WOMEN IN LEADERSHIP IN SAMOA (WILS)

Pictured: Students at the MESC Literacy Week, September 2019. Photo credit: UNDP-WILS

PROGRESS REPORT (JANUARY – DECEMBER 2019)

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
TLDP – Transformational Leadership Development Programme
UNDP – United Nations Development Programme
VDLDI – Village District Leadership Development Initiative
WOMEN IN LEADERSHIP IN SAMOA (WILS) PROGRESS REPORT – JANUARY – DECEMBER 2019

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 (MWCS), 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:
January – December 2019

Date report is submitted to DFAT: 28 February 2020

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**Brief information about project activities implemented during the reporting period:**

**Overall**

During the reporting period, the main activities focused on the development of a leadership training programme for women, young emerging leaders and potential candidates for 2021 elections. Additionally, two (2) leadership trainings for aspiring women directors were carried out. The project also conducted nine (9) Training of Trainers based on the Village Leadership Development Initiative in twenty-four (24) districts covering ninety (90) villages in Upolu and Savaii. Furthermore, the second of a series of seven seminars targeting the MPs took place, supported the participation of five (5) Parliamentarians to a knowledge exchange programme to Canberra and Tasmanina.

The WILS project also supported the Office of the Electoral Commissioner (OEC) to conduct 30 civic awareness activities, developed a Communications and Advocacy Strategy, five (5) project activity briefs and briefs on the Samoa Institute of Directors Programme in English and Samoan. The WILS Project brief were produced and disseminated for public information. In addition, a draft brochure on the Village Leadership Development Initiative (VLDI) in both English and Samoan was developed and is being vetted before publication.

The total budgeted allocation for the period of 1 January to 31 December 2019 was USD701,100.00. Of this total amount, the amount of USD374,700.00 was allocated for UNDP while USD293,610.00 (after UN Women’s budget revision) is allocated to UN WOMEN. For the period of January to December 2019, the overall WILS delivery is at 88%. The financial report is based on local reporting, and it will be updated with official financial reporting from Headquarters. The planned activities for Members of Parliament and Potential Candidates were postponed due to the MP’s availability and the measles outbreak in Samoa during the last quarter. (Please refer to Annex B: Figure 1 on page 19 for the financial report).

<table>
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<th>Output 1.1</th>
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<td>Enhanced leadership capacity of women in their communities.</td>
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<td><strong>Output 1.1 Activities:</strong></td>
<td>Work with the Samoa Institute of Directors to implement capacity building programmes on directorship, deliver trainings on the Village Leadership Development Initiative (VLDI) for community women, supporting coalitions and collaborative efforts amongst women, supporting Break Through Initiatives.</td>
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The activities planned under Output 1 included the delivery of the Village Leadership Development Initiative and Break Through Initiatives, capacity building programmes on directorship, supporting coalitions and collaborative efforts amongst women. Activities completed included:

The Village Leadership Development Initiative (VLDI), a contextualized leadership development curriculum, tailor made for Samoan villages and communities was developed with the aim of building leadership pathways for women by strengthening the leadership knowledge, skills and abilities of established, emerging village and community leaders. The VLDO brings women together to discuss the challenges and how to address them; to contribute to building women’s confidence to exercise leadership and to make a contribution to a range of activities in their communities and how to support each other. The VLDI 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. In addition, developing and implementing Break Through Initiatives (BTIs) to sustain the learning and further support leadership initiatives to achieve gender equality in Samoa. The VLDI was the first leadership development programme for 97% of the participants.
The VLDI guided the implementation of 4 Training of Trainers (TOTs) through the District Development Framework in collaboration with the MWCSD. Participants learned about the importance of inner values and effective communication as fundamental part of transformational leadership approach, identifying their fears and overcoming them to move forward to realise their dreams and committing to change themselves first before trying to change others. They also identified the different systems and underlying structures that need to be addressed for sustainable change in their communities or the country. Speaking powerfully and responsibly was a key skill learned to convince others to buy into our vision for a more inclusive and just society. This learning contributes to changing the social norms around women in leadership. This new learning will enable them to address the key women’s representation issues in Samoa such as low representation of women as matais (chiefs), in village councils, in village development committees, women on boards and in Parliament through 54 Break Through Initiatives (BTIs). 100% of the participants stated that they have increased confidence to lead community developments within their respective organisations.

A total of 12 districts (40 villages), 10 NGOs, four (4) staff of one (1) government ministry completed the TOTs. There was a strong focus on women’s participation, hence 97% of the participants were women with only 3% being males. Inclusivity is important in achieving gender equality, so an invitation was extended to the Samoa Faafafine Association, however their President could not complete the training due to competing priorities.

When disaggregated by age, three (3) of the participants were under twenty years of age, sixteen (16) were aged 20-29 years and twenty-three (23) between 30 and 40 years old. Thirty-two (32) of the participants were in their 40s, thirty-two (32) were between 50 and 60 years of age, twenty-five (25) were in their sixties, four (4) were above 70 years of age and 4 did not record their age.

Outcomes from the VLDI include development of Break Through Initiatives (BTIs) ranging from promoting women and girl’s participation in leadership at the village council and Parliament, transformational leadership program for men and boys, addressing the lack of economic opportunities for women/youth within villages, low level of women’s representation in directorship, the prevalence of non-communicable diseases and the need for access to better health, promoting women’s participation in climate change resilience and achieving zero tolerance of violence in schools, families and villages.

Some outcomes of the BTIs include identification of at 6 confirmed potential women candidates for 2021 elections, 7 youth from vulnerable families of Saoluafata being employed by Village Women Representative and 11 young boys going on Seasonal Workers Scheme and upon return developed their families, 6 bought new cars for their families, 2 built new houses while the other 3 renovated their family homes, equal participation of women in disaster risk reduction committees. For example, as of July 2019 Disaster Risk Reduction committees for Apia, Vailoa Aleipata, Saleaumua have 50% males, 50% females. One group has distributed questionnaires to develop a strategy on how to allow women to enter into theological college and as lay preachers.

The VLDI model was later adopted by the Samoa National Council of Women (SNCW) to develop the “Transforming the SNCW’s leadership at all levels with the aim to start a transformational leadership movement for social change in villages”. The translation of Constitution from English to Samoan, reviewed and peer tested with members increased their level of understanding about the organization and its governance mandate and how to implement the village level transformational leadership project the members are expected to do. The SNCW members identified priority needs for their BTIs in which the focus

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1 Ministry of Women, Community and Social Development
2 Samoa Faafafine Association is the association for Faafafine/Faatama in Samoa
3 BTIs are initiatives led by members of each village/district to address gender equality issues they face. These priorities identified from their District Development Plans, issues include Violence prevention, women and youth leadership etc.
will be for 2020. It contributed to inclusive participation (especially rural) for women as all 430 (100%) participants were females.

“It is a chance to step outside of my own world, and try put myself in the world of the other participants”

Participant reflection

“To be a leader, is to work together as a team, understand your values as a person and to believe in yourself that a change can be made even when it seems impossible for the betterment of our communities”

Participant reflection

Upon request from the Government of Samoa, the WILS supported the participation of 1 government official to the 63rd CSW in New York in March 2019. This official provided technical support to the high-level delegation through mainstreaming gender in national statements to reflect Government of Samoa’s commitment to gender equality and women’s empowerment.

The capacity building programmes by the Samoa Institute of Directors (SIOD) was conducted with the aim of increasing the understanding of aspiring women directors on requirements for corporate governance and management of organisations as well as the roles and responsibilities of a director. It contributed to enhancing capacity of current and aspiring women directors, women learned about the legal framework for directors in Samoa and their legal obligations, financial operations of boards, understanding importance of strategic planning for a board.

A total of 3 professional development trainings for aspiring women directors and male champions of gender equality were implemented. Trained 90 women (97%) and 3 men, making the total number of potential women to apply for directorship at 143 in the Ministry of Public Enterprise database compared to 181 males for the Independent Select Committee (ISC) to choose from when selecting women to directorship positions. and 3 men who can apply for directorship in 2019 round of applications for public body boards. A total of 34 women (26%) are directors for public body boards. This has increased from 24% in 2018-2019, 32% of women directors were trained by the WILS supported programmes.

“This is the first training that enabled me to identify and understand my values, values that I did not know exist within me. The reality is that, we do not recognise the values instilled in us which can make us great leaders”.

Participant reflection

“I feel much more confident to lead. I’m learning to turn my fears into strengths through challenging myself to act and speak out even though I am feeling scared”

Participant reflection
Participants at the Village Leadership Development Initiative for Lepa, Lotofaga, Aleipata Itupa i Luga, Aleipata Itupa i Lalo. Photo credit, UNDP-WILS

“This seminar was very useful for me in terms of understanding the roles and responsibilities of being a board director. Also, understanding the requirements and criteria for the Application Process was very important for me who is a first timer on this type of program to inform my decision to enrol in the 5 day Professional Program for Aspiring Directors in 2019 and I am more confident now to apply in 2019 when the Directorship vacancies are advertised”.

Participant reflection

“The training has opened up my eyes on how this is very crucial in regards to the work that I do as a business woman as well as a Board member of the Business Association of Savaii. It has provided me with an understanding of the qualities and values that a board member should display and uphold in order to make fair decisions as a Board member or as a Director”

Participants reflection
Women in Training of Trainers workshop

A total of 30 women representatives from the three districts of Gagaifomauga will participate in a four-day Training of Trainers workshop on village leadership development initiative. The workshop will be held in Manase at the Tanu Beach Conference Hall.

The Village Leadership Development Initiative (V.L.D.I.) aims to enhance leadership pathways for women as well as men in the communities. The V.L.D.I. also identifies the challenges hindering women’s leadership; encourages collaborations to create initiatives to break through these barriers; recognizes women’s contribution to leadership at the community level and strengthening gender equality in Samoa.

Taalapapa Alaniu Mapu, Programme Manager for the Women in Leadership in Samoa (W.I.L.S.) Project, said leadership pathways at the village and district levels should be recognized and supported in order to increase women participation at the national level.

To increase women’s participation and leadership at the national level, we need to start by recognizing and supporting the leadership pathways of women in the village and district level.

“The support of men and boys is equally important in creating the enabling environment for women to participate in leadership positions in training, as well as in the community,” she said.

The training is organised and is done in partnership with the Ministry of Women, Community & Social Development (M.W.C.S.D.) targeting the members of the District Development Committees — with the overall goal of communities leading community development,” she said.

The training is organised and Leadership in Samoa (W.I.L.S.) Project, a three-year project implemented by the United Nations Development Programme (U.N.D.P.), and U.N. Women with funding from the Australian Government in partnership with the Government of Samoa.

Source: Samoa Observer, 28th May 2019
Full house of would-be women Directors in training workshop

Source: Samoa Observer, 8th April 2019
Activity highlight. Evidence of Impacts: Enhancing leadership pathways for men and women in villages

Enhancing leadership pathways for men and women in villages

SOLO WILSON

A four day training of trainers reminded 30 young women and community leaders from the district of Manua of their potential to contribute to the future of their communities, and also to each other.

Held at the Samoa Beach Resort, the training based on the Village Leadership Development Initiative (VLDS) aimed to enhance the leadership pathways for women as well as men in these communities.

Talolo Puluipuo, founder and CEO of the Women in Leadership Development Initiative (VLDS), said the programme has been a revelation to them all.

"Values like love, kindness, and equality and fairness are universal and should be taught to all children," she said.

So this week has been a special revelation for everyone to remember that we do have the leadership qualities that are required for things to change and it starts with you, your family, community before you even think about the broader context." Women represent

From that number (only 13%) are young men and 39% are participating in the village forum while 52% are participating in the community forum. This indicates that the opportunity for them to voice their views and perspectives on village decision-making processes is limited and restricted.

She highlighted that in the course of the programme it had been observed that as men in villages move, they move out of their roles and away from the community, villages and families.

"It has been encouraging to see that while they are in the traditional setting of Samoa in the villages and not confident and not very often voice the opportunities to be heard," Ms. Puluipuo said.

This week has been a safe space for them to step up and say "I'll do what it takes to be a leader in my community," said Puluipuo.

The education process has been given to each man and woman who has been attending the forum because they were eight men chosen by leaders from their local community.

Source: Samoa Observer, 4th October 2019
Continuing the Journey of being a Transformed Leader

Representatives of the Village Leadership Development Initiative - Training of trainers facilitating a training for the female employees of Samoa Airport Authority. Photo credit: UNDP/J.Mareko/2019

Following the success of the Village Leadership Development Initiative (VLDI) Training of Trainers in July 2019, two representatives from that training organised and facilitated a training for female employees at the Samoa Airport Authority (SAA) for seven days from 21st – 29th October 2019.

15 females from the Samoa Airport Authority had the chance to participate in this programme as part of their capacity building in a male dominated area. The main objective of the seven-day training is to build the capacity of women to accelerate as future leaders for a sustainable and inclusive working environment within the Samoa Airport Authority. Also, to ensure there is a clear understanding across the organisation of policies and procedures and what challenges they are facing in the workplace, this is also to ensure that the decisions they take in the future as leaders are informed and comply with the SAA policies. Currently there are only two (2) females in the Middle Management Level as Principal Officers in SAA.

According to one of the participants, she stated; “The platform that is being given to us this week, is quite overwhelming and the training is interesting because we get to learn new tools as a leader every day, it is good to learn to accept that our mistakes and our fears can be addressed by identifying them, acknowledging that they exist and act upon them to ensure a successful workplace
for SAA”, Pesio Tamati, Senior Compliance Investigation Officer, SAA.

The participants continue to share their learning in terms of understanding their professional and social profiles, taking into consideration their invisible inner values/strengths and acknowledging their fears as individuals and as a team.

“From the beginning of the week, the methodology that stood out for me is the sharing. There is a set culture in some organisations in which the leader dictates what must be done instead of listening to the opinions and ideas of the employees, and one of the most important things that I have learnt from the 5 days is sharing information. To be able to receive the information without pre-judging and to be open-minded, this is what resonates with me going forward. For me it opens opportunities for improvement in terms of the relationship between the leader and the employees, to ensure there is a sound and similar understanding between them.” Lilia Chang Wong, Air Traffic Control Officer, SAA.

The training for the SAA is delivered by Peseta Afoa Arasi Tiotio and Palanitina Tupuimatagi Toelupe and is made possible through the partnership of the Samoa Airport Authority and the World Bank Project.

The two (2) trainers completed the Village Leadership Development Initiative (VLDI) Training of Trainers supported by the Women in Leadership in Samoa (WILS) Project, 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.

*Source: UNDP Facebook page, 31st October 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 knowledge exchange programmes.

The activities planned under Output 2 included a series of seminars for MPs, supporting knowledge exchange programmes for MPs, 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 second of the seven (7) seminars on the economic priority of the Strategy for the Development of Samoa was held on the 24 – 25 April 2019 at Apia. A total of 49 Members of Parliament attended the seminar, which included 10% of women Parliamentarians.

This initiative led to increased knowledge and understanding of Parliamentarians in advancing the Sustainable Development Goals (SDGs) through law – making, oversight, public debates and engagement with the community as well as through adequate budgeting and engagement in international cooperation, achievement of the SDGs. Post evaluation results stated that 82% of the participants indicated that the content of the seminar was a great learning opportunity for them as parliamentarians on their role as MPs in advancing the SDGs including SDG 5.

23 MP’s led the District Development Planning for their districts which is the key to resource mobilisation for community development projects for SDG implementation. These include community projects benefiting women such as sewing/handicraft projects, vegetable gardens, income generating activities, maintenance/building of village pools, women’s committee houses etc.

The planned seminars for Quarter 4 (September & November) were postponed to 2020 due to unavailability of the Parliament and measles outbreak.

The UNDP promoted the accountability and transparency roles of Parliamentarians through supporting a south-south knowledge exchange for 3 female and 2 male MPs to Canberra and Tasmania. As a result of the attachment, the committee chairs and members noted the need for adherence and enforcing the Parliamentary committee powers and roles to become more effective. They also recommended for more trainings for OCLA staff to improve their role as secretariat to the Parliamentary committee especially in report writing. Hence, the OCLA staff are better supported to provide timely support to MPs to effectively and efficiently carry out their roles as committee chairs and committee members.

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4 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.
• **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.

The Training and Support Programme for Potential Female Candidates was designed with the overarching aim of supporting potential women candidates for 2021 elections.

The first of a three course programme on the Methods of Communication was done in November 2019. A total of 25 females attended, only 5 were confirmed candidates for 2021 elections while the rest were preparing for 2026 elections.

The course enhanced the capacity of community women to step up to be involved in politics. Women are confident to run for Parliament because they now have the theory/written and practical knowledge, skills and experience to properly address people/audience/voters/Parliament in the formal Samoan oratory language through speeches, effectively using the Samoan proverbs in a correct manner and to effectively prepare for candidacy & advocate on gender issues.

An outcome of this programme is the identification of 7 confirmed and 2 unconfirmed female candidates for the 2021 national elections. Women are still quite hesitant to declare candidacy publicly, but they have requested to the WILS team to register their names to be part future courses.
• **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.

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**Output 3. 1 Enhanced advocacy and outreach to encourage inclusive and effective political participation**

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:

A broad spectrum of initiatives including public events were implemented to advocate for inclusive and effective political participation. These initiatives targeted young people, students from primary schools and colleges. The project engaged young people in creative ways for example the Samoa Rugby Union conducted a poetry competition for schools in Upolu to commemorate International Women’s Day on 8th March 2019 for primary schools and colleges. The theme was “Balance for Better” to promote girl’s participation in sports. Children were also engaged through the Samoa Schools Innovation in Literacy, Numeracy and Science for Primary schools and colleges. An oratory contest on 12th September 2019 on the theme “LIFE” had the aim of raising awareness on the importance of literacy, numeracy and science by showcasing student creativity and critical thinking on topics regarding the empowerment of young girls to become good leaders in the future, promoting safe spaces for girls and boys, and promoting girls participation in male dominated fields such as carpentry, engineering, electrical, medicine and others.

The programme provided a platform to promote and raise awareness of key issues regarding gender roles and women in leadership through essay writing competitions, debates and impromptu speeches with topics ranging from *Women in Sports, My role model of a good leader is, I want to be..., The change I want to see in the future etc.*

The project also partnered with the Office of the Electoral Commissioner (OEC) where a first ever National Voters Day Programme was conducted in Savaii in March 2019. This was attended by 204 students (66% female, 29% male, 5% unknown) from primary schools, colleges and youth groups. 112 participants were aged 0-17 years, 59 were aged 18-35 years, 29 aged 26-64 years while 2 were above 65 years and 2 who did not state their ages.

The students showed improvements in their level of understanding of electoral processes. 96% understood the correct age for a person to be eligible to vote. 58% understood that any matai whether male or female can be a candidate. 82% understood that their vote is their human right and that they do not have to vote for a candidate that they get a reward from. This level of awareness and understanding is very crucial to be instilled in our young people before they reach voting age to ensure they fully understand that they can vote for whoever they want to and not to expect candidates to buy their votes. 90% understood that their
registration and their vote is their human right. Ensuring that young people fully understand their rights as voters is very crucial as they are future leaders of Samoa. The post event evaluation revealed that for the majority of the participants, the voting process and the conduct of the mock election was the most important lesson learnt for them where they were able to understand how to cast a ballot paper.

National Voters Day, 1st March 2019, Savaii. Photo credit UNDP- WILS
• **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 WILS Project strengthened the capacity of young women and new matai title holders by supporting the annual GLOW Conference and facilitating community VLDI TOTs.

The Annual Glow Conference is a leadership initiative targeted at girls in secondary school. The conference aims to strengthen leadership skills of women and girls. A total of 123 girls and 20 counterparts attended the conference. The conference provides a space for young girls to be informed on future professions, including tours to NUS and APTC. Additionally, the conference equips girls with information on sexual reproductive health and rights. Issues of SRHR and not having information on future career choices can be a barrier for many young women to access leadership positions.

The VLDI TOT was conducted in 12 districts consisting of 50 villages (3 in Upolu, 2 in Savaii). The 6th training was postponed due to the measles outbreak. A total of 131 people attended the trainings, 57% are women, 40% are males and 3% were transgender. 5 participants had a form of disability. 15% of participants are aged below 20 years, 41% aged 20 – 29 years, 19% aged 30 – 39 years, 14% aged 40 – 49 years, 8% aged 50 – 59 years with only 1% aged 60+ years, 2% did not record their ages.

The VLDI TOT requires participants to develop Breakthrough Initiatives. Participants have developed BTIs to address challenges in their communities for example participants have developed BTIs to address challenges faced by youth such as suicide, unemployment, increased levels of NCDs, supporting WASH projects in villages and also programmes to address alcohol abuse amongst youth.

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

• **A.R.3.3**: Strengthened civic awareness.

• **Output 3.2 Activities**: Work with the Office of the Electoral Commissioner (OEC) to implement civic education programmes and conduct community survey.

The OEC conducted their civic awareness programmes for the Village Representatives and Village Women Representatives as well as communities on all four (4) islands of Samoa from April to December 2019. Community members showed an increase in their levels of knowledge and understanding on the importance of registration and voting.

The communities were made aware of Electoral legislation including electoral processes, voting, electoral offences, electoral boundaries and the Independence of the OEC. Public awareness programmes included;

- 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. These programmes encouraged males and females aged 21 years and over that it is compulsory for them to register and vote. Also, highlighting the equal opportunities for men and women matais\(^5\) to run as candidates in the general elections. The total reach for MY FM is 100% of the population.

\(^5\) Titleholders
- 30 seconds informercials at Magic Cinema to inform communities on electoral matters such as registration, campaigning, compulsory voting etc.
- Advertisements on Malaga Magazine and Indoor Led Screen covering five (5) locations, four in Upolu and 1 in Savaii.
- Mobile messaging was used as another way to relay the information’s to the public especially on registrations criteria and transfers. “Register now for the 2021 General Elections. It is your duty to register and vote, call OEC main office on 25967 or 24538 for more info. “MY VOTE IS MY VOICE”. #sponsorbyWILSUNWomen” was one of the messages disseminated.

These programmes have led to improved public awareness, understanding and knowledge on electoral processes and procedures, and improved networking with stakeholders to share information. 3,640 people attended the programmes, 43% are women, 52% males and 5% did not record their sex.

**OEC community awareness programmes 2019**

- **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.

The WILS project provided funding and technical support to the NUS for the design and implementation of the research on women in leadership in Samoa. The research is a longitudinal study following women in leadership roles including potential candidates for the upcoming elections over the three years. Also, to design and implement a ‘documentary analysis’ following women in leadership roles using the key findings from the research and longitudinal study.

However, the selected partner, the National University of Samoa was not able to remain in the project. UN Women is currently in the process of advertising a request for proposal to seek the services of a company or an institute that will undertake the research.
Communications, Media and Advocacy
During the reporting period, the WILS project 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, and invitations to key events. As a result of these outreach activities during the reporting period, a total of 15 press releases have been issued for publication to local newspapers, Television and radio stations.

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

Samoa media coverage highlights:
- Media coverage during this reporting period mainly focused on the implemented activities such as the VLDI trainings, the SIOD professional programmes, the MP’s seminar on the economic priority of the SDS and the SDGs, GLOW’s programme, OEC’s civic awareness programmes. See attached media table in Annex B.

Communications
The WILS project has produced project activity briefs based on the lessons learned through implementing project activities. The following project activity briefs are in the process of being published and disseminated:
- Brief on the Samoa Institute of Directors Training Programme for aspiring and current women directors. (English and Samoan)
- Brief on the Village Leadership Development Initiative (English and Samoan)
- WILS project brief
Four articles were written by the PMU6 and published in local newspapers on the following;
- “Continuing the Journey” on the Village Leadership Development Initiative
- “Partnership supports voter rights education”
- “What I want to be – Life of Student”.

These products highlight the impact of the project and advocate for equal opportunities for men and women to become directors in public body boards, equal opportunities for men and women in both urban and rural to have access to capacity building opportunities on leadership, sustaining the learning from the Village Leadership Development Initiative through advocacy and training for women in the public sector, equal rights between men and women to register, to vote and to run for parliament.

Social Media:
The WILS project 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.

6 Project Management Unit
During the reporting period, there have been 13 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 posts highlighted WILS activities implemented by both the project and the project’s Implementing partners. WILS project posts are also being 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. To date, these posts, on the UNDP in Samoa, Cook Islands, Tokelau & Niue and UN Women Facebook page received 531 Likes, reached 29,571 people and been shared 86 times.

**Project Governance**

During the reporting period, three Project Steering Committee (SC) meetings were held on 4 February, 29 April, 21 August 2019. The PSC are attended by representatives of the Ministry of Foreign Affairs and Trade, Ministry of Finance, Ministry of Women, Community & Social Development, Samoa Umbrella of Non-Governmental Organizations, DFAT, UNDP, UNWomen, UN Resident Coordinator and WILS team. During these meetings, the following decisions were discussed and agreed;

- Approved the WILS Project 2019 Annual Work Plan and budget
- Approved activity proposals for funding such as Samoa Institute of Directors Training Programme, Samoa National Council of Women transformational leadership project, Girls Leading Our World Conference.
- Approved the Village Leadership Development Initiative Training Curriculum
- Approved the Potential Candidates Training and Support Programme
- Approved changes in implementing partners like the National University of Samoa.
- Approved the activity reports by the WILS project and implementing partners.
- Approved the WILS Project Communications Strategy

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

a) Evidence of strengthening support for WILS from local authorities

- 2019 saw increased engagement of the MWCSD in selection of community people for the VLDI trainings.
- The MWCSD maintained its support to work with the PMU in identifying capable community leaders who can participate in the SIOD programmes for directors as well as potential women candidates for the training and support programme for 2021 elections.
- The MWCSD has also agreed for the WILS to assist the PMU in mapping out the BTIs identified during the VLDI trainings against the priorities of districts in their District Development Plans.
- The community representatives from the WILS supported programmes have been very active in mobilizing resources for community development projects.
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 the High Commissioner and Deputy High Commissioner, DFAT and Ambassador of Japan to attend the MP’s seminar in April 2019, the VLDI training, the GLOW programme, and the OEC National Voters Day.
- 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 and the National Voters Day Programme. Miss Nisha, the Acting Resident Coordinator delivered opening remarks at the GLOW Conference.
- Improved engagement with partners such as the OEC, WINLA, MESC, MWCS, church leaders.

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 MWCS 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 and requesting participation in WILS activities.
- More MPs advocating for gender equality and supporting women’s leadership is very important and must be noted in this report. This is evident in the Samoa Observer local issue on 6th January 2019 “Women Member of Parliament empowered to inspire encourage...” and again on TV news item on 26th July 2019 where a Woman Member of Parliament encouraged other MPs to support women in leadership in their constituencies and inspired community women to get out of their comfort zones and acknowledge that women have the potential to lead.
- The implementing partners, DFAT Samoa and the PMU have established close working relationships and continue to hold regular updates of project.

**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 project has learnt that in order to achieve gender equality in Samoa and in the Pacific, it is very important to get the support of our Parliamentarians to be our role models. As a result of the seminars for MPs, they took better ownership of the SDGs which was reflected during discussions in the seminar. 23 MPs led the District Development Planning processes for their districts which was the
key to resource mobilization for their districts’ priority needs. The Parliamentarians role in leading the implementation of SDG projects is critical in ensuring the needs of people are addressed, inclusiveness of people reached, with benefits to be shared with everyone.

- While the project aims towards strengthening and building leadership pathways for women, this cannot be achieved by involving women only. The social norm is that leadership is seen as a man’s role hence the reason why some women are not confident to exercise leadership. Due to this social norm, it is equally important to mobilize men and boys and enroll them in the advocacy work for gender equality so that women see that men are creating an enabling environment for women to be part of decision making and leadership at their communities.
- 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?

It is important to do the capacity assessments of all implementing partners NGOs, government ministries partners during the design phase so that the assessment does not delay the implementation of activities and also will lead to early assessment of the suitability and capacity of 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 evaluation from the MPs seminar resulted in the use of panel discussions where MPs actively engaged in discussions on the SDGs and their role as MPs in operationalizing the SDGs. They also recommended the use of local facilitators which was the case for the seminar on economic priorities in April 2019.

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 changes 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:

The M & E framework for the project has been revised with the technical support from the UN Women Fiji Multi-Country Office Regional Monitoring and Evaluation Specialist. 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.

Financial Report (please refer to Annex A: Figure 1) January – December 2019 on page 24.

<table>
<thead>
<tr>
<th>UNDP Component Activities</th>
<th>2019 Available Resource</th>
<th>Approved budget 2019</th>
<th>Year End Expenditures</th>
<th>Budget % Utilisation</th>
</tr>
</thead>
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<tr>
<td><strong>UNDP Output 1. Strengthening Women’s pathway</strong></td>
<td>126,500.00</td>
<td>135,464.00</td>
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<td>107%</td>
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<tr>
<td><strong>UNDP Output 2. Political Inclusivity</strong></td>
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<td>66,287.00</td>
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<td>55%</td>
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<tr>
<td><strong>UNDP Output 3. Awareness &amp; Emerging leaders</strong></td>
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<tr>
<td><strong>UNDP Output 4.</strong></td>
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<td>-</td>
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<tr>
<td><strong>UNDP Output 5. Project Management</strong></td>
<td>69,300.00</td>
<td>61,736.00</td>
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<td><strong>UNDP Output 6. Project Assurance</strong></td>
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<td>51,721.00</td>
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<td><strong>UNDP Budget Expenditure</strong></td>
<td>374,700.00</td>
<td>374,700.00</td>
<td>315,208.00</td>
<td>84%</td>
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<td><strong>C/F resource balance</strong></td>
<td>80,824.00</td>
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<table>
<thead>
<tr>
<th>UNWOMEN Component Activities</th>
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<tr>
<td><strong>UNW Activity 1: Community Outreach</strong></td>
<td>14,500.00</td>
<td>453.69</td>
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<td><strong>UNW Activity 2. Emerging Leaders Program</strong></td>
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<td><strong>UNW Activity 3. Civic Education</strong></td>
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<td><strong>UNW Activity 4. Research</strong></td>
<td>53,417.00</td>
<td>49,882.17</td>
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<tr>
<td><strong>UNW Activity 5. Management Office administration</strong></td>
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<td>-</td>
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<tr>
<td><strong>UNW Activity 6. Direct Project Management</strong></td>
<td>73,077.00</td>
<td>50,012.36</td>
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<td><strong>UNW Activity 7. Support Cost</strong></td>
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<td>13,133.18</td>
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<td><strong>UNWomen Budget Expenditure</strong></td>
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<td><strong>C/F resource balance</strong></td>
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<td><strong>Overall Budget Expenditure</strong></td>
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<td><strong>Total C/F resource balance</strong></td>
<td>207,474.00</td>
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<td>Output/Activity Result</td>
<td>Budget USD</td>
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<td>------------------------</td>
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</tr>
<tr>
<td>Output 1</td>
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<tr>
<td>A.R 1.1</td>
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<td><strong>Total Budget</strong></td>
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<td>Output 2</td>
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<td>AR 2.1</td>
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<td>AR 2.2</td>
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<td><strong>Total Budget</strong></td>
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<td>Output 3</td>
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<td>AR 3.1</td>
<td>66,450.00</td>
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<tr>
<td>AR 3.2</td>
<td>87,000.00</td>
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<td>AR 3.3</td>
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<td><strong>Total Budget</strong></td>
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<td>Output 4</td>
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<td>AR 4.1</td>
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<td><strong>Total Budget</strong></td>
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<td>Output 5</td>
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<td>AR</td>
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<tr>
<td><strong>Total Budget</strong></td>
<td>190,350.00</td>
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</tr>
<tr>
<td><strong>Total Budget 2020 (all outputs)</strong></td>
<td><strong>662,674.00</strong></td>
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</table>
Annex B – Summary of Media on WILS during this reporting period

<table>
<thead>
<tr>
<th>#</th>
<th>Media</th>
<th>Date</th>
<th>Title</th>
<th>Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Samoa Observer</td>
<td>6th January 2019</td>
<td>Woman Member of Parliament empowered to inspire, encourage</td>
<td>Local issue</td>
</tr>
<tr>
<td>3</td>
<td>Samoa Observer</td>
<td>8th April 2019</td>
<td>Full House of would-be women directors in training workshop</td>
<td><a href="https://www.samoaobserver.ws/category/samoa/40018">https://www.samoaobserver.ws/category/samoa/40018</a></td>
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<tr>
<td>4</td>
<td>Newsline</td>
<td>24th April 2019</td>
<td>New Constituencies added for General Elections 2021</td>
<td>Local issue</td>
</tr>
<tr>
<td>5</td>
<td>Samoa Observer</td>
<td>25th April 2019</td>
<td>New Electoral law gets Sagaga’s approval</td>
<td>Local issue</td>
</tr>
<tr>
<td>6</td>
<td>Savali Newspaper &amp; Facebook page</td>
<td>5th May 2019</td>
<td>Nao le 24% tamaitai ua avea ma sui o Komiti Faatonu i Samoa</td>
<td><a href="https://www.facebook.com/savalinews/">https://www.facebook.com/savalinews/</a></td>
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<td>8</td>
<td>Savali newspaper &amp; Facebook Page</td>
<td>10th May 2019</td>
<td>Training Inspires Women to Become Board Directors</td>
<td><a href="https://www.facebook.com/savalinews/">https://www.facebook.com/savalinews/</a></td>
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<tr>
<td>9</td>
<td>Samoa Observer</td>
<td>10th May 2019</td>
<td>Aspiring women directors received certificates</td>
<td><a href="https://www.samoaobserver.ws/category/samoa/41716">https://www.samoaobserver.ws/category/samoa/41716</a></td>
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<td>12</td>
<td>Savali Facebook Page</td>
<td>27th May 2019</td>
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<td><a href="https://www.facebook.com/savalinews/">https://www.facebook.com/savalinews/</a></td>
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<td>#</td>
<td>Media</td>
<td>Date</td>
<td>Title</td>
<td>Link</td>
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<tr>
<td>13</td>
<td>Samoa Observer</td>
<td>28(^{th}) May 2019</td>
<td>Women in Training of Trainers workshop</td>
<td>Local issue</td>
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<tr>
<td>14</td>
<td>UNDP Facebook Page</td>
<td>31(^{st}) May 2019</td>
<td>VLDI training wraps up at Gagaifomauga 1,2 &amp; 3 in Savaii</td>
<td><a href="https://www.facebook.com/pg/undpsamoa/photos/?tab=album&amp;album_id=2689036127833495">https://www.facebook.com/pg/undpsamoa/photos/?tab=album&amp;album_id=2689036127833495</a></td>
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<tr>
<td>15</td>
<td>Samoa Observer</td>
<td>23(^{rd}) July 2019</td>
<td>VLDI to target Alataua i Sisifo district</td>
<td>Local issue</td>
</tr>
<tr>
<td>17</td>
<td>SBCL TV/EFKS TV/Kingdom TV</td>
<td>26(^{th}) July 2019</td>
<td>Women inspired to lead at Alataua I Sisifo District after training</td>
<td>Note: TV stations were present to provide news coverage, footages are available</td>
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<tr>
<td>18</td>
<td>Samoa Observer</td>
<td>1(^{st}) August 2019</td>
<td>Everyday position of women at odds with the Faa Samoa: Fuimapoao</td>
<td><a href="https://www.samoaoobserver.ws/category/samoa/46533">https://www.samoaoobserver.ws/category/samoa/46533</a></td>
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<tr>
<td>19</td>
<td>EFKS TV</td>
<td>7(^{th}) August 2019</td>
<td>VLDI NGO TOT</td>
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<tr>
<td>20</td>
<td>TV3</td>
<td>7(^{th}) August 2019</td>
<td>VLDI NGO TOT</td>
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<td>21</td>
<td>TV4</td>
<td>7(^{th}) August 2019</td>
<td>VLDI NGO TOT</td>
<td></td>
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<tr>
<td>22</td>
<td>Samoa Global News</td>
<td>8(^{th}) August 2019</td>
<td>Empowering Women to Address Gender Equality</td>
<td><a href="https://samoaglobalnews.com/empowering-women-to-address-gender-equality/?fbclid=IwAR0Qvt8dt2WL6HVtpB04p-2LXQ09d01IS05mjZ5U34mhSae3cQBvFI1zVM">https://samoaglobalnews.com/empowering-women-to-address-gender-equality/?fbclid=IwAR0Qvt8dt2WL6HVtpB04p-2LXQ09d01IS05mjZ5U34mhSae3cQBvFI1zVM</a></td>
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<td>23</td>
<td>EFKS TV/TV3/TV4</td>
<td>8(^{th}) August 2019</td>
<td>VLDI Training of Trainers for NGO</td>
<td>Note: TV stations were present to provide news coverage, footages are available</td>
</tr>
<tr>
<td>24</td>
<td>Samoa Observer</td>
<td>10(^{th}) August 2019</td>
<td>Harsher penalties for untruthful candidates recommended</td>
<td><a href="https://www.samoaoobserver.ws/category/samoa/51208?fbclid=IwAR1cJaQ1KxGvd6ieLh-JgOVf3ngv0LCTI3YC2s2Iml2U_w0XwfpAEY7724h94">https://www.samoaoobserver.ws/category/samoa/51208?fbclid=IwAR1cJaQ1KxGvd6ieLh-JgOVf3ngv0LCTI3YC2s2Iml2U_w0XwfpAEY7724h94</a></td>
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<tr>
<td>25</td>
<td>Samoa Observer</td>
<td>9(^{th}) September 2019</td>
<td>Literacy Week</td>
<td><a href="https://www.samoaoobserver.ws/category/samoa/49027">https://www.samoaoobserver.ws/category/samoa/49027</a></td>
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<tr>
<td>#</td>
<td>Media</td>
<td>Date</td>
<td>Title</td>
<td>Link</td>
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</tr>
<tr>
<td>26</td>
<td>Samoa Observer</td>
<td>25&lt;sup&gt;th&lt;/sup&gt; September 2019</td>
<td>Electoral office raises awareness about voting in villages</td>
<td><a href="https://www.samoaobserver.ws/category/samoa/50924?fbclid=IwAR2PlgJN_2KhN8sQoT-iaLdS3S_n5V3qh9Gpj65OHBKfWn3-WOlnPX8GA">https://www.samoaobserver.ws/category/samoa/50924?fbclid=IwAR2PlgJN_2KhN8sQoT-iaLdS3S_n5V3qh9Gpj65OHBKfWn3-WOlnPX8GA</a></td>
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<tr>
<td>27</td>
<td>Samoa Observer</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; October 2019</td>
<td>Enhancing leadership pathways for men and women in villages</td>
<td><a href="https://www.samoaobserver.ws/category/samoa/50684?fbclid=IwAR1S4B6_KudqnV22Uu7k0stWstCncsmBkUXEzyvvgwDDhhw1Dv8vVYiZU4g">https://www.samoaobserver.ws/category/samoa/50684?fbclid=IwAR1S4B6_KudqnV22Uu7k0stWstCncsmBkUXEzyvvgwDDhhw1Dv8vVYiZU4g</a></td>
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<tr>
<td>28</td>
<td>Samoa Global News</td>
<td>7&lt;sup&gt;th&lt;/sup&gt; October 2019</td>
<td>Office of the Electoral Commissioner begins Constituency Outreach Program</td>
<td><a href="https://samoaglobalnews.com/office-of-commissioner-begins-electoral-constituency-outreach-program/?fbclid=IwAR0u2HHJFtCwLihX0BE4pmMaHTtDxcbFZPQICb_4taCwaLUKOSixboRRbsE">https://samoaglobalnews.com/office-of-commissioner-begins-electoral-constituency-outreach-program/?fbclid=IwAR0u2HHJFtCwLihX0BE4pmMaHTtDxcbFZPQICb_4taCwaLUKOSixboRRbsE</a></td>
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<td>30</td>
<td>UN Women Facebook Page</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; October 2019</td>
<td>VLDI Training of Trainers targeting Youths</td>
<td>[<a href="https://www.facebook.com/unwome">https://www.facebook.com/unwome</a> npacific/](<a href="https://www.facebook.com/unwome">https://www.facebook.com/unwome</a> npacific/)</td>
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<td>31</td>
<td>UN Women Facebook Page</td>
<td>7&lt;sup&gt;th&lt;/sup&gt; October 2019</td>
<td>GLOW Conference</td>
<td>[<a href="https://www.facebook.com/unwome">https://www.facebook.com/unwome</a> npacific/](<a href="https://www.facebook.com/unwome">https://www.facebook.com/unwome</a> npacific/)</td>
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<tr>
<td>32</td>
<td>Samoa Observer</td>
<td>7&lt;sup&gt;th&lt;/sup&gt; October 2019</td>
<td>GLOW Conference</td>
<td><a href="https://www.samoaobserver.ws/category/samoa/50764">https://www.samoaobserver.ws/category/samoa/50764</a></td>
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