

Women and the World of Work in Samoa



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **contributing family workers**



Source: ILOSTAT.

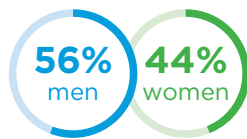
In 2017, more women than men were in **informal employment** in agriculture, forestry and fishing



Source: SDG Global Database.

The global gender gap index is not available for Samoa

In 2020, less women than men **owned a business**



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2022



Source: ILOSTAT.

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2017, women had

43% of managerial positions

43% of senior and middle management positions



Source: SDG Global Database.

Ownership of productive resources

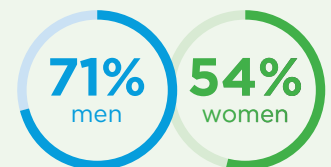
77% Women
81% Men



owned a **mobile telephone** in 2019

Source: Pacific Data Hub.

There are gender data gaps in ownership of productive assets in Samoa

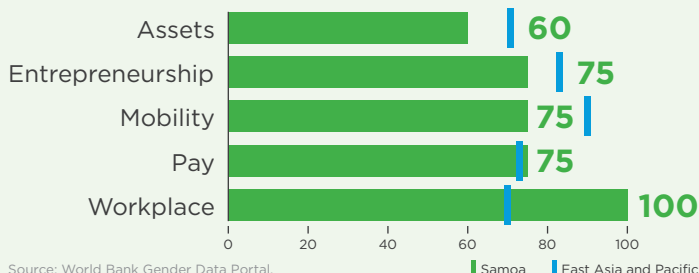


used the **internet** in 2019

Source: Pacific Data Hub.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



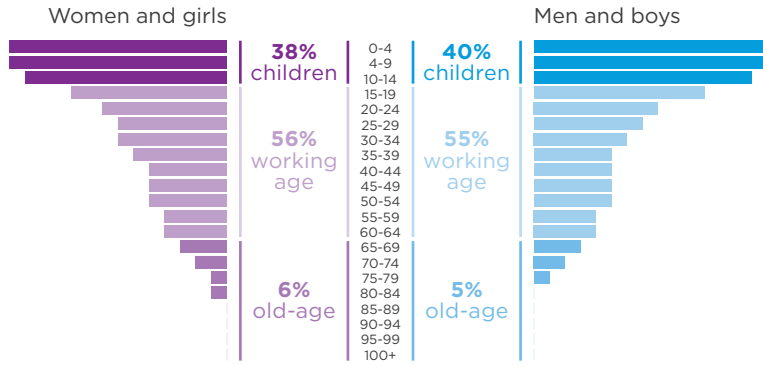
As of 2018, there were **NO fully established systems** to monitor and allocate resources for **gender equality and women's empowerment**

Source: SDG Global Database.

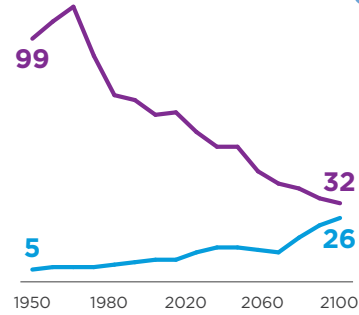
Transforming Care Systems in Samoa



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



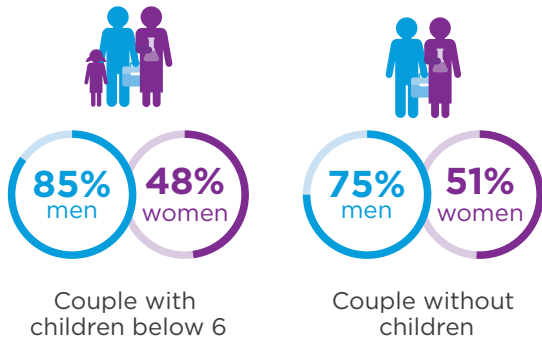
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2017, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

6% Women worked **part-time** in 2017

6% Men worked **part-time** in 2017

Source: UN DESA Gender Data Hub.

36% Women aged 15 to 24 were **not in education, employment or training** in 2017

22% Men aged 15 to 24 were **not in education, employment or training** in 2017

Source: SDG Global Database.

Expand care services and create decent care jobs

5% men and **20%** women workers were in **care employment** in 2022

Source: Authors' elaboration based on ILOSTAT data.

18% men and **18%** women care workers were in **informal employment** in 2022

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2020, among women aged 20-24 years

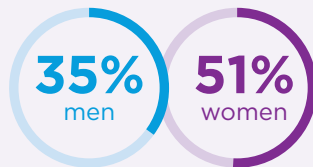
Source: SDG Global Database.

7% were married or in a union **before age 18**

1% **before age 15**



Disproportionate unpaid care gaps

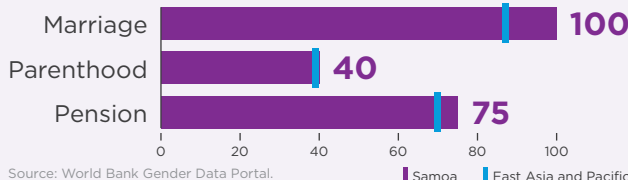


were outside the labour force due to care responsibilities in 2017

Source: ILOSTAT.

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.

Legend: Samoa (purple), East Asia and Pacific (blue)

In 2023, workers were entitled to

28 days of **maternity leave**

Source: World Bank Gender Data Portal.

7 days of **paternity leave**

As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.