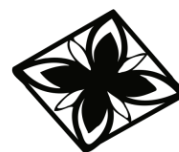


# **SAMOA**

## **LABOUR MARKET SURVEY**

# **2019**



## MESSAGE FROM THE MINISTER

---

Talofa lava,

I have great pleasure in presenting the Labour Market Survey 2019.

The Labour Market Survey 2019 is one of Samoa's strategic tools envisaged to form evidence that support Labour Policies, and ensure their responsiveness to the diversification and transformation of Samoa. This document is built upon the Labour Legislation and Policies repository, and previous Labour Market Surveys over the past years. It is also interconnected with national overarching Strategic Plans and Policies.

Hence, in streamlining the Strategy for the Development of Samoa 2016/17-2019/20, this document directly links to its Key Outcome five which is "Participation of Private Sector in Development Enhanced". Therefore, the Labour Market Survey 2019 details Labour statistics that form quantifiable baselines relating to the level of Private Sector contribution to Samoa's development. Nevertheless, the development of this document was hinged upon the Government of Samoa's strategic direction of "Accelerating Sustainable Development and broadening Opportunities for all".

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

Finally, I take this opportunity to stress that the positive impact of this document will only be realised if it is utilised by the Public Sector, Private Sector, Development Stakeholders and the General Public. Moreover, the global challenges (such as the COVID-19 Pandemic and Climate Change) that we now collectively face have had significant impact on national and international labour markets. In this regard, I invite all our Stakeholders to use this document as a Guide, to inform their actions and Policy interventions that will address labour market issues. This is a national public document and I anticipate it will significantly contribute to ensuring the sustainable development of Samoa.



Hon. Lautafi Fio Selafi Purcell  
**MINISTER OF COMMERCE, INDUSTRY AND LABOUR**

## FOREWORD FROM THE CHIEF EXECUTIVE OFFICER

---

The Labour Market Survey (LMS) 2019 envisaged to extract reliable data, statistics and comprehensive labour market information from the Formal Private Sector. This will provide baselines to inform Labour Policies and ensure alignment with national priorities which are hinged upon “Accelerating Sustainable Development and Broadening Opportunities for All”.



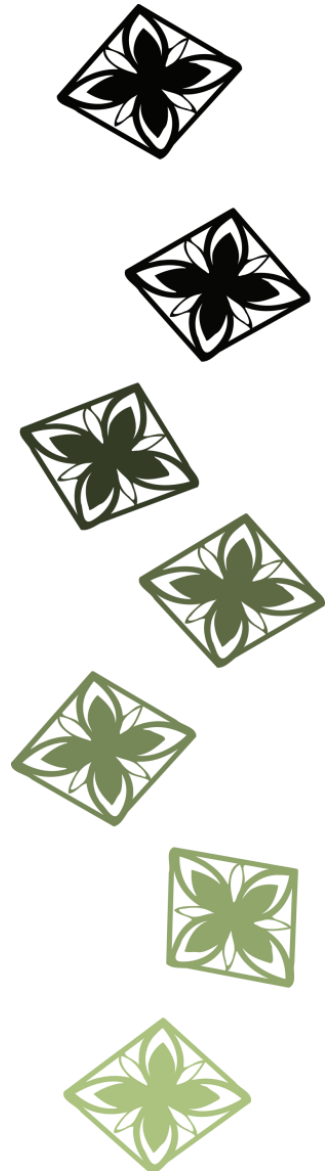
The Government of Samoa through the Ministry of Commerce, Industry and Labour envisaged extending the coverage of Labour Market Surveys to be as inclusive, comprehensive and reliable as possible. This will ensure the creation of consolidated Labour Policies to increase employment opportunities in both the local and international labour markets. Hence, the rationale behind the LMS 2019 is to continue to improve survey data collection and to align with the national priorities set out in the Strategy for the Development of Samoa.

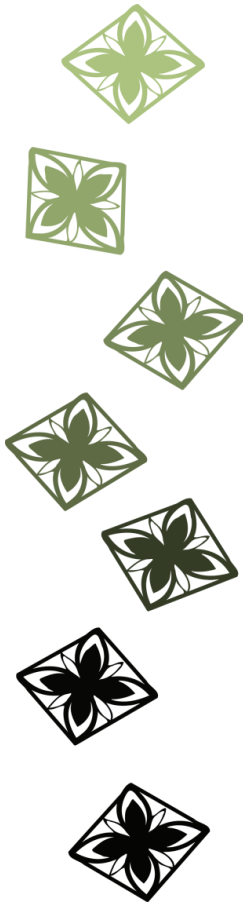
Labour statistics remains critical in the development and economic growth of Samoa. Therefore, the provision and availability of updated labour statistics will inform Policies that address matters pertaining to trends in the labour market, economic and social development, labour demand and supply; working conditions and standards; labour mobility; and Private Sector development. More importantly, these statistics are critical for undertaking analysis, evaluation, and monitoring of the performance and position of the Samoan economy.

I would like to acknowledge and extend our sincere gratitude to the employers of the Formal Private Sector, the business community, training institutions and individuals for their endless support and commitment in providing the data needed for the LMS 2019.

A handwritten signature in blue ink, appearing to read 'Pulotu Lyndon Chu-Ling'.

Pulotu Lyndon Chu-Ling  
CHIEF EXECUTIVE OFFICER  
MINISTRY OF COMMERCE, INDUSTRY & LABOUR





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All images used in this Publication are from inspections conducted by the Ministry of Commerce, Industry and Labour across various industries.

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

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## **ACRONYMS**

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AELMD	Apprenticeship Employment and Labour Market Division
FEEP	Foreign Employee Employment Permit
ICT	Information Communication Technology
ILO	International Labour Organisation
ISCO-08	International Standard Classification of Occupations 2008
ISIC-R4	International Standard Industrial Classification Revision 4
LERA	Labour and Employment Relations Act 2013
LMIS	Labour Market Information System
LMS	Labour Market Survey
MCIL	Ministry of Commerce Industry and Labour
OSH	Occupational Safety and Health
PLS	Pacific Labour Schemes
PPE	Personal Protective Equipment
PSC	Public Service Commission
PSET	Post-Secondary Education Training
RSE	Recognised Seasonal Employment
SDS	Strategy for the Development of Samoa
SOE	State-owned Enterprise(s)
SWP	Seasonal Work Programme
TVET	Technical and Vocational Education Training

## EXECUTIVE SUMMARY

The Ministry of Commerce, Industry and Labour (MCIL) discovered the following labour market information in the LMS 2019:

<b>LMS 2019 RESPONSE RATE</b>	932 of 1,300 employers (71%)
<b>FORMAL PRIVATE SECTOR</b>	
<b>SIZE OF WORKFORCE</b>	18,295 Employees
<b>DISAGGREGATION BY SEX</b>	11,160 (61%) Male; 7,135 (39%) Female.
<b>DISAGGREGATION BY AGE</b>	4% of the workforce are aged 15 to 19 years; 36% of the workforce are aged 20 to 29 years; 47% of the workforce are aged 30 to 49 years; 13% of the workforce are aged 50 years and above.
<b>DISAGGREGATION BY INDUSTRY</b>	28% employed in the “Wholesale and Retail Trade, Repair of Motor Vehicles and Motor Cycles” industry; 13% employed in the “Accommodation and Food Service Activities” industry; 9% employed in the “Manufacturing” industry; 8% employed in the “Construction” industry; 35% employed in other industries.
<b>DISAGGREGATION BY CATEGORY OF WORKER</b>	25% of the workforce are categorised as “Service and Sales Workers”; 15% of the workforce are categorised as “Elementary Occupations”; 12% of the workforce are categorised as “Craft & Related Trade Workers”; 11% of the workforce are categorised as “Managers”; 11% of the workforce are categorised as “Professionals”; 10% of the workforce are categorised as “Technicians and Associate Professionals”; 9% of the workforce are categorised as “Clerical Support Workers”; 7% of the workforce are categorised as “Other Occupations”.
<b>VACANCIES</b>	There were 794 vacant positions reported during the survey: <ul style="list-style-type: none"> <li>- 183 (23%) in the “Wholesale and Retail Trade, Repair of Motor Vehicles and Motor Cycles” industry;</li> <li>- 141 (18%) in the “Accommodation and Food Service Activities” industry;</li> <li>- 77 (10%) in the “Administrative and Support Service Activities” industry;</li> <li>- 74 (9%) in the “Financial and Insurance Activities” industry;</li> <li>- 62 (8%) in the “Construction” industry;</li> <li>- 61 (8%) in the “Manufacturing” industry;</li> <li>- 42 (5%) in the “Education” industry;</li> <li>- 154 (19%) in other industries.</li> </ul>
<b>STAFF TURNOVER</b>	Total Recruitment amounted to 3,735 employees (2,339 male and 1,396 female) across all industries. Total Cessation amounted to 2,472 employees (1,539 male and 933 female) across all industries.
<b>LOWEST WAGE PAYABLE</b>	3,167 employees (17% of workforce) earn the lowest wage payable by employers, of which: <ul style="list-style-type: none"> <li>- 60% are male and 40% female;</li> <li>- The majority of male earn minimum wage in the range of 2.61 – 3.60 tala;</li> <li>- The majority of female earn minimum wage in the range of 2.31 – 2.60 tala.</li> <li>- 32% (1,024 employees) are paid hourly wage in the 2.61 – 3.60 tala range;</li> <li>- 24% (766 employees) are paid hourly wage in the 2.31 – 2.60 tala range;</li> <li>- 18% (559 employees) are paid the minimum hourly wage of 2.30 tala;</li> </ul>



	<ul style="list-style-type: none"> <li>- 24% (767 employees) are paid hourly wage of 3.61 tala and more;</li> <li>- 2% (51 employees) are paid below the minimum hourly wage.</li> </ul>
<b>EDUCATIONAL ATTAINMENT</b>	4% of the workforce finished school in Primary level; 53% of the workforce finished school in Secondary level; 14% of the workforce have a TVET/PSET certification; 29% of the workforce finished Tertiary level education.
<b>BUSINESS FUTURE OUTLOOK</b>	437 employers plan business expansion over the next two years; generating 2,556 new employment opportunities
<b>PUBLIC SERVICE WORKFORCE</b>	
<b>SIZE OF WORKFORCE</b>	3,997 Employees
<b>DISAGGREGATION BY SEX</b>	2,283 (57%) Female; 1,714 (43%) Male
<b>DISAGGREGATION BY CATEGORY OF WORKER</b>	82% are Permanent Officers; 10% are Contract Officers (including Chief Executive Officers); 8% are Temporary Workers and. Wage Workers.
<b>CONSOLIDATED FORMAL SECTOR WORKFORCE</b>	
<b>SIZE OF WORKFORCE</b>	22,292 Employees (18,295 Formal Private Sector [including SOEs]; 3,997 Public Service)
<b>DISAGGREGATED BY SEX</b>	12,925 (58%) Male; 9,367 (42%) Female
<b>EMPLOYMENT STANDARDS AND CONDITIONS</b>	
<b>AVERAGE WORKING HOURS</b>	Average daily hours of work across different occupation groups is 8.06 hours. Average weekly hours of work across different occupation groups is 41.33 hours.
<b>AVERAGE INDUSTRY EARNINGS</b>	Highest average weekly earnings is in the “Manufacturing” industry with 1,445.15 tala Lowest average weekly earnings is in the “Agriculture, Forestry and Fishing Activities” industry with 138.99 tala
<b>OCCUPATIONAL SAFETY AND HEALTH MATTERS</b>	Evacuation Plans – 547 of 932 Employers are compliant (59% compliance rate) Provides Personal Protective Equipment – 424 Employers (45% compliance) Maintain Accident Register – 327 Employers (35% compliance)
<b>DISCRIMINATION IN THE WORKPLACE</b>	Fair Salary – 95% agree that they are compensated fairly; Gender Pay Parity – 94% agree that there is no gender pay discrimination; Fair Working Entitlements – 97% agree that their working conditions are fair. 99% of those surveyed disagreed to having any form of discrimination (sex, race, age, disability) in their workplaces.
<b>ADDITIONAL INFORMATION</b>	
<b>SKILL SHORTAGE &amp; TRAINING NEEDS</b>	571 of 932 (61%) Employers identified skills shortage as a challenge for their businesses 2,709 Employees or 15% of the Formal Private Sector workforce need upskilling
<b>EXPATRIATE EMPLOYEES</b>	156 Employees were identified by Employers as having a Foreign Employee Employment Permit (FEEP). 111 of this 156 are Male; 45 are Female. Reasons for foreign hiring include: to coincide with company policies (foreign companies); the technical expertise needed for the work is not found locally; and in some cases employers are dissatisfied with the continuous dishonesty and poor attitudes of local employees.
<b>GREEN JOBS</b>	508 jobs (3%) in the Formal Private Sector workforce can be classified as Green Jobs

## **1 | INTRODUCTION**

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### **1.1 | THE SURVEY**

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The 2019 Labour Market Survey (LMS) report includes more statistical data on current employment situation in the formal sector. It includes data pertaining to: Detailed aspects of Occupational Safety and Health; Future Business Planning subsequently creating additional employment; and Challenges faced by Employers and Employees. The 2019 LMS is built upon the lessons from previous LMS. Furthermore, this survey utilised the internal MCIL data frameworks (i.e. ONEMCIL database and Labour Market Information System). These supporting systems enhanced the coding, data entry, data tabulation, analysis and report writing processes. The LMS data collection is from the perspective of Formal Private Sector Employers, and this is reflected in this report. The data collection process was conducted by the MCIL and it covers a three-month period from April to June 2019.

The LMS 2019 is a deliverable by the MCIL under its mandate to gauge insights from Samoa's labour market and act as a baseline for developing Policies that relate to national employment, labour standards and conditions, and developing the Private Sector. Specifically, the collection of Labour statistics continues to assist the Government of Samoa (GoS) to create Policies that address labour demand and supply, employment standards, and job creation through business development and expansion.

This document is also a useful and detailed source of information that could assist the Private Sector in market analysis prior to business development. This document particularly provides information on human resources that businesses could tap into, to ensure their successful and continuous growth.

### **1.2 | THE SURVEY PREPARATION**

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The LMS 2019 is funded under the GoS recurrent budget, through the MCIL (Apprenticeship and Employment Labour Market Division [AELMD]). The AELMD were responsible for preparing the LMS 2019. The planning and implementation of the LMS 2019 commenced in the last six months of the previous financial year.

### **1.3 | THE SURVEY QUESTIONNAIRE**

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The questionnaire was reviewed and redesigned to incorporate additional questions that reflect changes faced by employers and to understand the stability of their businesses. The including of questions relating to discrimination in the workplace was challenging since the collection of these information were not collected in previous LMS. The additional questions also act as a surveillance of employers, to ensure they are compliant with mandated labour and employment conditions. The classification of employees in areas like "Shift Employees" and "Piece Employees" were additional data collected for the workforce to be further disaggregated and specific. The pre-testing process of the questionnaire took place during the training of enumerators and a

number of questions were revised accordingly. There is also the “Manual for Supervisors and Enumerators” which was used as a guiding tool for the survey.

#### **1.4| TRAINING OF ENUMERATORS AND SUPERVISORS**

---

There were 10 enumerators chosen from the jobseekers pool. There were four Supervisors from the Ministry who took part in the one-week training on the terminologies and definitions, concepts and technical applications prepared to extract accurate data from employers.

#### **1.5| METHODOLOGY**

---

The data collection for the LMS 2019 was through direct face-to-face interview. This was the reliable method given the comprehensiveness of the questionnaire, and the level of detail required for the LMS. Appointments were requested with employers and call-backs were arranged to ensure the questionnaire was completed. The survey targeted the Formal Sector employment.

#### **1.6| FIELD WORK**

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The field work was carried out by two teams of five enumerators and two supervisors. The two teams were equally assigned employers from the Register of Employers which totals to 1300 active employers. The coverage of the survey was zoned in six areas, with five zones in Upolu and one zone in Savaii.

#### **1.7| CODING**

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The international codes ISCO-08 and ISIC-R4 were used to code all information and data collected. This stage delayed the process as the four digit code was set to align with what has been designed in the system.

#### **1.8| DATA ENTRY**

---

The additional data entry process was carried out by the AELMS using existing internal support systems such as the ONE-MCIL Database and the Labour Market Information System. There was a delay in data entry due to capacity constraints and national events and emergencies that have affected Samoa since mid-2019 such as the Pacific Games, Measles Epidemic, and COVID-19 Pandemic.

#### **1.9| TABULATION, ANALYSIS AND REPORTING PROCESS**

---

The tabulation and compilation was done by AELMD with the assistance of a Technical Consultant. The analysis of all activities took place when all the data was entered and edited. Additional tabulations were done to the LMS 2016 to form baselines for the new questions in the LMS 2019.

## **2| OBJECTIVES**

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### **2.1| SURVEY OBJECTIVES**

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The LMS 2019 had the following objectives:

1. To update the Formal Private Sector Workforce Profile.
2. To identify and prioritize employment matters that is in demand.
3. To ensure the supply side is aligned to what is required within industries and the labour market in the formal private sector.
4. To identify training needs, skill shortages, challenges and future plans of employers in the Formal Private Sector.

### **2.2| THE SURVEY COVERAGE**

---

The Register of Employers which totals to 1300 active employers was used as the coverage of the Survey. All State-owned Enterprises (SOEs) are included and covered in the LMS 2019 as they are legally mandated under the Labour and Employment Relations Act 2013 (LERA). The response rate of the LMS 2019 is 18 percent higher than the LMS 2016. There were a few challenges in this LMS 2019 compared to the previous LMS, namely:

The incompleteness of the information provided by employers in some questions

- Some employers have registered under one trading name but with more than one operation. These differences contributed to differentiating the total survey target from the actual respond group.
- A large number of inactive employers were discovered during the survey but these were offset by the newly established businesses.

Gathered information also revealed that 17 percent of questionnaires did not complete the Employee Characteristics question. Hence, graphs and tables that relate to “Question 16: Employee Characteristics” are bound to have a shortfall in numbers.

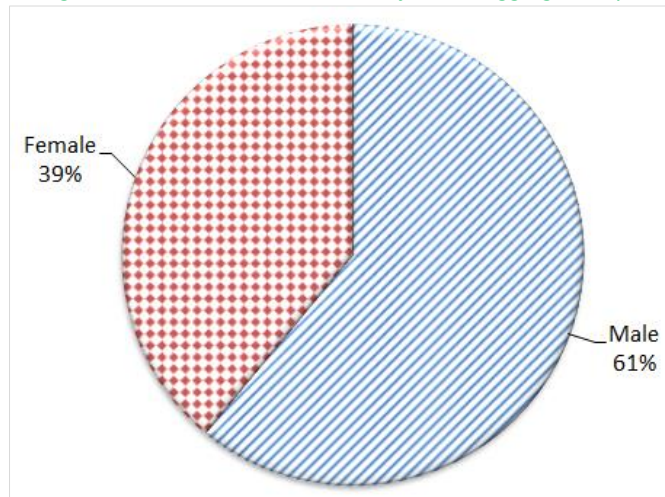
### 3 | SURVEY FINDINGS

#### 3.1 | FORMAL PRIVATE SECTOR WORKFORCE

##### 3.1.1 | WORKFORCE PROFILE

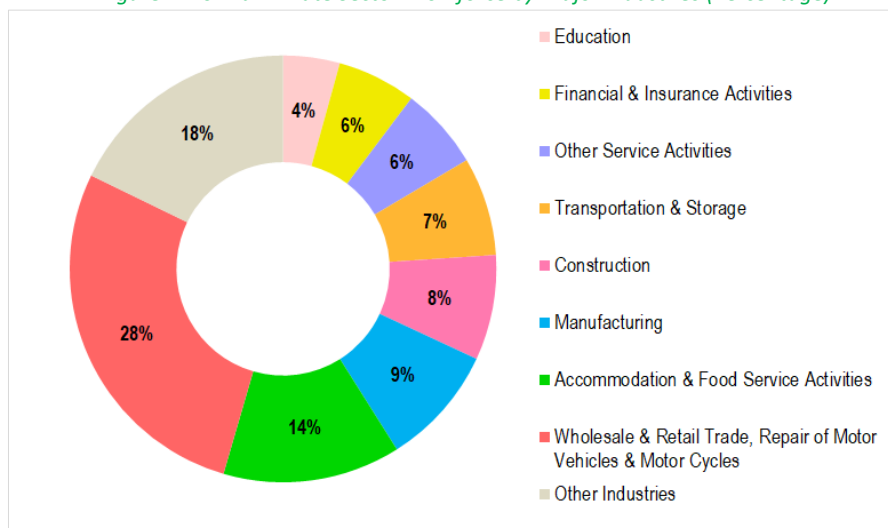
The findings of the LMS 2019 set the Formal Private Sector workforce at 18,295 employees. The male participation rate represented 61 percent of the total workforce with female at 39 percent.

Figure 1: Formal Private Sector Workforce Disaggregated by Sex



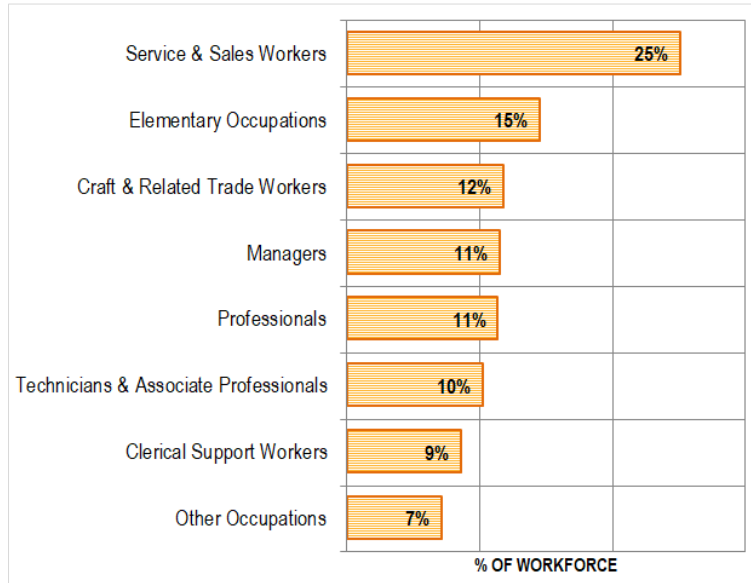
The same pattern is seen for the last three surveys with the majority of employees being Male across all industries. The total workforce for the LMS 2016 was much less at 12,075 employees. Hence, this LMS 2019 increased by 6,220 employees.

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



Presented in Figure 2 above is the distribution of employees by industry (based on ISIC-R4) which revealed that the top three industries with high number of male and female participation are: Wholesale, Retail Trade, Repair of Motor Vehicles and Motor Cycles (35 percent); Accommodation and Food Service Activities (17 percent); and Manufacturing (12 percent).

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



Based on ISCO-08, the majority of the workforce is employed as Service and Sales Workers (27 percent) which has increased by one percent since the LMS 2016. Elementary occupations are at 16 percent which is similar to the LMS 2016. The breakdown for other category of work is presented in Figure 3.

### 3.1.2| DISAGGREGATED BY AGE AND SEX

As shown in Figure 1 above, the total workforce for the private sector employers was 18,295 of whom 61 percent are male and 39 percent female. Figure 4 below details the breakdown of this workforce by age and sex and proportion of male to female in age groups. This information was consolidated only from employers who submitted data on employee ages.

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

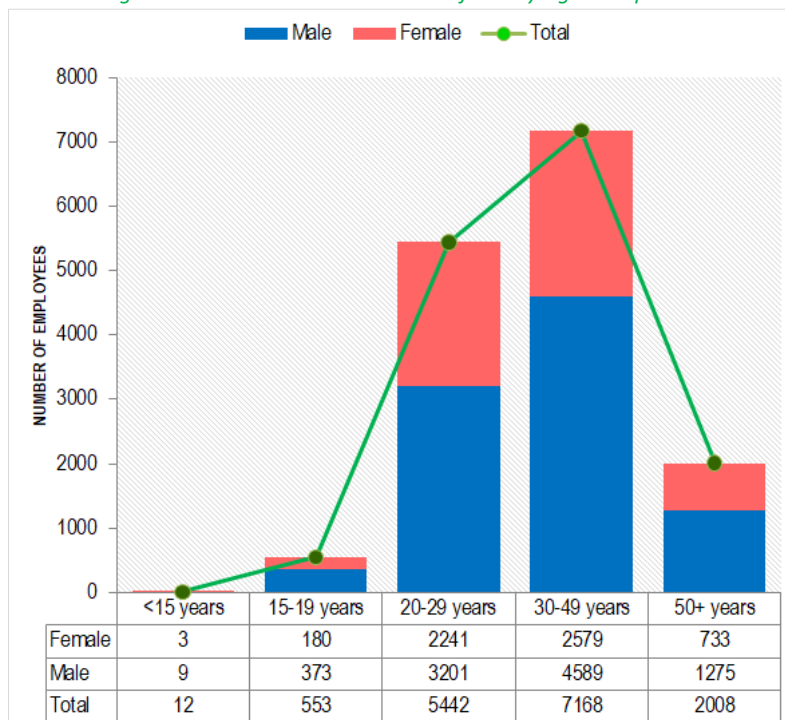


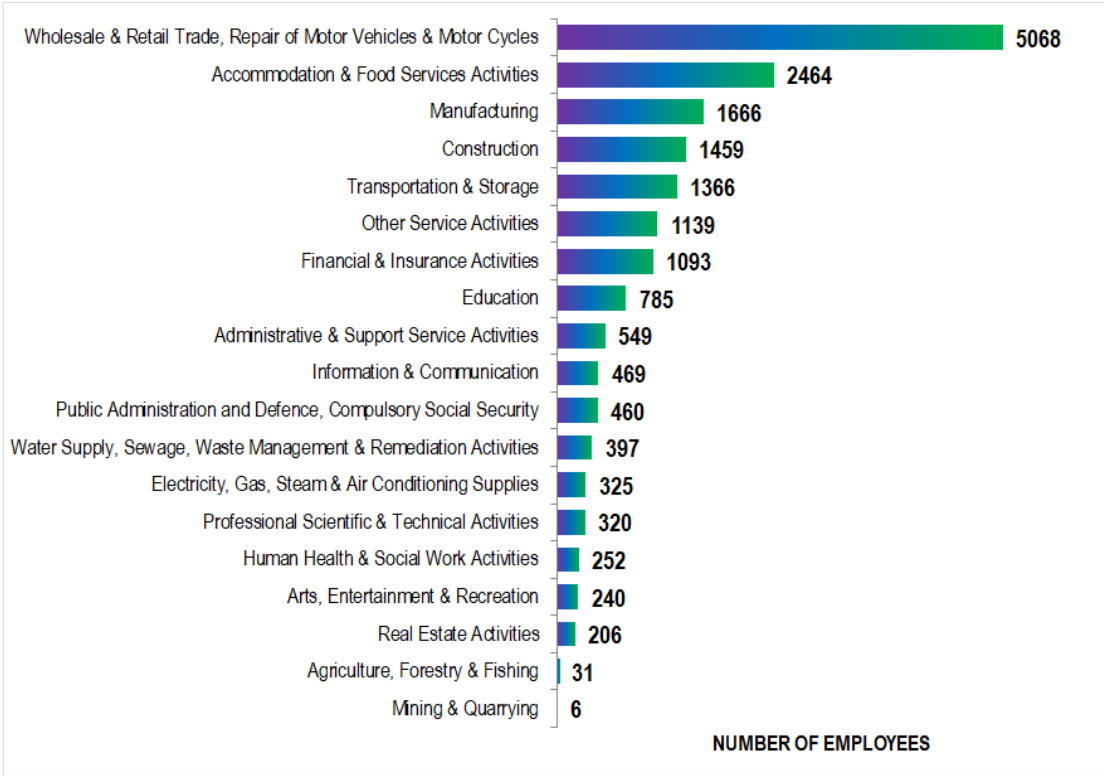
Figure 4 above shows that the majority of the workforce falls within the “30-49 Years” category at 47 percent; and the “20-29 Years” category makes up 35 percent of the workforce. Therefore, Formal Private Sector employment is characterised by a youthful and age-productive workforce. Male also outnumber female across all age groups.

Moreover, the “50+ Years” category has increased when compared to the LMS 2016 findings. The “15-19 Years” category represents four percent of the Formal Private Sector workforce. However, the mandated minimum working age for minors and youth is 15, as per Labour and Employment Relations Act.

**3.1.3| DISAGGREGATED BY INDUSTRY**

The coding of the different employers covered in the survey was categorised using the ISIC-R4 and in accordance with the ILO four-digit standards. The responses given for the core business activity was used to classify all who responded in the survey. Figure 5 below shows the employment numbers by Industry.

*Figure 5: Formal Private Sector Employment by Industry*



The industry that employed the highest number of the workforce was the “Wholesale and Retail Trade, Repair of Motor Vehicles & Motor Cycles”. This same industry has expanded its workforce by three percent when compared to the LMS 2016 findings. This increase is attributed to newly established retail stores and expansion of existing businesses (additional branches) in the industry. Moreover family-owned businesses have significantly expanded and creating additional employment opportunities.

The next industries with highest number of employees were “Accommodation and Food Services Activities” and “Manufacturing”. These three industries employ up to 50 percent of the total Formal Private Sector workforce. Table 1 below, further disaggregates these numbers by sex against total number of employers



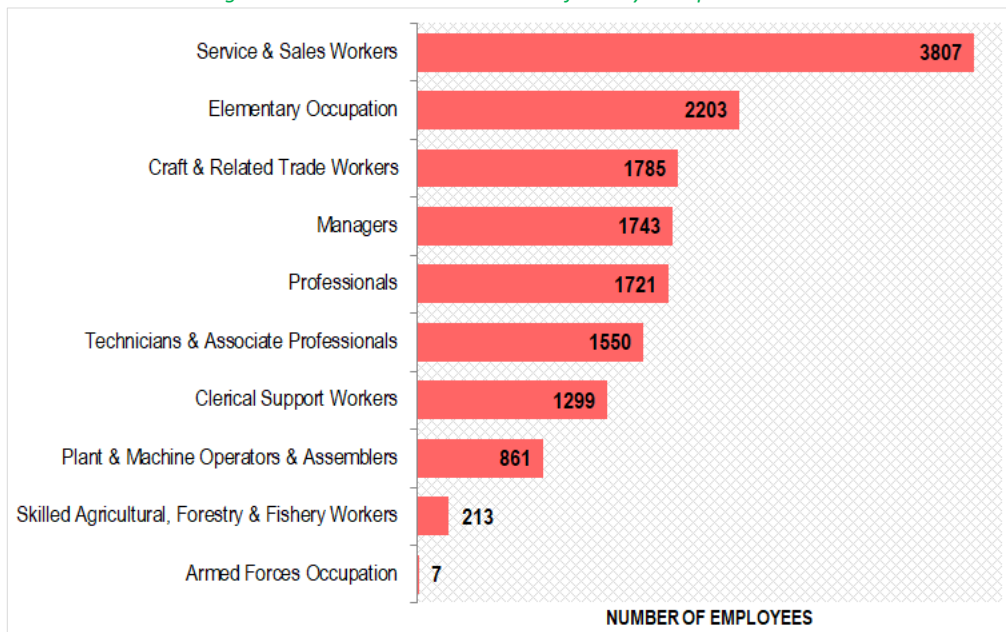
Table 1: Formal Private Sector Workforce by Industry (ISIC) Disaggregated by Sex

INDUSTRY NAME	MALE	FEMALE	TOTAL	TOTAL EMPLOYERS
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	2820	2,248	5068	316
Accommodation & Food Services Activities	1263	1201	2464	155
Manufacturing	1163	503	1666	72
Construction	1364	95	1459	33
Transportation & Storage	1037	329	1366	30
Other Service Activities	581	558	1139	83
Financial & Insurance Activities	439	654	1093	39
Education	284	501	785	32
Administrative & Support Service Activities	410	139	549	48
Information & Communication	306	163	469	17
Public Administration & Defence, Compulsory Social Security	331	129	460	7
Water Supply, Sewage, Waste Management & Remediation Activities	314	83	397	8
Electricity, Gas, Steam & Air Conditioning Supplies	257	68	325	5
Professional Scientific & Technical Activities	171	149	320	44
Human Health & Social Work Activities	128	124	252	16
Arts, Entertainment & Recreation	159	81	240	18
Real Estate Activities	153	53	206	6
Agriculture, Forestry & Fishing	27	4	31	2
Mining & Quarrying	4	2	6	1
<b>TOTAL</b>	<b>11211</b>	<b>7084</b>	<b>18295</b>	<b>932</b>

### 3.1.4| DISAGGREGATED BY SKILLS / OCCUPATION

Given the expansion of the “Wholesale and Retail Trade, Repair of Motor Vehicles & Motor Cycles” it is understandable that the majority of employment would be classified as “Service and Sales Workers”. Occupation categorised as “Craft and Related Trade Workers” also increased this LMS 2019. Hence, this can form basis to assume that people are changing their mind-sets from working in offices/desk jobs to learning and earning a living by being a qualified trade worker.

Figure 6: Formal Private Sector Workforce by Occupation





The low number of the workforce classified as “Skilled Agriculture, Forestry & Fishery Workers” emphasizes the continuous absence of the Primary Sector in the Formal Sector. Nonetheless, the Primary Sector continues to be the most inclusive Sector with the majority of Primary Producers being small-scaled, family-oriented, and subsistence processing that fall outside the scope of the semi-commercial to fully commercial agricultural and fisheries ventures. Figure 6 above shows the breakdown of workforce by occupation in detail. Table 2 presents further occupation disaggregation by Industry.

*Table 2: Formal Private Sector Workforce by Occupation and Disaggregated by Industry*

INDUSTRY NAME	MANAGERS	SERVICE & SALES WORKERS	CLERICAL SUPPORT WORKERS	TECHNICIANS & ASSOCIATE PROFESSIONALS	PROFESSIONALS	CRAFT & RELATED TRADE WORKERS	SKILLED AGRICULTURAL, FORESTRY & FISHERY WORKERS	PLANT & MACHINE OPERATORS & ASSEMBLERS	ARMED FORCES OCCUPATION	ELEMENTARY OCCUPATION
Accommodation & Food Services Activities	252	617	118	231	24	76	8	28	0	543
Administrative & Support Service Activities	64	242	68	19	12	29	12	14	0	61
Agriculture, Forestry & Fishing	5	2	1	1	2	0	11	2	0	7
Arts, Entertainment & Recreation	30	47	26	25	36	7	0	6	0	47
Construction	59	62	46	74	38	463	3	247	0	450
Education	54	132	24	29	416	3	1	10	0	39
Electricity, Gas, Steam & Air Conditioning Supplies	21	41	29	71	61	75	0	23	0	8
Financial & Insurance Activities	177	101	272	298	154	4	0	25	0	32
Human Health & Social Work Activities	22	35	24	39	63	3	0	11	0	26
Information & Communication	37	29	43	80	104	13	0	3	0	14
Manufacturing	169	197	81	107	77	366	30	201	0	390
Mining & Quarrying	4	6	2	0	0	0	0	0	0	0
Other Service Activities	118	201	74	43	360	58	13	34	0	98
Professional Scientific & Technical Activities	41	6	40	45	131	11	0	4	0	12
Public Administration & Defence, Compulsory Social Security	33	139	37	40	61	0	0	10	7	18
Real Estate Activities	15	42	19	32	15	5	43	9	0	27
Transportation & Storage	69	205	160	293	74	66	0	62	0	163
Water Supply, Sewage, Waste Management & Remediation Activities	19	2	3	2	5	6	0	20	0	33
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	554	1701	232	121	88	600	92	152	0	235
<b>TOTAL</b>	<b>1743</b>	<b>3807</b>	<b>1299</b>	<b>1550</b>	<b>1721</b>	<b>1785</b>	<b>213</b>	<b>861</b>	<b>7</b>	<b>2203</b>

### 3.1.5| DISAGGREGATED BY CATEGORY OF WORKER

The number of employees covered in the LMS 2019 is 18,295 compared to 12,075 in the LMS 2016. The dramatic 6,220 increase change also aligns with the significant employers' response rate which increased from 732 employers in 2016 to 932 employers in 2019. Table 3 below shows the breakdown of the workforce by category of work, in accordance with ISCO-08.

*Table 3: Formal Private Sector Workforce by Category of Worker*

CATEGORY	MALE	FEMALE	TOTAL
Full-time Employees	7894	5015	12909
Shift Employees	1546	882	2428
Working Proprietors	524	463	987
Contract Officers	410	210	620
Non-Citizen Employees	416	149	565
Part-time/ Temporary Employees	273	228	501
Unpaid Family Employees	47	51	98
Piece Employees	54	39	93
Volunteer Employees	23	31	54
Employees with Disability	24	16	40
<b>TOTAL</b>	<b>11211</b>	<b>7084</b>	<b>18295</b>

The results presented in Table 3 above show that majority of employees are “Full-time Employees” which represent 70.6 percent and it is male dominant. About 13.3 percent are “Shift Employees” which are mostly male. “Working Proprietors” make up 5.4 percent of the workforce and there is a small gap between male and female in this category.

### 3.1.6| VACANCIES

This section envisaged to find the number of available opportunities that can be offered to those seeking employments. The data collected on vacancies are disaggregated by industry, sex and number of employers, refer to Table 4 below for this information.

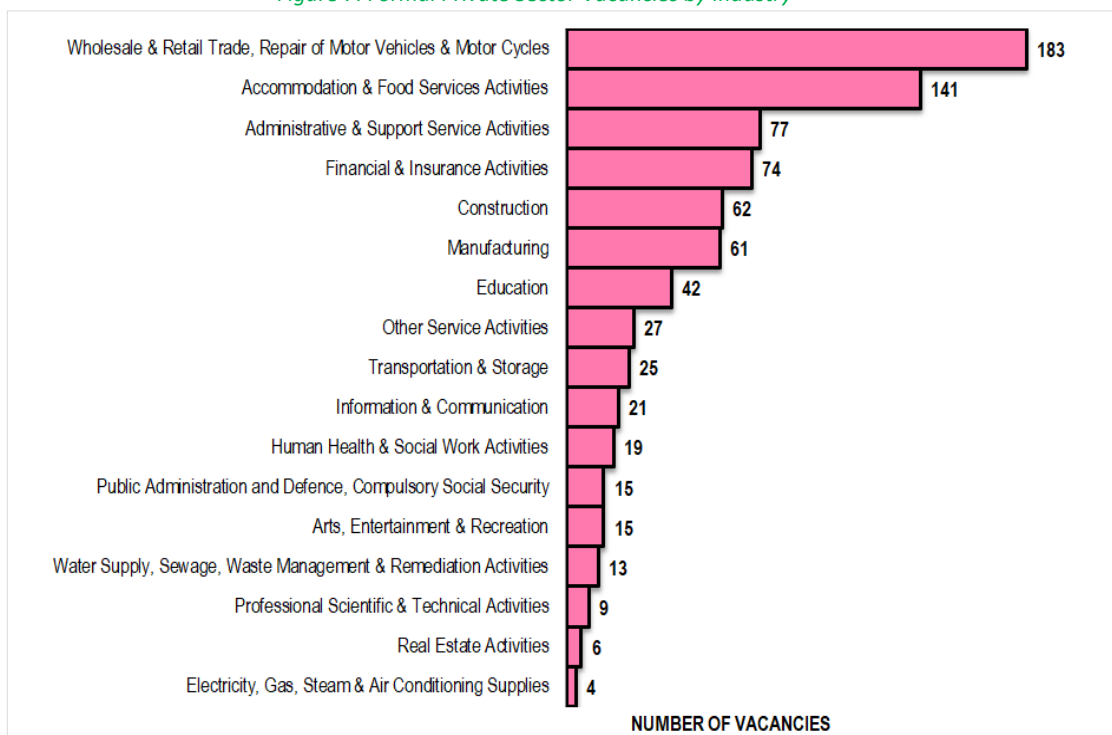
*Table 4: Formal Private Sector Vacancies by Industry*

INDUSTRY NAME	VACANCIES	% OF TOTAL	EMPLOYERS	EMPLOYMENT
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	183	23.0	66	3572
Accommodation & Food Services Activities	141	17.8	44	2360
Administrative & Support Service Activities	77	9.7	5	361
Financial & Insurance Activities	74	9.3	15	1802
Construction	62	7.8	12	805
Manufacturing	61	7.7	23	1608
Education	42	5.3	15	1356
Other Service Activities	27	3.4	17	1137
Transportation & Storage	25	3.1	11	4257
Information & Communication	21	2.6	6	1187
Human Health & Social Work Activities	19	2.4	7	381
Arts, Entertainment & Recreation	15	1.9	5	372
Public Administration & Defence, Compulsory Social Security	15	1.9	4	440
Water Supply, Sewage, Waste Management & Remediation Activities	13	1.6	4	1319

Professional Scientific & Technical Activities	9	1.1	9	68
Real Estate Activities	6	0.8	2	432
Electricity, Gas, Steam & Air Conditioning Supplies	4	0.5	1	1132
<b>TOTAL</b>	<b>794</b>	<b>100</b>	<b>246</b>	<b>22589</b>

As shown in Figure 7 below, the “Wholesale, Retail Trade, Repair of Motor Vehicles and Motor Cycles” industry constitutes the highest number of vacancies which is 23 percent, followed by “Accommodation and Food Services Activities” at 17.8%, and “Administrative and Support Service Activities” at 9.7 percent. Overall, there are 794 employment vacancies are noted in this LMS 2019 compared to 340 vacancies in the LMS 2016. The changes in the top three industries in this LMS 2019, is attributed to the closing down of the Yazaki EDS operations.

Figure 7: Formal Private Sector Vacancies by Industry

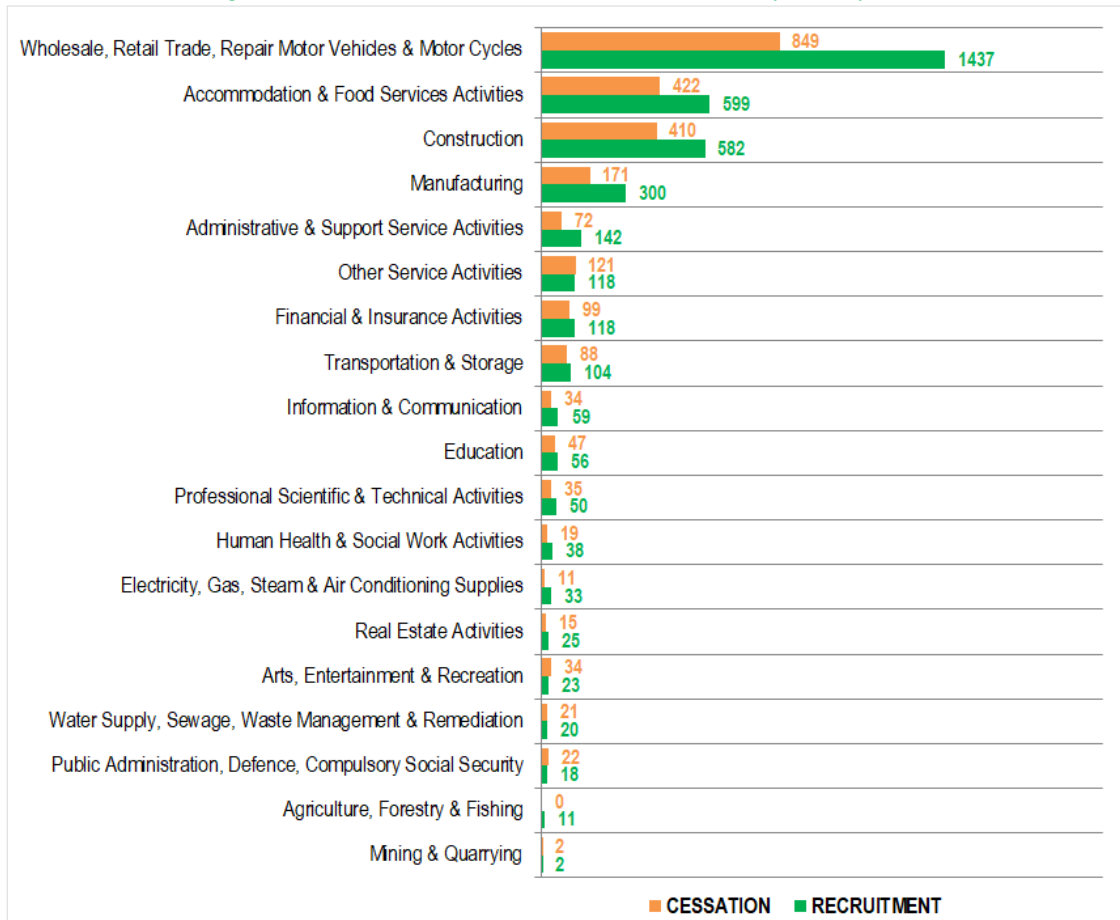


### 3.1.7] STAFF TURNOVER

Staff turnover is mainly attributed to better employment opportunities not only in Samoa, but also in the region through the New Zealand Quota Scheme and seasonal employment opportunities like the New Zealand Recognized Seasonal Employment (RSE) and the Australian Schemes: Seasonal Workers Program (SWP); Pacific Trade Partnership (PTP); and Pacific Labour Mobility (PLM).

Moreover, some employees indicated their preference to be employed in the public sector due to better remuneration packages and working conditions. Other employees were terminated due to dishonesty, poor performance and attitudinal problems. Fortunately, total recruitments for 2019 LMS is 3735 which is increased by 1656 compared to LMS 2016. The increase is attributed to the continuous growth of new businesses and operations creating more employment opportunities at the national level.

Figure 8: Formal Private Sector Recruitment & Cessation by Industry



As shown in Figure 8 above, the majority of recruitments are employed by the “Wholesale, Retail Trade, Repair Motor Vehicles and Motor Cycles” industry. The “Accommodation and Food Services Activities” numbers reflect the establishment of new hotel operations under Accommodation. This is the first time that the “Construction” industry is included in the top three recruiting industries due to the increase in public works and private household constructions. A reduction of recruitment in the “Manufacturing” industry is noted due to the closure of Yazaki EDS prior to the commencement of the LMS 2019.

“Wholesale, Retail Trade, Repair Motor Vehicles and Motor Cycles” industry has the highest number of employees who left their jobs, also followed by “Accommodation and Food Services Activities” and “Construction industries. The overall number of cessations has also increased from LMS 2016 by 940. Refer to Table 5 below for more information on Recruitment and Cessation.

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

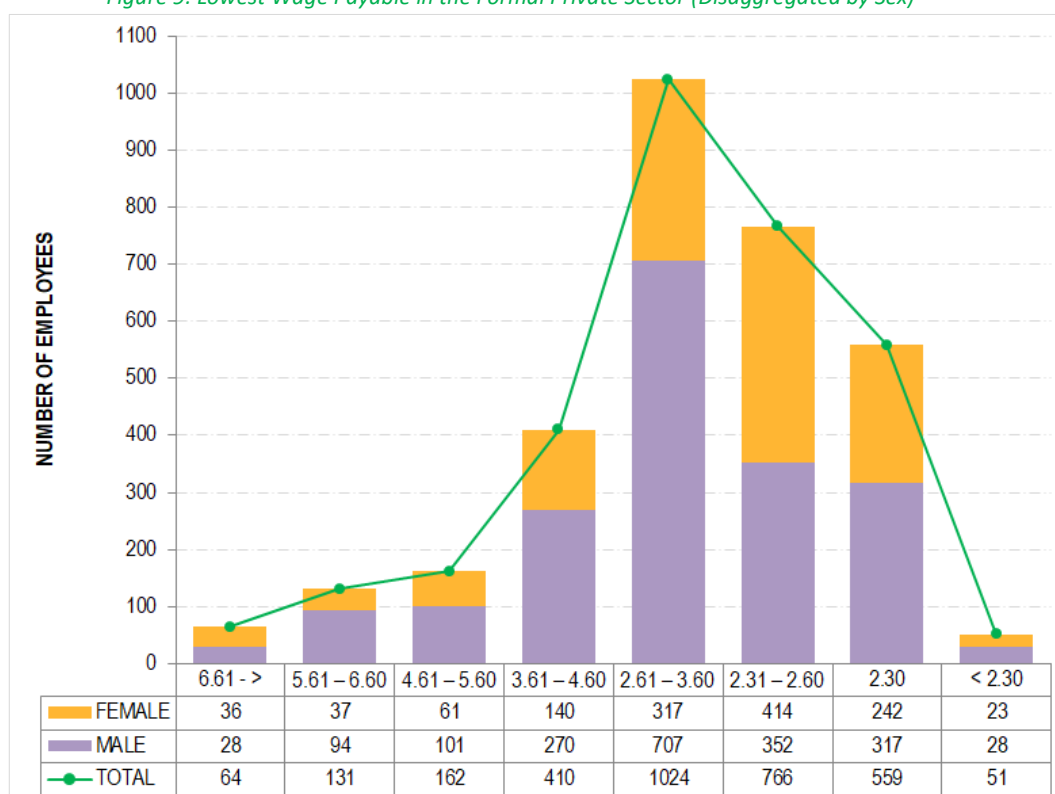
INDUSTRY NAME	RECRUITMENT			CESSATION		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	763	674	1437	454	395	849
Accommodation & Food Services Activities	287	312	599	192	230	422
Construction	568	14	582	406	4	410
Manufacturing	236	64	300	127	44	171
Administrative & Support Service Activities	117	25	142	58	14	72
Financial & Insurance Activities	49	69	118	38	61	99

Other Service Activities	66	52	118	65	56	121
Transportation & Storage	67	37	104	64	24	88
Information & Communication	38	21	59	21	13	34
Education	28	28	56	17	30	47
Professional Scientific & Technical Activities	19	31	50	16	19	35
Human Health & Social Work Activities	17	21	38	7	12	19
Electricity, Gas, Steam & Air Conditioning Supplies	23	10	33	7	4	11
Real Estate Activities	16	9	25	11	4	15
Arts, Entertainment & Recreation	8	15	23	25	9	34
Water Supply, Sewage, Waste Management & Remediation Activities	14	6	20	16	5	21
Public Administration & Defence, Compulsory Social Security	11	7	18	13	9	22
Agriculture, Forestry & Fishing	10	1	11	0	0	0
Mining & Quarrying	2	0	2	2	0	2
<b>TOTAL</b>	<b>2339</b>	<b>1396</b>	<b>3735</b>	<b>1539</b>	<b>933</b>	<b>2472</b>

### 3.1.8| LOWEST WAGE PAYABLE

Figure 9 below shows that the majority of the Formal Private Sector workforce receives hourly wages within the 2.61 tala to 3.60 tala range. The majority of male in the workforce also receive hourly wages within this range. The majority of female in the Formal Private Sector workforce receive wages that range from 2.31 tala to 2.60 tala. There is still a significant proportion of the workforce receiving minimum wage, and a small proportion is paid below minimum wage.

Figure 9: Lowest Wage Payable in the Formal Private Sector (Disaggregated by Sex)



Refer to Table 6 below for more information on wages in the Formal Private Sector workforce.

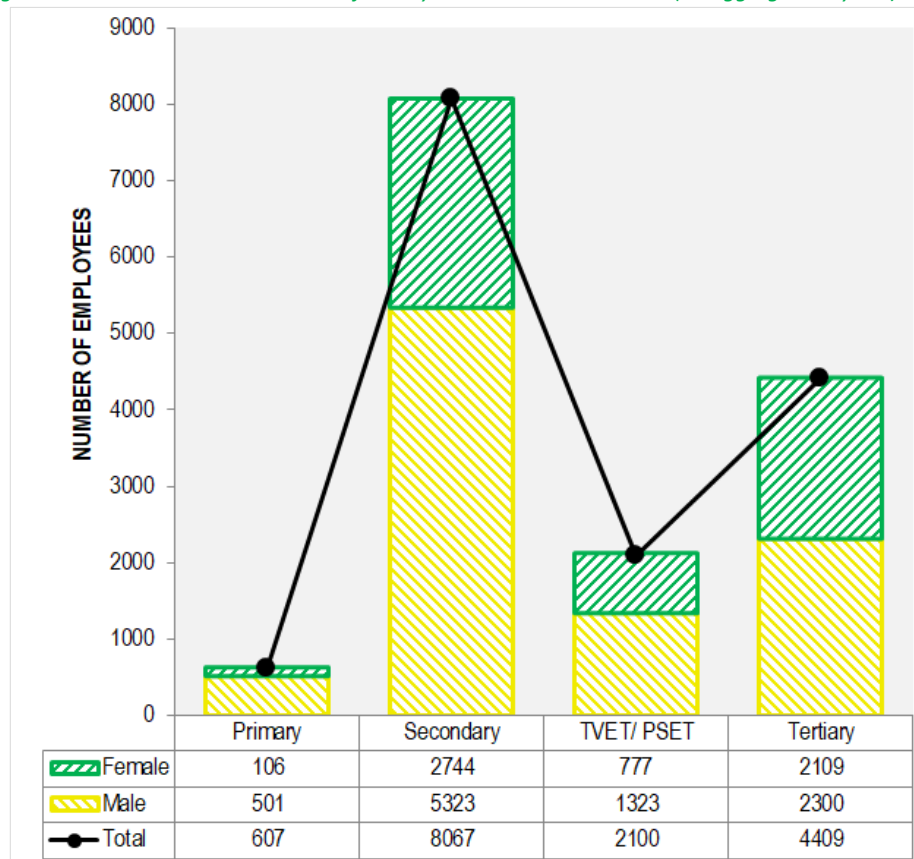
Table 6: Lowest Wage Payable in the Formal Private Sector (Disaggregated by Sex & includes Number of Employers)

LOWEST WAGE PER HOUR (TALA)	MALE	FEMALE	TOTAL	NUMBER OF EMPLOYERS
6.61 - >	28	36	64	41
5.61 – 6.60	94	37	131	30
4.61 – 5.60	101	61	162	67
3.61 – 4.60	270	140	410	161
2.61 – 3.60	707	317	1024	313
2.31 – 2.60	352	414	766	192
2.30 (Mandated Minimum Wage)	317	242	559	71
Below Mandated Minimum Wage	28	23	51	14
<b>TOTAL</b>	<b>1897</b>	<b>1270</b>	<b>3167</b>	<b>889</b>

### 3.1.9| EDUCATIONAL ATTAINMENT

Educational attainment refers to the level of education reached by employees. Hence, the majority of the Formal Private Sector workforce completed Secondary Education. Male comprise the majority of educational attainment across all levels, whereas there is a close gap between male and female that have completed Tertiary level education. This is reflected in Figure 10 below.

Figure 10: Formal Private Sector Workforce by Educational Attainment (Disaggregated by Sex)



### 3.1.10| BUSINESS FUTURE OUTLOOK

Asking employers about the future plans for their businesses over the next two years was challenging, but employers were reminded to think strategically about their business growth and expansion. Out of the total responses, 437 were able to answer and shared with the team their thoughts on planning for their future expansions and

set goals to achieve. Hence, the responding employers plan to expand their businesses over the next two years and subsequently creating additional 2,556 employment opportunities. The majority of employers that proposed business expansion are in the “Wholesale, Retail Trade, Repair Motor Vehicles and Motor Cycles” and “Accommodation and Food Services Activities” industries. Refer to Table 7 below for more information.

*Table 7: Additional Employment Opportunities resulting from Business Expansion*

INDUSTRY NAME	EMPLOYERS EXPANDING THEIR BUSINESS IN THE SHORT-MEDIUM TERM	POSSIBLE EMPLOYMENT CREATED		
		MALE	FEMALE	TOTAL
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	145	418	351	769
Accommodation & Food Services Activities	80	329	324	653
Other Service Activities	41	56	73	129
Manufacturing	33	155	103	258
Administrative & Support Service Activities	21	54	29	83
Financial & Insurance Activities	17	57	69	126
Professional Scientific & Technical Activities	17	20	32	52
Education	16	40	45	85
Transportation & Storage	16	52	16	68
Construction	13	117	58	175
Arts, Entertainment & Recreation	11	17	18	35
Information & Communication	8	18	14	32
Water Supply, Sewage, Waste Management & Remediation Activities	5	5	0	5
Public Administration & Defence, Compulsory Social Security	4	15	15	30
Human Health & Social Work Activities	3	10	11	21
Real Estate Activities	3	15	5	20
Agriculture, Forestry & Fishing	2	11	4	15
Electricity, Gas, Steam & Air Conditioning Supplies	2	0	0	0
Mining & Quarrying	0	0	0	0
<b>TOTAL</b>	<b>437</b>	<b>1389</b>	<b>1167</b>	<b>2556</b>

### 3.1.11 | TREND OVER THE PAST SURVEYS

In the past three LMS, it was noted that workforces tended to be smaller. It is also important to note that the increase in LMS 2019 scope may be due to the higher response rate and the growth of the Private Sector over the past decade. The breakdown of these figures by industry is provided in Table 8 below.

*Table 8: Formal Private Sector Workforce recorded over the past Labour Market Surveys*

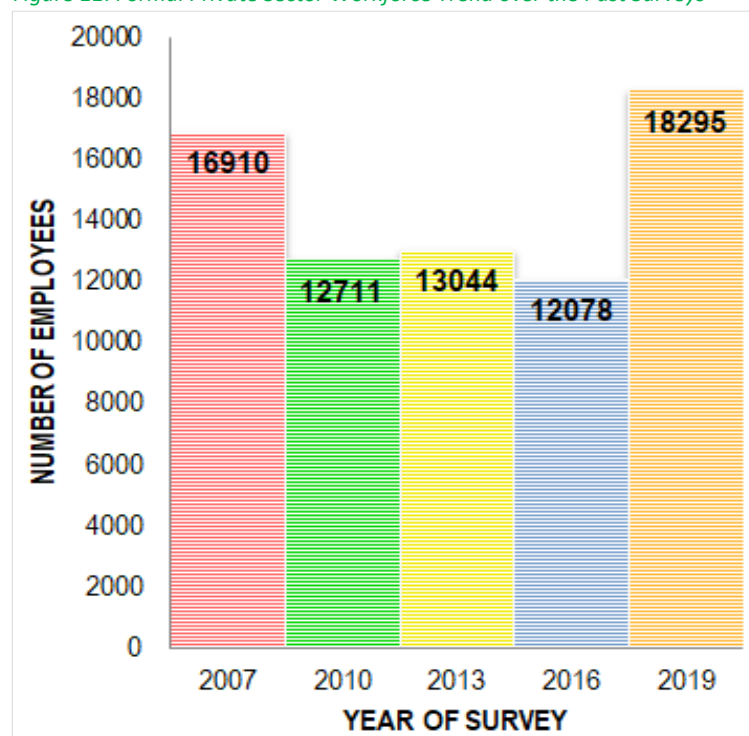
INDUSTRY NAME	2019 (M+F)	2016 (M+F)	2013 (M+F)	2010 (M+F)	2007 (M+F)
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	5068	3142	2810	2152	2898
Accommodation & Food Services Activities	2464	1860	2267	2128	1999
Manufacturing	1666	1594	1879	1805	3230
Construction	1459	756	729	887	1175
Transportation & Storage	1366	828	845	995	1734
Other Service Activities	1139	646	626	0	0
Financial & Insurance Activities	1093	997	1130	1837	2153
Education	758	91	742	1097	1544
Administrative & Support Service Activities	549	330	621	0	0



Information & Communication	469	174	205	0	0
Public Administration & Defence, Compulsory Social Security	460	530	79	18	190
Water Supply, Sewage, Waste Management & Remediation Activities	397	28	308	0	0
Electricity, Gas, Steam & Air Conditioning Supplies	325	43	47	648	704
Professional Scientific & Technical Activities	320	100	289	0	0
Human Health & Social Work Activities	252	831	199	910	1161
Arts, Entertainment & Recreation	240	43	230	0	0
Real Estate Activities	203	0	0	0	0
Agriculture, Forestry & Fishing	31	85	38	234	122
Mining & Quarrying	6	0	0	0	0
<b>TOTAL</b>	<b>18295</b>	<b>12078</b>	<b>13044</b>	<b>12711</b>	<b>16910</b>

Figure 11 below shows the LMS coverage over the past decade or so.

*Figure 11: Formal Private Sector Workforce Trend over the Past Surveys*



### 3.2] PUBLIC SERVICE WORKFORCE

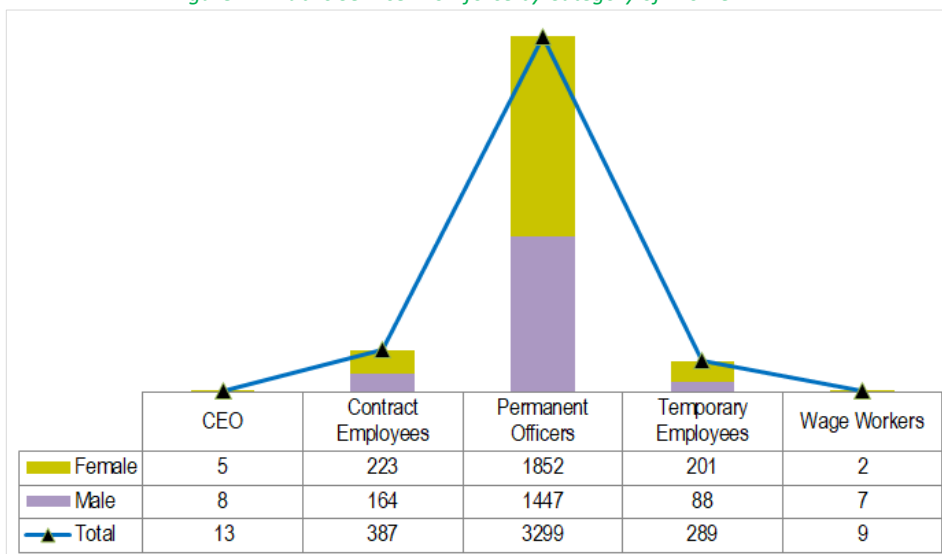
Information on the Public Service workforce was sourced from the Samoa Public Service Commission (PSC). The Public Sector covered by the PSC includes only Government Ministries that are guided by the Public Service Act 2004.

The information from PSC includes figures as of June 2019. Figure 12 below shows that the Public Service workforce amounts to 3,997. The majority of the Public Service workforce is female, comprising 57 percent (2,283). The majority of Chief Executive Officers are male.

By category of workers, the permanent employees (Principal Officers, Seniors Officers, Officers, Inspectors, and Administrative Staff) make up 82 percent of the total Public Service workforce.



Figure 12: Public Service Workforce by Category of Worker



### 3.3 | CONSOLIDATED FORMAL SECTOR EMPLOYMENT

The national employment level for LMS 2019 stood at 22,292 employees in total with male dominating the workforce at 58 percent.

Table 9: Formal Sector Employment

SECTOR	TOTAL EMPLOYMENT		
	MALE	FEMALE	TOTAL
Private Sector Employees	11211	7084	18295
- Private Sector	9226	6319	15545
- SOEs	1985	765	2750
Public Sector Employees*	1714	2283	3997
<b>TOTAL</b>	<b>12925</b>	<b>9367</b>	<b>22292</b>

By sectoral division, the Formal Private Sector (comprised of Private Sector Employers and SOEs) makes up 82 percent of the national workforce while the Public Service makes up 18 percent. In comparison to the LMS 2016 there has been an increase in the total workforce by 27 percent (6,029 employees), which may be a good indication that the employment level is rising despite the shutdown of some large companies over the past three years.

### 3.4 | EMPLOYMENT STANDARDS AND CONDITIONS

#### 3.4.1 | ANALYSIS OF AVERAGE WORKING HOURS

##### 3.4.1.1 | NORMAL WORKING HOURS

Normal hours of work for employees in the private sector are mandated under the Labour and Employment Relations Act 2013 (LERA). The LERA stipulates that all employees need time to rest according to standardised health and safety measures and that normal hour of work per week shall not exceed 40 hours. There are stipulations in the LERA that set higher compensation for work hours that exceed 40 hours. The intention of this section is to find the average normal hours of work for employees in the Formal Private Sector.

Table 10: Average Normal Working Hours by Occupation Group

OCCUPATION CATEGORY	AVERAGE NORMAL HOURS PER DAY	AVERAGE NORMAL HOURS PER WEEK
Professionals	8.04	45.68
Managers	8.19	42.54
Service & Sales Workers	8.13	42.28
Plant & Machine Operators & Assemblers	8.05	40.86
Elementary Occupations	8	40.8
Craft & Related Trade Workers	8.09	40.79
Technicians & Associate Professionals	8.01	40.41
Clerical Support Workers	7.98	40.13
Armed Forces Occupations	8	40
Skilled Agricultural, Forestry & Fishery Workers	8.15	39.83
<b>AVERAGE</b>	<b>8.06</b>	<b>41.33</b>

The survey findings in Table 10 above show that the occupations with the highest average work hours in a week are “Professionals” (45.68 hours), followed by “Managers” (42.54 hours). This is due to the nature of their jobs as “Professionals” and “Managers” that need more time to plan and manage their workplaces as well as reciprocating the higher salaries they are paid. Most of the occupations have average weekly working hours above 40 hours, except for “Skilled Agriculture, Forestry and Fishery Workers”. The minimal working hours in Agriculture and Primary Sectors indicate the significant level of labourers that fall outside the scope of the Formal Private Sector.

### 3.4.1.2] TREND OF AVERAGE WORKING HOURS OVER THE PAST SURVEYS

The LMS 2019 findings show that there has been an increase in overall average working hours from the LMS 2016. An increase of average hours is noted for most of the occupation types except for “Skilled Agricultural, Forestry and Fishery Workers” and “Craft and Related Trades Workers”.

Table 11: Trend of Average Normal Working Hours (Weekly) over the Past Surveys

OCCUPATION CATEGORY	AVERAGE NORMAL WORKING HOURS (WEEKLY)		
	2019	2016	2013
Armed Forces Occupations	40	-	-
Clerical Support Workers	40.13	39.23	41.58
Craft & Related Trade Workers	40.79	41.22	41.42
Elementary Occupations	40.8	40.01	42.83
Managers	42.54	40.06	41.73
Plant & Machine Operators & Assemblers	40.86	40.17	40.35
Professionals	45.68	38.62	39.21
Service & Sales Workers	42.28	41.1	41.54
Skilled Agricultural, Forestry & Fishery Workers	39.83	40.31	42.95
Technicians & Associate Professionals	40.41	38.9	45.29
<b>AVERAGE</b>	<b>41.33</b>	<b>39.96</b>	<b>41.88</b>

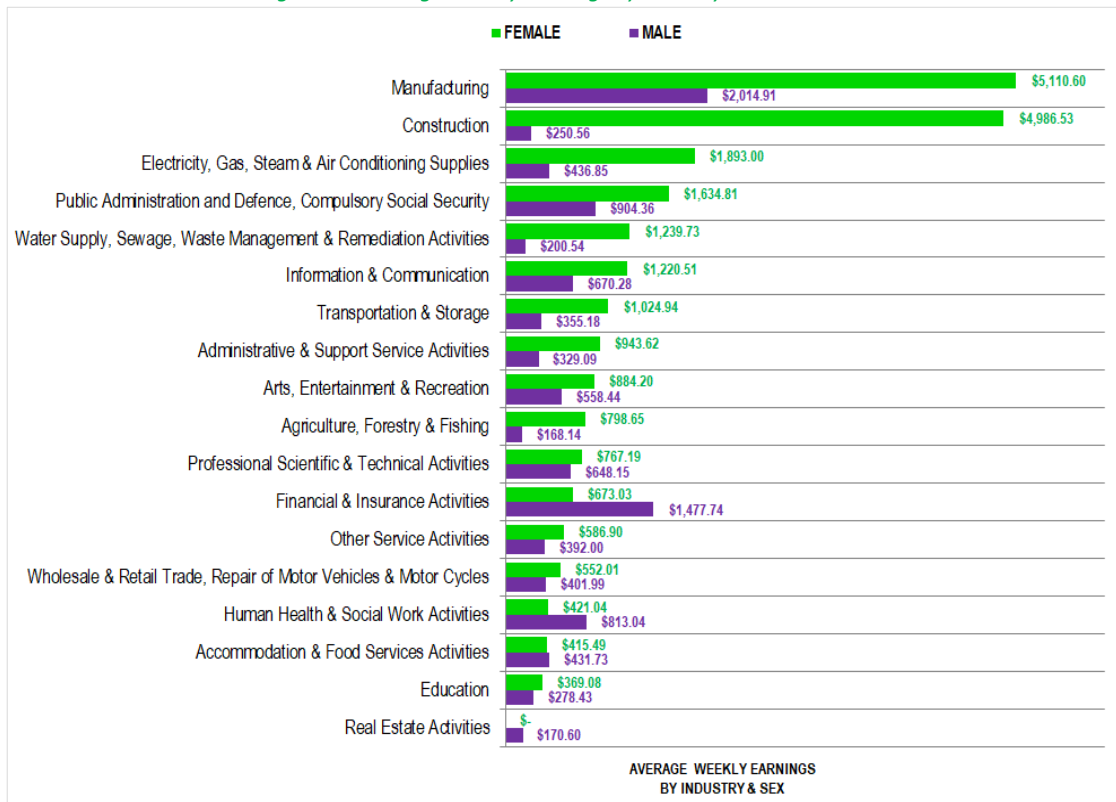
### 3.4.2] ANALYSIS OF AVERAGE INDUSTRY EARNINGS

The average weekly earnings in the private sector stood at \$350.83 per week. Figure 13 below shows the average weekly earnings of male and female in the different industries.

The female average earnings in “Manufacturing” and “Construction” are significantly high which may be due to data outliers. However, 14 of the 18 industries indicate that

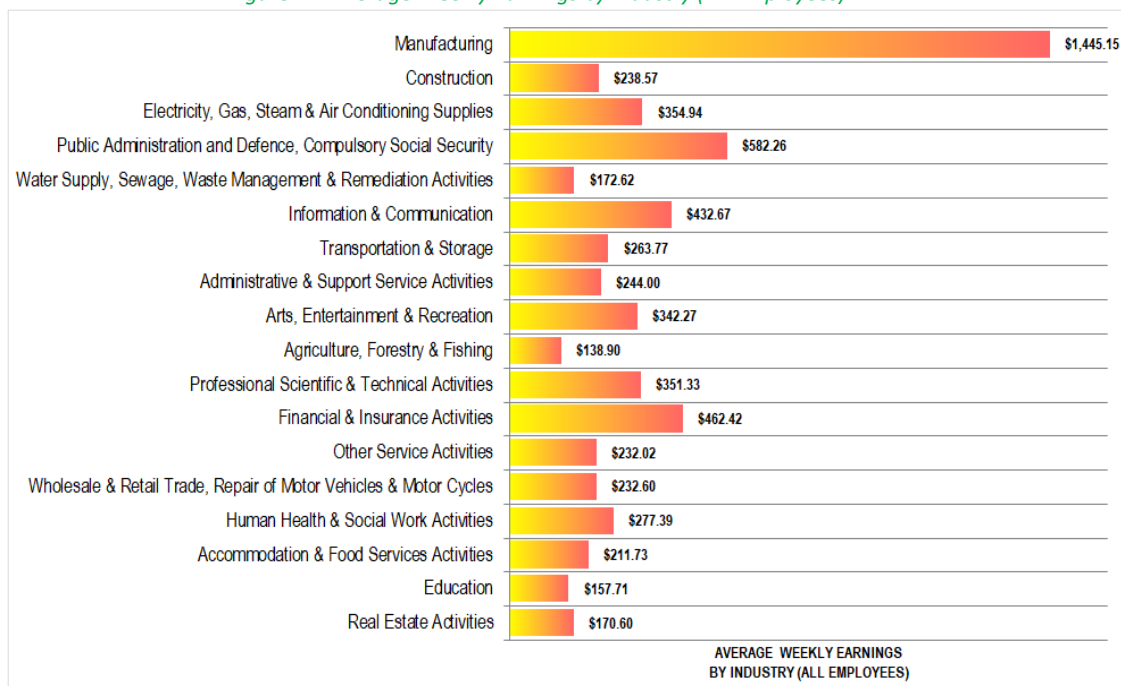
female average earnings per week are higher than male counterparts. This would indicate a slightly higher income level over a smaller population denominator, given female numbers are less than male across all industries.

Figure 13: Average Weekly Earnings by Industry and Sex



By industry, the “Manufacturing” industry takes the lead, having the highest average earning of \$1445.15, followed by “Public Administration and Defence, Compulsory Social Security” at \$582.26 and the “Financial and Insurance Activities” at \$462.67.

Figure 14: Average Weekly Earnings by Industry (All Employees)



For more information on average weekly earnings by industry and disaggregated by sex, then refer to Table 12 below.

*Table 12: Average Weekly Earnings by Industry*

INDUSTRY NAME	MALE	FEMALE	AVERAGE NORMAL WEEKLY EARNINGS
Manufacturing	2014.91	5110.60	1445.15
Public Administration & Defence, Compulsory Social Security	904.36	1634.81	582.26
Financial & Insurance Activities	1477.74	673.03	462.42
Information & Communication	670.28	1220.51	432.67
Electricity, Gas, Steam & Air Conditioning Supplies	436.85	1893.00	354.94
Professional Scientific & Technical Activities	648.15	767.19	351.33
Arts, Entertainment & Recreation	558.44	884.20	342.27
Human Health & Social Work Activities	813.04	421.04	277.39
Transportation & Storage	355.18	1024.94	263.77
Administrative & Support Service Activities	329.09	943.62	244.00
Construction	250.56	4986.53	238.57
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	401.99	552.01	232.60
Other Service Activities	392.00	586.90	232.02
Accommodation & Food Services Activities	431.73	415.49	211.73
Water Supply, Sewage, Waste Management & Remediation Activities	200.54	1239.73	172.62
Real Estate Activities	170.60	-	170.60
Education	278.43	369.08	157.71
Agriculture, Forestry & Fishing	168.14	798.65	138.9
<b>TOTAL</b>	<b>583.45</b>	<b>1,383.61</b>	<b>350.83</b>

### 3.4.3| OCCUPATIONAL SAFETY AND HEALTH (OSH)

#### 3.4.3.1| EVACUATION PLANS WITHIN INDUSTRIES

The enforcement of health and safety measures in workplaces is becoming a critical matter given legal rights and obligations of employees and employers. Hence it is essential for all industries to put in place evacuation plans and safety measures for all employees. The following LMS 2019 results in Table 13 below are based on the feedback and records provided by employers. A total of 547 out of 932 employers covered under the survey have evacuation plans in place. This shows a 59 percent compliance rate of employers with mandated provisions regarding Evacuation Plans. The industries with compliance numbers surpassing 70 percent of the industry include: Mining and Quarrying (100%); Real Estate Activities (83%); Electricity, Gas, Steam and Air Conditioning Supplies (80%); Human Health and Social Work Activities (75%); Education (72%); Accommodation and Food Services Activities (72%); and Public Administration and Defence, Compulsory Social Security (71%). The least compliant industry is the “Financial and Insurance Activities” at 49 percent.

*Table 13: Number of Employers with Evacuation Plans (by Industry)*

INDUSTRY	NUMBER OF EMPLOYERS
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	165
Accommodation & Food Services Activities	111
Manufacturing	44
Other Service Activities	42
Administrative & Support Service Activities	26
Education	23

Professional Scientific & Technical Activities	22
Transportation & Storage	20
Construction	19
Financial & Insurance Activities	19
Human Health & Social Work Activities	12
Arts, Entertainment & Recreation	11
Information & Communication	11
Public Administration and Defence, Compulsory Social Security	5
Real Estate Activities	5
Water Supply, Sewage, Waste Management & Remediation Activities	5
Electricity, Gas, Steam & Air Conditioning Supplies	4
Mining & Quarrying	2
Agriculture, Forestry & Fishing	1
<b>TOTAL</b>	<b>547</b>

### 3.4.3.2| INDUSTRIES WITH PROVIDED PERSONAL PROTECTIVE EQUIPMENT (PPE)

Employers are legally obligated to provide Personal Protective Equipment (PPEs) as per Section 15(a) of the Occupational Safety and Health Act 2002 (OSH) which stipulates that – *"An employer shall: a) provide, maintain and make accessible to employees the protective clothing and equipment necessary to avoid injury and damage to their health"*.

This is the first LMS where employers were asked about providing PPEs. The results shown in Table 14 below indicate that labour intensive industries provide the most PPEs. Nonetheless, the most compliant industries with the OSH Act mentioned above are: Construction (94%); Water Supply, Sewage, Waste Management and Remediation Services (88%); Real Estate Activities (83%); and Electricity, Gas, Steam and Air Conditioning Supplies (80%).

*Table 14: Number of Employers that provide Personal Protective Equipment*

INDUSTRY	NUMBER OF EMPLOYERS
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	118
Accommodation & Food Services Activities	101
Manufacturing	39
Other Service Activities	34
Construction	31
Administrative & Support Service Activities	23
Transportation & Storage	17
Education	10
Professional Scientific & Technical Activities	8
Arts, Entertainment & Recreation	7
Financial & Insurance Activities	7
Water Supply, Sewage, Waste Management & Remediation Activities	7
Human Health & Social Work Activities	5
Information & Communication	5
Real Estate Activities	5
Electricity, Gas, Steam & Air Conditioning Supplies	4
Public Administration and Defence, Compulsory Social Security	2
Agriculture, Forestry & Fishing	1
<b>TOTAL</b>	<b>424</b>

### 3.4.3.3| EMPLOYERS WITH OSH OFFICER

One of the critical and important roles of MCIL is to monitor, evaluate and to ensure compliance of employers to OSH Standards. There was a specific question under the

LMS 2019 for recruitment of OSH officers as stipulated under Section 22 of the OSH. Presented in Table 15 below are the numbers of employers in each industry that employ a designated OSH Officer.

*Table 15: Number of Employers with designated OSH Officer*

INDUSTRY	NUMBER OF EMPLOYERS
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	93
Accommodation & Food Services Activities	59
Others	36
Manufacturing	29
Other Service Activities	24
Administrative & Support Service Activities	20
Construction	18
Education	13
Financial & Insurance Activities	12
Transportation & Storage	11
Professional Scientific & Technical Activities	10
<b>TOTAL</b>	<b>325</b>

#### 3.4.3.4| EMPLOYERS WITH ACCIDENT REGISTER

It is essential to encourage employers 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.

*Table 16: Number of Employers that maintain an Accident Register*

INDUSTRY	NUMBER OF EMPLOYERS
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	88
Accommodation & Food Services Activities	64
Manufacturing	27
Administrative & Support Service Activities	24
Other Service Activities	21
Construction	18
Education	18
Financial & Insurance Activities	12
Transportation & Storage	12
Professional Scientific & Technical Activities	10
Arts, Entertainment & Recreation	7
Information & Communication	7
Public Administration and Defence, Compulsory Social Security	5
Human Health & Social Work Activities	4
Electricity, Gas, Steam & Air Conditioning Supplies	3
Mining & Quarrying	2
Real Estate Activities	2
Water Supply, Sewage, Waste Management & Remediation Activities	2
Agriculture, Forestry & Fishing	1
<b>TOTAL</b>	<b>327</b>

The Table 16 above shows a total of 327 employers have Accident Registers. Overall, there is a significant increase in compliance of employers with the OSH, when compared to the LMS 2016.

#### 3.4.4| DISCRIMINATION IN THE WORKPLACE

This section envisaged to form baseline data regarding perceived discrimination in the workplace.

A small number of employers surveyed stated that there is little discrimination in terms of salary fairness within their workplaces. This is shown in Table 17 below. The majority agreed in treating their employees with fair salary, gender pay parity, and fair work entitlements and conditions.

The majority of employers also indicated that discrimination relating to sex, race, age and disability does not exist in their workplaces. Although, there was a minuscule number of employers that indicated these problems do exist in their workplaces.

*Table 17: State of Discrimination in the Workplace from Employers Perspective*

DISCRIMINATION	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Fair Salary	523	343	34	8	908
Equally Paid	521	333	45	6	905
Fair Treatments – Working Entitlements	531	344	23	4	902
Sex	2	5	218	675	900
Race	1	4	217	678	900
Age	1	6	225	668	900
Disability	1	3	220	666	890

### 3.5| SKILL SHORTAGES AND TRAINING NEEDS

#### 3.5.1| SKILL SHORTAGES

Identification of skills shortages is one of the main goals of the LMS 2019, where employers are required to provide information on the skills that are lacking in their workplaces. Table 18 below shows indicative number of skill shortage by industry and occupation. By occupation the “Service and Sales Workers” have the highest number of skill shortage, while “Skilled Agriculture, Forestry and Fishery Workers” have the least. The “Wholesale and Retail Trade, Repair of Motor Vehicles and Motor Cycles” industry has the highest number of employees with skills shortage.

*Table 18: Indicative Skill Shortage by Industry & Occupation*

INDUSTRY NAME	MANAGERS	PROFESSIONALS	TECHNICIANS & ASSOCIATE PROFESSIONALS	SERVICE & SALES WORKERS	CLERICAL SUPPORT WORKERS	PLANT & MACHINE OPERATORS & ASSEMBLERS	CRAFT & RELATED TRADE WORKERS	ELEMENTARY OCCUPATIONS	SKILLED AGRICULTURAL, FORESTRY & FISHERY WORKERS	TOTAL
Accommodation & Food Services Activities	1	1	15	42	22	0	1	24	0	106
Administrative & Support Service Activities	1	0	1	4	4	0	2	0	0	12
Agriculture, Forestry & Fishing	1	0	0	0	0	0	0	0	0	1
Arts, Entertainment & Recreation	0	1	2	1	1	0	2	0	0	7
Construction	0	0	0	0	0	4	14	3	0	21
Education	0	13	1	2	0	0	0	0	0	16
Electricity, Gas, Steam & Air Conditioning Supplies	0	0	1	0	0	0	1	0	0	2
Financial & Insurance Activities	2	5	7	0	6	1	0	0	0	21
Human Health & Social Work Activities	0	4	3	0	1	0	0	0	0	8
Information & Communication	3	2	4	1	0	0	0	0	0	10
Manufacturing	0	5	1	3	2	5	16	0	0	32



Other Service Activities	2	4	0	12	2	0	4	2	1	27
Professional Scientific & Technical Activities	0	6	8	2	5	0	0	0	0	21
Public Administration & Defence, Compulsory Social Security	0	2	0	1	1	0	0	0	0	4
Real Estate Activities	0	0	0	0	1	0	0	0	0	1
Transportation & Storage	0	1	6	0	2	1	4	0	0	14
Water Supply, Sewage, Waste Management & Remediation Activities	0	4	0	0	1	1	0	0	0	6
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	2	10	10	47	7	5	38	2	0	121
<b>TOTAL</b>	<b>12</b>	<b>58</b>	<b>59</b>	<b>115</b>	<b>55</b>	<b>17</b>	<b>82</b>	<b>31</b>	<b>1</b>	<b>430</b>

### 3.5.2| TRAINING NEEDS

During the survey, employers were required to provide information on employees who require further training to improve their performance and quality of service.

*Table 19: Indicative Number of Employers and Employees that have Training Needs*

INDUSTRY	NUMBER OF EMPLOYERS WITH TRAINING NEEDS	NUMBER OF EMPLOYEES THAT REQUIRE TRAINING
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	146	688
Accommodation & Food Services Activities	124	531
Manufacturing	45	223
Administrative & Support Service Activities	17	218
Construction	21	193
Information & Communication	21	143
Other Service Activities	39	143
Financial & Insurance Activities	42	142
Education	22	89
Public Administration and Defence, Compulsory Social Security	10	66
Water Supply, Sewage, Waste Management & Remediation Activities	11	65
Transportation & Storage	23	55
Human Health & Social Work Activities	7	51
Professional Scientific & Technical Activities	20	44
Arts, Entertainment & Recreation	18	43
Electricity, Gas, Steam & Air Conditioning Supplies	2	9
Real Estate Activities	2	4
Agriculture, Forestry & Fishing	1	2
<b>TOTAL</b>	<b>571</b>	<b>2709</b>

Table 19 above shows that there were 571 employers with 2,709 employees that require further training. The three industries that require the most training are: Wholesale and Retail Trade, Repair of Motor Vehicles and Motor Cycles; Accommodation and Food Service Activities; and Manufacturing.

Over the past three surveys, there has been an increase in the number of employers and employees with training needs in the private sector. This is shown in Table 20 below.

*Table 20: Trend of Training Needs over the Past Surveys*

YEAR OF SURVEY	NUMBER OF EMPLOYEES WITH TRAINING NEEDS	NUMBER OF EMPLOYERS THAT REQUIRE TRAINING
2000	1448	251



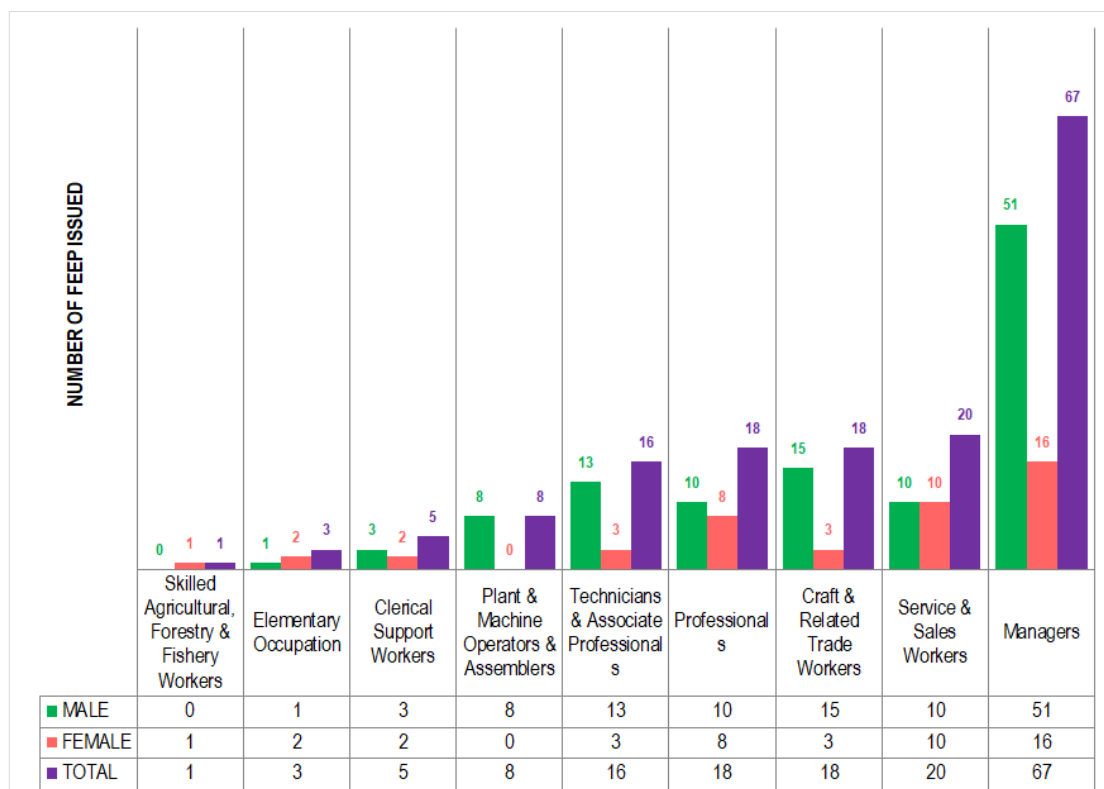
2004	1028	305
2007	2026	328
2010	1342	213
2013	1546	241
2016	1062	351
2019	2709	571

### 3.6| EXPATRIATE EMPLOYEES

The LMS 2019 included questions about expatriate employees or non-Samoan citizens who are working in Samoa and hold a Foreign Employee Employment Permit (FEEP) in accordance with the LERA. It must be noted that this section covers only the employers who answered yes to employing non-Samoan citizens.

As depicted in Figure 15 below, “Managers” has the highest number of FEEP issued. This is followed by the “Service and Sales Workers”, “Craft and Related Trade Workers”, and “Professionals”. The total numbers of FEEP issued are mostly to male. Some reasons for hiring foreign employees are: to coincide with company policies (foreign companies); the technical expertise needed for the work is not found locally; and in some cases employers are dissatisfied with the continuous dishonesty and poor attitudes of local employees.

Figure 15: Number of FEEP issued in 2019 (Disaggregated by Sex)

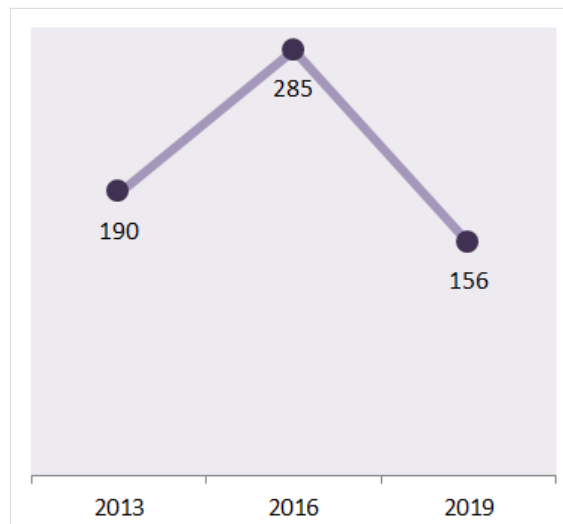


Nonetheless, the number of FEEP issued per survey year has decreased, as shown in Figure 16 and Table 21 below, which we can assume is a good indication that our local people are fulfilling the positions instead of foreign employees.

Table 21: Number of Foreign Employee Employment Permit issued by Survey Years

OCCUPATION	2019			2016			2013		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
Managers	51	16	67	15	10	25	49	31	80
Service & Sales Workers	10	10	20	14	16	30	13	12	25
Professionals	10	8	18	34	24	58	11	21	32
Craft & Related Trade Workers	15	3	18	36	7	43	11	6	17
Technicians & Associate Professionals	13	3	16	29	25	54	13	1	14
Plant & Machine Operators & Assemblers	8	0	8	14	4	18	1	0	1
Clerical Support Workers	3	2	5	7	18	25	2	8	10
Elementary Occupation	1	2	3	20	8	28	5	6	11
Skilled Agricultural, Forestry & Fishery Workers	0	1	1	4	0	4	0	0	0
<b>TOTAL</b>	<b>111</b>	<b>45</b>	<b>156</b>	<b>173</b>	<b>112</b>	<b>285</b>	<b>105</b>	<b>85</b>	<b>190</b>

Figure 16: Trend of FEEP issued per Survey Year



Furthermore disaggregation by age group shows that 57 percent of FEEP issued are to foreign employees aged 30 to 49. This is followed by 24 percent of FEEP issued to foreign employees aged 20 to 29 and 17 percent of FEEP were issued to foreign employees aged 50 and above. Refer to Table 22 below for more information.

Table 22: FEEPs issued by Age Group

AGE GROUP	MALE	FEMALE	TOTAL
15 – 19 Years	1	1	2
20 – 29 Years	27	11	38
30 – 49 Years	62	27	89
50+ Years	21	6	27
<b>TOTAL</b>	<b>111</b>	<b>45</b>	<b>156</b>

### 3.7| GREEN JOBS

According to findings of the LMS 2019, 508 of 18,295 employee positions covered are categorised as Green Jobs. A Green job is work specifically aimed at: protecting the environment; reducing pollution; increasing renewable energy; or using natural or organic materials for production. There is an increase of employee positions categorised as Green Jobs in the LMS 2019, when compared to the LMS 2016. The

promotion and linking of these jobs to Occupational Safety and Health matters would quantify the contribution of the Private Sector to protecting the environment.

*Table 23: Number of Employers with Employment Positions that could be classified as Green Jobs*

INDUSTRY	MALE	FEMALE	TOTAL
Accommodation & Food Service Activities	92	25	117
Wholesale & Retail Trade, Repair of Motor Vehicles & Motor Cycles	78	30	108
Others	44	13	57
Manufacturing	31	16	47
Water Supply, Sewage, Waste Management & Remediation Activities	43	0	43
Other Service Activities	28	10	38
Education	32	3	35
Construction	25	1	26
Financial & Insurance Activities	20	4	24
Public Administration & Defence, Compulsory Social Security	12	1	13
<b>TOTAL</b>	<b>405</b>	<b>103</b>	<b>508</b>

Table 23 above shows the breakdown of identified Green Jobs by industry and sex. The majority of identified green jobs are in the “Accommodation and Food Service Activities” industry.

## 4| CONCLUSION

The LMS 2019 noted a substantial increase in scope and sample compared to previous LMS. This is the second LMS that has utilised the LMIS for coding, data entry, tabulation, analysis and report writing processes. The LMS 2019 included new information on Occupational Safety and Health matters, such as Personal Protective Equipment; Accident Registers; Discrimination and so forth. The two year future outlook of businesses was also included in this LMS 2019.

The LMS 2019 data collection was carried out from April to June 2019. The LMS 2019 incorporated new survey modalities but continued to utilise international survey standards (ISIC-R4 and ISCO 2008) for analysis.

Moreover, the LMS 2019 had the following objectives: (1) To update the Formal Private Sector Workforce Profile; (2) To identify and prioritize employment matters that is in demand; (3) To ensure the supply side is aligned to what is required within industries and the labour market in the formal private sector; (4) To identify training needs, skill shortages, challenges and future plans of employers in the Formal Private Sector. The Sections of this Report that directly addresses these objectives are as follows:

OBJECTIVE NUMBER	CORRESPONDING SECTION
1	3.1  Formal Private Sector Workforce
2	3.1.6  Vacancies 3.1.10  Business Future Outlook
3	3.1.4  Disaggregated by Skills / Occupation 3.1.5  Disaggregated by Category of Worker 3.1.9  Educational Attainment
4	3.5  Skill Shortages and Training Needs

# ANNEXES

## 1 | SURVEY QUESTIONNAIRE

### 2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

**CONFIDENTIAL**

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

### EMPLOYER DETAILS CHECK

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

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

EMPLOYER CODE     -  -

INDUSTRY CODE

ZONE

### 2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -  -

**MINISTRY OF COMMERCE INDUSTRY AND LABOUR**

ADDRESS: PO BOX 681, APIA  
TELEPHONE: 20441 or 20442  
FAX: 20443  
EMAIL: [mpal@mcil.gov.ws](mailto:mpal@mcil.gov.ws)  
WEBSITE: [www.mcil.gov.ws](http://www.mcil.gov.ws)

### PURPOSE OF SURVEY

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

### CONFIDENTIALITY

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

### REQUIREMENT TO PROVIDE INFORMATION

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

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

Your cooperation and support is highly appreciated.

**INSTRUCTIONS FOR THE COMPLETION OF THE SURVEY:  
THE SURVEY WILL BE CONDUCTED BY THE INTERVIEWER/ENUMERATOR AND IN MOST CASES SHOULD TAKE MORE THAN 30 MINUTES.**

### INFORMATION, ASSISTANCE OR ADVICE

If you would like any additional information and advice in completing this survey, please contact:

Sa'u Taupisi Faamau  
Assistant Chief Executive Officer  
Apprenticeship Employment and Labour Market (AELM) Division  
Phone: 20441 / 22323  
Email: [taupisi@mcil.gov.ws](mailto:taupisi@mcil.gov.ws)  
Fax: 20443  
Ministry of Commerce Industry and Labour

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 1: EMPLOYMENT LEVELS**

How many employees were employed in your business/organisation during the last pay period? Please provide the information in the following categories

Category of Employee	Citizen		Non-citizen	
	Male	Female	Male	Female
How many Working Proprietors?				
How many Full-time employees?				

*Of the Full Time employees,*

How many Contract officers?				
How many shift employees?				
How many employees with Disability?				
How many piece work employees?				
How many Part-Time employees?				
How many Volunteer employees?				
How many Unpaid family employees?				
<b>Total</b>				

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 2: STAFF TURNOVER**

	Male	Female	Total
How many new employees started working for the business/organisation in the last 6 months? (Oct 2018 – March 2019)			
How many employees resigned / terminated from your business/organisation for any reason in the last 6 months? (Oct 2018 – March 2019)			

**QUESTION 3: VACANT POSITIONS**

Do you have any vacant positions at present?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
	Go to Q4	Go to Q5

**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.		
5.		
6.		

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 5: SKILL SHORTAGES**

Are you having difficulties recruiting employees with the right skills?	Yes <input type="checkbox"/> <b>Go to Q6</b>	No <input type="checkbox"/> <b>Go to Q7</b>
---	---	--

**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.	
5.	
6.	
7.	
8.	

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 7: TRAINING NEEDS**

Do some of your existing employees need further training of the required skills to improve performances and quality services?	Yes <input type="checkbox"/> <b>Go to Q8</b>	No <input type="checkbox"/> <b>Go to Q9</b>
---	---	--

**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				
5				
6				
7				
8				

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 9: TRAINING COURSES**

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

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

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 11: DISCRIMINATION**

In your Company/Organization do you agree or disagree with the following assertions *(Tick appropriate option)*.

	Strongly Agree	Agree	Disagree	Strongly Disagree
The amount of employees salary is fair				
Men and Women who are employed in the same positions get paid equally				
Men and Women working entitlements are fairly treated				

Are the employees being discriminated against:

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Sex				
2. Race				
3. Age				
4. Disability				

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 12: CHALLENGES**

What are general/current challenges that the business/organisation encounter?

CHALLENGES (LIST IN ORDER OF PRIORITY)	
1.	6.
2.	7.
3.	8.
4.	9.
5.	10.

**QUESTION 13: LOWEST MINIMUM WAGE / SALARY PAYABLE**

**QUESTION 13A:**

What is the current minimum wage/salary you pay?

PER HOUR	PER DAY	NO. OF EMPLOYEES PAID AT MINIMUM WAGE / SALARY		
		MALES	FEMALES	TOTAL

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 13B:**

Is there any other form of remuneration? (*In cash / In-kind*)

.....
.....
.....

**QUESTION 14: OCCUPATIONAL SAFETY AND HEALTH**

Does your business/company have in place an evacuation plan in case of an emergency or natural disaster?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Does the work your business / company require employees to provide personal protective equipment (PPE)?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

If so, what Personal Protective Equipment (PPE) and clothing do you provide to your employees?

1.	3.	5.
2.	4.	6.
Does your business/company employ an OSH safety officer?		Yes <input type="checkbox"/>
Does your business/company have in place an Accident Register to document all accidents, incidents and near misses that take place in the work place?		Yes <input type="checkbox"/>
		No <input type="checkbox"/>



2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 15: GREEN JOBS**

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

Green Job Title	Description	Number of Workers Employed		
		Male	Female	Total

**SELF-INFORMATION:** Green job is work specifically aimed at protecting the environment; reduce pollution, renewable energy, or jobs using natural or organic materials.

2019 SAMOA LABOUR MARKET SURVEY OF PRIVATE SECTOR EMPLOYERS

Employer Code:     -   -

**QUESTION 16: EMPLOYEE CHARACTERISTICS**

Job Title	ISCO code	Gender	Age Group	Highest education level reached	Status of present employment	Country of Citizenship (Only if non Samoan)	FEEP	Normal Hours worked per day	Normal hours worked per week	Pay Period	Normal wages per pay period
<i>List each employee once. Where an employee does different jobs list the position where he/she spends most of his/her time</i>	Office use only	M (1) F (2)	Code <15yrs (1) 15-19 (2) 20-29 (3) 30-49 (4) 50+ (5)	Code Primary (1) Secondary (2) TVET/PSET (3) Tertiary (4)	Code Full-time (1) Part-time (2) Contract (3) Volunteer (4) Unpaid (5)		Employment permit expiry date MM/YY			Code Daily (1) Weekly (2) F/night (3) Monthly (4)	
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											

Employer Code:     -   -

**QUESTION 17: FUTURE PLAN**

Are you planning to expand the operation within the next two years?	Yes <input type="checkbox"/> Go to Q18	No <input type="checkbox"/>
---	---	-----------------------------

**QUESTION 18: DETAILS OF NEW EMPLOYEES**

NUMBER OF NEW OR ADDITIONAL EMPLOYEES	MALE	FEMALE	TOTAL



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