



EMPLOYMENT STATISTICS

June 2025 Quarter

Special Points of Interest

Total Employment:

26,291

Male: 13,899

Female: 12,393

Total Wages:

\$33.3 m

Wages Index:

119.3

Growth:

✓ Employment:

0.7%

✓ Wages:

24.7%

Distribution by Sector

Primary Sector:

✓ 0.6%

Secondary Sector:

✓ 9.5%

Tertiary Sector:

✓ 65.4%

Public

Administration:

✓ 24.5%

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OVERVIEW:

Employment for the June 2025 quarter went up **0.7%**, continuing Samoa's positive employment momentum, marking the 11 consecutive quarters of positive growth since December 2022.

Total number of employed persons stood at **26,291** with a split between **13,899** males and **12,393** females.

Wages & Salaries rose by **24.7%**, reaching \$259 million over the June 2024 period. The surge in wages/salaries was mainly driven by Commerce, Public Administration and Construction industries to name a few.

1. EMPLOYMENT LEVELS:

The Employment Index reached 111, reflecting a marginal gain from March 2025 (109) and December 2024 (110). While the June 2025 growth rate (+0.7%) is lower compared to June 2024 (+3.5%), the sustained trend underscores ongoing structural demand for workers, particularly in service-related industries.

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

Quarter	Employment Index	% change	Wage Index	% change
Jun 2024	110	3.5	132	26.4
Sep 2024	113	3.0	141	7.9
Dec2024	110	0.6	135	0.5
Mar 2025	109	0.1	183	16.1
Jun 2025	111	0.7	199	24.7

2. WAGES & SALARIES:

June 2025 quarter, recorded a 24.7% surge in wages and salaries, lifting the Wage Index to 199 and the total wage bill to \$259.0 million.

This represents the highest annual wage growth in recent years, following a sharp increase of 16.1% in March 2025.

Quarterly average wages:

Total: \$9,872 | Male: \$9,938 | Female: \$9,757

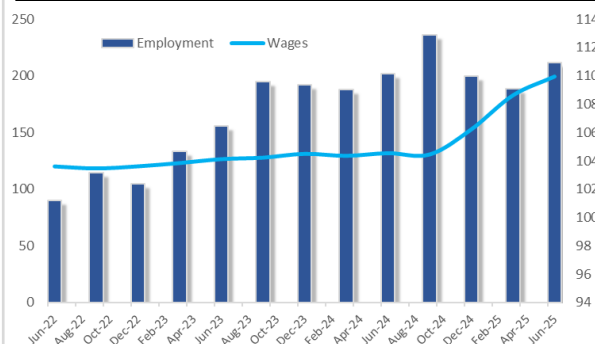
Highest male average wages:

- ✓ Public Administration (\$16,992)
- ✓ Finance Services (\$16,199)

Highest female average wages:

- ✓ Electricity (\$21,228)
- ✓ Water (\$16,305)
- ✓ Public Administration (\$15,928)

Chart 1: Employment & Wage Index, Jun 22 – Jun 25



3. DISTRIBUTION BY SECTOR:

Primary

0.6% of total employment.

Secondary

9.5% of total employment (↑ 0.6% over June 24)

Tertiary

65.4% of total employment (↑ 1.4% over June 24)

Public Administration – 24.5% (↓ 1.9% over June 24)

Chart 2: Distribution of Employment by Sector, June

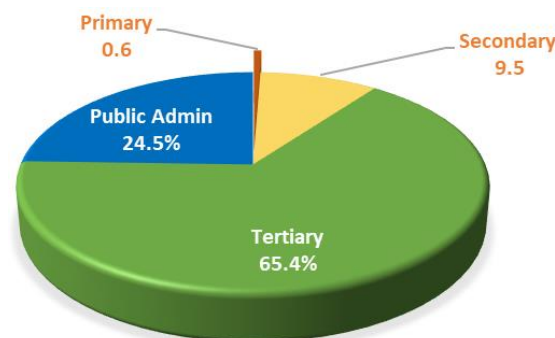
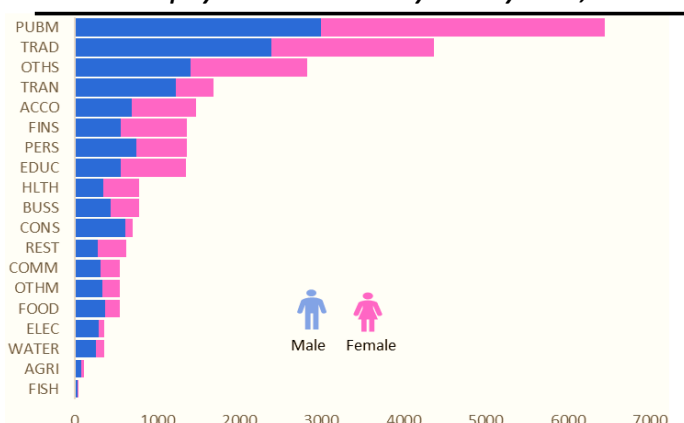


Chart 3: Employment Distribution by Industry & Sex, June 25



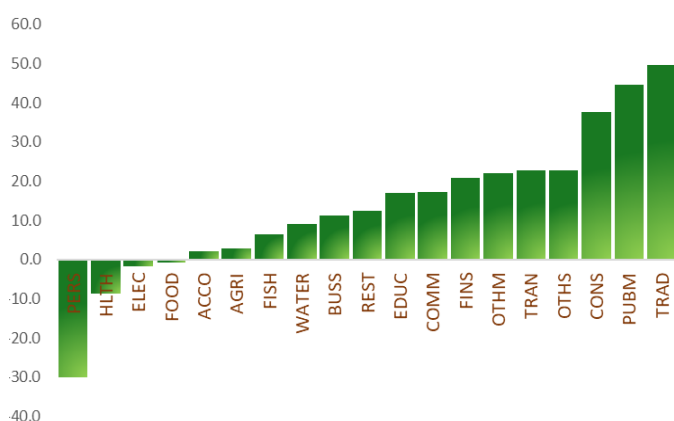
The chart above illustrates the distribution of formal employment by industry. At the industry level, Public Administration accounted for the largest share of employees, representing about a quarter of the total workforce (11.4% males and 13.2% females). Commerce was the second largest employer, making up 16.6% of total employees, with 9.1% males and 7.5% females. In third place was Other Services, which employed 10.8% of the workforce. This industry showed the most even gender distribution, with both males and females each contributing 5.4%. 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, Electricity, Food Manufacturing, Water, Personal Services, and Other Manufacturing. Conversely, industries with a greater share of females included: Public Administration, Financial Services, Education, Health, Accommodation, Restaurants, and Other Services.

4. GROWTH DRIVERS

The wage expansion was driven mainly by Commerce, Public Administration, Construction, Other Services, Transport, and Manufacturing.

Chart 4: Wages by Industry, June 25



Industries contributing most to employment growth:

- ✓ Restaurants (+28.7%)
- ✓ Communication (+26.1%)
- ✓ Business Services (+22.8%)

Industries contributing most to wage growth:

- ✓ Public Administration
- ✓ Commerce
- ✓ Other Services

5. TWELVE MONTHS REVIEW: (Jul24 – Jun25)

Figure 5 shows that the employment index increased by 1.1% in the fiscal year ending June 2025. This marks the third consecutive year of positive growth, following two years of decline. The increase was driven by higher employment in several industries, most notably: Restaurants (+16.3%), Communication (+12.5%), Other Manufacturing (+9.9%), Accommodation (+8.0%), Construction (+4.5%), Commerce (+4.5%), and Education (+4.1%). All four quarters of FY2024/25 recorded positive growth, contributing to the overall annual increase of 1.1%.

The wage index also continued its upward trend, recording growth for the fifth consecutive fiscal year. In FY2024/25, the wage index rose by 14.0%. Key contributors to this increase included Other Services (+28.5%), Commerce (+26.8%), Accommodation (+21.9%), Restaurants (+17.9%), Public Administration (+17.9%), and Construction (+12.2%).

Figure 2: Employment & Wages, Jul 24 - Jun 25

	Total	%	Male	%	Female	%
Total						
Employed	26,243	100	13,871	52.9	12,372	47.1
Total						
Wages (\$ million)	874.5	100	465.7	53.3	408.8	46.7
Average Annual	33,322		33,573		33,041	

Figure 2 shows that the total number of employed persons in the fiscal year ending June 2025 was 26,243, of which 52.9% were males and 47.1% were females.

Total wages paid during the year amounted to \$874.5 million, with males receiving 53.3% and females 46.7% of the total. The average annual wage across all employees was \$33,322. By sex, males recorded an average annual wage of \$33,573, while females earned \$33,041—approximately 0.8% lower than their male counterparts.

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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