



EMPLOYMENT STATISTICS

March 2026 Quarter

Special Points of Interest

Total Employment:

28,258

Male: **14,673**

Female: **13,585**

Total Wages:

\$326.9 m

Wage Index:

234

Growth:

✓ **Employment:**

9.3%

✓ **Wages:**

27.9%

Distribution by Sector

Primary Sector:

✓ **0.5%**

Secondary Sector:

✓ **9.7%**

Tertiary Sector:

✓ **60.7%**

Public Administration:

✓ **29.0%**

Published Date:

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OVERVIEW:

Formal employment continued to expand in the March 2026 quarter, increasing by 9.3% compared to the same quarter of 2025. This marks the fourteenth consecutive quarter of positive growth, continuing the positive trend observed in recent quarters.

Total employment reached 28,258 persons, comprising 14,673 males (51.9%) and 13,585 females (48.1%). The Employment Index stood at 119, up from 109 in the corresponding quarter of 2025, though slightly lower than 121 in the December 2025 quarter.

Wages and salaries recorded a significant increase of 27.9% amounting to \$326.9 million paid out during the period. The increase mainly reflected higher wages recorded in Public Administration, Construction, Restaurants and Commerce among other industries.

1. EMPLOYMENT LEVELS:

The March 2026 Employment Index (119) reflects a notable rise compared to March 2025 (109). However, it shows a slight decline from the December 2025 peak (121), indicating continued growth momentum with a modest easing at the start of 2026.

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

Quarter	Employment Index	% change	Wage Index	% change
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
Mar 2026	119	9.3	234	27.9

2. WAGES & SALARIES:

March 2026 quarter, recorded a 27.9% surge in wages and salaries, elevating the Wage Index to 234 and the total wage to \$326.9 million. The strong wage growth reflects increases across

Transport, Health and Restaurants.

Quarterly average wages:

Total: \$11,577 | Male: \$11,407 | Female: \$11,740

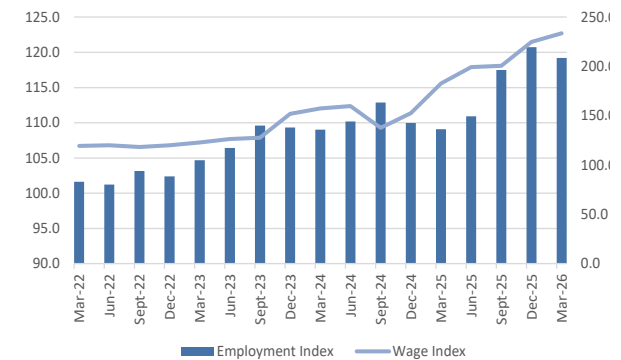
Highest male average wages:

- ✓ Communication (\$18,335)
- ✓ Public Administration (\$18,038)
- ✓ Water (\$17,164)

Highest female average wages:

- ✓ Electricity (\$22,497)
- ✓ Public Administration (\$18,926)
- ✓ Water (\$17,045)

Chart 1: Employment & Wage Index, Mar22-Mar26



3. DISTRIBUTION BY SECTOR:

Primary: 0.5% (↓ 2.9% over Mar 25)

Secondary: 9.7% (↑ 13.8% over Mar 25)

Tertiary: 60.7% (↑ 0.7% over Mar 25)

Public Administration: 29.0% (↑ 31.2% over Mar 25)

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

Chart 2: Distribution of Employment by Sector - Mar 26

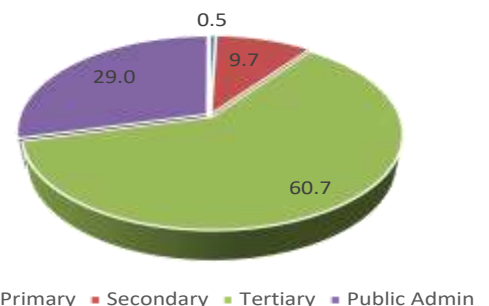
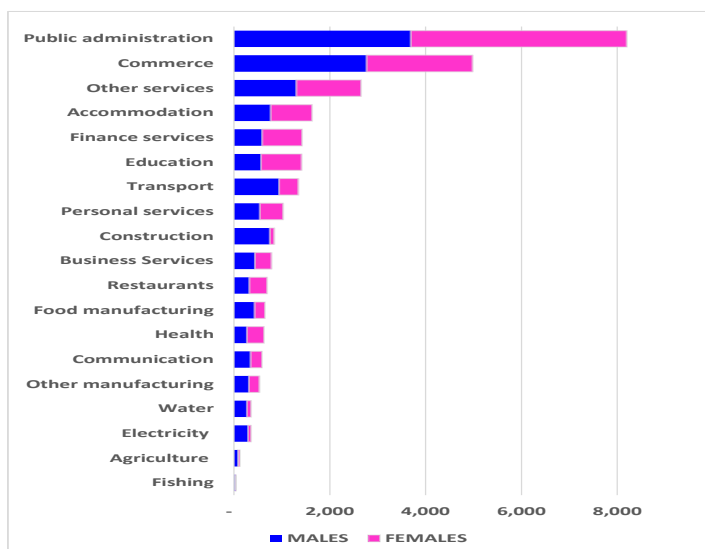


Chart 3: Employment Distribution by Industry & Sex Mar 26

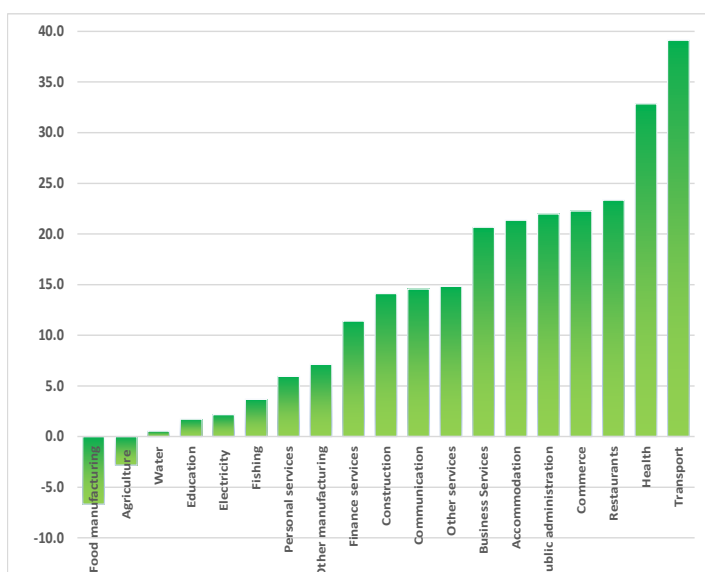


The chart above illustrates the distribution of formal employment by industry. At the industry level, Public Administration remained the largest employer accounting for 29% of the total workforce (13.1% males and 16% females). Commerce was the second largest employer, making up 17.6% of total employees, with 9.8% males and 7.8% females. The third employer was Other Services, accounting for 9.4% of the workforce with 4.6% males and 4.8% females.

Looking at employment composition by sex, industries that had a higher proportion of males included: Construction, Commerce, Transport, Electricity, Food Manufacturing and Water to name a few. Conversely, there were more females in Public Administration, Education, Finance Services, Accommodation, Health, Restaurants and Other services.

The largest contributions to wage growth were recorded in Transport, Health, Restaurants and Commerce to name a few as seen in the graph below.

Chart 4: Wages by Industry, Mar 2026



Industries contributing most to employment growth:

- ✓ Construction (+34.8%)
- ✓ Public Administration(+31.2%)
- ✓ Restaurants (+22.1%)

Industries contributing most to wage growth:

- ✓ Transport
- ✓ Health
- ✓ Restaurants

5. TWELVE MONTHS REVIEW: (Apr 25 – Mar 26)

The employment index rose by 5.9% in the year ending March 2026, marking the fourth consecutive year of positive growth following earlier declines. This improvement was due to increased employment across several key industries, most notably: Construction (+32.1%), Restaurants(+29.9%), Communication (+24.2%) Business Services (+19.9%), Public Administration (+12.6%), Water (+12.6%), and Commerce (+10.3%). All four quarters from the June 2025 quarter to current reviewed quarter 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 March 2026.

In the twelve months, the index rose by 35.2%, reflecting strong wage gains across several key industries. Notable contributors included Public Administration (+62.4%), Commerce (+44.0%), Transport (+32.1%), Finance services (+25.7%), Construction (+25.0%), Other Services (+18.7%) and Education (+15.1%).

	Total	%	Male	%	Female	%
Total						
Employed	27,755	100.0	14,463	52.1	13,292	47.9
Total						
Wages (\$ million)	1176.5	100.0	614.4	52.2	562.0	47.8
Average Annual	42,388		42,484		42,284	

Figure 2 illustrates that the total number of employed persons in the fiscal year ending March totalled 27,755, comprising 52.1% males and 47.9% females. Total wages paid during the year amounted to \$1176.5 million, with males receiving 52.2% and females 47.8% of the total wages.

The average annual wage across all employees was \$42,388. By sex, males recorded an average annual wage of \$42,484 while females earned \$42,284.

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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