



EMPLOYMENT STATISTICS

September 2025 Quarter

Special Points of Interest

Total Employment:

27,853

Male: 14,477

Female: 13,376

Total Wages:

\$275.6 m

Wages Index:

201

Growth:

✓ Employment: **4.1%**

✓ Wages: **45.6%**

✓ Distribution by Sector

Primary Sector:

✓ 0.6%

Secondary Sector:

✓ 9.4%

Tertiary Sector:

✓ 63.0%

Public Administration:

✓ 27.0%

Published Date:

OVERVIEW:

Samoa's positive employment trend persisted with a 4.1% increase in employment for the September 2025 quarter, which is the 12th consecutive quarter of positive growth since December 2022.

Total number of employed persons stood at **27,853** with a split between **14,477** males and **13,376** females.

Wages & Salaries rose by **45.6%**, reaching \$275.6 million for the period under review. The surge in wages/salaries was mainly driven by Public Administration, Commerce and Construction industries to name a few.

1. EMPLOYMENT LEVELS:

The Employment Index reached 118, reflecting a marginal gain from June 2025 (111) and March 2025 (109). While the September 2025 growth rate (+4.1%) is higher compared to September 2024 (+3.0%), The persistent pattern highlights the fundamental improvement in labor market, especially in service-oriented sectors.

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

Quarter	Employment Index	% change	Wage Index	% change
Sep 2024	113	3.0	131	7.9
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

2. WAGES & SALARIES:

September 2025 quarter, recorded a 45.6% surge in wages and salaries, elevating the Wage Index to 201 and the total wage bill to \$275.6 million.

This represents the highest annual wage growth in recent years.

Quarterly average wages:

Total: \$9,939 | Male: \$10,044 | Female: \$9,734

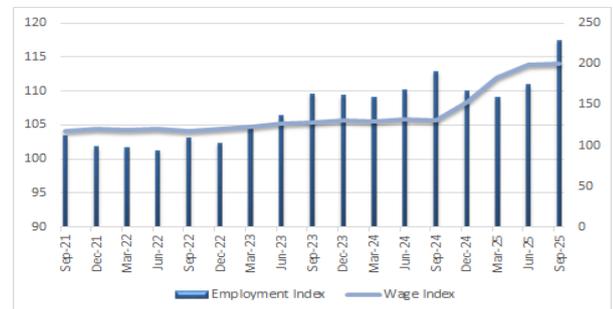
Highest male average wages:

- ✓ Finance Service (\$17,039)
- ✓ Water (\$16,961)

Highest female average wages:

- ✓ Electricity (\$21,056)
- ✓ Water (\$16,670)
- ✓ Public Administration (\$14,553)

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



3. DISTRIBUTION BY SECTOR:

Primary

0.6% of total employment.

Secondary

9.4% of total employment (↑ 9.7% over Sept 24)

Tertiary

63.0% of total employment (↑3.0% over Sept 24)

Public Administration

27.0% of total employment (↑4.9% over Sept 24)

Chart 2: Distribution of Employment by Sector-Sept

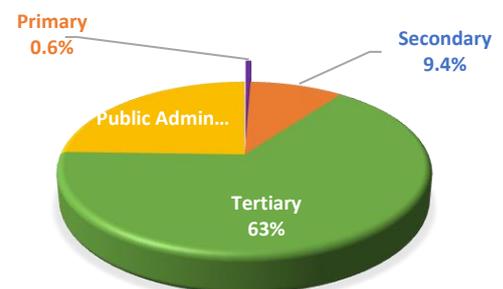
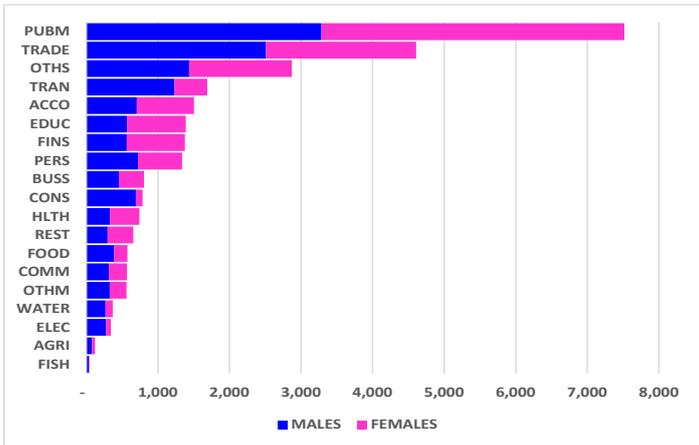


Chart 3: Employment Distribution by Industry & Sex Sept 25

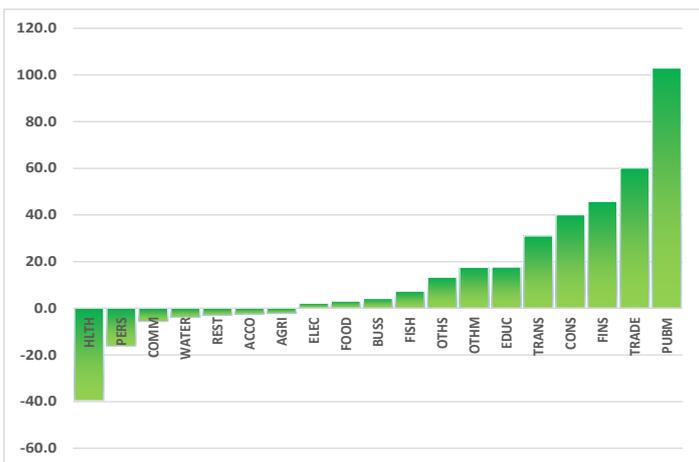


The chart above illustrates the distribution of formal employment by industry. At the industry level, Public Administration accounted for the largest share of employees, representing about a quarter of the total workforce (11.8% males and 15.2% females). Commerce was the second largest employer, making up 16.5% of total employees, with 9.0% males and 7.5% females. In third place was Other Services, which employed 10.3% of the workforce with 5.2% males and 5.1% 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, Electricity, Food Manufacturing, Water, Personal Services, and Business services. Conversely, industries with a greater share of females included: Public Administration, Education, Finance services, Accommodation, Health and Restaurants.

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

Chart 4: Wages by Industry, Sept 25



Industries contributing most to employment growth:

- ✓ Restaurants (+35.6%)
- ✓ Construction (+31.0%)
- ✓ Communication (+27.9%)

Industries contributing most to wage growth:

- ✓ Public Administration
- ✓ Commerce
- ✓ Finance Services

5. TWELVE MONTHS REVIEW: (Oct24 – Sept25)

The employment index rose by 1.4% in the fiscal year ending September 2025, marking the third consecutive year of positive growth following three years of decline. This improvement was underpinned by increased employment across several key industries, most notably: Restaurants (+22.5%), Communication (+18.7%), Construction (+14.2%) Business Services (+10.4%), Other Manufacturing (+9.4%), Water (7.0%), and Commerce (+5.4%). All four quarters of FY2024/25 recorded positive growth, contributing to the overall annual increase of 1.4%.

The wage index continued its upward trajectory in the fiscal year ending September 2025, maintaining consistent growth since the series began. In FY2024/25, the index rose by 21.1%, reflecting strong wage gains across several key industries. Notable contributors included Public Administration (+42.0%), Commerce (+33.3%), Other Services (+25.9%), Transport (+19.0%), Construction (+17.4%), Finance Services (+16.6%) and Education (+10.3%).

Figure 2: Employment & Wages, Sept 24 - Sept 25

	Total	%	Male	%	Female	%
Total Employed	26,518	100	13,980	52.7	12,538	47.3
Total Wages (\$ million)	965.9	100	509.0	52.7	456.9	47.3
Average Annual	36,423		36,407		36,441	

Figure 2 illustrates that the total number of employed persons in the fiscal year ending September 2025 was 26,518, comprising 52.7% males and 47.3% females. Total wages paid during the year amounted to \$965.9 million, with males receiving 52.7% and females 47.3% of the total wages.

The average annual wage across all employees was \$36,423. By sex, males recorded an average annual wage of \$36,407, while females earned \$36,441; approximately 0.1% higher 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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