



Government of Samoa

Ministry of Commerce Industry and Labour

2004 Labour Market Survey of Private Sector Employers in Samoa

REPORT

Page 2: Foreword

(Text and Photo of Hon Hans Joachim Keil - Minister for MCIL)

Page 3 : ACKNOWLEDGEMENT

(Text and photo of CEO – Afioga Lemalu Tate Simi)

1. INTRODUCTION

1.1 THE SURVEY

One of the core functions of the Ministry of Commerce, Industry and Labour is to maintain a database of Labour Market Information through periodic surveys which is proposed to be conducted every five years.

The first Labour Market Survey of the Private Sector Employers was part of a project Market Appraisal of Livelihood Opportunities, (MALO) undertaken in 2000 by the then Department of Labour under the auspices of the United Nations Development Programme, UNDP.

This second survey was conducted in 2004 and the information collected will update the Labour Market Database established by the first survey. It will also identify information on employment opportunities and training needs to help training providers in designing prescriptions for training to ensure that the required skills available cater for the needs of the existing industries.

The Ministry incorporated in its Corporate Plan the implementation of this survey to be conducted within the 2004/2005 Financial Year.

1.2 THE OBJECTIVES.

The objectives were:

- (a) To up date the labour market database;
- (b) To up date the profile of the Private Sector Workforce.

1.3 THE SURVEY COVERAGE

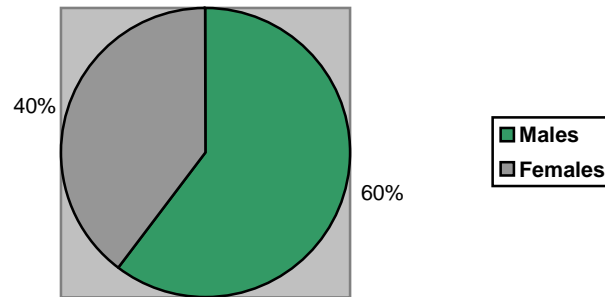
The target group were all the employers who had registered with the Ministry for the last half of the financial year 2004.

Out of more than 800 employers which were registered, only 749 participated in the survey. Some of the employers who originally registered with the Ministry had closed for business and new business entities were included in the survey.

Only 2% of the total workforce did not disclose information on worker characteristics.

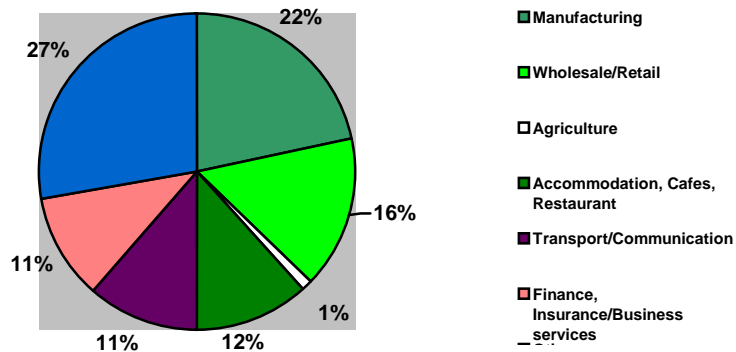
2 THE SURVEY FINDINGS

2.1 A GENERAL PROFILE OF THE FORMAL PRIVATE SECTOR WORKFORCE



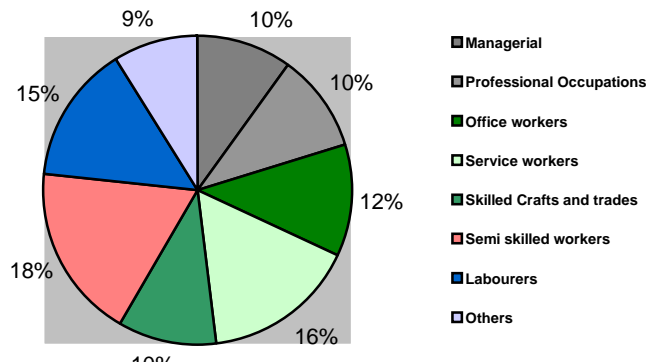
Graph 1. Composition of Formal Private Sector Workforce by Sex

Survey findings indicated that the total workforce in the formal private sector was 16,146 workers of whom 9,732 or 60% were males and 6,414 were females.



Graph 2. Distribution of Formal Private sector Workforce by Industry

By industry the highest proportion of 3,505 (22%) of this workforce were employed in Manufacturing followed by 2,524 (16%) in the Wholesale and Retail Trade. Surprisingly the lowest proportion of only 159 (1%) were employed in Agriculture, Forestry and Fishing, suggesting that many of those employed in that sector were either self employed or were engaged in subsistence work.



Graph 3. Breakdown of Formal Private sector Workforce by Occupation

By skill and occupation, the survey indicated that the bulk of the private sector formal workforce was skilled with 15% being employed as labourers, cleaners, and unskilled workers. At the top end of the scale, some 20% were employed as managerial and professional personnel while 12% worked as office workers,

secretaries and clerks. Service workers, shop and sales assistants made up 16% and 18% were employed as semi skilled workers, while 10% were employed as skilled crafts and related trade workers. No information on skills was obtained from 2% of the workforce surveyed and the above percentages are based only on the total of those on whom information was obtained.

2.1 DETAILS OF THE WORKFORCE PROFILE BY AGE AND SEX

As mentioned earlier, the total workforce employed in the formal sector by private employers was 16,146 of whom 60% were males and 40% females. The graph and tables below detail the breakdown of this workforce by age and sex and the proportion of males to females in age group.

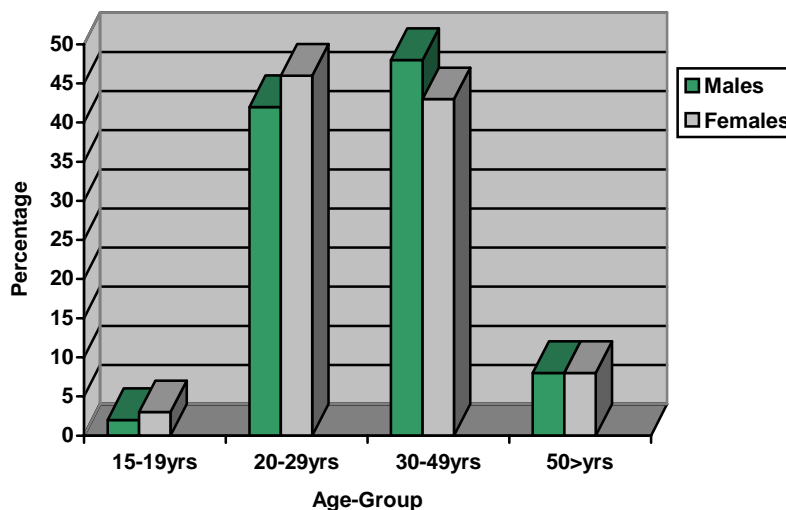


Table 1 : Private Sector Workforce by Age and Sex

Age group	Males (%)	Females (%)	Total (%)
15-19 years	147 (2%)	176 (3%)	323 (2%)
20-29 years	4010 (42%)	2882 (46%)	6892 (44%)
30-49 years	4578 (48%)	2738 (43%)	7316 (46%)
50 years and over	798 (8%)	525 (8%)	1323 (8%)
Total	9533 (60%)	6321 (40%)	15854 (100%)

Main Features:

- ☞ 46% of the private sector workforce overall was under 30 years of age but 49% of working women were under 30 years of age compared with 43% of working men;
- ☞ 2% of the total private sector workforce overall was aged between 15 and 19 years old however 3% of all working women were in that age group compared with only 2% of men working in the private sector in that age group;

- ☞ 44% of the total private sector workforce was aged between 20 years of age but 46% of working women were in the age group compared with 42% of working men;
- ☞ 56% of men working in the private sector were aged 30 years or older compared with only 51% of working women.

2.2 DETAILED OF THE WORKFORCE PROFILE BY INDUSTRY

The Industrial Classification adopted in the survey was based on the International Labour Organisation’s coding as reflected in the Table and graph below. Each employer was classified according to the expressed “main business activity” especially when one employer is engaged in more than one business activity.

The graph and table below detail not only the proportion of males to females in each industry but also the proportion of the total number of workers in all industries.

Graph 5. Distribution of Formal Private sector Workforce by Sex and Industry

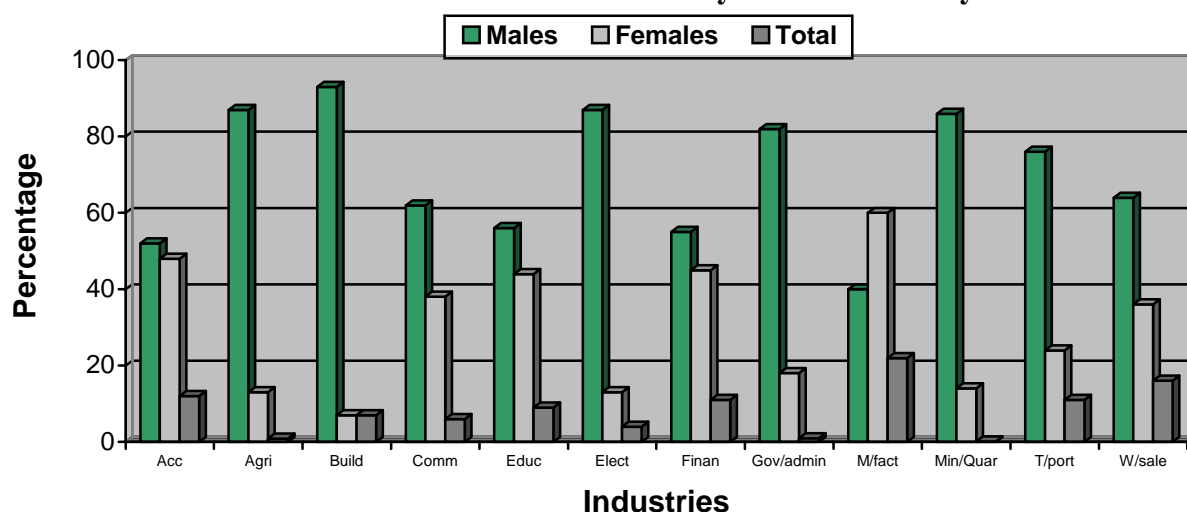


Table 2: Workforce by Industry and sex

Industry	Male (%)	Female(%)	Total	% of Total workforce
Accommodation, Cafes, Restaurants	984 (52%)	920 (48%)	1904	12%
Agriculture Forestry Fishing	139 (87%)	20 (13%)	159	0.9%
Building and Construction	1059 (93%)	80 (7%)	1139	7%
Community Social and Personal Services	640 (62%)	400 (38%)	1040	6%
Education, Welfare	782 (56%)	615 (44%)	1397	9%
Electricity, Gas and Water Supply	595 (87%)	86 (13%)	681	4%
Finance, Insurance, Real Estate and Business Services	967 (55%)	794 (45%)	1761	11%
Government Administration	168 (82%)	36 (18%)	204	1%
Manufacturing	1396 (40%)	2109 (60%)	3505	22%
Mining and Quarrying	12 (86%)	2 (14%)	14	0.1%
Transport, Storage and Communication	1373 (76%)	445 (24%)	1818	11%
Wholesale and Retail Trade	1617 (64%)	907 (36%)	2524	16%
	9732 (60%)	6414 (40%)	16146	100%

Main Features:

- ☞ The percentage of the workforce in key industries was as follows:
 - 22% of the private sector workforce was employed in the Manufacturing Sector,
 - 16% in the Wholesale and Retail
 - 11% work in Transport Storage and Communication
 - 12% in Accommodation Cafes and Restaurants
 - 11% work in Finance Insurance, Real Estate and Business Services
- ☞ Working males comprised 60% of the total workforce in the formal private sector and working females made up 40%
- ☞ There were more women than men working in the Manufacturing (60% of the industry workforce were women)
- ☞ Men predominated in most other industries:
 - Building and Construction - 93% of workforce in this industry were male workers
 - Electricity Gas and Water - 87% were male workers
 - Transport Storage and Communication - 76% were male workers
 - Wholesale and Retail - 64% were male workers
 - Community, Social and Personal Services - 62% were male workers
 - Finance, Insurance, Real estate and Business Services - 62% were male workers.

Employment levels in the Agriculture, Forestry and Fishing sector may be understated in the survey results because of the likelihood that many employers in these areas operate in subsistence activities in the formal sector.

2.4 DETAILS OF WORKFORCE PROFILE BY SKILL AND OCCUPATION

The classification of occupations used in the survey followed the International Labour Organisation’s Internal Standard Classification of Occupations, ISCO. The graph and table below detail the breakdown of the private sector workforce in formal employment both by occupation in all industries and in each industry. It must be noted however that the table was derived from detailed survey information provided on individual worker characteristics. The total number of employees for whom detailed information was not available is 281 or 1% of all workers and categorized as “Others” in the table below. The occupational groups most affected were senior Executives, Managers, Professionals and associate professionals.

Graph 6: Total Number of Persons Employed by Industry and Occupation

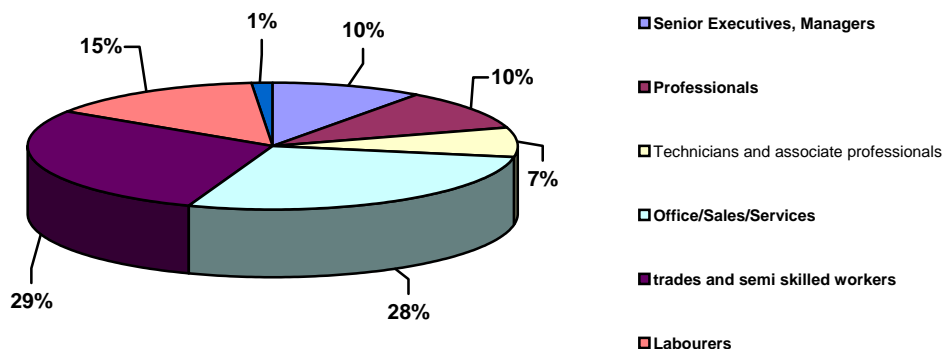


Table 3: Total Number of Persons Employed by Industry and Occupation

Industry division:	Senior executives and managers	Professionals	Technicians and Associate Professionals	Office clerks	Service workers and shop and market sales workers	Skilled agricultural and Fisheries workers	Skilled Crafts and related Trades workers	Semi skilled workers plant and machine operators and Assemblers	Labourers
Accommodation, Cafes, Restaurants	178	26	67	170	1043	69	69	24	233
Agriculture Forestry Fishing	17	5	24	16	1	50	4	2	37
Building and Construction	87	44	59	51	41	2	445	57	349
Community Social and Personal Services	144	159	62	131	206	13	44	29	183
Education, Welfare	104	744	92	100	36	16	22	45	153
Electricity, Gas and Water Supply	27	31	106	98	9	3	260	55	87
Finance, Insurance, Real Estate and Business Services	310	265	170	547	157	9	17	72	162
Government Administration	9	11	29	78	6	7	14	5	44
Manufacturing	174	165	39	131	126	0	328	2237	294
Mining and Quarrying	2	1		2	0	0	6	1	2
Transport, Storage and Communication	161	110	436	277	77	24	150	216	338
Wholesale and Retail Trade	350	83	100	255	826	11	277	152	415
	1563(10%)	1644(10%)	1184(7%)	1856(12%)	2528(16%)	204(1%)	1636(10%)	2895(19%)	2297(15%)

Main Features:

- ☛ 29% of all private sector workers were employed in trades and semi skilled occupations;
- ☛ 28% of workers were employed in office, sales and service occupations;
- ☛ 15% of workers were employed as labourers, cleaners and unskilled workers;
- ☛ 10% were employed in professional occupations;
- ☛ 10% of workers were employed as senior executives, and administration managers;
- ☛ 7% worked as technicians or associate profession;
- ☛ 1% of workers worked as agricultural or fisheries workers.
- ☛ A more detail analysis of the workforce showing the numbers of male and female workers by industry and occupational group is shown in Attachment 4.

2.5 DETAILS OF WORKFORCE PROFILE BY CATEGORY OF WORKER

The survey attempted to collect information on the different categories namely working proprietors, paid employees, paid non-citizens, and unpaid family workers. This information is important not only in the overall assessment of wage levels but also in identifying and understanding the prevailing working conditions and practices given the continuing transition from subsistence and informal employment into the formal labour market.

Table 4: and the accompanying Graph 7. below detail not only the proportion of the different categories by sex within each category but also the composition of the workforce by sex in the different categories.

The information collected however revealed no surprise with the bulk of the workforce being paid employees with slightly more men than women consistent with the proportion of males to females in the total population.

Graph 7. Composition of the Formal Private Sector Workforce by Category of Workers

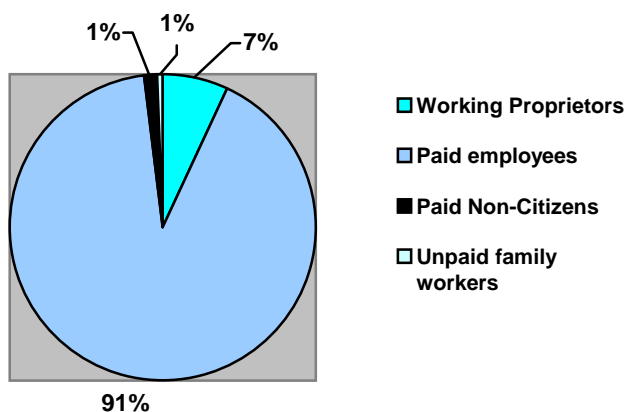


Table 4: Total Employment by Category of Worker

Status	Males (%)	Females (%)	Total (%)
Working Proprietors	660 (7%)	452 (7%)	1,112 (7%)
Paid Employees	8,862 (91%)	5,866 (91%)	14,728 (91%)
Paid Non-Citizens	143 (1%)	49 (1%)	192 (1%)
Unpaid Family Workers	54 (0.5%)	52 (0.8%)	106 (1%)
Total Workers	9,719 (60%)	6,419 (40%)	16,138 (100%)

Main Features:

- ☞ Working proprietors comprised 7% of the private sector workforce;
- ☞ 91% of workers were employed on a full time basis;
- ☞ 8% of workers were paid on a part-time basis;
- ☞ 1% unpaid family workers
- ☞ 1% paid non-citizens.

A more detailed analysis of workers by industry, category of worker and sex is contained in Attachment 3.

2.6 VACANCIES

Employers were asked to report on their current vacancies as at the time of completing the survey mainly as an indicator of the current state of the labour market and the availability of jobs. The following table shows the number of vacancies by industry at that time to be 341 which amounted to 2% of the total formal private sector workforce.

In terms of industry the highest number of vacancies relative to the total workforce in that industry was 68 or 2.7% in the Analysis, Wholesale and Retail industry with a total workforce of 2,524. Manufacturing, which employed the highest number of workers with 3,505 and 32 vacancies but this was equivalent to only 1% of its workforce. The Manufacturing, and Electrical, Gas and Water industries had almost full employment with levels of 1% and 1% vacancies.

Table 5: Vacancies by Industry

Industry Category	Vacancies	Total employment	Vacancies as % of Total employment
Accommodation, Cafes, Restaurants	49	1904	2.5%
Agriculture Forestry Fishing	8	159	5%
Building and Construction	40	1139	3.5%
Community Social and Personal Services	60	1040	5.8%
Education, Welfare	20	1397	1.4%
Electricity, Gas and Water Supply	7	681	1%
Finance, Insurance, Real Estate and Business Services	32	1761	1.8%
Government Administration	4	204	2%
Manufacturing	32	3505	1%
Transport, Storage and Communication	21	1818	1.2%
Wholesale and Retail Trade	68	2524	2.7%
Total	341	16,146	

Main Features:

- ☞ Vacancies represented 2.1% of total positions in the private sector;
- ☞ The 68 vacancies in Wholesale and Retail industry were mainly for sales representatives for several employers;
- ☞ Highest vacancy rates were in:
 - Wholesale and Retail – 68 vacancies, or 2.7% of all positions in that industry;
 - Community and personal services - 60 vacancies, or 5.8% of all positions in that industry;
 - Accommodation, Cafes and Restaurants – 49 vacancies, or 2.5% of all positions in that industry;
 - Building and Construction – 40 vacancies, or 3.5% of all positions in that industry.

2.7 STAFF TURNOVER

High staff turnover is sometimes given by private sector employers as a problem affecting production and economic stability. Such a problem may be attributed to a number of reasons which was not the primary objective of this survey to find out, but it was felt that the problem of staff turnover, in the least, needs to be properly identified and confirmed, before any attempt can be made to analyze it.

Employers were thus asked to provide information on the number of workers who had commenced working with the company in the six months preceding the survey and the number of workers who had ceased working over the same six-month period.

Details of all new staff recruited and total staff who had resigned or had left their jobs in the six months prior to the survey are shown in Table 6. below but generally some 1,304 of workers had their employment terminated compared to 1,943 additions to the workforce during the period under review.

Table 6: Total New Recruitments and Cessation by Industry and Sex (6 months period)

Industry	Commencement			% of total industry	Cessation			% of total industry
	M	F	T		M	F	T	
Accommodation	132	169	301	16%	97	117	214	11%
Agriculture	16	1	17	11%	27	3	30	19%
Building	225	13	238	21%	129	11	140	12%
Community	80	63	143	14%	48	27	75	7%
Education	105	61	166	12%	71	39	110	8%
Electricity	50	16	66	10%	44	9	53	7%
Finance	127	79	206	12%	59	44	103	6%
Manufacturing	154	51	205	6%	112	42	154	4%
Transport	107	38	145	8%	72	37	109	6%
Wholesale	292	164	456	18%	199	117	316	13%
Total	1,288	655	1,943		858	446	1,304	

Main Features:

- ☞ Commencement outnumbered cessation by 639 jobs over the 6 months prior to the survey;
- ☞ Using the difference between the number of commencements and the number of cessations as an indicator, employment increased in number of industries over the six-month period:
 - an increase of 9% in the Building and Construction industry;
 - an increase of 7% in the Community Services;
 - an increase of 6% in Finance;
 - an increase of 4% in Education;
 - an increase of 3% in Electricity.

2.8 LOWEST WAGE PAYABLE

An analysis of lowest wage rate for selected employers was undertaken based on the minimum wage rate paid by these companies.

Table 7: Lowest Wage Payable by gender and by number of employers

Wage paid per hour (Tala)	No of employers	No. of employees			% of total workforce
		M	F	T	
4.61 – 5.60	22	121	14	135	1%
3.61 – 4.60	35	48	68	116	1%
2.61 – 3.60	114	115	90	205	1%
1.61 – 2.60	438	955	462	1417	9%
1.60 (Minimum wage)	69	396	453	849	5%
Below minimum wage	28	96	63	159	1%
Not stated	3				
Total	744	1,757	1,170	2,927	

Main Features:

- ☞ 5% of total workforce for private sector were paid with the current minimum wage of \$1.60 an hour.
- ☞ 12% of total workforce were paid from ranges \$1.61 - \$5.60 an hour.
- ☞ 1% of private sector workforce were paid below current prescribed minimum wage;

2.8 EDUCATIONAL ATTAINMENT

Table 8 : Private Sector Workforce by Educational Attainment and Sex

Education Level	Male %	Female %	Total %
Primary	495 (6%)	256 (4%)	751 (5%)
Secondary	6,315 (67%)	4,293 (68%)	10,608 (67%)
Post Secondary	2,731 (27%)	1,781 (28%)	4512 (28%)
Total	9,541	6,330	15,871

Main Features:

- ☛ 95% of the private sector workforce had secondary level education or higher;
- ☛ 6% of men working in the private sector had only primary level education compared with 4% of women working in the private sector;
- ☛ 68% of women working in the private sector had secondary level education compared with 67% of working men;
- ☛ 28% of women working in the private sector had post secondary qualifications compared with 27% of working men.
- ☛ 2% of total workforce did not disclose information.

3. PUBLIC SECTOR WORKFORCE

The survey questionnaire did not cover Public Service Ministries but some statistics on Public Service employment were obtained for purposes of comparison. The following table shows the number of permanent public servants by age and sex.

Table 9: Public Sector workforce by Age and Sex (Permanent Staff only)

Age group	Males	%	Females	%	Total	%
15 – 19 years	4	<1	17	1	21	<1
20 – 29 years	658	31	542	32	1,200	32
30 – 49 years	1,262	60	990	59	2,252	60
50 years & over	163	8	125	8	288	7
Total	2,087	100%	1,674	100%	3,761	100%

Main Features:

- ☛ 32% of the Public Service workers were under 30 years of age compared with 46% of workers in the Private Sector workforce;
- ☛ Less than 1% of the Public Sector workforce was under 20 years of age compared with 2% in the private sector;
- ☛ 67% of the Public Service workforce was aged 30 years or older compared with 54% of the workforce in the private sector;
- ☛ 68% of males working in the Public Service sector were aged 30 or older compared with 56% of males working in the private sector;
- ☛ 45% of the permanently employed public sector workforce was female compared with 40% in the formal private sector;
- ☛ 55% of permanently employed public sector workforce was male compared with 60% in the formal private sector.

4. TOTAL FORMAL SECTOR EMPLOYMENT

The survey covered only employers in the formal private sector. However, the statistics on Public Service employment were obtained from the Ministry of Finance and are included in Table 10 to provide an indication of total formal sector employment.

Table 10: Total Formal Sector Employment

Sector	Total Formal Sector Employment		
	Male	Female	Total
Private Sector employees	9,732	6,414	16,146
Public Service employees (permanent)	2,087	1,674	3,761
Public Service employees (casual)	n/a	n/a	1,776
Total	11,819	8,088	21,683

Note : The breakdown of casual employees by sex is not available from source : Ministry Of Finance

Main Features:

- ☛ 55% of workers in the formal sector were males, exclusive of the number of male casual workers;
- ☛ 32% of workers in the Public Service were temporary or casual workers;
- ☛ 55% of workers in the Public Sector were males compared with 60% of workers in the Private Sector.

5. SKILL SHORTAGES AND TRAINING NEEDS

5.1 Skill Shortages

Employers were asked whether they were having difficulties recruiting workers with the right skills to identify which jobs were affected.

Table 11 gives a summary of the numbers of employers and the percentage of employers from each industry who experienced skill shortages. Full details of individual skill shortages by occupation are listed by employer and industry in Attachment 5.

Table 11: Skill Shortages by Industry

Industry	Number of employers with skill shortages	Total number in industry	% of industry
Accommodation	43	111	38
Agriculture	2	13	15
Building	24	51	47
Community	25	88	22
Education	20	40	50
Electricity	1	6	16
Finance	35	99	35
Manufacturing	28	66	42
Transport	15	71	21
Wholesale	58	199	29
Others	0	5	60
Total	252	749	34%

Table 12: Summary by Industry of Skill Shortages

Industry	Skill Shortages identified (number of positions where skill shortages exist)	Work attitudes	No. of employers	Total No. of employers in industry
Transport Storage and Communi- cation	<p>Generic Skills</p> <ul style="list-style-type: none"> ➤ Public relation, comm. unication, customer service skills (1) ➤ Computing skills (8) <p>Job specific skills</p> <ul style="list-style-type: none"> ✧ Sales skills (1) ✧ Tour guide skills 	<p>Attitudes</p> <ul style="list-style-type: none"> ➤ Reliability ➤ Appearance ➤ Honesty 	14	71
Wholesale and Retail Trade	<p>Generic Skills</p> <ul style="list-style-type: none"> ➤ Customer service (17) ➤ Computing & IT (3) ➤ Marketing (2) <p>Job specific skills</p> <ul style="list-style-type: none"> ✧ Baking and food handling (7) ✧ Carpentry and Electrical (2) 	<p>Attitudes</p> <ul style="list-style-type: none"> ➤ Honesty ➤ Laziness ➤ Willingness to learn ➤ Reliability 	64	199
Finance Insurance Real Estate Business Services	<p>Generic Skills</p> <ul style="list-style-type: none"> ➤ English language (2) ➤ Customers service (3) ➤ Communication (2) ➤ Computing and IT (7) <p>Job specific skills</p> <ul style="list-style-type: none"> ✧ Accounting skills (7) ✧ Administrative (2) ✧ Record keeping 	<p>Attitudes</p> <ul style="list-style-type: none"> ➤ Absenteeism ➤ Motivation ➤ Lateness ➤ Appearance 	39	99

Accommodation Cafes Restaurants	Generic Skills ➤ Public relation Communication (15) ➤ English language (3) ➤ Management (1) ➤ Computing (1)	Attitudes ➤ Honesty ➤ Lateness ➤ Reliability ➤ Punctuality	43	111
	Job specific skills ✧ Cooking, food preparation (8) ✧ Baking (5) ✧ Electrical and Carpentry			
Manufacturing	Generic Skills ➤ Public relation and Communication (4) ➤ English language (1)	Attitudes ➤ Reliability ➤ Honesty ➤ Desire to learn ➤ Initiative	24	28
	Job specific skills ✧ Job inexperience (4) ✧ Technical skills (3) ✧ Sewing skills (1)			
Building and Construction	Generic Skills ➤ Management (1) ➤ Computing & IT (1) ➤ Communication (4)	Attitudes ➤ Quality of work	25	51
	Job specific skills ✧ Carpentry (3) ✧ Plumbing (1) ✧ Job inexperience (2) ✧ Electrical			

Industry	Skill Shortages identified (number of positions where skill shortages exist)	Work attitudes	No. of employers	Total No. of employers in industry
Community Social and Personal Services	<p>Generic skills</p> <ul style="list-style-type: none"> ➤ Computing & IT (2) ➤ Customer service (1). <p>Job Specific Skills</p> <ul style="list-style-type: none"> ✧ Clerical skills (1) ✧ Mechanic (1) ✧ Job inexperience 	<p>Attitudes</p> <ul style="list-style-type: none"> ➤ Ability to write and read ➤ Honesty ➤ Reliability ➤ Appearance 	25	88
Education Welfare	<p>Generic skills</p> <ul style="list-style-type: none"> ➤ Communication (2) ➤ Networking (1) ➤ Management skills (1) <p>Job Specific Skills</p> <ul style="list-style-type: none"> ✧ Language skills (1) ✧ Teaching skills (3) 	<p>Attitudes</p> <ul style="list-style-type: none"> ➤ Motivation ➤ Assertive 	18	40
Electricity And Agriculture	<p>Generic skills</p> <ul style="list-style-type: none"> ➤ Computing <p>Job Specific Skills</p> <ul style="list-style-type: none"> ✧ Job inexperience 	<p>Attitudes</p> <ul style="list-style-type: none"> ➤ Desire to learn 	3	24
Total			255	749

5.2 TRAINING NEEDS

The survey sought information from employers on their existing workers' training requirements. Employers were to identify which jobs their workers needed more training for, what kinds of skills were below standard and how many workers needed further training. A summary of these findings is contained in Table 13.

Table 13: Training Needs Identification

Industry	Number of Workers to be Trained	Total Number of workers in the industry	Number of employers with needs	Total No. in Industry
Accommodation	160	1,904	51	111
Agriculture	11	159	3	13
Building	45	1,139	20	51
Community	129	1,040	47	88
Education	143	1,397	24	40
Electricity	8	681	2	6
Finance	147	1,761	49	99
Manufacturing	64	3,505	33	66
Transport	90	1,818	17	71
Wholesale	212	2,524	58	199
Others	5	218	1	5
Total	1,028	1,6146	305	749

Main Features:

- ☛ 41% of all employers stated that some of their workers had further training needs;
- ☛ Industries with higher percentages of employer stating that their staff had training needs were as follows:
 - 46% of employers in Accommodation, Café, Restaurants;
 - 53% of employers in the Community, Social and Personal Services;
 - 49% of employers in Finance, Insurance, Real Estate and Business Services;
 - 29% of employers in Wholesale and Retail.
- ☛ The survey results indicated that approximately 6% of all workers in the private sector had further training needs. Industries with higher percentages of training needs were:
 - 8% of workers in the Accommodation, Cafes, Restaurant;
 - 10% of workers in Education and Welfare;
 - 8% of workers in Finance, Insurance Real Estate and Business Services;
 - 8% of workers in Wholesale and Retail.

5.3 EXPATRIATE WORKERS

The numbers and occupations of expatriate workers employed under work permit provisions were reviewed as a possible indicator of skill shortages in particular areas.

A total of 237 expatriate workers were identified in the survey. The following tables provide an analysis of these characteristics.

Table 14: Number of Work Permits by Occupation and Sex

ISCO	Male	Female	Total
Senior Executives	100	23	123
Professionals	44	18	62
Technicians	17	5	22
Office workers	5	1	6
Service workers	5	2	7
Skilled agricultural	1	1	2
Skilled Crafts	6	4	10
Semi skilled workers	1	2	3
Labourers	1	1	2
Total	180	57	237

Main Features:

- Expatriate workers comprised 1.5% of the total private sector workforce;
- 87% of all work permits were for workers in management, professional or technical occupations;
- 4% of workers were employed in craft and related trades occupations;
- 6% of workers were in office or service occupation.

Table 15: Expatriate Workers by Age Group

Age group	Males	%	Females	%	Total	%
20 – 29 years	26	15	8	12	34	14
30 – 49 years	93	54	37	58	130	55
50+	54	31	19	30	73	31
Total	173	100%	64	100%	237	100%

Main Features:

- 14% of foreign workers were in the 20-29 years old age group and 55% were in the 30-49 years age group;
- The main countries of origin of foreign workers were New Zealand (50), Fiji (35), Australia (30), USA (18) and Japan (13).

6. ANALYSIS OF AVERAGE HOURS OF WORK BY OCCUPATION

6.1 WEEKLY EARNINGS BY OCCUPATIONAL GROUP

Based on the survey information relating to individual worker characteristics which included details of wages paid and hours worked, an analysis of average normal hourly and weekly basis has been carried out. Table 16 contains details of normal hours worked y occupational group.

Table 16 : Average Normal Hours Occupational Group

Occupational Category	Average Normal hours per week	
	Yr 2004	Yr 2000
Senior Executives	41.0	46.4
Professionals	39.0	37.0
Technicians	37.9	39.5
Office workers	40.0	39.8
Service workers	43.2	41.7
Skilled agricultural	39.8	39.8
Skilled Crafts	40.1	40.3
Semi skilled workers	43.8	40.4
Labourers	40.4	40.3

Main Features:

- ☞ Average normal hours worked ranged from 37.9 hours in the Technicians occupation up to 43.8 hours per week for Semi skilled workers, plant and machine operators and assemblers if compared to figures of year 2000 survey.
- ☞ The highest average hours worked per week were by Semi Skilled workers and Service Workers.
- ☞ The lowest average hours worked were by Technicians.
- ☞ Average weekly hours worked were less than normal for Professionals and skilled agricultural workers.

7. ANALYSIS OF INDUSTRY AVERAGE EARNINGS AND HOURS OF WORK

7.1 AVERAGE WEEKLY EARNINGS BY INDUSTRY

An analysis of average normal wages paid on an hourly basis was carried out for each industry. Tables 17 contain details of normal weekly earnings by industry.

Table 17. Average Normal Weekly Earnings by Industry and Sex

Industry Division	Average weekly wages		Wages (Tala)
	Males	Females	Total
Accommodation	97.19	186.66	105.35
Agriculture	54.89	141.25	154.10
Building	178.33	126.47	151.19
Community	262.00	298.96	204.15
Education	380.52	303.63	251.15
Electricity	235.01	191.63	206.89
Finance	301.37	342.78	386.20
Manufacturing	102.57	121.73	146.68
Transport	173.74	361.75	212.12
Wholesale	74.00	129.63	148.86

Main Features:

Caution should be exercised when using or drawing conclusions from these figures as they are based on averages across broad occupational groupings which could include a range of workers receiving different rates of pay – some at the higher end of the scale. More detailed analysis of the survey result would be needed in order to identify rates for specific occupations.

8. CONCLUSION AND POLICY IMPLICATIONS

The responses from the employers who participated in this survey form the basis of the assessments herein.

As this is the second survey of the Formal Private Sector, one is able to make a sound comparison of the figures from both surveys.

There is no significant changes within the industries although there has been an increase in numbers and so there is an increase of the total workforce as compared to the figures in the last four years.

The findings of this survey can make a basis of specific policy developments and recommendation to the training providers as both survey reports of 2000 and 2004 could be used as a basis of analysis.

KEY FINDINGS:

- Skill shortages and training needs identified could be used by training providers
- As specified in the first survey, significant training needs of existing workers solicit the need for short training courses and vocational training to address these needs of the labour market.
- The survey provides a valuable database on which makes the basis for comparison on the following:
 - minimum wage rates
 - different wage rates within industries and occupations
 - staff turnover
 - and training needs

