



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



Samoa Labour Market Survey of Private Sector Employers REPORT 2016

FOREWORD BY CEO



The 2016 Labour Market Survey report of formal private employers in Samoa aims to have comprehensive and reliable labour market information, to assist employment policy makers and implementers so that the interests of the working population can continue to be reflected in the national priorities and also enable planning for economic growth and full employment of locals.

The government of Samoa through the Ministry of Commerce, Industry and Labour continued to improve the extraction and collection of labour statistics, to assist the creation of informative and consolidated labour policies, for increasing employment opportunities in both domestic and international labour markets. This is aligned with the objectives and goals towards development of new Strategies as set out in the Strategy for Development of Samoa (SDSs) 2017-2020 in which meeting set employment targets for different sectors are prioritized part of the overall national targets.

The importance of labour statistics cannot be underestimated. The availability of labour statistics make it easier to measure trends in the labour market, economic and social indicators, which in turn is essential for providing necessary evidence critical for policy planning. More importantly, statistics are critical for undertaking analysis, evaluation, and monitoring of the economy.

Samoa is currently involved in a series of negotiations at the regional, international and at global level. Whilst engaging in such negotiations, it is critical that appropriate statistics especially of existing labour force are taken into consideration, to enable appropriate decision making in seeking employments in foreign markets.

To conclude, may I take this opportunity to express sincere gratitude to the employers of the formal private sector, the business community and individuals for an endless support and commitments in the provision of required information to MCIL staff and enumerators who were directly involved in the implementation of the survey. We would also like to thank Mr. Stephen Musubire, Trade Adviser (Commonwealth Secretariat Hubs and Spokes Programme) for the technical support in the development of this report.

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1 ACRONYMS

AELM	Apprenticeship Employment and Labour Market
FEEP	Foreign Employee Employment Permit
ICT	Information Communication
ILO	International Labour Organisation
ISCO 08	International Standard Classification of Occupations 2008
ISIC R4	International Standard Industrial Classification Revision 4
LMIS	Labour Market Information System
LMS	Labour Market Survey
MCIL	Ministry of Commerce Industry and Labour
OSH	Occupational Safety and Health
PPE	Personal Protective Equipment
PSET	Post-Secondary Education Training
RSE	Recognised Seasonal Employment
SNEP	Samoa National Employment Policy
SNYC	Samoa National Youth Council
SWP	Seasonal Work Programme
TVET	Technical and Vocational Education Training
SDS	Strategy for the Development of Samoa

2 EXECUTIVE SUMMARY

The Ministry has noted some of the key findings during the analysis and assessment of the results of the 2016 LMS in comparison to the LMS in 2013.

- The 2016 survey findings reflect significant changes in terms of industries that have highest number of new recruits, increase average of weekly earnings plus other related factors. These industries were not included in the top 3 industries for the 2013 survey report. The change reflects the continuous consolidated efforts and commitments between government and the business community through supporting each other where necessary. The 2016 survey outcome indicates an increase of expatriate workers or foreigners being employed by employers which is 285 in comparison to 190 in 2013.
- This is the first survey which extracted information on green jobs, OSH Matters and statistics on people with disability. Out of 780 employers that were covered during the survey, only four hundred and twenty-three (423) employers have had in place evacuation plans. About 102 employers out of 780 which employ OSH Officers with two hundred and forty (240) accidents being reported. The number of accidents is quite alarming and challenging taking into consideration our small population.
- The implementation of the new SNEP is considered as the best strategy for more avenues and options to increase employability of our locals but the same time we will manage to identify obstacles and hindrance for creation of more job opportunities. The SNEP extends its coverage to employees in the public sector. This newly formulated policy is also aimed to build strong partnership with key stakeholders at national and international level for more employment opportunities through effective and efficient networking, enhancing facilitation of job matching and referrals, coordination of job seekers searching skills training, to ensure skills demand are matched with skills supply.
- The creation of the link under the Labour Market Information (LMI) system and the signing of the Memorandum of Understanding (MOU) between MCIL and the Samoa National Youth Council (SNYC) early this year is seen as a vehicle for unemployed youth especially at the community level for getting jobs.
- The implementation of the new LMI system in the coding, data entry, tabulation and analysis processes for preparation of the 2016 Labour Market Survey (LMS) report is quite challenging to IT and Employment Units of MCIL as this is the 1st survey which utilizes this new system. However, we managed to cope given the fact that the ministry is well versed in using an International Standard Classification of Occupation 2008 (ISCO-08) and the International Standard Industrial Classification Revision 4 (ISIC R4) which had been used for the coding process during previous surveys. The continuous using of international methodologies in the coding processes plus other aspects in the conduction and implementation of the 2016 LMS shed some light in carrying out this important
- The findings of the 2016 LMS indicates a need for government, private entities, the business community and the training institutions to provide relevant training that matches what is required at the industry level, to avoid mismatch of knowledge and skills require by the industries and what is being taught in the formal classroom.

- The need for training providers to work collaboratively with industries in the development of training plans to be aligned with the industrial packages or the skills that are required within industries.

3 INTRODUCTION

3.1 The Survey

The 2016 Labour Market Survey (LMS) report is quite unique in its scope and coverage in comparison to previous surveys. This is the 1st survey that utilizes the new Labour Market Information (LMI) System in terms of coding, data entry, tabulation, analysis and report writing processes. The survey content includes needed employment information on green jobs, OSH matters and people with disabilities. The report is an outcome of the Labour Market Survey (LMS) of the Formal Private Sector Employers beings conducted by the Ministry of Commerce, Industry and Labour within three months' period from April to June 2016.

The implementation of this survey is very successful as it is one of the ministry's great achievements in comparison to previous surveys, in terms of survey coverage, modalities, and the system being used to extract labour market information and statistics.

The collection of Labour stats during the survey using the new LMI system will assist government policy makers and stakeholders to have consolidated efforts to identify gaps between the supply and demands within industries as well as accommodating the newly emerging work models. This establishment survey can better assist the ministry in terms of analysing the data being collected and formulate appropriate policies base on skills required and demands in the labour market. This will create further employment opportunities and required training needs. It will further encourage and challenge training providers in designing prescribed training contents, to match the demand and supply in the labour market and the same time provides enabling environment for the business community, to generate more employment opportunities.

3.2 The Preparation

The 2016 Labour market Survey like the previous survey was funded from the ministry's annual budget for financial year (Fy2015/2016) under Output 5 (AELM division). The survey is one of the ministry's major activity and output performance measures under Output 5. Planning and performance of LMS activities commenced on April 2016.

3.3 The Survey Questionnaire

The questionnaire was reviewed and re-designed to expand the coverage to reflect the involvement of all employers in the country. The inclusion of green jobs currently introduced to our working environment was a challenge since this type of employment is hard to find or even rare in the working population. For the employees to be safe and healthy in their working environment, and on the other hand for the compliance of employers to policies and laws in place for such questions were asked so the ministry can rely on especially on issues mentioned. The classification of employees in areas like the shift employees and piece employees were additional data collected for the workforce to be more categorized and specific. The pre-testing of the questionnaire was done during the training of enumerators and a number of questions were revised accordingly.

3.4 Training of Enumerators and Supervisors

Four supervisors from the Ministry staff and the ten selected enumerators undertook one-week training on the terminologies and different definitions, concepts and technical terms of the survey which prepared for conducting the survey to extract the most correct and reliable information from the selected employers. These enumerators were successfully selected from a pool of twenty jobseekers that showed interests and applied for the positions when advertised. Two enumerators left the survey for new employment offers just before the survey was completed, however this did not affect the progress given the high level commitment of the remaining team members.

3.5 Methodology

The face to face interview method was used throughout the whole survey period. This method is reliable and suits this survey. The assigned enumerators with the help of the supervisors are required to visit the respondent, discuss and clarified the survey questions if required. Therefore, enumerators were allocated to visit assigned employer from register of employers on a daily basis. Revisiting and making appointments with unavailable employers is an important part of this method

3.6 Field Work

A total of two teams with five enumerators and two supervisors were on the field collecting data from our target group. The current register of employers used for survey has a total number of 1320 active operational employers for Samoa. All employers are grouped to a zone depending on the location or area where business is operated. The survey area is currently divided to six zones namely Zone 1, 2, 3, 4, 5 in Upolu and Zone 6 on the Savaii island. Each team was to enumerate three allocated zones with a target of four hundred eighty-three for Team 1 and eight hundred thirty-seven employers for Team 2 to visit and enumerate for the approved scheduled time-frame in survey plans. One survey team visited the selected employers on Savaii Island for a period of five days. In regards to transportation MCIL provided one vehicle while the other vehicle was hired, which facilitated travel for the survey team in attending to daily planned schedules.

3.7 Coding

The employment staff members of MCIL were familiarized with the international codes, ISCO 08 and ISIC R4 to use for coding of collected data. This process took a while since the usage of four digits was not aligned with what has been designed in the system.

3.8 Data Processing and Data Entry

The questionnaire was reviewed and re-designed to include other important areas like Green jobs, Occupational Health and Safety (OSH) measures to ensure reduction of hazards at workplaces and the same time provide better facilities for the workforce. The inclusion of green jobs was a challenge since this type of employment is hard to find or even rare in the working population. Most importantly is for the employees to be safe and healthy in their working environment, and on the other hand for the compliance of employers to policies and laws in place for such questions were asked so the ministry can rely on especially on the concerned issues. The classification of employees in areas like the shift employees and piece employees were additional data collected for the workforce to be more categorized and specific. The pre-testing of the questionnaire was done during the training of

enumerators where revising of a number of questions accordingly. A manual for supervisors and enumerators was used as a helping tool or reference while on the field for enumeration of the target group.

3.9 Tabulation, Analysis and Reporting

The Employment team was engaged in the tabulation, compilation and all other related activities when the tabulation was finally done. The Line Manager, Principal Officer and the Senior Employment officer took the lead in the graphical and data analysis, interpretation, comparisons to previous survey findings prior to writing of the report. The main challenge encountered is the delay in getting feedback from matters raised pertaining to survey data entry, coding and tabulations from the data system and designed database due to technical requirements for obtaining this information and in responding to our enquiries. There is a need for specialized capacity building for our ICT team on the technical requirements for the LMS

4 THE OBJECTIVES

Survey objectives:

- 4.1 To identify and prioritize employment matters that are in demand, to ensure the supply side is aligned to what is required within industries and the labour market in the formal private sector.
- 4.2 To update the profile in the Private Sector Workforce.
- 4.3 To identify training needs and skill shortages of employees in the Private Sector.

5 THE SURVEY COVERAGE

The survey aimed at covering those employers who are currently operational and active on our database register of employers.

The response rate of seventy-one percent (71%) for this survey is four percent cent (4%) higher than that of the 2013 survey.

Not many issues were found during field work if compared to previous surveys. The incompleteness of the information submitted is one of the issues encountered. On the other hand, some employers have more than one branch, registered under one name but with different trading names. These contributed to differentiating the total survey target from the actual responded group. A large number of inactive employers were discovered during the survey but were offset by the number of newly set up establishments.

Eight (8%) percent of employers submitted or disclosed incomplete information on worker characteristics (Q14) with reference to gender, age, education, status of employment, country of citizenship and wages. Hence all graphs and tables' relating to Q14 are bound to have a shortfall in numbers.

6 THE SURVEY FINDINGS

6.1 A general profile of the formal private sector workforce employment

The survey results indicated a total of 12,075 employees are engaged in the formal private sector. The male participation rate represented 58% of the total workforce while female is reported occupying 42% respectively.

This same pattern remains unchanged for the last three surveys with the most employees being males across all industries.

The high number of males participated in most industries showed a decrease of 2% when compared to previous survey and for the females it is noted that an increase by 2% in comparison to past surveys illustrated the indication that there is a competition for both sexes in all types of employment opportunities.

Figure 1: Composition of Formal Private Sector Workforce by Sex

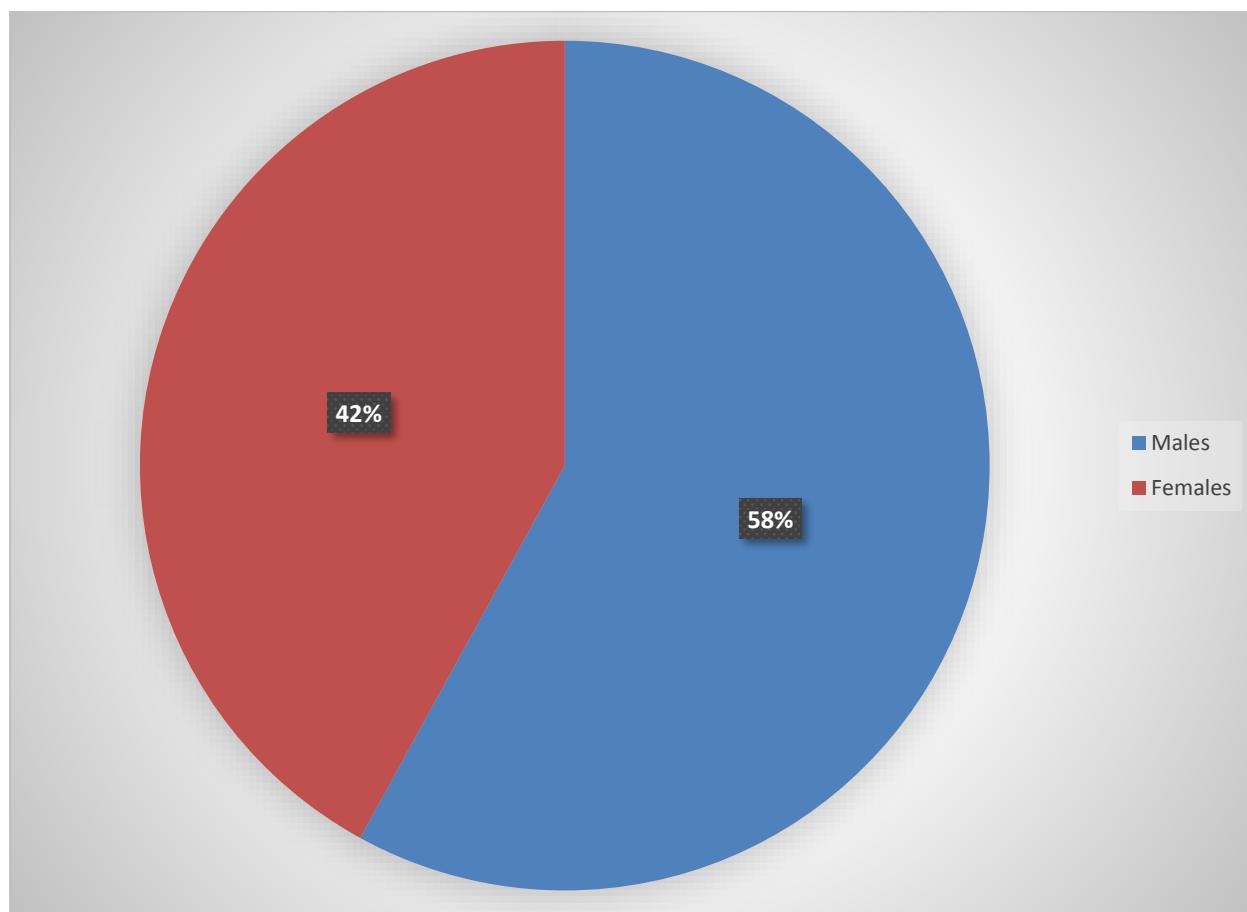
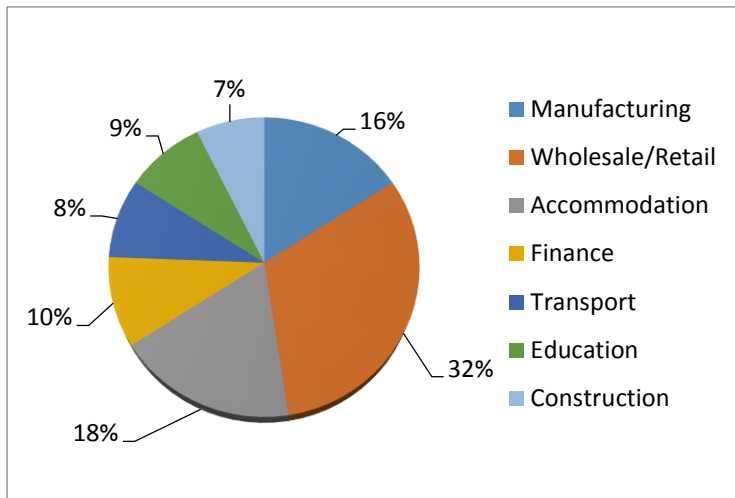
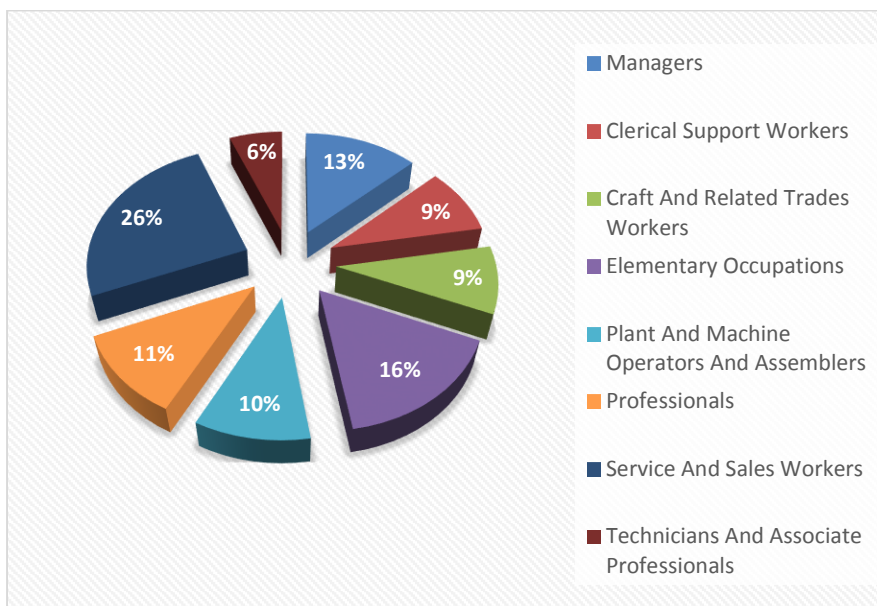


Figure 2: Distribution of Private Sector Workforce by Major Industries



Presented in Figure 2 is the distribution of employed population by industry (based on ISIC R4) and which revealed that the top three industries with high number of both males and females' participation are Wholesale 32%, Accommodation 18% and Manufacturing 16%

Figure 3: Breakdown of Private Sector Workforce by Occupation



Based on ISCO 08, the majority of the workforce are employed in the Service and Sales Category (26% an increase of 4% from previous survey. Elementary occupations 16% has increased by 3% more of the 2013 survey. Managers 13% showed no change if compared to the 2013. Professionals with 11% with 2% increase with Plant and Machine operators and Technical/Associated with 10% and 9%.

7 WORKFORCE PROFILE BY AGE AND SEX

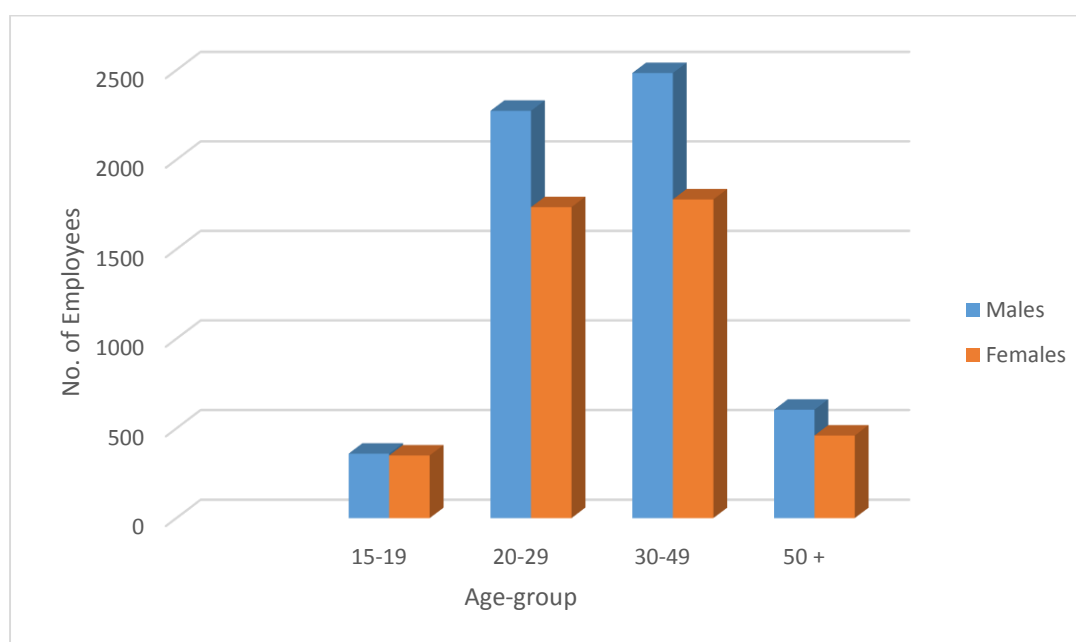
As mentioned earlier, the total workforce for the private sector employers was **12,078** of whom 58% were males and 42% females. The graph and table below details the breakdown of this workforce by age and sex and proportion of males to females in age-group, **only** from those employers who submitted information on ages.

Table 1: Workforce by Age and by Sex

AGE GROUP	Males	Females	Total	% total M+F
15-19	359	349	708	1
20-29	2273	1735	4008	40
30-49	2484	1778	4262	46
50+	604	450	1064	13
Unknown	11	9	20	0
TOTAL	5720	4322	10042	100

Note: Table based on Q14, hence above information covered only employers who submitted age of employees

Figure 4: Workforce By Age and Sex



From Table 1 it indicates that the same pattern is seen from previous surveys where those at the age of 30-49 years represent the majority of the workforce. The data stated that males are 706 more than the females. This followed by the 20-29 age group. Males in all age groups outnumbered females suggested that males tend to leave school earlier or at the young age rather than females. Less employees in the 50+ category – reflected the effectiveness of the retiring age policy, and it tends to introduce earlier for the formal private sector employees.

As reflected from the youths in the category 15-19 years participation and contribution (708) to the total workforce of the formal Private Sector, the majority and highest number were employed in the Wholesale/Retail Trade industry (256) or 22.5% of total employees in this respective industry. Manufacturing next which employed 158 youths or 9.8% percent, 105 (14.8%) of all youths in the same age group were engaged in the Accommodation industry, Finance industry was represented by

47 youths, and industries such as Construction, Administrative and Support services, Education and the Information and Communication recruited youths ranging from 1- 20 youths respectively. The Professional, scientific and technical industry employed 27 of the total youths with the same ages who participated and involved in the survey.

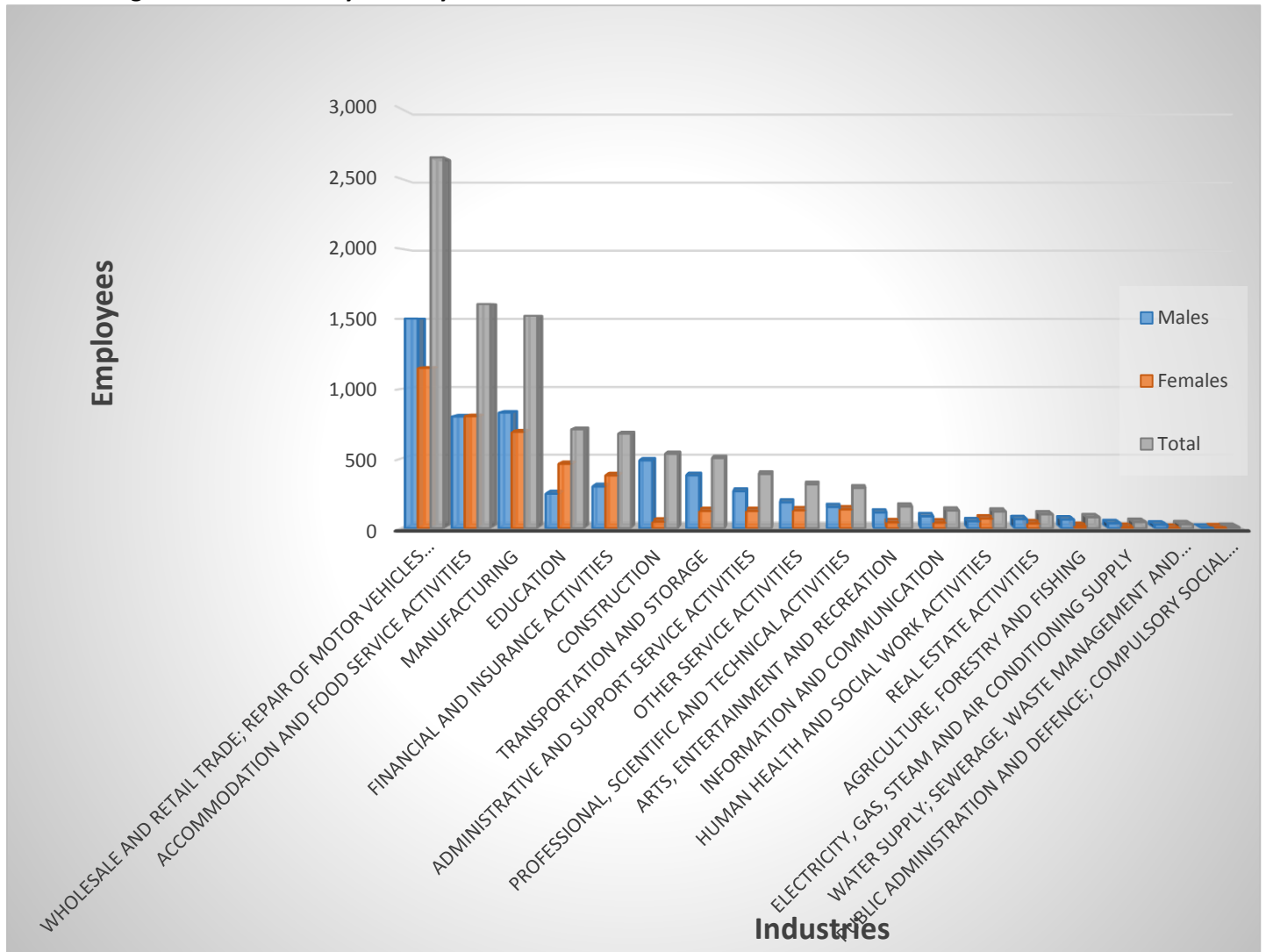
8 WORKFORCE BY INDUSTRY

The ISIC R4 (International Standard Industry Classification) was used for coding of all employers covered according to the ILO four-digit standards. The core business activity was used to classify all who took part, responded and were involved in the survey. The tables and figures below reflect all industries with the numbers of workforce in each segregated by gender Industry and segregated by gender.

Table 2: Workforce By Industry and Sex

Industry	Males	Females	Total
Wholesale and Retail Trade; repair of motor vehicles and motorcycles	1836	1306	3142
Accommodation and food service activities	922	938	1860
Manufacturing	869	725	1594
Education	307	524	831
Financial and insurance activities	414	583	997
Construction	680	76	756
Transportation and storage	603	225	828
Administrative and support service activities	383	147	530
Other service activities	226	149	375
Professional, scientific and technical activities	173	157	330
Arts, entertainment and recreation	175	96	271
Information and communication	118	56	174
Human health and social work activities	16	27	43
Real estate activities	66	34	100
Agriculture, forestry and fishing	68	17	85
Electricity, gas, steam and air conditioning supply	35	8	43
Water supply, sewerage, waste management and remediation activities	26	2	28
Public administration and defence; compulsory social security	47	44	91
TOTAL	6964	5114	12078

Figure 5: Workforce by Industry and Sex



- The Wholesale and Trade industry has the most number of employees 3142 (26%) an increase of 332 persons from that of the previous survey. This increase is due to the increasing number of newly established businesses especially in the retailing area. A difference of 530 employees is seen with males having the most than females. Another factor for such high number of male sin most industries depends on the nature of work performed within industry.
- Accommodation is second despite the fact that numbers for current survey is decreased by 405 employees from same survey carried out in 2013. The Manufacturing industry as in Table 2 suggested that more male employees are currently working here than females.
- Other industries with the same pattern include Construction, Transportation and Administration. A decrease is seen in the Manufacturing industry workforce as resulted from the near closure targeting 2017 of the main employer in this industry due to unforeseen and unavoidable circumstances.
- The Agriculture industry remain with low number of employees as in previous surveys mainly depicts the high demand of those looking for other job opportunities rather than working in farms and on cultivating our lands, and also as the nature of this it is mostly for family use and supporting our everyday lives or home consumption and that is the main reason why it stays unchanged from survey to survey.

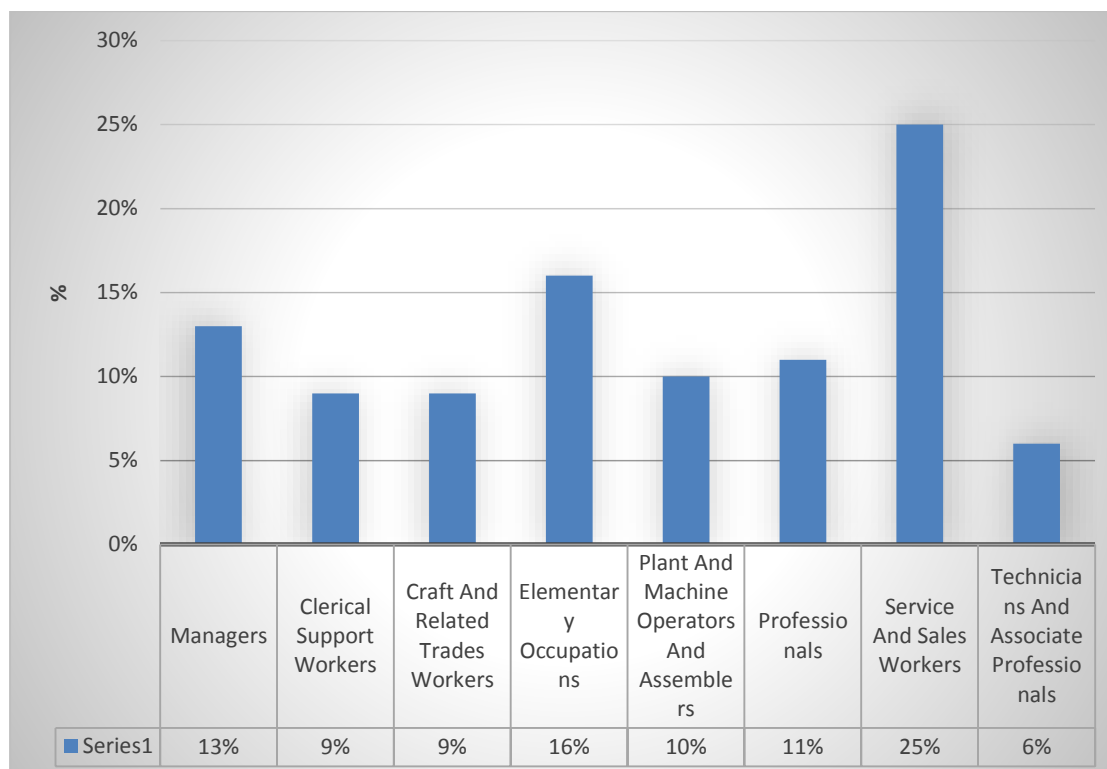
Table 2.1: Workforces by Year and by Industry

INDUSTRY	2016 M+F	2013 M + F	2010 M + F	2007 M+F
Agriculture, forestry and fishing	85	38	234	122
Manufacturing	1594	1879	1805	3230
Electricity, gas, steam and air conditioning supply	43	47	648	704
Water supply; sewerage, waste management and remediation activities	28	308		
Construction	756	729	887	1175
Wholesale and retail trade; repair of motor vehicles and motorcycles	3142	2810	2152	2898
Transportation and storage	828	845	995	1734
Accommodation and food service activities	1860	2267	2128	1999
Information and communication	174	205		
Financial and insurance activities	997	1130	1837	2153
Professional, scientific and technical activities	100	289	0	0
Administrative and support service activities	330	621	0	0
Public administration and defence; compulsory social security	530	79	18	190
Education	91	742	1097	1544
Human health and social work activities	831	199	910	1161
Arts, entertainment and recreation	43	230		
Other service activities	646	626		
TOTAL	12075	13044	12711	16921

The decrease of 969 employees when compared to total employment in 2013 as reflected above is mainly due to overseas employment opportunities, through the New Zealand quota scheme on an annual basis, NZ Recognized Seasonal Scheme (RSE), Seasonal Australian Program (SWP), people migrating on their own personal commitments and reasons. A possible contributing factor relates to the incomplete information by targeted employers. Despite the effort put in by all survey members to collect as much as data as possible for current employment situation analysis and comparisons from time to time. The internal movement from public employment to private sectors and vice versa is also noted, including the progressive reduction of employment opportunities at Yazaki Samoa EDS over the past years.

9 WORKFORCE PROFILE BY SKILLS AND OCCUPATIONS

Figure 6: Total Employment by Industry and Occupation



The four-digit coding from the International Standard Classification of Occupations (ISCO 08) was used to classify occupations within the survey coverage. All occupation titles given by responses received were coded according. This was for occupations to be grouped and breakdown to their major groupings as in the ISCO-08. During survey, not all employers responded or gave their full commitment in giving ALL the needed information asked. Some were reluctant to release information for some of their individual employees as reflected in the 2% (2599) employees with incomplete set of data given. Figure 6 reveals that Service and Sale Workers has the highest number in terms of total employment by industry and by occupation which is twenty-five (25%) percent. Next is the Elementary occupation which constitutes of sixteen (16%) percent. The 13% percent are employed as managers and eleven (11%) is recorded as clerical support workers. There is not much different in terms of number of employees under these three occupations in comparison to outcome of the 2013 Survey.

Table 3: Workforce by Industry and Occupation

Industry	Managers	Clerical Support Workers	Craft And Related Trades Workers	Elementary Occupations	Plant And Machine Operators And Assemblers	Professionals	Service And Sales Workers	Skilled Agricultural Forestry And Fishery Workers	Technicians And Associate Professionals	TOTAL
Accommodation and food service activities	163	106	79	520	14	12	564	31	102	1591
Administrative and support service activities	67	58	21	72	8	19	138	0	7	390
Agriculture, forestry and fishing	10	7	0	35	18	1	0	4	4	79
Arts, entertainment and recreation	25	9	9	44	2	1	53	0	10	153
Construction	29	27	98	159	138	25	11	0	17	504
Education	50	44	4	33	4	487	77	0	9	708
Electricity, gas, steam and air conditioning supply	10	4	12	0	3	2	11	0	1	43
Financial and insurance activities	121	148	7	23	22	122	68	2	126	639
Human health and social work activities	16	17	4	6	5	25	31	0	14	118
Information and communication	18	19	4	1	5	34	15	0	31	127
Manufacturing	118	64	118	229	579	108	109	0	70	1395
Other service activities	48	20	19	72	5	63	65	0	21	313
Professional, scientific and technical activities	58	40	7	11	4	70	5	0	45	240
Public administration and defence; compulsory social security	2	2	0	1	1	2	0	0	1	9
Real estate activities	8	8	2	45	5	5	11	0	16	100
Transportation and storage	51	74	37	80	62	29	47	0	41	421
Water supply; sewerage, waste management and remediation activities	2	0	0	1	7	2	16	0	0	28
Wholesale and retail trade; repair of motor vehicles and motorcycles	420	159	476	201	78	44	1187	1	55	2621
TOTAL	1216	806	897	1533	960	1051	2408	38	570	9479
%	13%	9%	9%	16%	10%	11%	25%	0%	6%	100

The percentage of employees classified as Services and Sales workers was the highest occupation for the private sector workforce a difference of 4% from the same industry in the 2013 survey. This is a true reflection of the increased in numbers of new businesses in operational which also needs an additional number of employees to perform and work there. Not only in this industry but the Accommodation industry also contributes to the high number of people providing services and as sales people during the survey period. Elementary occupations are second with 16% of workforce also reflects the nature of such occupations provided in industries in areas in our communities and individual or self-employment. In the Manager category, 1% dropped if to compare to 2013 showed

no tremendous change as they are mostly decided or selected according to individual employer policies implemented and being enforced from time to time. The Professional arrived at 11%, a 2% decrease from previous survey. Others either remain as previous or reduced by 1 – 3% respectively. These occupations above include Plant, Clerical/ Craft and Technicians. The skilled agriculture remains constant due to the sector they fit in.

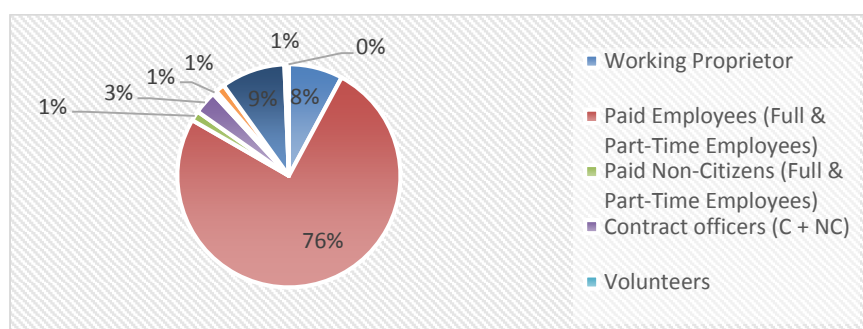
10 WORKFORCE PROFILE BY CATEGORY OF WORKERS

The target group (Employers) were asked to categorize their current active employees into paid employees, paid non-citizens, proprietors, disabled persons and more. The two new categories included in this survey were the shift employees¹ and piece employees², to enable the ministry to have detailed workforce for the private sector. The result indicates that the bulk of the workforce are categorized as the paid employees for both the locals and the non-citizen employees. Table and Graph below give more detailed on the compositions of the private sector workforce by category and by males or females.

Table 4: Total Employment by Category of Worker

Status	Males	Females	TOTAL
Working Proprietor	486	460	946
Paid Employees	5247	3867	9114
Paid Employees - Non-Citizens	114	61	175
Contract officers	277	129	406
Volunteers	31	41	72
Unpaid Family Workers	87	75	162
Shift workers	675	447	1122
Piece worker	38	27	65
People with Disability	9	4	13
TOTAL	6964	5111	12075

Figure 7: Composition of Workforce by Category



About 76% of total workforce is made up of paid employees which include both part time and full timers. Next with 8% of all employees are those in the shift worker category and followed with

¹ Shift Employee refers to an employee who works in shift work or normally works on a Sunday or public holidays

² Piece work is an agreement whereby an employer and employee agree that the employee is to be paid a wage based upon a specific task or number of tasks to be undertaken by the employees, after which, the employment arrangement is deemed to be terminated.

Managers represented by 8%. Contract Officers occupying 3% cannot be compared to the public sector where most of the high-level positions are on a contractual basis. The inclusive of numbers of the workforce being classified as people with disability is represented by 1% of all the working people in this sector.

10.1 Vacancies

The survey estimated a number of 340 vacancies being vacant at the time of the fieldwork. The focus of the vacancy question is to identify the current status of labour force in terms of available opportunities to be offered to those who are seeking for employment opportunities.

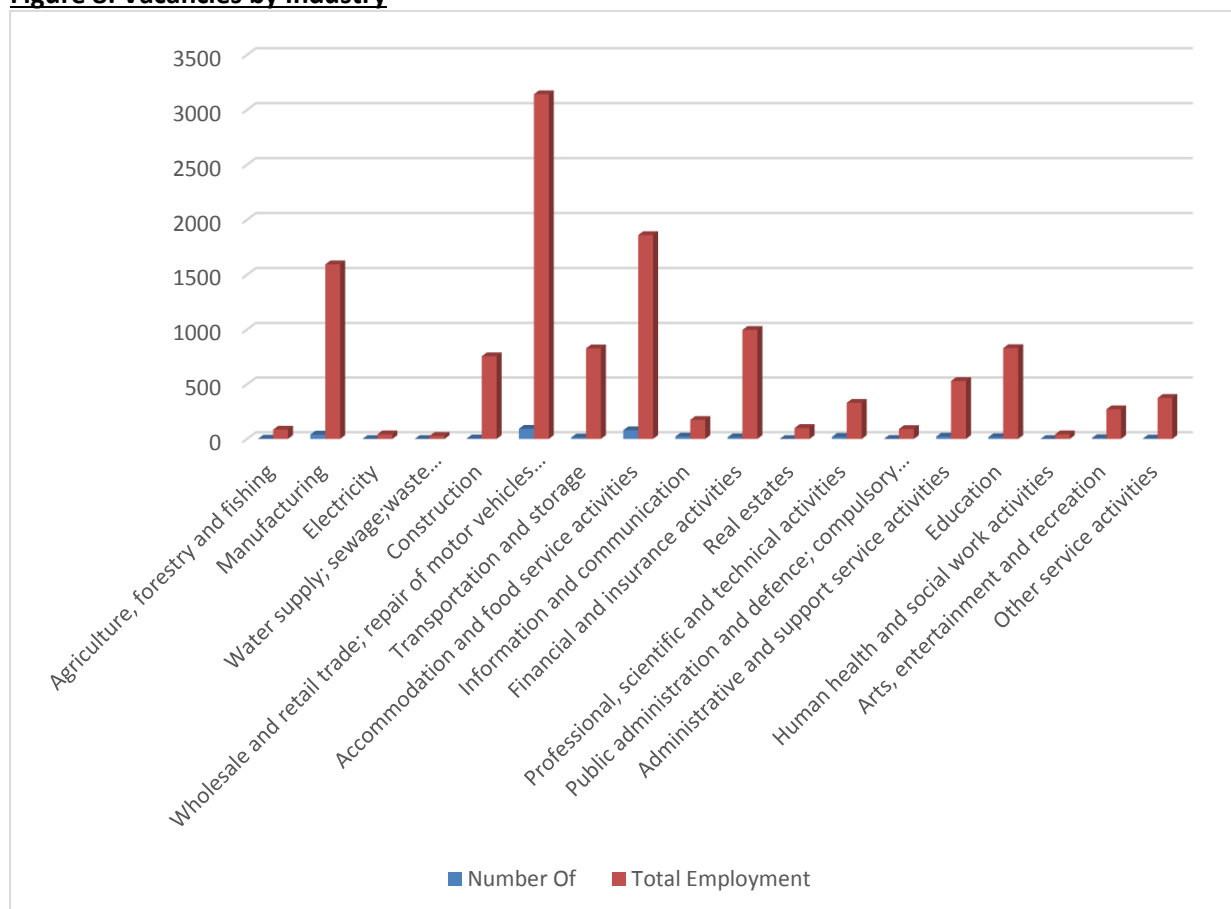
The survey estimated a number of 340 vacancies being vacant at the time of the fieldwork. The focus of the vacancy question is to identify the current status of labour force in terms of available opportunities to be offered to those who are seeking for employment opportunities.

Table 5. Vacancies by Industry

Industry	Number Of Vacancies	Total Employment in Industry	%
Agriculture, forestry and fishing	3	85	1%
Manufacturing	40	1594	13%
Electricity	0	43	0%
Water supply; sewage; waste management; redemption activities	0	28	0%
Construction	5	756	6%
Wholesale and retail trade; repair of motor vehicles and motorcycles	93	3142	26%
Transportation and storage	13	828	7%
Accommodation and food service activities	80	1860	15%
Information and communication	22	174	1%
Financial and insurance activities	15	997	8%
Real estates	0	100	1%
Professional, scientific and technical activities	19	330	3%
Public administration and defense; compulsory social security	1	91	1%
Administrative and support service activities	22	530	4%
Education	16	831	7%
Human health and social work activities	0	43	0%
Arts, entertainment and recreation	7	271	2%
Other service activities	4	375	3%
	340	12078	100%

The Wholesale industry is referred to as the industry with the highest number of vacancies which is 26%. Accommodation with 15% and Manufacturing 13% respectively. The Finance industry showed that they have 8% available vacancies during survey period. Overall, 340 vacancies available during the survey in comparison to 185 only in 2013. An increase of one hundred fifty-five (155) number of vacancies available within private sector industries for the 2016 Labour Market Survey comparing to the 2013 LMS report

Figure 8: Vacancies by Industry



10.2 Staff Turnover

The rationale behind staff turnover was mainly due to availability of employment opportunities elsewhere like the NZ Quota Scheme, New Zealand Recognized Seasonal Employment (RSE) Scheme, the Australian Seasonal Program (SWP) and Christchurch Rebuild. Employees prefer to be employed in the public sector due to safer and better working conditions in terms of better salaries and other remuneration packages. Others were terminated due to dishonesty, poor performances and attitudinal problems. In actual fact, the cessation number is higher than the recruitments.

Table 6. Total Recruitment by Industry and by Sex (12 Sept 2015-Mar 2016)

Industry	Males	Females	TOTAL
Wholesale and retail trade; repair of motor vehicles and motorcycles	370	233	603
Accommodation and food service activities	208	210	418
Manufacturing	123	78	201
Transportation and storage	167	34	201
Administrative and support service activities	132	18	150
Construction	119	9	128
Education	45	61	106
Other service activities	40	17	57
Financial and insurance activities	22	33	55
Arts, entertainment and recreation	32	14	46
Professional, scientific and technical activities	19	20	39
Information and communication	23	6	29

Human health and social work activities	20	6	26
Agriculture, forestry and fishing	12	0	12
Electricity, gas, steam and air conditioning supply	3	0	3
Water supply; sewerage, waste management and remediation activities	2	0	2
Public administration and defense; compulsory social security	1	1	2
Real estate activities	1	0	1
	1339	740	2079

Most of the recruited employees were hired by employers in the Wholesale industry since new businesses were set up and potential need for additional employees took place. Accommodation was the next to recruit new employees while the Manufacturing and Transport are reported with the numbers hired being 201 employees each.

Figure 9: Recruitment by Sex

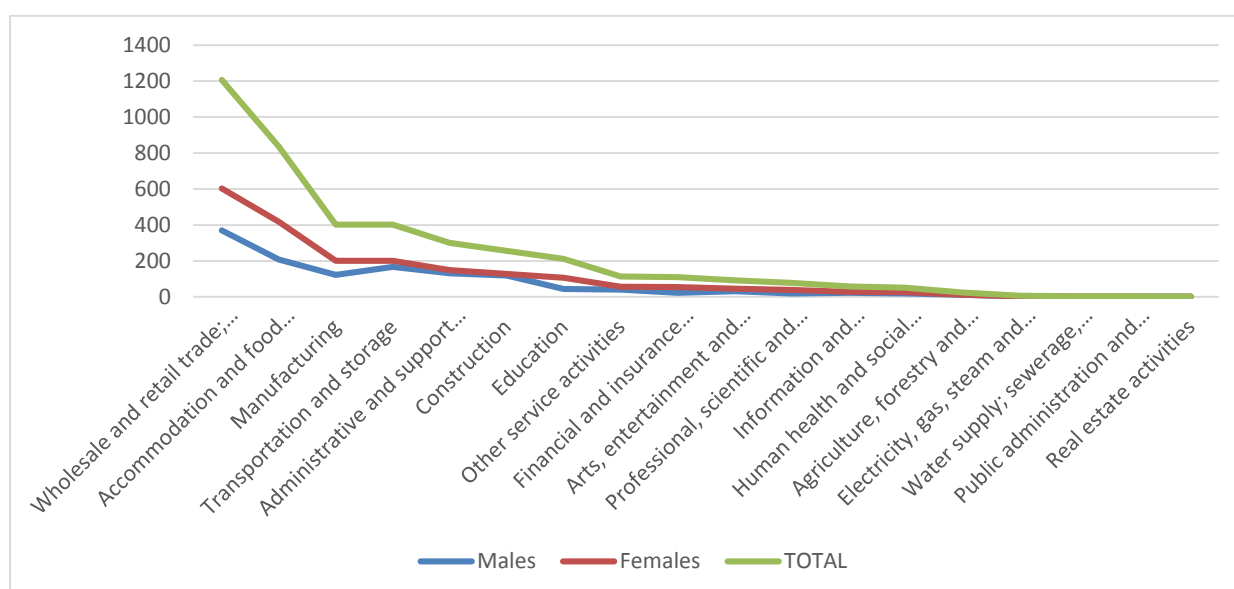


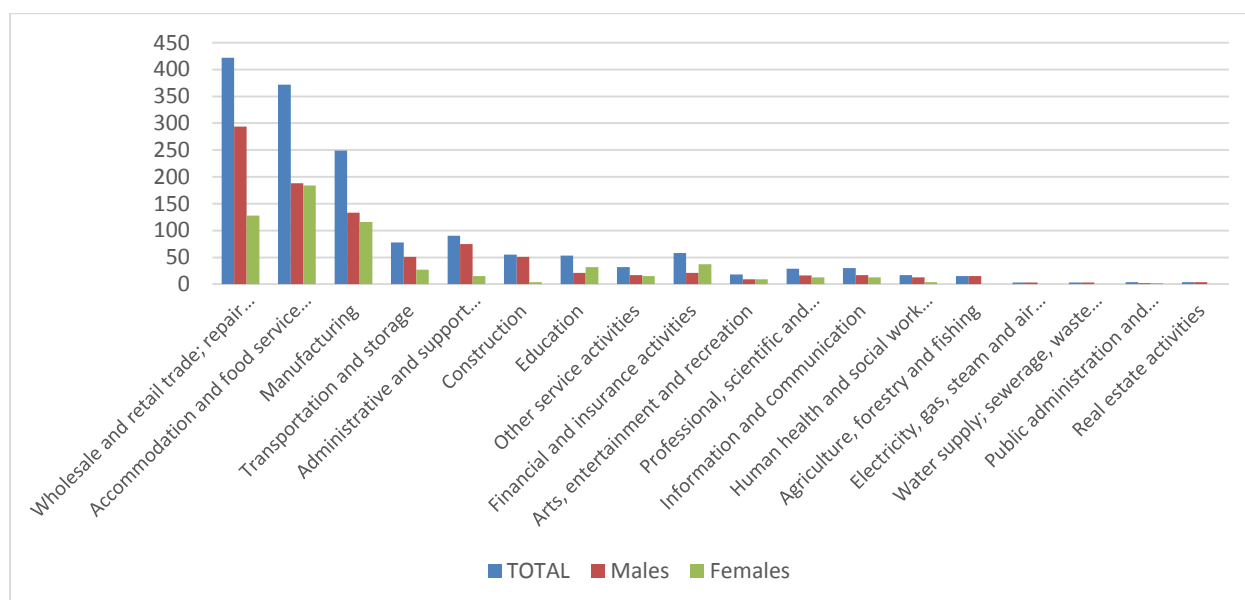
Table 6.1: Total Cessation by Industry and Sex (Sept 2015-Mar 2016)

Industry	TOTAL	Males	Females
Wholesale and retail trade; repair of motor vehicles and motorcycles	422	294	128
Accommodation and food service activities	372	188	184
Manufacturing	249	133	116
Transportation and storage	78	51	27
Administrative and support service activities	90	75	15
Construction	55	51	4
Education	53	21	32
Other service activities	32	17	15
Financial and insurance activities	58	21	37
Arts, entertainment and recreation	18	9	9
Professional, scientific and technical activities	29	16	13
Information and communication	30	17	13
Human health and social work activities	17	13	4

Agriculture, forestry and fishing	15	15	0
Electricity, gas, steam and air conditioning supply	3	3	0
Water supply; sewerage, waste management and remediation activities	3	3	0
Public administration and defence; compulsory social security	4	2	2
Real estate activities	4	4	0
	1532	933	599

Employees who left or ceased employment for several reasons increased from the 2013 survey by 163 and majority of them were employed in the Accommodation industry. The Wholesale together with the Manufacturing industries were the next which terminated or ceased employment of some of their employees.

Figure 10: Cessation by Sex



10.3 Lowest Wage Payable

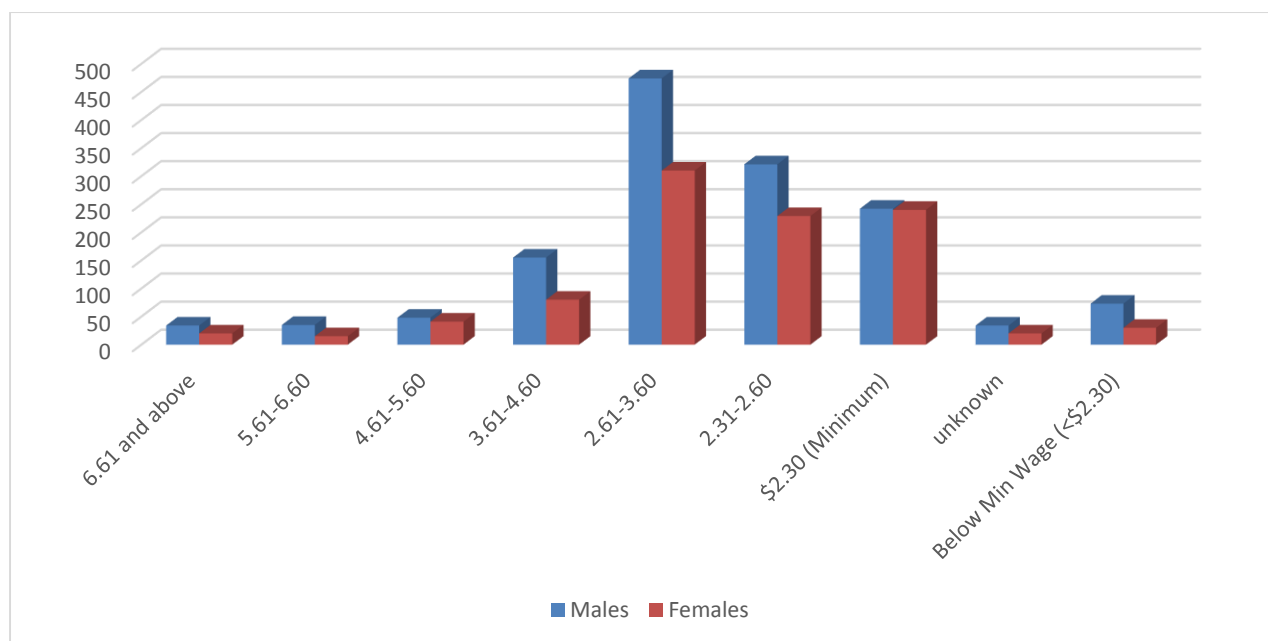
Table 7: Lowest Wage Payable by Sex and by Number of Employers

Lowest Wage Per Hour(Tala)	Males	Females	TOTAL	Number of Employers
6.61 and above	34	20	54	38
5.61-6.60	35	15	50	20
4.61-5.60	48	41	89	47
3.61-4.60	155	80	235	124
2.61-3.60	474	310	784	291
2.31-2.60	321	229	550	140
\$2.30 (Minimum)	242	240	482	53
unknown	34	20	54	38
Below Min Wage (<\$2.30)	73	30	103	31
	1416	985	2401	782

Table 7 reveals 73.3% of employees are paid above the minimum wage, 20% paid at the current

minimum wage which is \$2.30 an hour and 6.5 % paid under the minimum wage inclusive the unknown which is 34 employees. In actual fact, high compliance rate towards the required minimum wage is 93.5% of total workforce. According to the table above, it indicates that 53 employers paid some of their workers (482) with the current stipulated minimum wage of \$2.30 an hour. As of this number a slight difference reflected on the number of males and females being 23 employees if compared to the 2013 survey.

Figure 11: Employment by Minimum Wage



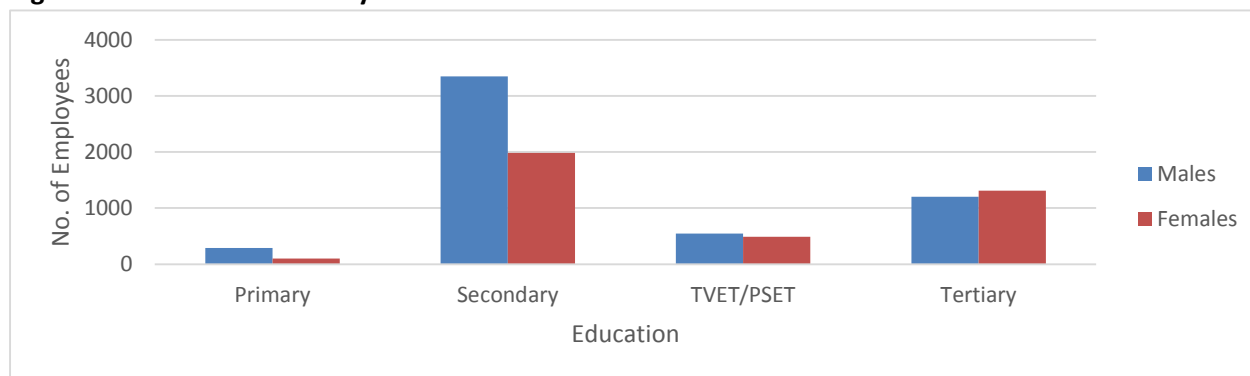
10.4 Educational Attainment

Table 8: Workforce by Educational Attainment and Sex

Education Level	Males	Females	Total
Primary	289	102	391
Secondary	3348	1986	5334
TVET/PSET	546	487	1033
Tertiary	1202	1310	2512
Total	5385	3885	9270

The result of the 2016 Labour Market Survey reflects that majority of private sector workforce completed education at the secondary level which is 57.5% with male's dominant than female. About 27% completed post- secondary education and 6% left school at the primary level. More females completed tertiary education rather than males. This was the same situation as reported in the previous survey in 2013.

Figure 12: Total Workforce by Level of Education



Males represented by 63% of those who finished and reached secondary level while females only 37% as indication of males' preference in leaving education much earlier than females. The secondary education level has the most number of employees being 58% of workforce. Next is Tertiary level representing 27% with females having the higher number than males followed by TVET/PSET with 11%. Primary level remains the least number (391) suggesting that a very few employees finished schooling at this level.

11 PUBLIC SECTOR WORKFORCE

Statistics needed for the public sector were from our reliable source, the Office of the Public Service Commission so a clear and full estimation of the total national workforce can be captured. As seen in previous surveys, there was a continuously movement from sector to sector due to the high demand of skills and wealth of knowledge, but on the hand mostly moved from public to private or vice-versa is to do with attracted factors such as the pay or wages in terms of money, benefits and to name a few. But not forgetting the working conditions and environment, work related rewards and entitlements are other major contributing factors for such movements. Despite this it is another sign of the significant efforts by both to strengthening partnerships and building strong emphasis on keeping the best cooperation and strong relationships of all sectors for a better and even the best national workforce for our country.

11.1 Formal Sector Employment

Table 9: Total Public + Private Sector Employees

Sector	Total Employment		
	Male	Female	Total
Private sector employees	6964	5111	12075
Public sector employees	1848	2340	4188
Total	8812	7451	16263

The formal sector employment as reflected in Table 9 stated that females tend to be higher than males. With percentages to public workforce of 56 to 44 percentages respectively. A slight decrease in total public workforces of 18 employees determines the internal movement of officers within

ministries and limited new vacancies for recruitment of more staff. On the other hand, there are more males than females in the private sector despite the big drop in number of males found in the 2013 survey. Males in this sector represents 58% as for females they only cover 42% of total workforce. The national workforce for Samoa decrease by 987 employees from previous survey

12 SKILL SHORTAGES AND TRAINING NEEDS

12.1 Skill Shortages

One of the goals for this survey is provide information concerning training needs and skills shortages in the labour force, therefore each employer being interviewed has been asked to provide information on what skills that are in demand and the trainings that are required to better the performances in terms of knowledge and skills needed for the job overall.

Table 10: Skill Shortages by Industry

Industry	Number of Employers with skill Shortages		Total Employers covered	
	2016	2013	2016	2013
Accommodation and food service activities	32	41	128	145
Administrative and support service activities	10	14	54	57
Agriculture, forestry and fishing	1	2	4	5
Arts, entertainment and recreation	3	3	14	22
Construction	8	6	26	24
Education	12	8	36	38
Electricity, gas, steam and air conditioning supply	1	2	7	4
Financial and insurance activities	5	10	36	37
Human health and social work activities	4	2	16	14
Information and communication	7	4	15	18
Manufacturing	13	25	56	91
Other service activities	2	8	44	42
Professional, scientific and technical activities	7	9	36	35
Real estate activities	1	0	5	0
Transportation and storage	4	8	31	30
Wholesale and retail trade; repair of motor vehicles and motorcycles	56	47	271	217
Water supply; sewerage, waste management and remediation activities	0	2	1	4
Total	166	191	780	784

Table 10 indicates a total of 166 employers were reported to have skills shortages within their workplaces. The figures in the table indicates a decrease in the number of employers having such difficulty with some of the employees they hire. Though it's a slight reduction but it is still an indication of employers contributing in solving the issue of skills demand in the labour force where most of the employers contribute in doing on-the-job trainings to familiarize employees with each one's job. Most of the industries have reduced number of employers having skills shortages. Agriculture with very low

numbers reminded us of the nature of job in this industry where no intensive training on skills is needed coz everyone in the communities already have such skills and knowledge. Transfer skills from older generations to the youths now can be easily gained from our own farmers to generations nowadays.

12.2 Training Needs

The training needs question looks specifically on the skills that employees needs to be equipped on and the employers were asked to identify their staff members that needs training on their particular areas of work to better improve their performance.

Table 11: Training Needs by Number of Employers and Employees

Training Needs	Number Of Employers With Training Needs	Number Of Employees To Be Trained	Total Employment In Industry
Manufacturing	29	81	340
Time management, Balance Receipts and financial skills, Customer and marketing, Stock management and computer skills, Fixing moles, Printing and machinery, Baking and decorating, Office management, Equipment appliances.			
Construction	7	22	403
Engineering, Carpentry, Office management, Records keeping.			
Wholesale and retail trade; repair of motor vehicles and motorcycles	80	245	2567
Customer service and communication skills, Stock control and hygiene handling course, Baking and cooking, Sewing, Computer skills, Advertising and literacy skills, Welding and plumbing, Connecting Fittings course, Panel and Engineering/Motor mechanical skills, Accounting skills, Photography, Management, Records keeping and filing, Electronic			
Transportation and storage	9	12	414
Public relations and communication skills, Computer skills			
Accommodation food service activities	68	262	1603
Customer service, Culinary training, Housekeeping and cleaning skills, Cooking and bartender/waiter, Stock management and control, Personality and Hospitality, Marketing and Management skills			
Information and communication	14	17	91
Sales and Marketing, New presentation and shooting, Specialized video editing and graphic designs			
Financial and insurance activities	37	126	620
Resource management and personnel, Accounting/Financial and book keeping skills, Database designing and website hosting, Reading and analysis, Customer service, Macroeconomic, Financial management, Project and time management, Insurance and filing skills			

Real Estate activities	1	2	100
Accurate skills			
Professional, scientific and technical activities	18	31	240
Financial management, Project handling, Research writing skills, Office and Computer skills, Customer service and Marketing skills			
Administrative and support service activities	15	65	301
PR/Customer service skills, Recording and Accounting, Computer skills, Honesty, Cleaning and Plumbing			
Education	25	95	709
Teaching skills/techniques, Secretariat skills, Library and Computer skills, IT Management, Counselling, Special needs teaching skills, Payroll preparations			
Human health and social work activities	4	12	65
Caretaker training, Customer service, Beauty therapy and massaging skills			
Arts, entertainment and recreation	7	22	153
Financial skills, Museum and archives operations, Management, Research and collection			
Other service activities	5	7	132
Hairdressing and Beautician, Marketing, Sewing, Customer service, Accounting and Computer skills			

The response from employers who stated that some of their employees needed further training has increase from the previous two surveys carried out in 2010 and 2013. Of all 300+ employers responded, 80 of them are in the Wholesale industry, Accommodation 68 and Finance with 37 employers. These 300+ employers have a total of 1062 employees with a need for training a decrease when compared to numbers for 2010 and 2013 surveys.

The majority of these employees needed training in customer service, communication skills, computing skills, Welding and plumbing skills and accounting skills to name a few.

Table 11.1 Training Needs by Year & Number of Employers

Year of survey	Employees with training needs	Employers with workers needed further training
2000	1,448	251
2004	1,028	305
2007	2,026	328
2010	1,342	213
2013	1,546	241
2016	1,062	351

The number of employees with training needs as shown in Table 12.1 only revealed that only a portion of the total workforce for the private sector varies from survey year to year. The highest number was found in the 2007 while the smallest or even the biggest decrease was in the 2013 survey. This is also believed to the effectiveness of internal training or local training that the employer itself provided for their employees for upskilling. In previous years there was never a year that the number of employers reached half way of those surveyed. There is a huge increase in terms of numbers of employees with training needs for the 2016 survey if compared to previous one.

12.3 Expatriates Employees

Another significant question included in the survey focuses on the expatriate employees or of non-citizens who wish to work in Samoa and have been granted a foreign employee employment permit under the Labour Employment Relations Act 2013.

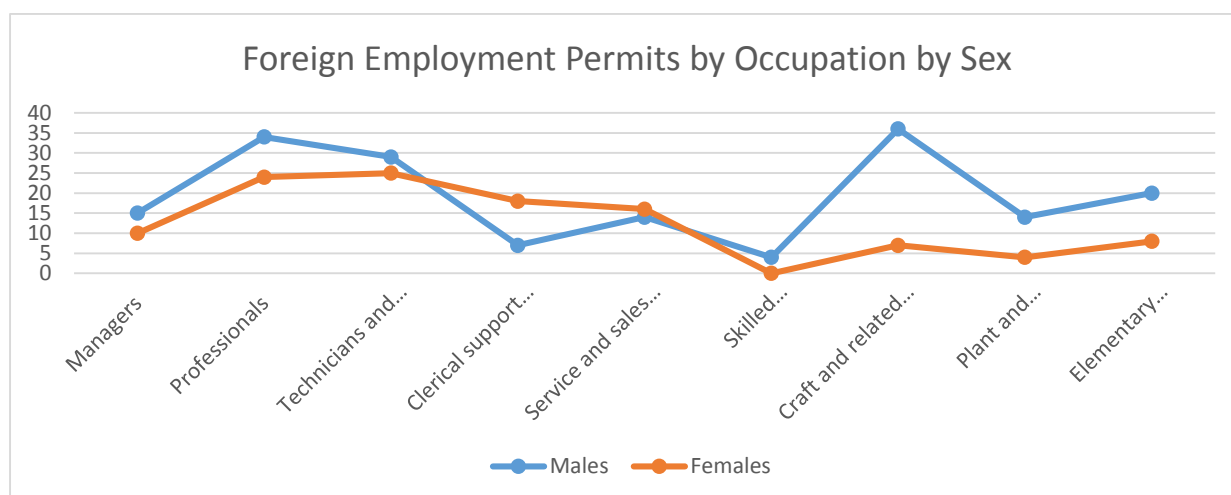
The table below outlines a comparison analysis of data from the 2013 and 2016 LMS. The trend shows there is a growing demand of expatriates in all industries and in the different occupational categories.

Table 12: Number of Employment Permits issued by Occupation and Sex

Occupations	2016			2013		
	Males	Females	Total	Males	Females	Total
Managers	15	10	25	49	31	80
Professionals	34	24	58	11	21	32
Technicians and associate professionals	29	25	54	13	1	14
Clerical support workers	7	18	25	2	8	10
Service and sales workers	14	16	30	13	12	25
Skilled agricultural, forestry and fishery workers	4	0	4	0	0	0
Craft and related trades workers	36	7	43	11	6	17
Plant and machine operators, and assemblers	14	4	18	1	0	1
Elementary occupations	20	8	28	5	6	11
Total	173	112	285	105	85	190

The total number of foreign employee employment permits (FEEP) issued was amounts to 285 which is a 51% increase to the number of non-citizens in 2013. The survey showed professionals had the highest number of non-citizens while Technicians and Associate professionals had the second highest representative of non-citizens. The outcome of 2016 survey reflects that the employment of foreigners is more on the technical areas, taking into account this is only 10% of the formal economy. Actual figures of FEEPs issued can be obtained from the Employment Permit Unit under the Ministry of Commerce, Industry and Labour.

Figure 13: Number of Foreign Employment Permits Issued



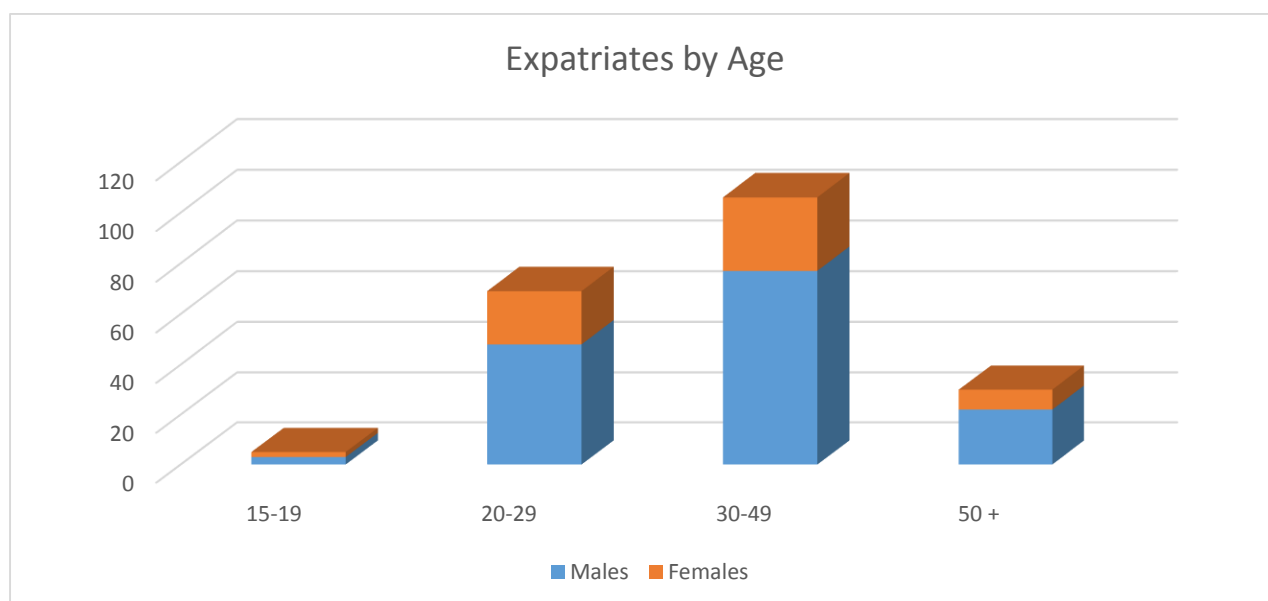
Male foreigners were more than females who applied and successfully issued with foreign employment permits (FEEP) and the highest occupation categories are Professionals with Technicians and associate professionals. This followed by the craft and related trades, the services and sales employees then elementary, managers and clerical occupations. A decrease is noted with the managers while there are increases with the professionals, technicians and craft occupations when compared to the year 2013 findings.

Table 13: Expatriate Employees by Age Group

AGE GROUP	Males (%)	Females (%)	Total (%)
15 - 19 years	3 (2%)	2 (3%)	5 (2%)
20 - 29 years	48 (32%)	21 (35%)	69 (33%)
30 - 49 years	77 (51%)	29 (48%)	106 (50%)
50 +	22 (15%)	8 (14%)	30 (15%)
Total	150	60	210

The age group 30-49 is shown as the group where majority of expatriate employees are, followed by expats from the 15-29 age group with the lowest number being 15-19 years and 50+ years.

Figure 14: Total Number of Expatriates by Age Group



13 OCCUPATIONAL HEALTH AND SAFETY

13.1 Evacuation Plans within Industries

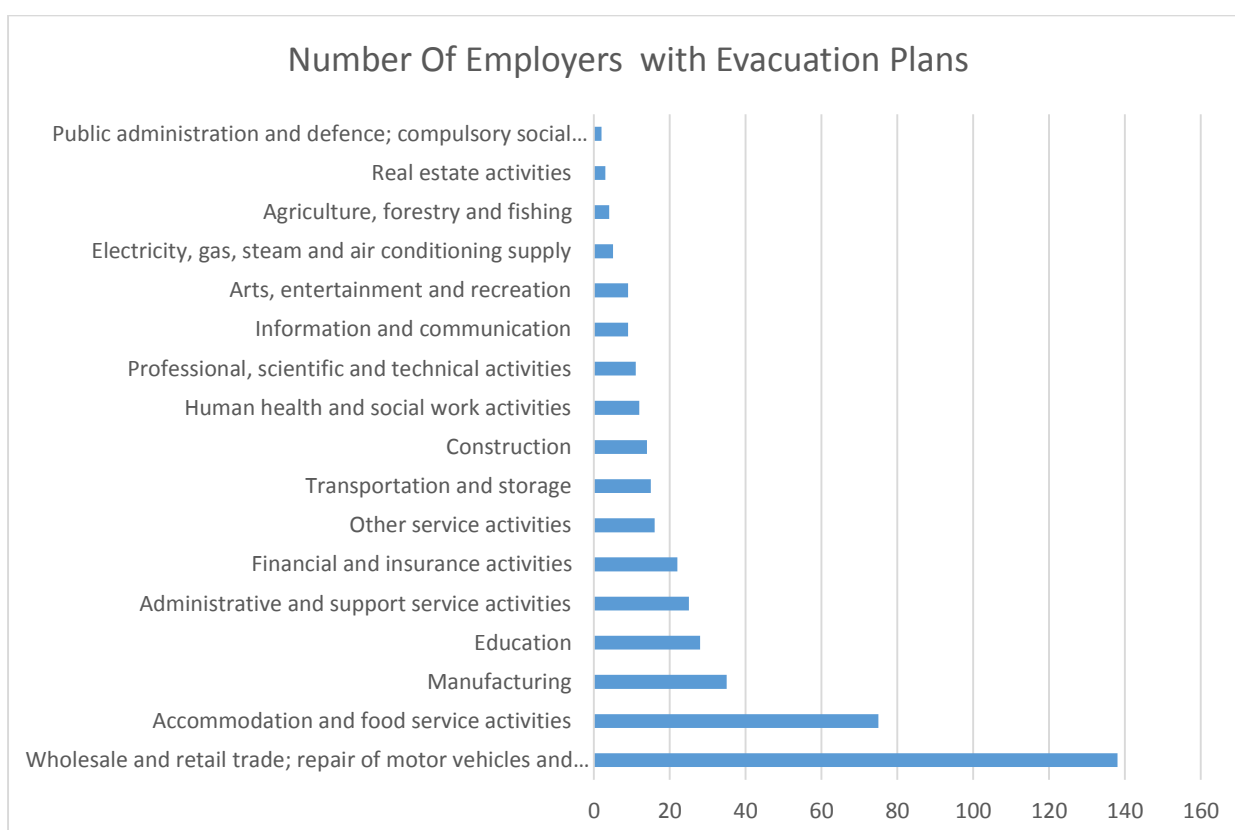
Due to the high importance of evacuation plans available for safety guidance of all employees in workplaces, a question was included in the Labour Market survey for the first time. Employers were requested to confirm whether an evacuation plan is in place. According to feedback from employers, it is recorded that 423 (54%) out of the 780 surveyed employers have plans in place. This means that 56% of employers covered during the survey have no evacuation plans. As of this number the Wholesale industry has more than a hundred employers who declared they have evacuation plans practiced, followed by the Accommodation and Manufacturing industries respectively. This information will assist the ministry in determining effective ways to update and work with employers to comply with Occupational Health and Safety legislation and policies within work places.

Table 14: Employers with Evacuation Plans within Industries

Industry	Number Of Employers with Evacuation Plans
Wholesale and retail trade; repair of motor vehicles and motorcycles	138
Accommodation and food service activities	75
Manufacturing	35
Education	28
Administrative and support service activities	25
Financial and insurance activities	22

Other service activities	16
Transportation and storage	15
Construction	14
Human health and social work activities	12
Professional, scientific and technical activities	11
Information and communication	9
Arts, entertainment and recreation	9
Electricity, gas, steam and air conditioning supply	5
Agriculture, forestry and fishing	4
Real estate activities	3
Public administration and defence; compulsory social security	2
TOTAL	423

Figure 15: Employers with Evacuation Plans



13.2 Employers with OSH Officer

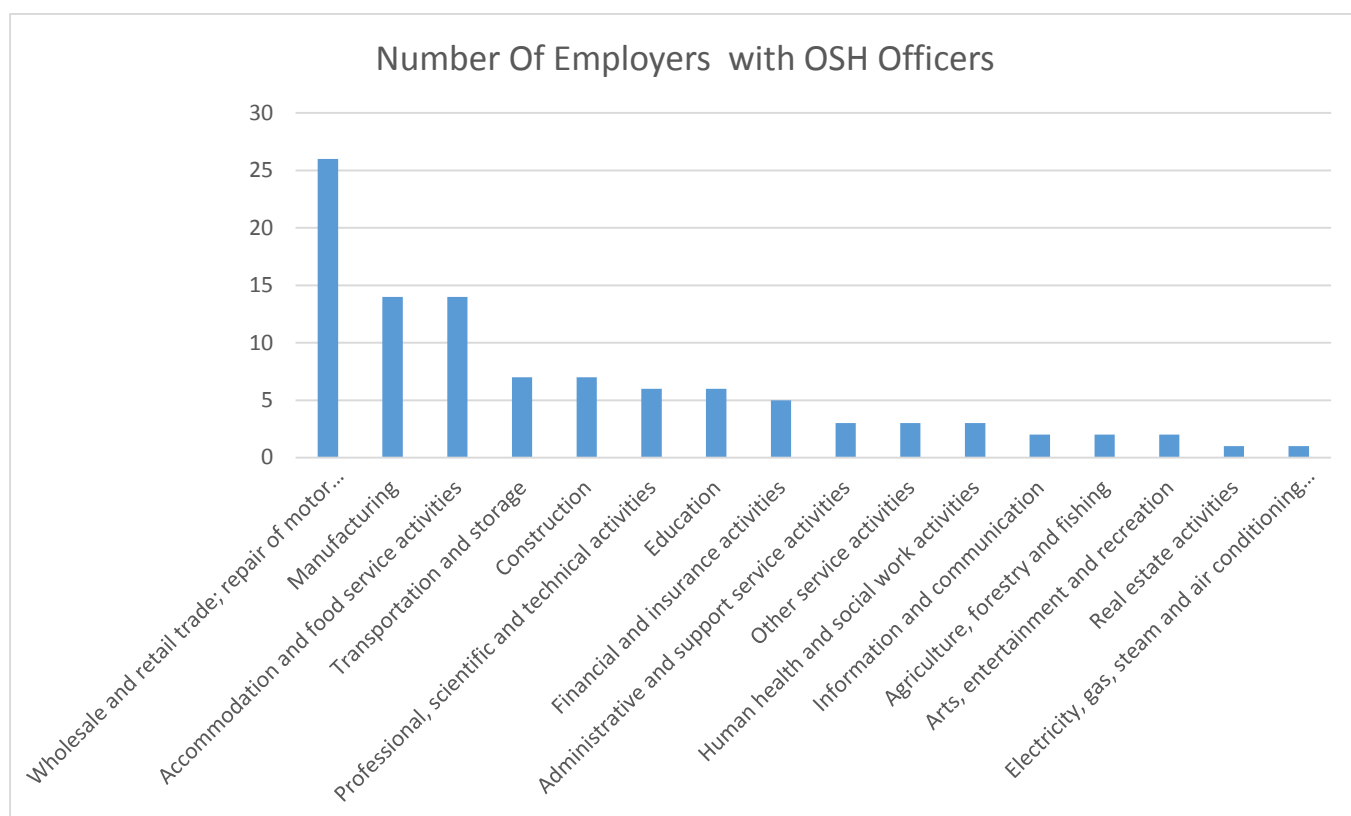
An important and useful component of the Ministry's mandate relates to monitoring and evaluation of employer compliance of OSH Standards.

A question on the recruitment of OSH officers was included in the survey in accordance with section 22 of the Occupational Safety and Health Act 2002. As presented in the table 15 below a total of 10 employers stated that they have OSH officers. The recruitment of OSH Officer was evident within the Wholesale, Accommodation and Manufacturing Sector.

Table 15: Number of Employers with OSH Officers

Industry	Number Of Employers with OSH Officers
Wholesale and retail trade; repair of motor vehicles and motorcycles	26
Manufacturing	14
Accommodation and food service activities	14
Transportation and storage	7
Construction	7
Professional, scientific and technical activities	6
Education	6
Financial and insurance activities	5
Administrative and support service activities	3
Other service activities	3
Human health and social work activities	3
Information and communication	2
Agriculture, forestry and fishing	2
Arts, entertainment and recreation	2
Real estate activities	1
Electricity, gas, steam and air conditioning supply	1
	102

Figure 16: Employers with OSH Officers by Industry



13.3 Employers with Accident Register

Another important question that was asked during the survey relates to the existence of an Accident Register to note accidents, incidents and illnesses that occurred in the workplace in accordance with section 20 of the Occupational Safety and Health Act 2002.

The safety and wellbeing of employees is important and the need to maximize preventative measures to eliminate potential risks and hazardous at the workplace is the priority of both the employer and employee.

Employers are encouraged to have an Accident Register in place to document workplace accidents, incidents and illnesses and in return make sound decisions on the implementation of OSH standards and the protection of employees from risks and hazards, and to avoid costs implications to their business. The table below reflects a total of 240 employers have Accident Registers.

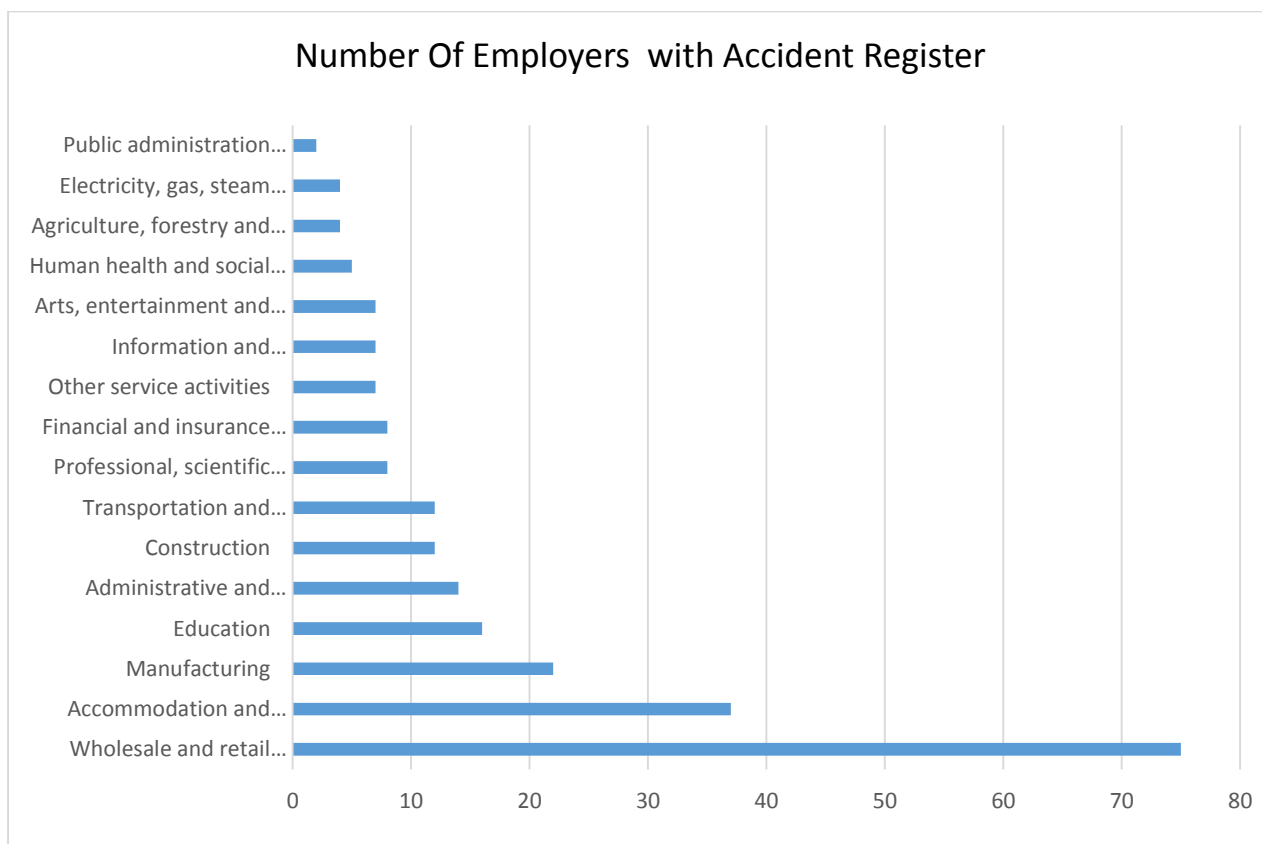
Table 16: Employers with Accident Register

Industry	Employers with Accident Register
Wholesale and retail trade; repair of motor vehicles and motorcycles	75
Accommodation and food service activities	37
Manufacturing	22

Education	16
Administrative and support service activities	14
Construction	12
Transportation and storage	12
Professional, scientific and technical activities	8
Financial and insurance activities	8
Other service activities	7
Information and communication	7
Arts, entertainment and recreation	7
Human health and social work activities	5
Agriculture, forestry and fishing	4
Electricity, gas, steam and air conditioning supply	4
Public administration and defense; compulsory social security	2
	240

The Wholesale and Retail Trade, repair of motor vehicles and motorcycles industry were found to have implemented this standard more than any other industry followed by the accommodation and food service activities industries and the Manufacturing being the third industry to comply with this requirement.

Figure 17: Employers with Accident Registers by Industry



14 GREEN JOBS

The concept of “*Green Jobs*” is relatively new in Samoa. For example, there is no mention of *Green Jobs* in the *Labour and Employment Relations Act 2013*. However, it has recently been recommended in the Samoan National Employment Policy 2016, that the Government promotes research studies and develops *Green Job* opportunities given the country’s exposure and vulnerability to the impacts of climate change.

ILO has taken the lead on introducing the concept of *Green Jobs* and *Green Works* to the employment landscape. According to ILO, *Green Jobs* are decent jobs that contribute to preserve or restore the ecosystems and biodiversity, reduce energy consumption, raw materials and water, reduce greenhouse gas emissions and minimize or altogether avoid the generation of all forms of waste and pollution. *Green Jobs* include the provisions for decent work and proper living conditions to all those involved in production as well as respecting workers’ rights. *Green Jobs* help: Improve energy and raw materials efficiency; Limit greenhouse gas emissions; Minimize waste and pollution; Protect and restore ecosystems; and Support adaptation to the effects of climate change.

In a report entitled “*Skills for Green Jobs: A Global View*” (2008), ILO identified four drivers of change in skills requirements. These included: physical changes in the environment itself; environmental policy and regulation; technology and innovation; and changes in prices, markets and consumer habits. In spite of the growing influence of globalization, skill changes resulting from the transition to a greener and low-carbon economy remain very much country specific. For example, in developed countries, the major drivers of change are usually driven by changes in consumer behavior and the way in which market forces have responded and interacted. In developing countries however, changes to the environment, regulation enforcement and policy changes are usually the main instruments for change.

There are very few examples of *Green Work* initiatives implemented in Samoa. In 2015, ILO under the Samoa National Action Plan (SNAP) on Youth Employment (YE) Project implemented the *Green Work* initiative in Samoa to demonstrate the value of *Green Works* and *Green Jobs* for youth in the community. Fifteen young men and women were contracted as part of this initiative to install tsunami warning signs in the capital. Despite the success of this initiative, it should be noted that coverage of *Green Jobs* initiatives in Samoa has been limited due to social protection and employment registration requirements which are often too high for candidates from the community that often have never been employed before. For example, because of these requirements and due to time constraints only young people with existing social protection were contracted through Samoa Red Cross Society in the 2015 ILO initiative.

Table 17 indicates the number of green jobs³ available in Samoa during the survey period. The number of employees is limited however this is a promising sector in terms of introducing potential new jobs in the long term to absorb our local talented youths to participate and take part and to be involved in order for Samoa to have an active and energetic workforce and at the same time to reduce the number of unemployed people.

³ Green Jobs is work specifically aimed at protecting the environment, reduce pollution, renewable energy, or jobs using natural or organic materials.

From survey findings, 48 out of 780 employers who responded relayed to the survey staff that they are employing 195 employees who are involved green jobs. There is a need to further promote green job opportunities through a coordinated effort by the responsible government and private sector industries in order to fully benefit from this industry.

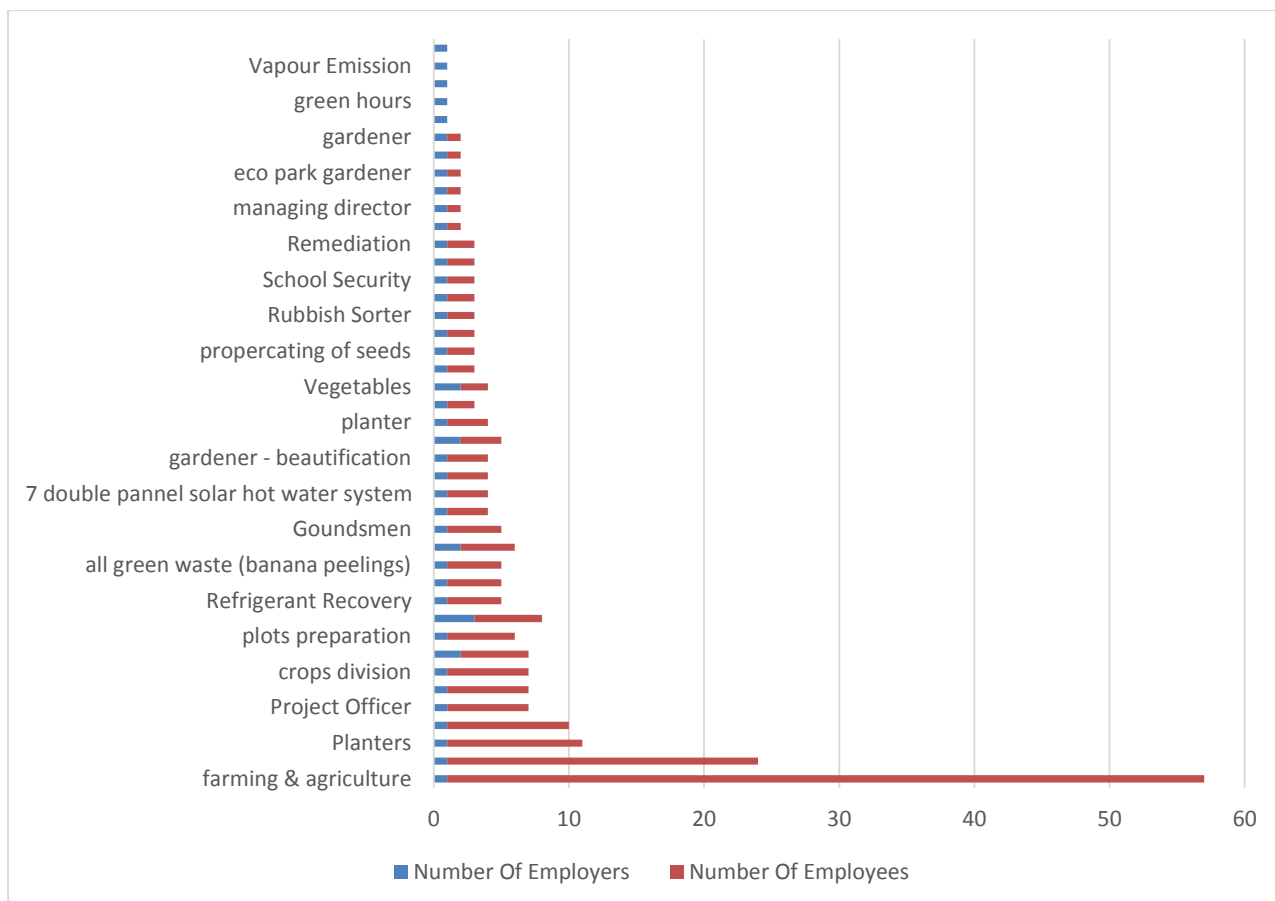
It is also seen at table 17 that most employees were in the farming, gardeners, agriculture and field worker categories.

Table 17: Number of Employers with GREEN JOBS

Green Job Title	Number Of Employers	Number Of Employees
Farming & agriculture	1	56
Field Officers	1	23
Planters	1	10
Operators	1	9
Project Officer	1	6
Plants	1	6
Crops division	1	6
Manager	2	5
Plots preparation	1	5
Gardening	3	5
Refrigerant Recovery	1	4
Green Job Officer	1	4
All green waste (banana peelings)	1	4
Green house	2	4
Grounds men	1	4
Decomposition	1	3
7 double panel solar hot water system	1	3
Water tanks	1	3
Gardener - beautification	1	3
Grounds man	2	3
Planter	1	3
Organic Farmer	1	2
Vegetables	2	2
Animal manure	1	2
Proper coating of seeds	1	2
Sea Protection	1	2
Rubbish Sorter	1	2
School Cleaners	1	2
School Security	1	2
Grounds men	1	2
Remediation	1	2
Production	1	1
Managing director	1	1
Marine manager	1	1
Eco park gardener	1	1
Water Treatment	1	1
Gardener	1	1
Waste Oil	1	

Green hours	1	
Lifesaving light bulb	1	
Vapour Emission	1	
Swimming pool	1	
	48	195

Figure 18: Number of Employers - Employees by Type of Green Jobs



15 ANALYSIS OF AVERAGE HOURS OF WORK

15.1 Normal Hours by Occupational Group

According to the table below the average normal working hours per week is ranged from 38.62 to 41.22 which reflects a slight decrease in comparison to the outcome of the Labour Market Survey in 2013. The highest, second and third highest average hours worked per week found in Craft and related trades workers, services and sales workers and Skilled agricultural, forestry and fishery. Professional workers were recorded with the lowest average hours worked of 38.62. A decrease is noted in the number of average hours worked for the nine categories of workers under Table 19 comparing to the 2013 LMS results. The outcome of 2016 LMS on this particular category reveals the capacity and commitments of employees, to meet organizational set targets at the stipulated timeframe instead of working overtime.

Table 18: Average Normal Hours by Occupational category

Occupational Category	Average Normal Weekly Hours	
	2016	2013
Managers	40.06	41.73
Professionals	38.62	39.21
Technicians	38.90	45.29
Clerical Support Workers	39.23	41.58
Service & Sales Workers	41.10	41.54
Skilled agricultural, forestry and fishery	40.31	42.95
Craft and related trades workers	41.22	41.42
Plant & machine operators	40.17	40.35
Elementary occupations	40.01	42.83
Overall average	39.96	41.88

16 ANALYSIS OF INDUSTRY AVERAGE EARNINGS

16.1 Average Weekly Earnings by Industry

Table 19: Average weekly earnings by Industry and Sex

Industry	Average weekly wages		Average Normal Weekly Earnings
	Males	Females	
Financial and insurance activities	37.5	47.38	1373.4
Public administration and defense; compulsory social security	1.5	3	986.88
Professional, scientific and technical activities	21.86	19.43	705.88
Wholesale and retail trade; repair of motor vehicles and motorcycles	55.63	42.59	542.96
Real estate activities	65	35	517.47
Education	41.33	77	474.25
Electricity, gas, steam and air conditioning supply	12	3	367.31
Agriculture, forestry and fishing	21	5.33	366.32
Other service activities	20.67	14.33	362.67
Human health and social work activities	7.14	10	360.25
Information and communication	12.29	5.86	333.93
Construction	97.4	9.4	286.43
Water supply; sewerage, waste management and remediation activities	26	2	249.29
Administrative and support service activities	22.17	10.33	244.24
Transportation and storage	47.5	15.5	215.82
Accommodation and food service activities	200.5	201	169.66
Manufacturing	28.62	23.86	166.65
Arts, entertainment and recreation	22.6	8.6	155.06

The results of the 2016 Labour Market Survey reveals significant increase of average weekly earnings in four major industries and the recruitment of more employees;

- The four industries namely Financial and Insurance activities, Public Administration and defense; compulsory social security, Professional, scientific and technical activities and Real estate activities. This is quite significant as these four industries were not included in the top three industries as recorded in the outcome report of 2013 Labour Market Survey.
- The survey findings indicated that Financial and insurance activities had the highest average normal weekly earnings of 1374.4 in comparison to 198.8 in 2013 survey report. Second to the highest is the Public administration and defense; compulsory social security which is 986.88 in 2016 comparing to 316.8 in the previous survey. Third is the Professional, scientific and technical activities 705.88 in 2016 survey and only 385.2 in the 2013 LMS and fourth are the Real estate activities.

- The dramatic change was mainly due to the continuous growth and increase in terms of profits gained from the two top industries namely Financial and Insurance activities and Public Administration and defense; compulsory social security. One of the factors that attributes to the significant change is the calibre of employees who are employed at these specialized areas with matching of skills demands and supply within these industries. The consistency for the increase of productivity and the achievement of projected and targeted outputs each year is also considered as one of the contributing factor.
- The government under its many initiatives through the Ministry of Commerce, Industry and Labour is expecting more positive changes in the future in terms of encouraging an increase of salaries and wages for the private sector employees. This will further motivate employees, to continue being proactive in the performance of allocated duties and responsibilities and the provision of quality services to business clients and stakeholders

17 Conclusion

The findings and results of the 2016 Labour Market Survey reflect the demands for Accommodation and food services activities which is a good reflection for Samoa having more newly established large hotels, motels, beach resorts and small operations at the rural area. This provides more employment opportunities to our local people especially the unemployed youth at the community level. The outcome of the 2016 LMS also reveals the types of industries and employment opportunities that are currently in demand in the labour market. For instance, the Wholesale and retail trade; repair of motor vehicle and motor cycles. Second is Accommodation with food services activities and third is manufacturing.

It is understandable that development and improvement of Samoa's economy is everyone's business through introducing more incentives, to attract foreign investment and also local business community which provide more jobs opportunities at the national level. There is great need for appropriate training to meet the demand and supply side at earlier stage to ensure what is being taught at training institutions is aligned on what is expected in the Labour market or industries. It is imperative for the ministry to continuous strengthening partnership with stakeholders both nationally and internationally to increase employability of locals in both formal and informal types of employment.

The rapid growth of high technology and the newly emerged patterns of employment with limited resources is also a challenge for Samoa, to keep up-skilling its workforce, to address current and future employment issues. It is imperative for government, employers, employees, training institutions, formal and informal providers, to realize that they have crucial roles to play in addressing and resolving the emerging employment issues through strong partnership, better networking and exchanging of labour stats amongst stakeholders.

We acknowledge with great appreciation the support from all employers, stakeholders that assisted the ministry through the provision of required information and statistics to the assigned enumerators during the course of the survey. The Ministry of Commerce, Industry and Labour through this survey is also focused to improve facilitation and creation of more job opportunities both national and international markets by having consolidated efforts between government and its social partners, employers and employees.

CONFIDENTIAL

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

EMPLOYER DETAILS CHECK

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

1. BUSINESS NAME	_____
2. BUSINESS ADDRESS/LOCATION	_____ _____
3. PHONE AND FAX NUMBER	PHONE _____ FAX : _____
4. CONTACT PERSON AND TITLE EMAIL/WEBSITE	_____ _____
5. NATURE OF BUSINESS	_____

Office use only

Employer Code					.			.		
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Industry Code	
Zone	

2016 SAMOA LABOUR MARKET / ESTABLISHMENT SURVEY

MINISTRY OF COMMERCE INDUSTRY AND LABOUR

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

Purpose of Survey

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

Confidentiality

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

Requirement to provide information

The requirement for employers to provide employment information is covered under the Labour and Employment Relations Act 2013

Your cooperation and assistance in participating this survey is highly appreciated.

Instructions for the completion of the Survey.

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

Information, Assistance or Advice

If you would like any additional information, help or advice in completing this survey, please contact the AELM Division or Sau Taupisi Faamau, Assistant Chief Executive Officer, on phone 20 441, 22 323 or Fax 20 443 at the Ministry of Commerce Industry and Labour.

2016 SAMOA LABOUR MARKET / ESTABLISHMENT SURVEY

QUESTION 1. EMPLOYMENT LEVELS

How many employees were employed in your organisation during the last pay period? Please provide the information in the following categories				
Category of Employee	Citizen		Non-citizen	
	Male	Female	Male	Female
How many Working Proprietors?				
How many Full-time employees?				
Of all full time employees above, how many				
• Shift employees?				
• Piece employees?				
• Employees with Disability?				
How many Contract officers?				
How many Volunteer employees?				
How many Part-timers?				
How many Unpaid family employees?				
Total				

QUESTION 2. STAFF TURNOVER

	Male	Female	Total
How many new employees started working for the organisation in the last 6 months? (Oct 2015 – March 2016)			
How many employees resigned / terminated from your organisation for any reason in the last 6 months? (Oct 2015 – March 2016)			

QUESTION 3. VACANT POSITIONS

Do you have any vacant positions at present?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Go to Q 4	Go to Q 5

QUESTION 4. DETAILS OF VACANCIES

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

QUESTION 5. SKILL SHORTAGES

Are you having difficulties recruiting employees with the right skills?	Yes <input type="checkbox"/> Go to Q6	No <input type="checkbox"/> Go to Q7
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QUESTION 6. DETAILS ON SKILL SHORTAGES

Which positions are affected by skill shortages? List in order of priority.	
Position title	Skills shortages (Provide / describe the skills needed)
1.	
2.	
3.	
4.	

QUESTION 7. TRAINING NEEDS

<p>Do some of your existing employees need further training of the required skills to improve performances and quality services?</p>	<p>Yes <input type="checkbox"/> Go to Q 8</p>	<p>No <input type="checkbox"/> Go to Q 9</p>
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QUESTION 8. SPECIFIC TRAINING REQUIRED

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



QUESTION 9. TRAINING COURSES

<p>Have any of your employees completed a skills training course at the School of Applied Science, vocational training institute, or a private training provider in Samoa?</p>	<p>Yes <input type="checkbox"/> Go to Q10</p>	<p>No <input type="checkbox"/> Go to Q11</p>
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QUESTION 10. TRAINING COURSES COMPLETED BY EMPLOYEES

Position Title	Training Course completed Describe whether trade certificate, office skills course School certificate or tertiary courses	Name of Training Provider List the name of the training provider	Is the course relevant to employee's current position? Yes/No	Skill level of employee	
				Satisfactory List any particular strength	Unsatisfactory Comment on why skills were unsatisfactory

Use additional sheet if necessary

QUESTION 11. LOWEST MINIMUM WAGE / SALARY PAYABLE

Q. 11A

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

Q. 11B

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

QUESTION 12. OCCUPATIONAL HEALTH AND SAFETY

<p>Does your business / company have in place an evacuation plan in case of an emergency or natural disaster?</p>	<p>Yes <input type="checkbox"/></p>	<p>No <input type="checkbox"/></p>
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<p>Does the work your business / company require employees to provide personal protective equipments (PPE)?</p>	<p>Yes <input type="checkbox"/></p>	<p>No <input type="checkbox"/></p>
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<p>If so, what Personal Protective Equipments (PPE) and clothing do you provide to your employees?</p>	
<p>List of PPEs</p>	<p>List of PPEs continue</p>
<p>1.</p>	<p>5</p>
<p>2</p>	<p>6</p>
<p>3</p>	<p>7</p>
<p>4.</p>	<p>8</p>

<p>Does your business / company have a OSH safety officer?</p>	<p>Yes <input type="checkbox"/></p>	<p>No <input type="checkbox"/></p>
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<p>Does your business / company have in place an Accident Register to document all accidents, incidents and near misses that take place in the work place?</p>	<p>Yes <input type="checkbox"/></p>	<p>No <input type="checkbox"/></p>
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QUESTION 13. GREEN JOBS

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

Green job title	Description	No of workers employed		
		M	F	T

Self information :

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