



# EMPLOYMENT STATISTICS

## December 2025 Quarter

### Special Points of Interest

#### Total Employment:

**28,616**

Male: 14,803

Female: 13,813

#### Total Wages:

**\$318.0 m**

#### Wage Index:

**225**

#### Growth:

✓ Employment: **9.8%**

✓ Wages: **47.3%**

#### Distribution by Sector

##### Primary Sector:

✓ **0.6%**

##### Secondary Sector:

✓ **9.6%**

##### Tertiary Sector:

✓ **61.4%**

##### Public Administration:

✓ **28.4%**

#### Published Date:

27<sup>th</sup> February 2026

### OVERVIEW:

Formal employment continued to expand in the December 2025 quarter, recording a **9.8%** increase compared to the same quarter in 2024. This marks the 13th consecutive quarter of positive growth, indicating sustained recovery and expansion in the formal labour market.

Total employment reached **28,616** persons, comprising **14,803** males (51.7%) and **13,813** females (48.3%).

Employment Index rose to **121**, up from **118** and **111** in September and June 2025 quarters respectively.

Wages & Salaries recorded a significant increase of **47.3%** amounting to **\$318.0** million being paid out during the period. The surge was mainly driven by Commerce, Transport, Public Admin, Finance Services and Construction.

### 1. EMPLOYMENT LEVELS:

The Employment Index reached 121, reflecting a marginal gain from Sept 2025 (118) and June 2025 (111). While the December 2025 growth rate (+9.8%) is higher compared to December 2024 (+0.6%), the consistent trend emphasizes the labor market's basic development, particularly in service-oriented industries.

Figure 1: Employment & Wage Index (2013 = 100)

Quarter	Employment Index	% change	Wage Index	% change
Dec2024	110	0.6	153	0.5
Mar 2025	109	0.1	183	16.1
Jun 2025	111	0.7	199	24.7
Sep 2025	118	4.1	201	45.6
Dec 2025	121	9.8	225	47.3

### 2. WAGES & SALARIES:

December 2025 quarter, recorded a 47.3% surge in wages and salaries, elevating the Wage Index to 225 and the total wage bill to \$318.0 million.

The strong wage growth reflects increases across several key industries, particularly Commerce, Transport and Public Administration.

### Quarterly average wages:

**Total: \$11,140** | Male: \$11,160 | Female: \$11,058

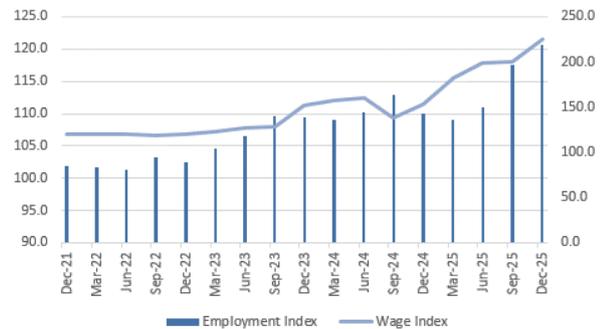
#### Highest male average wages:

- ✓ Public Admin (\$17,767)
- ✓ Communication (\$17,629)

#### Highest female average wages:

- ✓ Electricity (\$22,867)
- ✓ Water (\$17,335)
- ✓ Public Administration (\$17,126)

Chart 1: Employment & Wage Index, Dec 21 – Dec 25



### 3. DISTRIBUTION BY SECTOR:

**Primary:** 0.6%

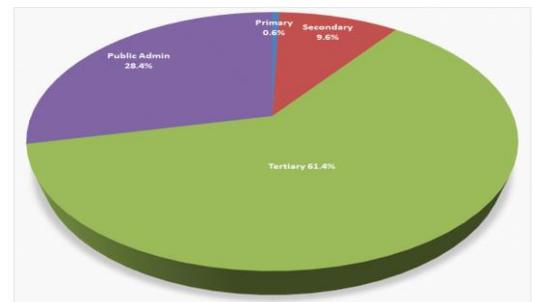
**Secondary:** 9.6% (↑ 13.8% over Dec 24)

**Tertiary:** 61.4% (↑3.8% over Dec 24)

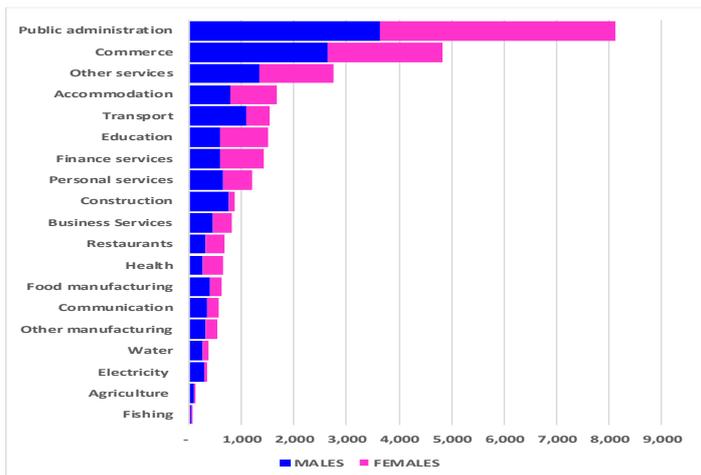
**Public Administration:** 28.4% (↑23.7% over Dec 24)

Public Administration is part of the Tertiary Sector. It is presented separately for analytical purposes.

Chart 2: Distribution of Employment by Sector-Dec 25



**Chart 3: Employment Distribution by Industry & Sex Dec 25**

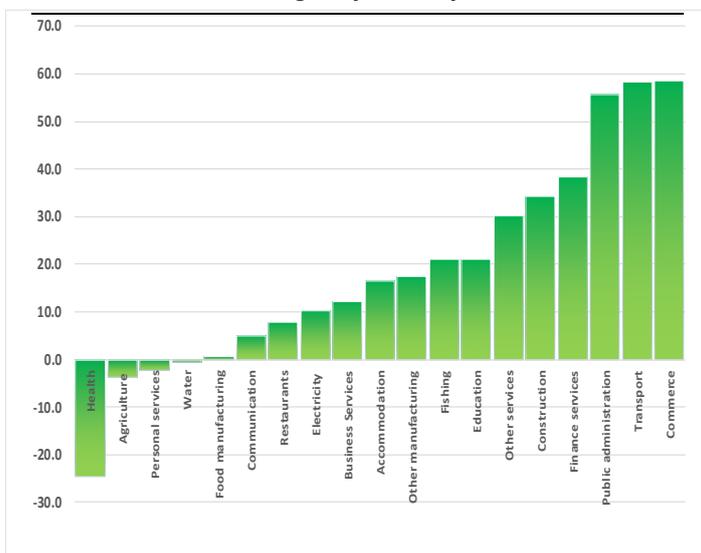


The chart above illustrates the distribution of formal employment by industry. At the industry level, Public Administration remained the largest single employer accounting for 28.4% of the total workforce (12.7% males and 15.7% females). Commerce was the second largest employer, making up 16.8% of total employees, with 9.2% males and 7.6% females. In third place was Other Services, which employed 9.6% of the workforce with 4.7% males and 4.9% females. These three sectors together represent the top employers in the formal labor market.

Looking at employment composition by sex, industries with a higher proportion of males included: Transport, Construction, Commerce, Food Manufacturing, Electricity, Water and Business services. Conversely, industries with a greater share of females included: Public Administration, Other Services, Education, Finance Services and Health.

The wage expansion was driven mainly by Commerce, Transport services and Public Admin to name a few.

**Chart 4: Wages by Industry, Dec 25**



Industries contributing most to employment growth:

- ✓ Construction (+42.3%)
- ✓ Restaurants (+34.6%)
- ✓ Communication (+28.0%)

Industries contributing most to wage growth:

- ✓ Commerce
- ✓ Transport
- ✓ Public Admin

**5. TWELVE MONTHS REVIEW: (Dec24 – Dec25)**

The employment index rose by 3.7% in the year ending December 2025, marking the third consecutive year of positive growth following earlier declines. This improvement was underpinned by increased employment across several key industries, most notably: Restaurants (+29%), Construction(+26%), Communication (+25%) Business Services (+19%), Water (11%), and Other manufacturing (+8%). All four quarters of FY2024/25 recorded positive growth, contributing to the overall annual increase.

The wage index maintained steady increase since the start of the series, continuing its upward trajectory in the fiscal year that ended in December 2025.

In the twelve months, the index rose by 32.9%, reflecting strong wage gains across several key industries. Notable contributors included Public Administration (+62.7%), Commerce (+48.7%), Transport (+29.7%), Finance services (+28.1%),Construction (+25.3%), Other Services (+25.0%) and education (+18.3%).

**Figure 2: Employment & Wages, Dec 24 - Dec 25**

	Total	%	Male	%	Female	%
<b>Total Employed</b>	27,154	100	14,230	52.4	12,924	47.6
<b>Total Wages (\$ million)</b>	1086.8	100	572.2	52.6	514.6	47.4
<b>Average Annual</b>	40,022		40,209		39,815	

Figure 2 illustrates that the total number of employed persons in the fiscal year ending December 2025 totalled 27,154, comprising 52.4% males and 47.6% females. Total wages paid during the year amounted to \$1086.8 million, with males receiving 52.6% and females 47.4% of the total wages.

The average annual wage across all employees was \$40,022. By sex, males recorded an average annual wage of \$40,209, while females earned \$39,815.

### Scope and Coverage

Employment covers all formally registered employees to the Samoa National Provident Fund. This includes all industries in the Primary, Secondary and Tertiary Sectors and the Public Administration (Private and Public Sectors).

### Employment and Formal Employment

#### Employment

Employment is the total number of persons who are engaged in paid work.

It includes all persons who are either part timers or full time workers and are employed either in the public or private sectors (working for wages).

#### Formal Employment

Employment that is government regulated, such that workers are ensured a wage and certain employment rights.

It includes all employees and employers in the formal sectors who have registered under the SNPF.”

It does not include the informal sectors and individual contributors such as proprietors, self-employed workers, unpaid family or volunteer workers, farm workers, and domestic workers.

#### Employment Index

Is a measure of change on the employment numbers, with 2013 now implemented to replace 2009 as the base year in this current report.

#### Wage Index

Is a measure of change on the wages and salaries, it was compiled using the base year of 2013 replacing 2009 base year.

#### Revisions

Employment Data is supplied by the SNPF on a quarterly basis. This data is input manually by the National Accounts & Finance Statistics Division (NAFSD) in to the system and is used for compiling and monitoring employment trend by industry. In some cases where there may be a delay in receiving this data, estimates are then used until the actual numbers are available. Revisions are made later on when actual data are made available to the Bureau.



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