the Financial Year
Cooperative Societies	3	5	5	Completed/ Achieved	89 Cooperative Societies registered within the Financial Year
Charitable Trusts	5	5	5	Completed/ Achieved	41 Charitable Trusts registered within the Financial Year
Credit Union	1	1	1	Incomplete	No registrations for Credit Union for the Financial Year
Personal Property & Securities	-	50	50	Completed/ Achieved	624 PPSI registered within the Financial Year
<u>Intellectual Properties:</u>					
Designs	2	1	1	Completed/ Achieved	18 Industrial Designs registered
Marks & Collective Marks	140	200	200	Completed/ Achieved	394 Trademarks registered
Geographical Indications	-	1	1	Completed/ Achieved	116 GIs registered
Patents & Innovative Patents	4	1	1	Incomplete	None
Plant Breeder's Rights	-	1	1	Incomplete	None
Layout Designs of Integrated Circuits	-	1	1	Incomplete	None
Number of Re-registrations / Renewals / Annual Returns / Continuations / Restorations: Companies:					
Public, private, Overseas	600	600	600	Completed/ Achieved	1578 Annual Returns filed with the FY and 7 companies restored
Incorporated Societies	200	120	120	Completed/ Achieved	600 Renewal for Incorporated Societies and 62 Audited Financial Statements filed
Cooperative Societies	-	10	10	Completed/ Achieved	29 Cooperative Societies updated with annual returns

Credit Union	50	2	2	Completed/ Achieved	2 Financial Statements filed
Personal Property & Securities	-	1	1	Completed/ Achieved	330 PPSI amended and continued
<u>Intellectual Properties</u>					
Designs	-	None	None	Completed/ Achieved	
Marks & Collective Marks	80	250	250	Incomplete	249 Trademark renewed
Patents & Innovative Patents	-	None	None	Completed/ Achieved	
Number of Removals from the Registers (incl Abandoned Marks & Collective Marks)					
<u>Companies</u>					
Public, Private, Overseas	20	1	1	Completed/ Achieved	336 Companies removed for non compliance
Incorporated Societies	10	none	none	Completed/ Achieved	28 Incorporated Societies removed for non compliance
Cooperative Societies	-	none	none	Completed/ Achieved	135 Cooperative Societies removed for non compliance
Charitable Trusts	-	none	none	Completed/ Achieved	No Charitable Trusts removed
Credit Unions	-	none	none	Completed/ Achieved	No credit Unions removed
Personal Property & Securities	-	10	10	Completed/ Achieved	435 PPSI discharged and terminated
<u>Intellectual Properties</u>					
Designs		none	none	Completed/ Achieved	No Industrial Designs removed
Marks & Collective Marks	101	none	none	Completed/ Achieved	No Trademark removed
Patents & Innovative	-	none	none	Completed/ Achieved	No Patent removed

Number of Awareness Programs (Trainings, workshops) conducted	Companies - 4; Intellectual Properties - 4; World IP Day - 3	4 - Companies; 4 - Intellectual Properties; 3 - World IP Day	8 (4-Companies, 4- Intellectual Properties)	Completed/ Achieved	4 Awareness campaign conducted by IP Team to Celebrate the World Intellectual Property Day and 4 for the Companies Team during the joint effort during the fair trading roadshow
Number of media advertisements (Awareness and Registration Processes)	Companies - 5; Intellectual Properties - 10	5 - Companies; 10 - Intellectual Properties	5 - Companies; 10 - Intellectual Properties	Completed/ Achieved	5 advertisements for Companies, 1 for Incorporated Societies (deregistration), 415 Trademark applications published in the Government Savali newspaper
Number of Registry Searches conducted	Companies - 100; Intellectual Properties - 50	100 - Companies; 50 - Intellectual Properties	100 - Companies; 50 - Intellectual Properties	Completed/ Achieved	86,334 online searches for companies, 676 online searches for Personal Properties and 120 searches requested handled by the IP team
Number of Examinations conducted					
Designs	5	5	5	Completed/ Achieved	216 Companies inspected and reminded of outstanding annual returns
Marks & Collective Marks	50	50	50	Completed/ Achieved	579 Trademarks examined
Patents & Innovative	1	1	1	Completed/ Achieved	2 Patents under examination
Number of Complaints Received	Companies & Others - 0; Intellectual Properties - 0	Companies & Others - 0; Intellectual Properties - 0	none	Completed/ Achieved	2 Complaints received for Incorporated Societies, 2 complaints received through the telephone and email for IP
Number of Inspections/investigations Conducted					
<u>Companies</u>	-	-	-		
Public, Private, Overseas	100	100	100	Completed/ Achieved	216 Companies inspected and reminded of outstanding annual returns
Incorporated Societies	50	50	50	Completed/ Achieved	51 Incorporated Societies inspected
Cooperative Societies	10	10	10	Completed/ Achieved	21 Cooperative Societies inspected
Charitable Trusts	10	5	5	Completed/ Achieved	7 Charitable Trusts inspected
Credit Unions	5	3	3	Completed/ Achieved	4 Credit Unions inspected
<u>Intellectual Properties</u>	-	-	-		
Designs	40	40	40	Completed/ Achieved	183 stalls and shops inspected
Marks & Collective Marks	40	40	40	Completed/ Achieved	296 vendors inspected

Copyrights & related	40	40	40	Completed/ Achieved	183 stalls and shops inspected
Number of staff Capacity Building Activities					
<u>Local (incl In House) meetings, trainings</u>					
Companies & Others	6	6	6	Completed/ Achieved	12 local meetings, 7 trainings attended by IP team. 10 In house bonding trainings
Intellectual Properties	6	6	6	Completed/ Achieved	
<u>International/Regional Meetings, Trainings</u>					
Companies & Other	2	2	2	Completed/ Achieved	4 meetings attended by the Companies team
Intellectual Properties	2	2	2	Completed/ Achieved	9 International / Regional meetings attended