WOMEN IN LEADERSHIP IN SAMOA (WILS)

PROGRESS REPORT (APRIL 2018 – DECEMBER 2018)

Women in Leadership in Samoa (WILS) Project
“Promoting women’s leadership and gender equality in Samoa”

“WILS is a three year joint project implemented by the United Nations Development Programme (UNDP), UN Women with funding from the Australian Government in partnership with the Government of Samoa”
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ACRONYMS

BTI – Break Through Initiative
DDC – District Development Committee
DDPs – District Development Plans
DFAT – Department of Foreign Affairs and Trade
GLOW – Girls Leading Our World
IPPWS – Increasing the Political Participation of Women in Samoa
NGOs – Non-Governmental Organisations
NUS – National University of Samoa
MFAT – Ministry of Foreign Affairs and Trade
MOF – Ministry of Finance
MPs – Members of Parliament
MWCSD – Ministry of Women, Community and Social Development
OCLA – Office of the Clerk of the Legislative Assembly
OEC – Office of the Electoral Commissioner
SDGs – Sustainable Development Goals
SIOD – Samoa Institute of Directors
SUNGO – Samoa Umbrella of Non-Governmental Organizations
ToC – Theory of Change
TLPD – Transformational Leadership Development Programme
UNDP – United Nations Development Programme
VDLDI – Village District Leadership Development Initiative
WOMEN IN LEADERSHIP IN SAMOA (WILS) PROGRESS REPORT – APRIL 2018 – DECEMBER 2018

Background

Name of the program, duration and funding:
The Women in Leadership in Samoa (WILS) Project is a three and a half-year (3.5) initiative covering the period from April 2018 to October 2022. The project is funded by the Department of Foreign Affairs and Trade (DFAT), Australia as part of the Pacific Women Shaping Pacific Development initiative and implemented by the United Nations Development Programme (UNDP) and UNWOMEN.

Description of the overall program rationale:
The overarching goal of the WILS project is to strengthen gender equality and women’s leadership in Samoa building on lessons learnt from the Increasing the Political Participation of Women in Samoa (IPPWS) and reinforcing progress already made on gender equality and women’s leadership at the national level.

The project is based on a Theory of Change (ToC), which states that the project needs to adopt a Samoanisation concept where learning from international best practices is valued but contextualization of these knowledge and practices as well as the involvement and partnerships of local people will facilitate an inclusive and participatory process for the project to have value added and ownership by the people. Samoanisation is about localisation and making interventions relevant to the local context and seeking locally driven strategies to contribute to the sustainability of initiatives beyond the project’s timeframe.

The project works very closely with the government ministries namely the Ministry of Finance (MOF), Ministry of Foreign Affairs and Trade (MFAT), Ministry of Women, Community and Social Development (MWCSD), Office of the Electoral Commissioner (OEC), Office of the Clerk of the Legislative Assembly (OCLA), Ministry of Public Enterprises, National University of Samoa, Samoa Institute of Directors, Non-Governmental Organisations (NGOs) such as the Women in Leadership Advocacy Group (WiNLA), Samoa Rugby Union, Samoa Netball Association, Samoa Teachers Association, Samoa Umbrella for Non-Governmental Organisations (SUNGO), District Development Committees (DDC), civil society, private sector and individuals to deliver the activities outlined in its Work Plan.

Reporting period:
April 2018 – December 2018

Date report is submitted to DFAT: 28 February 2019

Name and contact of person submitting the report:
Name: Alanna Mapu
Designation: Programme Manager, WILS
Contact: alanna.mapu@undp.org
Brief information about project activities implemented during the reporting period:

Overall
The WILS project was officially launched in April 2018 but the funding could only be accessed in June 2018. The recruitment of the project staff took place from July to August 2018, hence the low delivery of 2018 planned activities.

During the reporting period, main activities focused around the recruitment of consultants/institutions to design the training and support programmes for women and young emerging leaders, potential candidates for 2021 elections, design and implement research on women’s leadership at all levels, longitudinal study and a documentary analysis of findings from the research and longitudinal study. In addition, the first of a series of seven seminars targeting the MPs were organized. A total of 27 Members of Parliament (MPs) comprising of 25 males, 2 females attended the two day seminar. The outcomes of this seminar include the MPs fully understanding the benefits of Parliamentary engagement in the SDGs, the importance of localizing the SDGs to suit Samoa’s context, the need for stronger partnerships between donor partners and the government to address the needs of the most vulnerable in society. Also, the MPs recommended for more capacity building opportunities on the SDGs for the MPs and their constituencies. Other activities included the Transformational Leadership Development Programme (TLD) training, the Samoa Institute of Directors (SID) professional and promotional programmes which was attended by 53 current and aspiring women directors, civic education programmes by the Office of the Electoral Commissioner (OEC) and the development of the Communications and Advocacy Strategy and knowledge products.

In terms of finance, the first tranche released from DFAT amounted to about USD1.1 million (AUD1.5m). This total funding was divided 50 percent each between UNDP and UN Women. The total budgeted allocation for the period of 1 April to 31 December 2018 is USD477,764. Of this total amount, the amount of USD229,118 is allocated for UNDP while USD248,646 is allocated to UNWOMEN. For the period of June 2018 to December 2018, the overall WILS delivery is at 54%. (Please refer to Annex B: Figure 1 on page 17 for the financial report).

Output 1.1 Strengthened opportunities for women’s participation in leadership pathways.

A.R.1.1: Enhanced leadership capacity of women in their communities.

Output 1.1 Activities: Work with the Samoa Institute of Directors to implement capacity building programmes on directorship, conduct the Transformational Leadership Development Programme (TLD), design the Village District Leadership Development Initiative (VDLDI) for community women.

The activities planned under Output 1 included a consultation with partners and communities on challenges and how to address them, design and delivery of a Village District Leadership Development Initiative, national focus conversations, supporting coalitions and collaborative efforts amongst women.

Activities completed included:

- In preparation for the design of the VDLDI, it was agreed to do a refresher for the TLD methodology so that knowledge, information and skills from the TLD can be adapted in the design of the VDLDI. The TLD training was held on 10th – 18th December 2018 at Lefaga. It was attended by 22 participants from government, community through the District Development Committees, NGOs, Parliament and WILS. The participants designed their Break Through Initiatives (BTIs) ranging from promoting women and girl’s participation in leadership at the village council, in directorship, youth
leadership, Parliament, disaster risk reduction, climate change resilience, economic empowerment and achieving zero tolerance of violence in schools, families and villages.

The VDLDI targets the ‘leadership’ development of women as individuals and as a group to try and work together to address women’s leadership and gender equality issues and to enhance their exercise of leadership for the common good of their villages, constituencies and the country. Once the Steering Committee endorses the VDLDI, a Training of Trainers (TOT) programme targeting representatives from NGOs, church groups, District Development Committees through the Ministry of Women, Community and Social Development (MWCS&D) District Development Plan (DDPs) framework and community people will be organized. The proposed design initiative can be applied across sectors and can be used by all NGOs and DDCs to run effective developmental leadership for women including the young emerging leaders during their programmes and through the DDP process.

The Samoa Institute of Directors (SID) implemented two (2) programs, one being a 5 days professional program and a one (1) day promotional program. The professional program was implemented on the 2nd, 4th, 8th, 9th, 10th October 2018 targeting current and aspiring women to increase their awareness and understanding of the requirements to successfully engage in the corporate governance and management of organisations in Samoa. Also, to learn about the roles and responsibilities of being a director so that they are able to provide policy advise and relevant interventions to strengthen board governance and management. This would also enhance their self-confidence and empower them to complete the application form and submit their interests accordingly in the 2019 round of applications for board director posts. The training was completed by 26 aspiring female directors and each was presented with a “Certificate in Competence” in directorship, as endorsed by the Institute of Directors and WILS Project. This program is recognized by the Samoa Qualifications Authority (SQA) and it contributed to the increase by 43 women making

“Transformational change focuses on both the invisible and visible factors..... We are able to also identify those invisible factors that will help address the visible that creates a hindrance to transformational change...”

“TLDP is an effective training, in the sense that participants are able to link our core values that makes us tick as a person alongside what we want to change. At this point, we are now identifying areas where we feel there is a need for influence for women to be effective leaders. In the areas of church, communities and politics, where we want women in leadership to come through. With that being identified, the participants will now look at the how we as empowered women are going to make that change.”

“A founding philosophy of this training is to start making change from yourself first. Looking into yourself and acknowledging your values and what you hold important as an individual. Once you acknowledge and know your values as an individual and come together as a group, you are able to make changes into a society or social transformation.”

“I will be able to use the learning experience from this training into our community roles. For example, being able to understand oneself in order to make changes into my community, by changing my perspective of who I am as a person, as a mother, as a leader in our Village Women’s Committee.”

Participant reflection

Participant reflection
the total number of potential women to apply for directorship at 96 in the database compared to 178 males for the Independent Select Committee (ISC) to choose from when selecting women to directorship positions.

Pictured: Group Photo of the Samoa Institute of Directors Professional Programme at a five-day programme (2nd, 4th, 8th – 10th October 2018) for Photo credit: UNDP-WILS

“'This course has been very valuable for me, it has covered all that I wanted to know in relation to boards' roles and responsibilities'. Another one noted “Overall, excellent course with great activities to engage all participants.” Another participant wrote “Really enjoyed the group discussions/ exercises as a learning and practical tool. Overall, a very positive experience.” All the participants found the program useful and informative and as well provided a great opportunity for them to network and share ideas.

Participants reflection

- In addition, a one day promotional program on 30th November 2018 by the SIOD was attended by 17 women where they learned about the Directorship Framework and the application and recruitment process for directorship posts. Interviews from both programs showed positive feedback from participants on the relevance of the program content and the appreciation to have learned about the roles and responsibilities, application process, interpreting accounts, providing policy advice and others which prompted their interest to apply in this year’s round of applications. The participation of women in private sector Boards remains at 16% and 24% for public boards of the overall number of current Directors in government corporations/companies in Samoa. It is anticipated that the two programs supported by the WILS project will contribute to the increase in the number of applications submitted by women in the 2019 round of applications.
Activity highlight. Evidence of Impacts (Unasa’s article)

Published on the Samoa Observer Newspaper Issue # xx on 9th February, 2019.

- **Output 2. Promoting political inclusivity and supporting women’s political participation through a focus on development.**

- **A.R.2.1: Role of Parliamentarians in operationalizing the Sustainable Development Goals (SDGs) in Samoa promoted.**

- **Output 1.1 Activities: Work with the Office of the Clerk of the Legislative Assembly (OCLA) and SLIP in conducting the Briefing Programmes for the MPs, support the MPs law courses and OCLA’s outreach activities.**

The activities planned under Output 2 included a series of seminars for MPs, continuing to support law courses for MPs, supporting OCLA’s outreach activities, designing and implementation of a support programme for potential candidates. Activities completed included:

- The Briefing Program (BP) was designed with the overarching aim of promoting the role of Samoa’s Members of Parliament in operationalizing the Sustainable Development Goals (SDGs) in Samoa. The first of the seven (7) seminars was held on the 22 – 23 August 2018 at Apia. The objectives of the seminar was to provide an overview of the SDGs and why they are relevant to the role of MPs, highlighting the linkages between the issues tabled in Parliament for discussion and the SDGs. In addition, it was to provide an overview of how Samoa has contextualized the SDGs through the Strategy for the Development of Samoa (SDS) 2016/17-2019/20; and to discuss best practices of specific tools and methods used by parliaments and parliamentarians around the world to effectively deliver results for the people whom they represent and also in support of the SDGs. This seminar was delivered in partnership with the WILS project funded in collaboration with the UNDP Pacific Office in Fiji with funding from the Strengthening Legislatures in the Pacific Island Countries.
Project (SLIP), funded by the Government of Japan and implemented jointly with the Office of the Clerk of the Legislative Assembly (OCLA). This was also used as an opportunity to officially launch the SLIP project in Samoa.

“The majority of participants generally rated all the sessions within the “high” value of category (usually half or more). The remainder often fell within the “satisfactory” range and little to none rated the session as “low value”. It appeared that most participants appreciated the schedule, venue and facilitation of the workshop.

Participants reflection

Pictured: Group Photo of the Samoa Members of Parliament and special guests at a two-day seminar (22-23 Aug) for Samoan Members of Parliament (MPs) on how their role relates to the achievement of the Sustainable Development Goals (SDGs). Photo credit: UNDP-WILS

- **Output 2. Promoting political inclusivity and supporting women’s political participation through a focus on development.**

- **A.R.2.2: Enhanced capacity of potential candidates for 2021 elections.**

- **Output 2.2 Activities:** Work with the Women in Leadership Advocacy Group (WINLA) to identify potential candidates, design and implement support program for candidates, support south-south exchange.
As a result of the TLDP in A.R.1.1. Afioga Aliimalemanu Alofa Tu’u’au (MP for Alataua Sisifo) as one of the participants has begun her Break Through Initiative (BTI) of increasing the number of female MPs from Savaii from 8% to 13% (6 female MPs) in the 2021 elections. As of today, 2 potential female candidates for the general elections have confirmed their interest. Consultations and advocacy are still in progress and it is anticipated more women will express their interests to run for Parliament in the next elections. All 4 female MPs from Savaii are planning a retreat during the Pacific Female Parliamentarians Forum in Fiji in March 2019 to discuss their strategies to ensure they themselves come back as MPs after the elections and also to get their buy-in to encourage more women to run in the elections.

Output 3. Increased public awareness of and engagement in inclusive and effective political participation

A.R.3.1: Enhanced advocacy and outreach to encourage inclusive and effective political participation.

Output 3.1 Activities: Work with the Communications, advocacy and Awareness Coordinator to develop and finalize the Communications and Advocacy Strategy, implement TV roundtables, radio dialogues, competitions, work with the NUS to conduct the media training and media survey.

The activities planned under Output 3 included developing of the project’s Communications and Advocacy Strategy, implementation of advocacy and awareness raising activities, and developing a training programme for younger women and supporting new matai title holders to participate in village councils. Activities completed included:

- The Communications and Advocacy Strategy for the WILS project has been finalized with a tagline and imagery for publicity purposes. The PMU has developed briefs on activities already
implemented such as the TLDP, GLOW, Institute of Directors, OEC civic awareness and NUS research, one article featuring one (1) participant from the TLDP.

- **Output 3. Increased public awareness of and engagement in inclusive and effective political participation**

- **A.R.3.2: Strengthened leadership capacity of young women and new matai titleholders.**
- **Output 3.2 Activities:** Work with the consultant to design and implement a leadership programme for young women, support title holders to participate in village council.

- The design for the village/district leadership development initiative under A.R.1.1. will also include as a target group young women and new matai title holders. The design of this initiative is in progress.
- The WILS supported the Girls Leading Our World Conference on 3rd – 6th October 2018 and was attended by 94 girls aged 12 – 15 years and 24 counterparts aged 22 – 55 years from rural villages from Upolu and Savaii. The capacity building and development of young girls and women and focused on achieving the objectives below;
  - Leadership development and empowerment for Samoa’s female population.
  - Education and capacity building.
  - Eradication of gender based violence

*Pictured: Group Photo of the Girls Leading Our World Conference and speakers at a four-day conference (3-6 October 2018) for young girls and women. Photo credit: UNWOMEN-WILS*
The WILS has provided funding support to the OEC to conduct civic awareness programmes. They conducted their civic awareness programmes from September to December 2018. The objective is to raise awareness, knowledge and understanding of the public and community in the importance of registration and voting in a democratic society. Its aim is to aggressively carry out awareness on the new Electoral Legislations including electoral process on registration and voting, electoral offences, Electoral Boundaries and the independency of the Office of the Electoral Commission in carrying out its duties. A total of four (4) programs were implemented in the reporting period such as radio talk back shows on radio 2AP, Talofa FM and MY FM promoting key messages on Registration, Nomination, Pre-Polling, Compulsory Voting, Campaigning, Electoral Offences, Electoral Petitions and others. In addition, Informercial advertisements airing 30 seconds ad to inform communities on electoral matters at Magic Cinema, sponsorship for Spelling Bee competition on TV3 and Youth Debate sponsorship on TV2. Advertisements on Malaga Magazine and Indoor Led Screen covering five (5) locations, four in Upolu and one in Savaii. These programs have led to improved awareness, understanding and knowledge on electoral processes and procedures, improved networking with stakeholders to share information.

The WILS has provided funding and technical support to the NUS for the design and implementation of the following:

- **Output 4. Sharing knowledge of Samoa’s experience in promoting women’s leadership.**
- **A.R.4.1: Increased understanding of Samoa’s experience in promoting women’s leadership and lessons in the region.**
- **Output 4.1 Activities: Work with the National University of Samoa (NUS) to design and implement the research on women’s leadership at all levels, longitudinal study and a documentary analysis from the research and longitudinal study.**

Design and implement research on women in leadership in Samoa. The aim of this research is to document and advance knowledge and understanding of Samoan women’s leadership experiences and participation in decision-making processes at different levels – village, district, public sector, private sector and civil society. This takes into account the broader contextual conditions that inform women’s political participation and the inclusion in leadership.

Design and implement a longitudinal study following women in leadership roles including potential candidates for the upcoming elections over the three years. The aim of this research is to observe, inquire, document and share those experiences for learning. Identified women will be interviewed at regular intervals (before, during, and after elections) to document their experiences over the three-year period.
• Design and implement a ‘documentary analysis’ following women in leadership roles using the key findings from i) and ii) above and with further evidence produced through the WILS’s activities supporting women in leadership.

It is anticipated that the research commences in March 2019 and the NUS will provide a quarterly progress report to the WILS Steering Committee.

**Communications, Media and Advocacy**

During the reporting period, the WILS has continued to leverage existing relationships with media outlets and specific media contacts to ensure maximum exposure for the project’s activities and impacts at the national level. The team has also worked to ensure communications materials are distributed to internal and external partners, stakeholders and the public (where appropriate) to improve the awareness and understanding of the WILS project and its activities.

**Media outreach**

The WILS team, with support from UN Women’s and UNDP’s communications unit, has engaged with local and regional media by submitting timely, quality and country specific press releases, invitations to key events. As a result of these outreach activities during the reporting period, a total of 8 Press Releases have been issued for publication to local Newspapers, coverage by TV Stations and Radio stations.

**Annex A** provides a full listing of all media coverage regarding WILS activities during this reporting period.

Samoa media coverage highlights:

• **Media coverage during this reporting period mainly focused on the official launch of the WILS project and its implemented activities such as the TLDP training, the SIOD professional and promotional programmes, the MP’s seminar on the SDGs and the SDS, NUS research design consultation, GLOW’s programme, OEC’s civic awareness programmes.**

**Communications**

The WILS have produced knowledge products on the implemented activities and upon endorsement from the Steering Committee, they will be published and disseminated to highlight the impact of the project and advocate for issues the project addresses.

Highlights:

• The PMU has developed briefs on activities already implemented such as the TLDP, GLOW, Institute of Directors, OEC civic awareness and NUS research and one article featuring one (1) participant from the TLDP.

**Social Media:**

The WILS uses the already existing social media sites of UNDP, UN Women Pacific, Australian High Commission Office – Samoa and the Government of Samoa. The WILS – Project Coordinator (Advocacy, Awareness & Communications) provides the information for WILS related activities with pictures for Facebook and twitter posts to create coverage for these activities.

During the reporting period, there have been 8 Facebook posts (WILS Events) on the UNDP in Samoa, Cook Islands, Tokelau & Niue page as well as UNWOMEN Multi Country Office in Fiji and Samoa. These highlighted WILS activities implemented by our Implementing partners as well as activities directly being organised and implemented by the PMU of WILS, accompanied by posts being constantly shared by
partners of WILS as well as participants whom participated in trainings adding to the number of those already being reached through the UNDP Facebook page. As an example of the reach for these posts, as of 30 January 2019, UNDP in Samoa, Cook Islands, Tokelau & Niue page had 2090 likes during the reporting period.

**Project Governance**

During the reporting period, one Project Steering Committee (SC) meeting was held on 17th May 2018.

**Evidence-based information around progress towards program objectives:**

**a) Evidence of strengthening support for WILS from local authorities**

- The last quarter of 2018 saw the increased level of engagement from the MWCSD in WILS activities by actively being involved in selection of key community leaders to be part of the TLDP training in December 2018.
- The MWCSD has again maintained its support to work with the PMU in identifying capable community leaders who can participate in the SIOD programmes for directors in 2019.
- The MWCSD has also agreed for the WILS to use the District Development Planning framework to implement leadership programmes for all districts in Samoa.
- The community representatives from the TLDP training have been actively involved in engaging men and boys, women and girls to support women’s leadership activities and ending violence programmes in their own villages.

**b) Evidence of strengthening support for WILS and recognition of WILS from external stakeholders**

The WILS has received support and recognition by our donor partner, Australia’s DFAT in Samoa. Other important stakeholders include the increasing recognition of WILS by other government stakeholders. Some examples below not already mentioned include:

- Invitations to attend the MP’s seminar in August 2018, the SIOD 2 programmes in October and November 2018, the NUS consultation, the GLOW programme, and the TLDP training.
- H.E. Sara Moriarty, the Australian High Commissioner to Samoa and Simona Marinescu, the UN Resident Coordinator were invited to deliver remarks during the opening ceremony of the MP’s seminar. The Honourable Minister for Women, Community and Social Development, Afioga Fimalalotua Kika Stowers was invited to deliver the keynote address together with Miss Nisha, the Acting Resident Coordinator in the absence of Simona, Marinescu at the TLDP training. On the final day, Mr Charles Chauvel, the UNDP Assistant Resident Representative a.i. delivered the Remarks on behalf of the UNDP at the closing ceremony of the TLDP. He was also invited to present the certificates to all the participants.

**c) Evidence of raised awareness and recognition of the value of the WILS project**

**Overall:** As highlighted in the communications section, there is growing recognition of the value of the WILS project in supporting women’s leadership at all levels.
• Improved support from the members of the Steering Committee, key government ministries crucial to the successful implementation of the project activities such as the Ministry of Women, Community and Social Development, Ministry of Finance, Ministry of Foreign Affairs and Trade, OCLA, OEC, NUS and active NGOs such as Samoa Teachers Association, Samoa Umbrella for Non-Governmental Organisations (SUNGO), WINLA, Adventist Disaster Relief Association (ADRA), Samoa Netball Association, Samoa Rugby Union. Also the increased collaboration with the District Development Committees under the MWCSD and the network of Village Representatives and Village Women Representatives.

• The PMU has received requests from members of the public on how they can work with the WILS project in implementing and sustaining the project activities.

• More MPs advocating for gender equality and supporting women’s leadership is very important and must be noted in this report.

• The implementing partners, DFAT Samoa and the PMU have established close working relationships and continue to hold regular discussions of project activities and project progress from time to time.

Lessons learned: Based upon the original assumptions, together with evidence to date from program achievements and information, and information about each of the contexts where the program is implemented, answer the following questions:

a) What is your organization learning about supporting change towards gender equality in the Pacific?

• The WILS has learnt that in order to achieve gender equality in Samoa and in the Pacific, it is very important to get the buy-in or support at the national level starting from the Parliamentarians so they can become increasingly engaged in their role as MPs in the implementation of the SDGs including SDG 5 on Gender Equality. Getting the MPs to lead by example in advocating for gender equality will also motivate the general public to follow suit.

• It is equally important to involve the people from communities in all consultations and programmes for gender equality by adopting an inclusive process. This enables ownership of plans and programmes by the people and they will be happy to implement and contribute to the achievement of intended outcomes. It is crucial to include men, women, young boys, young girls, persons with disabilities, elderly, and children of all ages in the process so they can support each other and help in creating an enabling environment for men and boys to support women and girls in leadership and vice versa.

• In order for an initiative to be successful and sustainable, it must be noted that while it is important to learn from international best practices, all materials and tools must be contextualized to be relevant and applicable to the Samoan context.

b) What other lessons are being learned (positive or negative) from implementing activities that might serve to improve the effectiveness of any future similar activities?

In the event that the main implementing partner for an activity is not forthcoming in the coordination and logistics of an activity, it is always in the project’s interest for the WILS to take the initiative and assist the implementing partner in coordination and implementation of its activities to prevent any delay. This requires constant meetings and follow ups with the implementing partners.
Follow-on activities: How will the next set of activities be different as a result of achievements and learning to date? Provide a summary of agreed changes following discussions with stakeholders.

The next set of activities will be more relevant and specific methodologies will be applied to make the programmes interesting for participants to fully participate. For example, the evaluation from the MPs seminar resulted in recommendations to use panel discussion format rather than power point presentations, more information be provided on the “Localising the SDGs through the SDS 2016-2020” and the “Role of parliament in the oversight of the SDGs”. Lastly, the need to consider the use of “local facilitators” in future seminars.

The MWCSD as focal point for communities and gender in Samoa will be more proactive in the selection of key community representatives for WILS funded programmes. This is to ensure that the most appropriate people who can make change in the communities are selected to participate in the WILS funded programmes. Hence, they will also be the same people who will incorporate leadership initiatives and implement those in their District Development Plans.

Brief Information about program outputs and achievements from these activities:
NOTE: Quantitative data presented represents provisional updates. Data does not cover all aspects of the outcome indicators, but rather specific measurable data that form part of the analysis towards result areas per outcome. It is recommended that indicators be reviewed through the mid-term evaluation exercise.

The M & E framework for the project is not yet finalized, some indicators, baseline and partnerships from the draft M & E framework in the ProDoc need to be revisited. Upon endorsement by the Steering Committee, the M & E framework for the WILS project will be shared with relevant partners.

Other information/comments: Please provide here any other information or comments you consider relevant in assessing the benefits of the activities or the likely benefits of similar activities in the future. NA.

## Annex A – Summary of Media on WILS during this reporting period

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<th>#</th>
<th>Media</th>
<th>Date</th>
<th>Title</th>
<th>Link</th>
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<tbody>
<tr>
<td></td>
<td>UNDP Facebook Post</td>
<td></td>
<td>WILS Project Official Launched</td>
<td><a href="https://www.facebook.com/undpsamoa/posts/the-women-in-leadership-in-samoa-wils-project-was-officially-launched-on-wednesday/1895648990505550/">https://www.facebook.com/undpsamoa/posts/the-women-in-leadership-in-samoa-wils-project-was-officially-launched-on-wednesday/1895648990505550/</a></td>
</tr>
<tr>
<td></td>
<td>SBC TV 1</td>
<td></td>
<td>Women in Leadership Project is officially launched today</td>
<td>Footage not available</td>
</tr>
<tr>
<td>#</td>
<td>Media</td>
<td>Date</td>
<td>Title</td>
<td>Link</td>
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<tr>
<td>5</td>
<td>Samoa Observer</td>
<td>12\textsuperscript{th} December, 2018</td>
<td>Trainers trained in Transformational Leadership Development Programme</td>
<td>Note: there was also TV stations present that provided the coverage for TV but footage is not available online.</td>
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<tr>
<td></td>
<td>UNDP Facebook Page</td>
<td>11\textsuperscript{th} December, 2018</td>
<td>Transformational Leadership development program kick starts</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Samoa Observer</td>
<td>6\textsuperscript{th} January, 2019</td>
<td>Inspirational Articles for WILS</td>
<td>Note: TV stations were present to provide news coverage, unfortunately footages is not available online.</td>
</tr>
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