



SAMOA CIVIL SOCIETY CAPACITY ASSESSMENT

on Gender Equality & Violence
Against Women & Girls

UNDP and SUNGO 2020



EU & UN Spotlight Initiative with UNDP and SUNGO 2020: *Capacity Assessment for CSOs on Gender Equality & Violence Against Women & Girls in Samoa.*

EU & UN Spotlight Initiative in Samoa information is available on www.spotlightinitiative.org, Samoa Spotlight Initiative Facebook @Spotlight Initiative Samoa and www.ws.undp.org



UNDP
Apia, Samoa
2020

*Empowered lives.
Resilient nations.*

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Cover design: Vaito'a Toelupe

Acknowledgements

The conduct of the assessment is a joint partnership between UNDP under the EU & UN Spotlight Initiative and the Samoa Umbrella for Non- Governmental Organisations (SUNGO) to assess the technical, functional, resource and training needs capacities to support CSOs working in the GE and EVAWG space¹. We acknowledge with gratitude the following people and organisations that contributed to this work.

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The report was written by Talweez Kaur Senghera, Scott Sheridan in collaboration with Louisa Apelu (Spotlight Initiative Samoa).

Faafetai lava.

¹ List of all 23 civil society organisations who completed the survey are attached in Appendix 3.

Abbreviations

1.	BPFA	Beijing Platform for Action
2.	CA	Capacity Assessment
3.	CRC	Convention on the Rights of the Child
4.	CSO	Civil Society Organisation
5.	CEDAW	Convention on the Elimination of Discrimination Against Women
6.	CRPD	Convention on the Rights of Persons with Disabilities
7.	DV	Domestic Violence
8.	EU	European Union
9.	EVAWG	Ending Violence Against Women and Girls
10.	FBOs	Faith Based Organisations
11.	GBV	Gender Based Violence
12.	GE	Gender Equality
13.	IPV	Intimate Partner Violence
14.	MCIL	Ministry of Commerce, Industry and Labour
15.	NGOs	Non-Government Organisations
16.	Revised PPFA	Revised Pacific Platform for Action
17.	SDG	Sustainable Development Goal
18.	SDG 5	Sustainable Development Goal 5 on Gender Equality
19.	SI	Spotlight Initiative
20.	SUNGO	Samoa Umbrella for Non-governmental Organisations Inc.
21.	VAWG	Violence Against Women and Girls
22.	UN	United Nations
23.	UNDP	United Nations Development Program
24.	UNDP Spotlight PMU	UNDP Project Management Unit
25.	UNESCO	United Nations Educational, Scientific and Cultural Organisation
26.	UN Women	United Nations Entity for Gender Equality & Empowerment of Women

VAWG CA Report Outline

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Executive Summary

The Spotlight Initiative is a global partnership between the European Union (EU) and the United Nations (UN) to eliminate all forms of violence against women and girls. €3 million (USD 4.3 million) have been allocated for Spotlight programmes in Samoa.

The Capacity Assessment for Civil Society Organisations on Gender Equality and EAWG was commissioned by the UNDP in partnership with the Samoa Umbrella for Non-Governmental Organisations (SUNGO) as one of the key activities implemented under Pillar 6 of the Spotlight initiative (Support to Civil Society & Women's Movement). The Capacity Assessment survey was designed to gain a better understanding of the CSOs working in the gender equality and EAWG sector in Samoa. It assesses the technical, functional, resource and training needs to support these CSOs in areas where needed.

The Capacity Assessment (CA) found organisations surveyed were generally led by Samoan women, supported by a small number of employees and/or volunteers. They largely did not receive core funds from the Government to conduct work and/or provide services related to Gender Equality and EAWG.

The strength of the existing knowledge and skills in the sector was also evident in the survey, however given that gender concerns and/or EAWG were of relevance to either the mandates or the everyday work of all organisations surveyed, the CA also identified key areas where capacity development is mostly needed.

Most organisations were at least familiar with national processes and policies as well as international conventions. However, it was evident that the CSOs surveyed were more familiar with international conventions and instruments such as SDG 5 and CEDAW than national policies and processes such as CEDAW reporting under government or SUNGO.

CSOs also displayed a high level of confidence to use gender equality skills and processes as well as EAWG skills and processes. Nonetheless, a small but significant number of organisations self-identified that they did not know about the skills surveyed and/or were not confident in using them.

The vast majority of organisations involved in lobbying and advocacy campaigns indicated confidence to use the appropriate skillset although across the sector generally, confidence in lobbying and campaigning for EAWG was lower.

Most organisations indicated an awareness of the available communications methods and tools to support their knowledge and spread their message. Most also indicated they were using a range of communications methods and tools to support their work.

With regard to policies and strategies, the CA discovered some organisations with a good base of policies and strategies while a sizeable group had very few of the policies and strategies in the survey. Notably, organisations display a willingness and desire to undertake training activities in the sector.

Targeted support in the form of resources and capacity building opportunities can be tailored by the Spotlight Initiative and/or future programmes to address the gaps identified in the survey.

Leveraging the existing skills and knowledge in the sector is recommended to supplement new programmes and facilitate the strengthening of local networks.

Overall, the capacity of all 23 organisations to confidently implement or lead gender equality or EAWG work is high. However isolated planning and implementation will continue without an existing mechanism or infrastructure to encourage the operational and technical coherence of GE and EAWG efforts in the CSO sector. Strengthening capacities within the CSO sector to promote a community of shared best practices, peer learning, forging partnerships and CSO to CSO collaborations is key in advancing the agenda on GE and EAWG.

Introduction

Background and Rationale

The Spotlight Initiative (SI) is a global partnership between the European Union (EU) and the United Nations (UN) to eliminate all forms of violence against women and girls (VAWG), including harmful practices. It represents an unprecedented global effort backed by €500 million of funding to invest in gender equality and women's empowerment as a driver for the achievement of the Sustainable Development Goals (SDGs). €3 million (USD 4.3 million) of these funds have been allocated for UN programs in Samoa. Domestic Violence/Intimate Partner Violence (DV/IPV), is primarily men's physical and sexual violence against women, including psychological violence and emotional and economic abuse and controlling behaviours such as controlling when women can leave the house, access to finance and extreme jealousy². The SI has six pillars of work to address violence against women and girls; (1) Laws and Policies, (2) Strengthening Institutional Capacity, (3) Social Norms & Prevention, (4) Response Services, (5) Data & Systems Availability, (6) Support to Civil Society & Women's Movement. The Spotlight Initiative is delivered as a ONE UN Program with main partners United Nations Development Program - UNDP, UN Women, UNFPA, UNESCO, UNICEF³.

Civil society in Samoa consists of non-government organisations (NGOs), faith-based organisations and community-based organisations (CBOs) which also includes informal network and movement building. The majority of these organisations depend on self-funding and/or fundraise independently or seek funding from development partners and the government through specific projects. The selection for organisations to participate in the capacity assessment was limited to the Non-governmental organisations working in the EVAWG and GE space, and did not include CBOs.

The 2017 Samoa Family Safety Study and the 2018 National Public Inquiry into Family Violence noted the increasing rates of DV/IPV in Samoa in the last two decades, with 60% of women aged between 29 and 49 years who were in a relationship reporting that they had experienced some form of spousal abuse in their lifetime, with 46% experiencing abuse in the last 12 months.⁴ In addition, previous program lessons identified in the SI strategy highlighted challenges such as; CSO efforts were not well coordinated, no dedicated government funding or support for CSOs to provide social services and if any it is subject to a highly competitive process given the limited supply in this area; CSOs do not have operational capacities to manage and operate projects with very little focus on developing the capacity of organisations for rights based governance and specifically in the area of GBV prevention and response. Program strategies to address the challenges under pillar 6 points to the need that most women CSOs working in the areas of EVAWG and GE require capacity support. In order to effectively provide the necessary support, the assessment of technical and functional capacities of selected organisations needed to be identified therefore the assessment as an intervention was initiated.

The Capacity Assessment for Civil Society Organisations on Gender Equality and EVAWG was commissioned by the UNDP in partnership with SUNGO as one of the key activities implemented

² Spotlight Initiative Country Programme Document Samoa; July 2019

³ UNDP Spotlight Initiative PMU Information Paper for Partners: 2020

⁴ Spotlight Initiative Country Programme Document Samoa; July 2019

under Pillar 6⁵ for the very key reason of ensuring capacity support to women's movement and CSOs. SUNGO was identified as the key implementing partner to implement the Capacity Assessment under Pillar 6 given their role as the peak body for NGOs⁶ as identified in the program strategy. In late August 2020, UNDP contracted an independent consultant to support the technical requirements of the task, to be able to deliver within the specified timeframe given inhouse COVID-19 challenges and the consultant was familiar with the online global survey tools for conducting assessments. The expected outcome for Pillar 6 states that Women's organisations and civil society organisations, including those representing youth and groups facing multiple intersecting forms of discrimination/marginalisation, are capacitated to influence and advance progress on addressing VAWG, including DV/IPV⁷.

Methodology

Survey Design

The Capacity Assessment Survey for CSOs was designed by the UNDP PMU, with advice from the Spotlight Regional Advisor and members of the Spotlight technical working group. It had been largely completed prior to the engagement of the technical lead consultant. The Capacity Assessment was reviewed and finalised in collaboration with the Capacity Assessment Working Group on the 29th of August. The Capacity Assessment Working Group includes the UNDP Spotlight team, SUNGO and the technical team.

The Capacity Assessment was intended to be an organisation-focused assessment survey with the aim of obtaining a better picture of the capacity and capacity building needs of key CSOs working in the gender and EVAWG space in Samoa. The process was designed to gain a better understanding of their:

- leadership, size and funding;
- focus and the degree to which Gender and EVAWG concerns are relevant to their mandate and/or affect their everyday work;
- knowledge of international conventions and national policies and processes;
- knowledge of gender equality and EVAWG skills and processes;
- policies and processes in place;
- involvement in and capacity to campaign and lobby on Gender Equality and EVAWG; and
- training history and needs.

It is hoped that the results will allow for relevant and targeted capacity building programmes to women's organisations and civil society organisations through the Spotlight initiative.

⁵ Pillar 6 of the Spotlight Initiative Program Strategy refers to: Support to strengthen capacity of CSOs and Women's Movement to tackle violence against women and girls.

⁶ Spotlight Initiative Country Program Document Samoa July 2019

⁷ Spotlight Initiative Country Program Document Samoa July 2019

Instrument

The key instrument of the Capacity Assessment is the Capacity Assessment Survey for CSOs. This Survey for CSOs under Pillar 6 of the EU UN Spotlight Initiative was adapted from the [UN Women Gender Equality Capacity Assessment Tool](#) by the UNDP Spotlight PMU and modified to suit the context of assessment. The original tool was designed as “a means of assessing the understanding, knowledge and skills that a given organization and individuals have on gender equality and the empowerment of women, and on the organization’s gender architecture and gender policy”.

The survey set out in the tool is focused on individual capacity within an organisation. To suit the objectives of the Spotlight Capacity Assessment, this was modified in two key aspects. First, the Capacity Assessment survey includes a new section focused specifically on EVAWG and includes questions on EVAWG to complement the questions on gender. Second, it is a questionnaire focused on organisational capacity. Instead of having a survey for each staff member at various organisations, the methodology decided upon was to identify and interview **one** key person in management at each organisation who has intimate knowledge of both their staff’s capacity and training history as well as organisational policies and procedures. The questions were then amended to ask whether *an organisation* had received any training as one example, rather than whether *individuals* had received training. The survey final survey questions are provided in Appendix 1.

Sample

A list of CSOs⁸ focused on or involved significantly in gender focused programming and EVAWG focused programming was compiled by SUNGO in collaboration with UNDP Spotlight PMU. The list includes 14 CSOs which were members of SUNGO and 8 organisations which were not members. SUNGO itself also participated, bringing the total number of CSOs to 23. The list of CSOs along with a simple profile based on answers provided in the survey is available in Appendix 3.

Data Collection

The methodology for the collection of data involved the following parameters:

Interviewees: One key person from each organisation who has intimate knowledge of staff capacity, training history, training needs and the organisations policies and procedures. Preferably a manager or Chief Executive Officer (CEO).

Interviewers: SUNGO’s programme team which includes the following members

Role	Name
Capacity Building Coordinator	Faapito Opeteia
Research Officer	Masoe Iosefa Tautua
Information and Communications Officer	Temukisa Sione-Leatuao
Programme Assistant	Iairo Wong Ling Tala
Administration Officer	Orepa Naseri

⁸ Selection of CSOs was based on organisations that were registered as CSOs and decided upon by SUNGO and UNDP Spotlight. The final list of CSOs participating in the survey is available in Appendix 3.

Method of collection: Surveys to be conducted either face to face with the interviewees at their organisation's premises, SUNGO premises or an agreed other location. Alternatively, surveys to be conducted over the phone. In both cases, surveys to be undertaken by two staff members, with one primarily interviewing and another entering the data into the KoBoToolbox online survey. This was to ensure consistency in the methodology. All staff members conducting the survey received training in how to use KoBoToolbox, tested the survey with the technical lead consultant and data specialist and were provided training in Gender and EVAWG terminology by Louisa Apelu (Spotlight Initiative). As a last resort, due to the time constraints of the survey this was deviated from on one occasion: the Samoa National Council of Women who completed a phone survey conducted by Louisa Apelu (Spotlight Initiative).

Platform for the survey: The survey was built in [KoBoToolbox](#) which is an open source survey builder tool developed by the Harvard Humanitarian Initiative. The tool was chosen for the following reasons:

1. It is a free resource that is easy to use.
2. SUNGO staff were familiar with having previously been trained in the use of KoBoToolbox for SUNGO monitoring and evaluation work
3. The tool is a reliable tool for low resource contexts, allowing for drafts to be saved and surveys collected without needing an ongoing internet connection. Data collectors can upload surveys when they have access to the internet after conducting the interviews.
4. The tool itself is a respected, widely used tool within the sector, and is supported partly by UNDP and other bodies in the wider UN system.
5. This provided an opportunity for new staff at SUNGO to also receive training and capacity building in the use of the KoBoToolbox platform and conducting surveys through this platform.
6. The ability to submit surveys quickly through the platform allowed for quick and timely review of the surveys from the consultant.

The survey is provided in Appendix 1 as it appears KoBoToolbox. Notes have been added where the survey would have allowed for further input not visible in the printed version.

Data Analysis

Data analysis was done through a combination of the following tools and platforms:

1. KoBoToolbox's integrated data analysis
2. Excel sheets and tables
3. Tableau Desktop

Communication

Regular communication was maintained by the team in the following ways:

1. Daily email and message updates between technical team and SUNGO
2. Weekly Zoom meetings between working group and lead consultant/technical team

3. Findings presented to National Reference Group on 28 September 2020

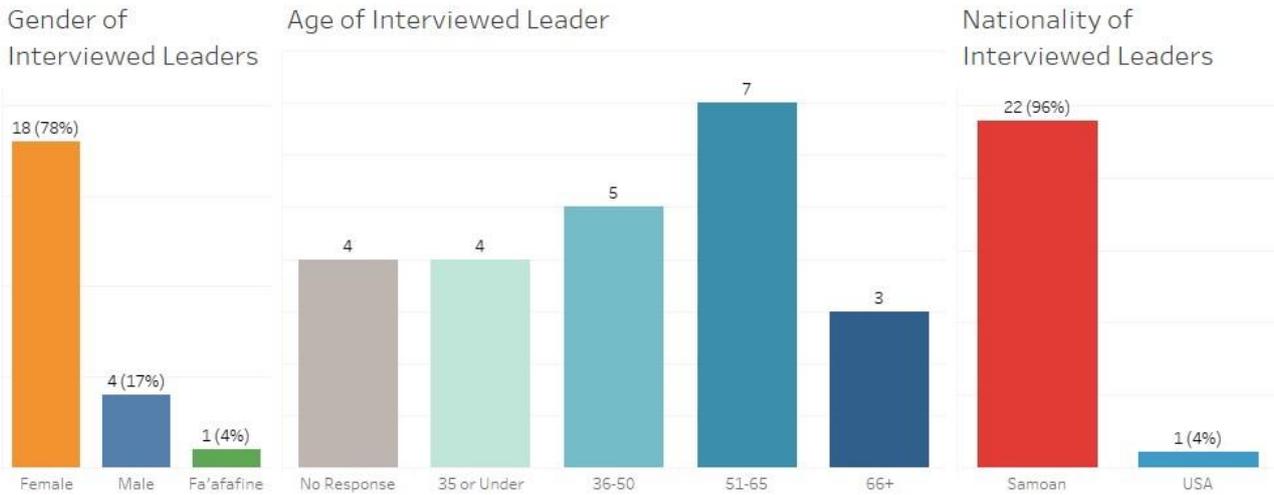
Limitations

The Capacity Assessment is not an independent, objective assessment of capacity within each organisation. This would have required an independent assessment of each staff member in the organisations or a survey provided to all staff at the organisations. Given the purpose of the survey was to get an overview of the capacity of relevant CSOs, the methodology decided upon was to interview a key person in a leadership or management role at each organisation. The limitation of this is that the survey records the subjective opinion of the key person interviewed about their organisation's capacity. This is particularly relevant as the UN Women Capacity Assessment Tool on which this Capacity Assessment survey was based is a tool designed to be used in a context where all employees of an organisation are interviewed however in this case, it has only been asked of one senior staff member.

These limitations are important to keep in mind when reading the report. The report does not purport to be a definitive capacity assessment based on objective measures independently verified at each organisation. It does however provide useful information about the general capacity of organisations, and its particular usefulness is in identifying the areas in which organisations self-identify as either needing or wishing to receive further training as these are areas in which UNDP and other UN Agencies under the Spotlight Initiative could provide support going forward.

Sector Overview

Characteristics of Interviewed Leaders

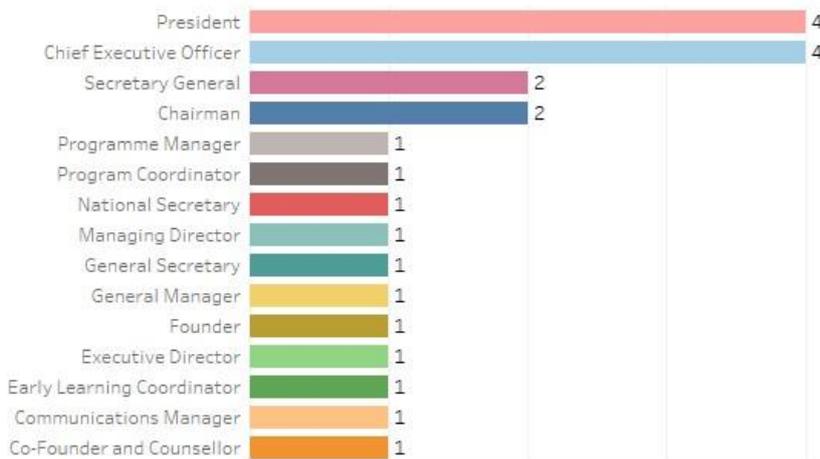


Of the Senior Staff and Leaders interviewed, 18 (78%) were female, 4 (17%) were male and one identified as Fa'afafine (4%), with 22 (96%) being Samoan and one from the USA (4%).

Of the responses that were given, the trend is towards older leaders of the organisations, with over half (53%) of the respondents being more than 50 years old and 79% being over 35. The youngest interviewee was 29 and the oldest 84.

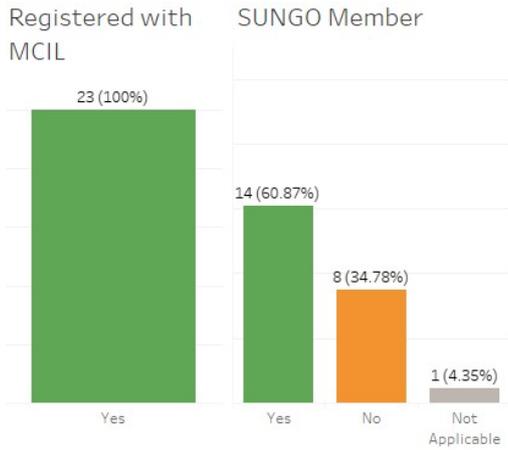
Interviewee Position and Title

Position of Interviewee



The survey was designed to obtain information from leaders or senior staff in the organisations identified to obtain a full picture of organisational capacity from those who have intimate knowledge of their organisation's staff, capacity, mandate and work. The chart on the left provides the titles of those interviewed. All interviewees were senior staff or leaders in their organisation

Registration and Membership



Of the organisations surveyed, all of them were registered with the Ministry of Commerce, Industry and Labour.

15 of the 22 organisations were members of the Samoa Umbrella for NGOs, with the 23rd being SUNGO itself.

Funding

The funding in this sector was an area of concern. The vast majority of organisations surveyed (91.3%) did not receive core funding from the Government. The two organisations that did receive core funding from government were focused on mental illness and inclusive education rather than EAWG and Gender Equality.

Most organisations (83%) relied on some support from development partners⁹

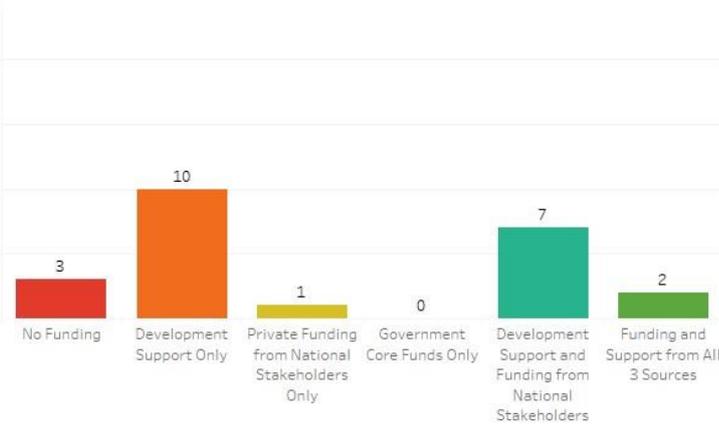
to help them in their mission and just under half (43.5%) received some funding from national stakeholders.¹⁰



⁹ Support from development partners included any support provided by sources such as the United Nations, foreign government aid funding. Examples include but are not limited to funding, resources, goods and services, volunteers, technical advisors and scholarships from organisations such as UNDP, the EU, Australian Department of Foreign Affairs, USAID and NZAID.

¹⁰ National stakeholders included any source of private funding from within Samoa such as (but not limited to) community fundraising from private citizens and funds from local businesses.

Funding Sources



Staffing Levels

When assessing the capacity of a sector, the number of staff employed is an important indicator. In addition, the number of staff employed to work *specifically* on the key issues of the sector is an important consideration.

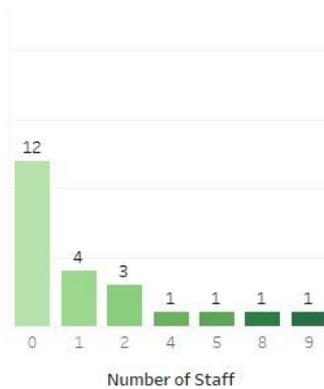
The total number of permanently employed staff reported by all of the organisations surveyed in the sector was 159. Of the 159 people, only 36

were working directly on Gender Concerns, while 31 were working in the EVAWG space. The majority of those reported as working directly on Gender Concerns or on EVAWG were working on both Gender Concerns and EVAWG, meaning that there were likely less than 40 people across all of the organisations surveyed who were employed to concentrate on Gender Concerns and/or EVAWG.

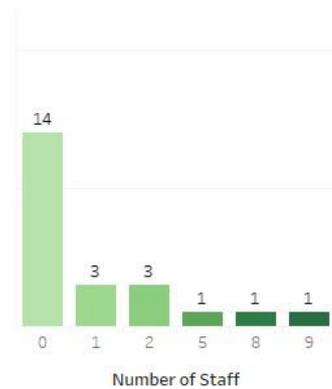
Employed Staff in Organisation



Employed Staff working on Gender Concerns



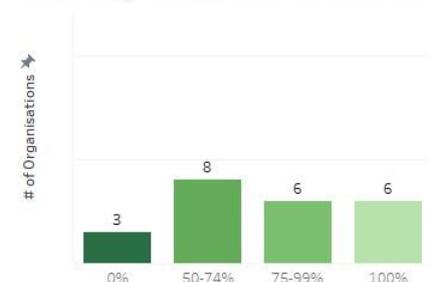
Employed Staff working on EVAWG



As can be seen from the numbers above, the organisations generally have a very small amount of permanently employed staff, with only 3 (13%) of the organisations having more than 10 employees. Of the 23 organisations surveyed, only 3 had 5 or more working on Gender Concerns and/or EVAWG. Given the low levels of core funding, and the need to rely on local giving and/or support from development partners, the low levels of permanently employed staff in most organisations in the sector was to be expected.

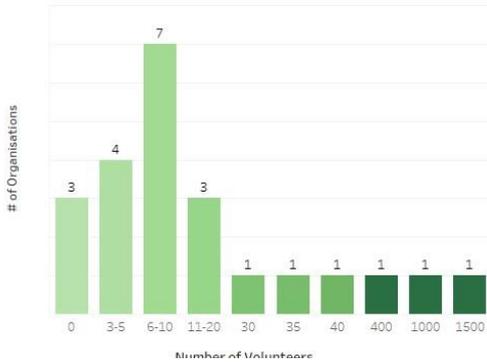
In addition to the low staffing levels across the sector, six (26%) of the organisations in this space were fully volunteer run and another 61% (14) had at least half of their staff being volunteers.

Percentage of Volunteers in All Staff



Only 3 were fully employee based, however they were all focused on the disability or mental health sector, with only 1 having 100% of their members permanently employed to work on Gender Concerns and EVAWG. The others had 33% and 0% of their staff permanently employed to work in this area respectively.

Volunteer numbers per Organisation

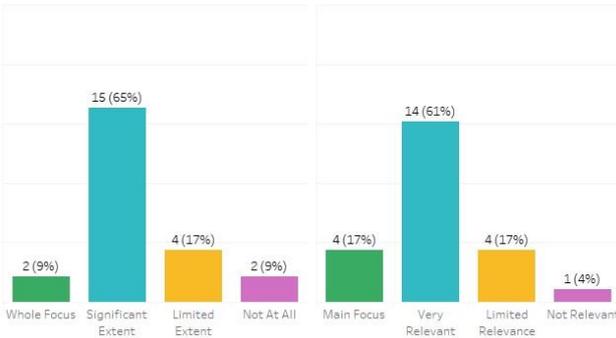


Volunteer numbers made up the bulk of this sector, with 3 organisations having over 100 volunteers and 2 having over 1000 volunteers.

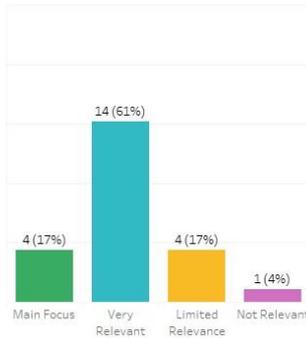
The majority of organisations (15) had at least 3, but less than 20 volunteers involved in their work.

Relevance of Gender Concerns to organisation’s everyday work and mandate

Gender Concerns influence on Everyday Work



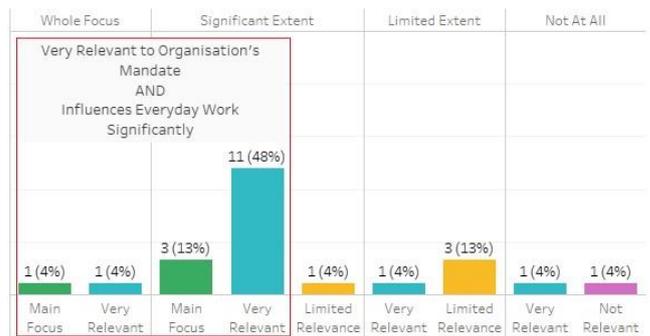
Gender Concerns relevance to Organisation’s Mandate



Of the organisations surveyed, 74% (17) worked on Gender Concerns in their everyday work to at least a significant extent and in 78% (18), Gender Concerns were at least very relevant to their organisation’s mandate.

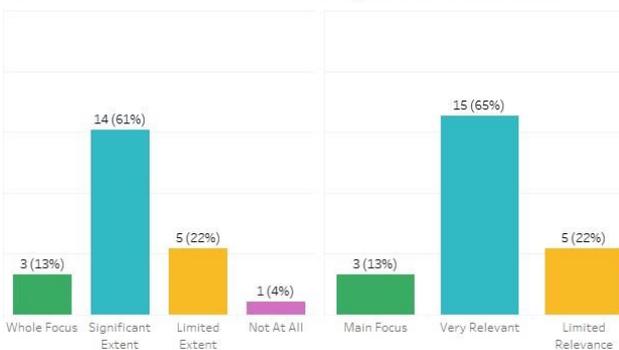
When looking at the cross section of these categories, 70% (16) organisations had Gender Concerns as relevant to their mandate **and** influencing their everyday work.

Gender Concerns relevance to Organisation’s Mandate AND Gender Concerns influence on Everyday Work

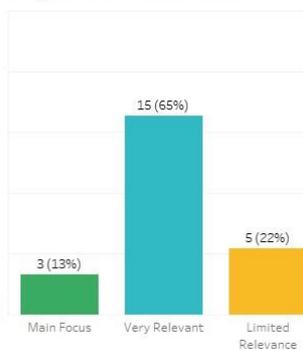


Relevance of EVAWG to organisation’s everyday work and mandate

VAWG influence on Everyday Work



EVAWG relevance to Organisation’s Mandate

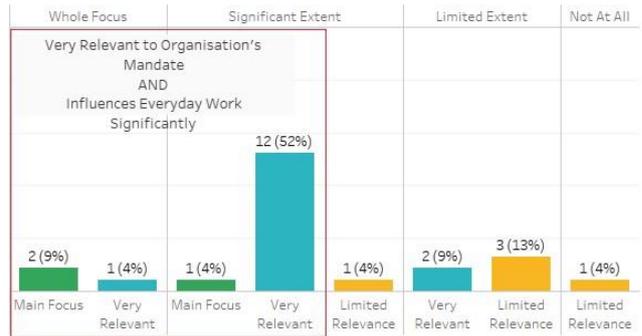


Most of the surveyed organisations were working every day on VAWG to at least a significant extent (74%). In terms of their mandate, 78% had EVAWG as at least very relevant to their organisation’s mandate.

When looking at the cross section of these categories, 70% (16) organisations had EVAWG as relevant to their mandate **and** influencing their everyday work.

While there were up to 6 organisations for whom VAWG is less influential on their work, all 23 organisations acknowledge that it has at least some relevance to their organisation’s mandate and most (96%) recognise that VAWG influences their everyday work to some extent.

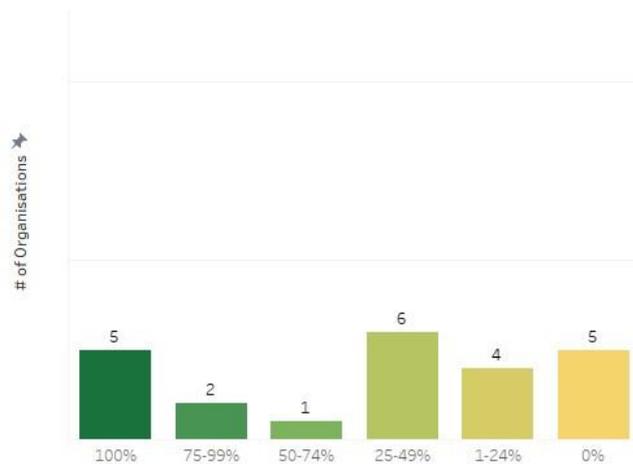
EVAWG relevance to Organisation’s Mandate AND EVAWG influence on Everyday Work



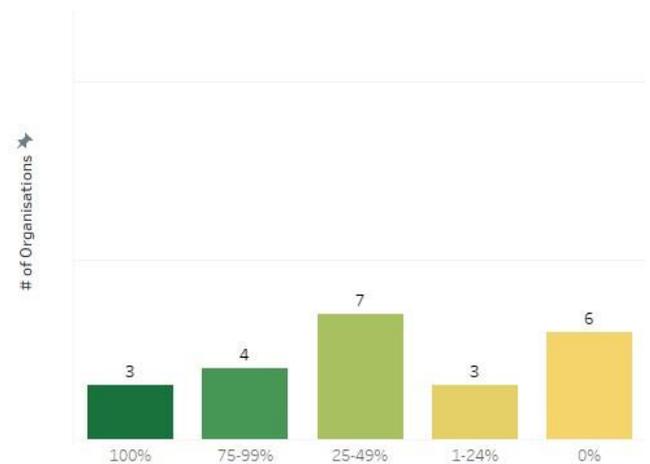
For a visual representation of the number of organisations with each combination of responses with regard to gender concerns and EVAWG’s relevance to their mandates and every work, see Appendix 5.

Staff dedicated to Gender Concerns and/or EVAWG

Percentage of Staff dedicated to Gender Concerns



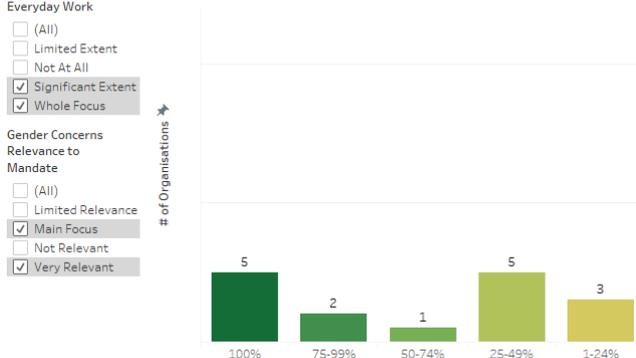
Percentage of Staff dedicated to EVAWG



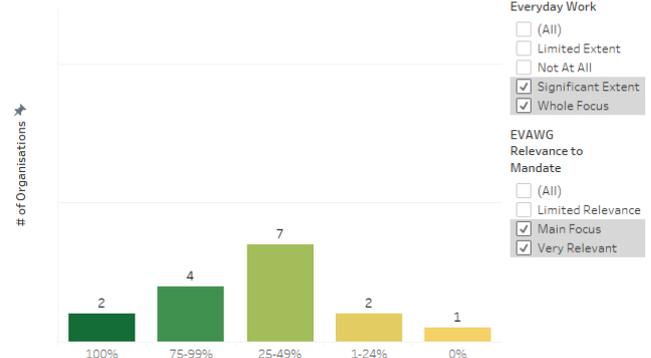
As can be seen in the above graphs, the majority of the organisations (65%) had less than half of their staff dedicated to Gender Concerns and the same can be said for EVAWG, where only 30% had more than half of their staff dedicated to EVAWG.

In addition, 5 of the organisations surveyed had no staff (employed **or** volunteer) dedicated to Gender Concerns and 6 of the organisations had no staff assigned to deliver programs on EVAWG.

Percentage of Staff dedicated to Gender Concerns



Percentage of Staff Involved in EVAWG



When the focus was narrowed down to only include the organisations with a specific focus on the relevant area, the proportion of staff dedicated to Gender Concerns and/or EVAWG was much higher.

For organisations focused on Gender Concerns, half of them (8) had more than 50% of their staff dedicated to the area, and another 5 (31%) had between 25 and 50%. The remaining 3 had at least some of their staff dedicated to the area. There were 5 organisations with 100% of their staff dedicated to Gender Concerns.

For organisations focused on EVAWG, the proportions were slightly lower, with 37.5% of these organisations having more than 50% of their staff focused on EVAWG and only 2 with all of their staff dedicated to the area. Another 44% had between 25 and 50% of their staff on EVAWG while of the 3 that remain, one had no staff dedicated to EVAWG and the other 2 had at least some staff focused on the area.

The one organisation that was focused on EVAWG but did not have a staff member dedicated to EVAWG was a counselling service. They commented that while they had no single staff member dedicated to the area, their staff were trained to address VAWG when encountered in their work. In their discussions with data collectors and in comments provided, a number of other organisations for whom Gender Concerns or EVAWG was not a main focus indicated that while they did not have staff permanently employed to work on Gender Concerns or EVAWG, their staff had training and exposure to the area. These organisations also noted their staff had the capacity to undertake work in this space when gender concerns and EVAWG arose in their areas of core work.

Conclusion

The organisations covered in this survey of the Gender Equality and EVAWG sector were generally run by a small number of employees or were entirely led by volunteers. They did not receive core funds from the Government for Gender Equality or EVAWG work and 78% of the interviewed leaders were Samoan women. All organisations interviewed indicated that Gender Concerns and/or EVAWG were of relevance to their organisation's mandate or they affected their everyday work.

Knowledge of International Conventions, National Policies and Processes

Familiarity with International Conventions



Overall, the survey showed a high degree of familiarity with international conventions in the sector. For each of the conventions, there was at least a 74% response of 'familiar' or better. Of the five international conventions, there was a noticeably greater degree of familiarity with SDG 5, Convention on the Elimination of Discrimination Against Women (CEDAW) and the Convention on the Rights of Persons with Disabilities (CRPD), each having over 65% indicating they were 'Very Familiar' with these conventions.

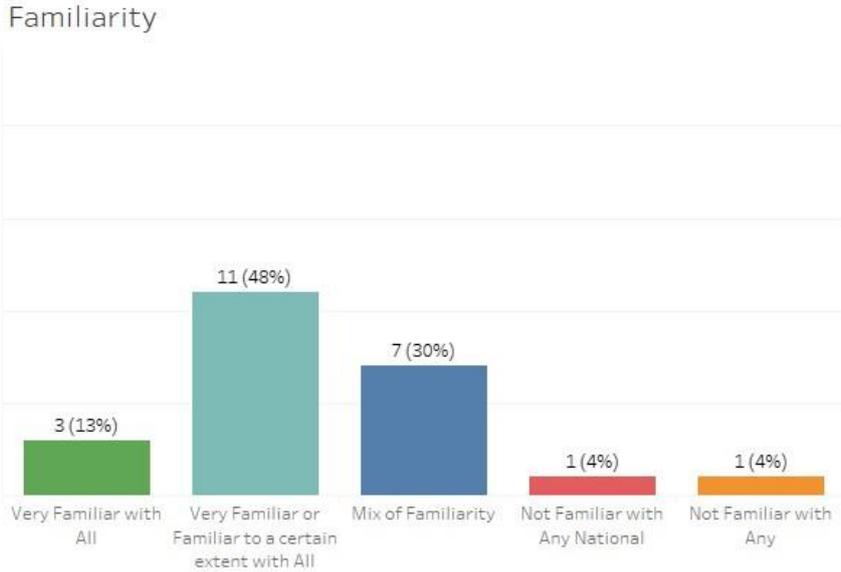
The Beijing Platform for Action (BPFA) had the lowest level of familiarity with 22% (5 organisations) having no familiarity and less than half (43%) providing a response of 'Very Familiar'. The Revised Pacific Platform for Action on the Advancement of Women and Gender Equality (Revised PPFA) was only marginally better with just over half stating they were very familiar with it, while 13% (3 organisations) were not familiar with it at all.

Familiarity with National Policies and Processes

Surprisingly, National Policies and Processes were less well known than the International Conventions. 74% or more were at least familiar with the policies and processes, however there was a higher proportion of 'Not Familiar' responses for all of the national policies and processes collectively. Less than half of organisations surveyed indicated they were very familiar with the National Human Rights Mechanism for Reporting Framework (NMRF) and only just over half were very familiar with CEDAW Reporting under the Government.

Among the national policies and processes, the CEDAW Reporting under SUNGO had the lowest level of familiarity, with a quarter of all organisations having no familiarity at all. However, when non-SUNGO members were excluded, only 2 (14%) members were not familiar with CEDAW Reporting under SUNGO.

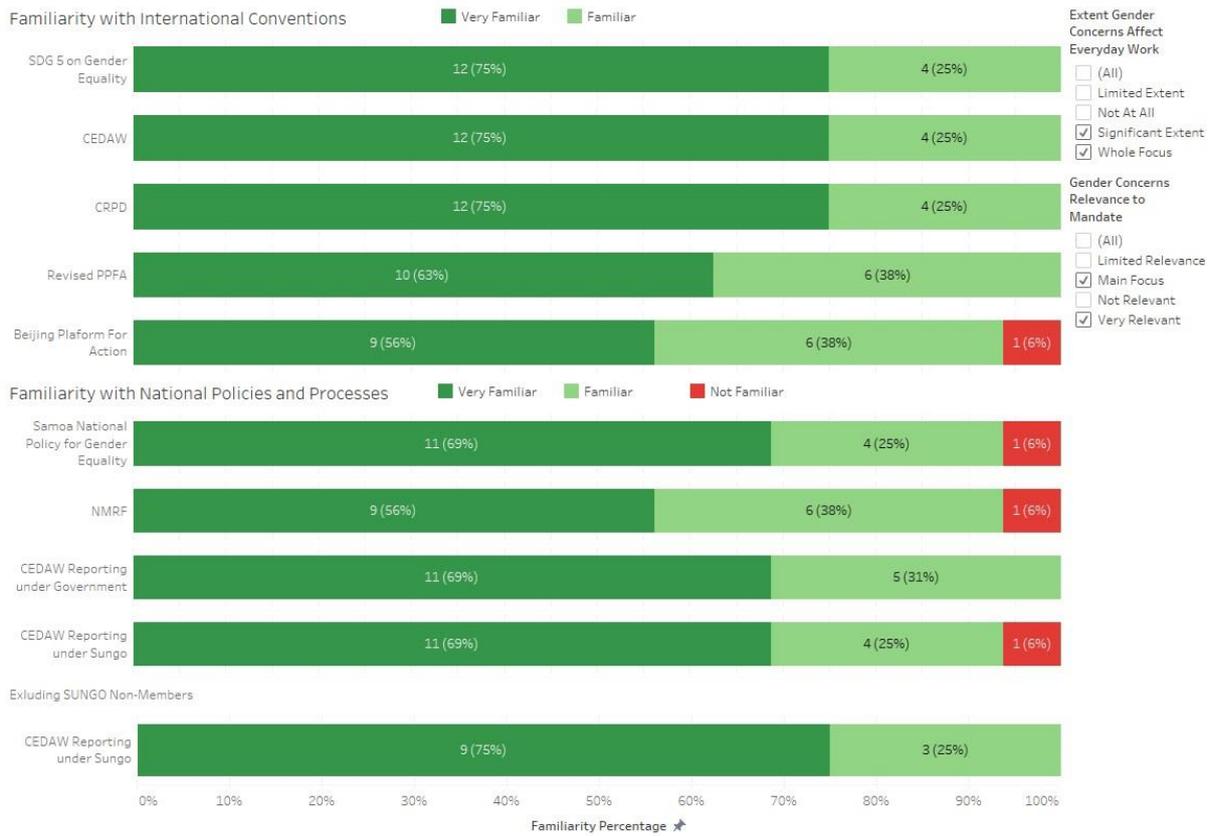
Level of Familiarity in each Organisation



The chart on the left shows organisations’ levels of familiarity with **all** of the international conventions and national processes. From the responses received, 3 organisations were very familiar with all of the conventions, policies and processes. Eleven organisations provided a mix of ‘Very Familiar’ and ‘Familiar to a certain extent’ responses, indicating more than half (61%) of organisations were at least familiar with all international conventions and national

processes and policies in the survey. Of the 9 remaining organisations, 7 (30%) indicated they were not familiar with at least one international convention or national policy. One organisation was not familiar with any national policies and one was not familiar with any of the international conventions or national policies.

Familiarity levels in organisations with a mandate and everyday work related to Gender Concerns

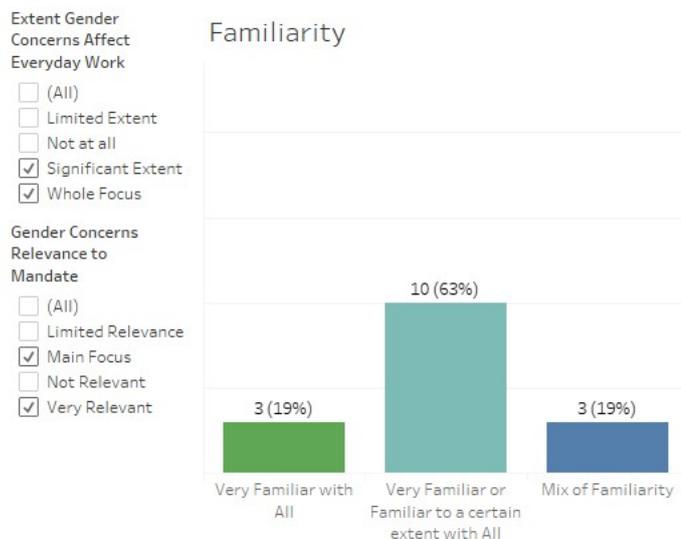


When the same chart is viewed with only the organisations whose mandate has gender concerns as very relevant or the main focus and gender concerns affect their everyday work to at least a significant extent, the knowledge level improves significantly.

Of the international conventions, only the BPFA did not have 100% of organisations with at least some familiarity. The BPFA also had the lowest ‘Very Familiar’ response (56%) followed by the Revised PPFA which had 63% indicating they were very familiar with it. . For the remaining three international conventions, 75% of organisations responded with ‘Very Familiar’ and 25% indicated they were familiar with them.

National policies and processes were still less well known than the international conventions, however the familiarity with national policies and processes is also markedly higher. Only one organisation was unfamiliar with both the Samoa National Policy for Gender Equality (SNPGE) and the NMRF, and a SUNGO non-member was unfamiliar with CEDAW Reporting under SUNGO.

The overall familiarity levels of the organisations with a high level of involvement with Gender Concerns is very good, with 82% of these organisations being at least familiar with all of the conventions and policies.



Highest and Lowest Familiarity levels

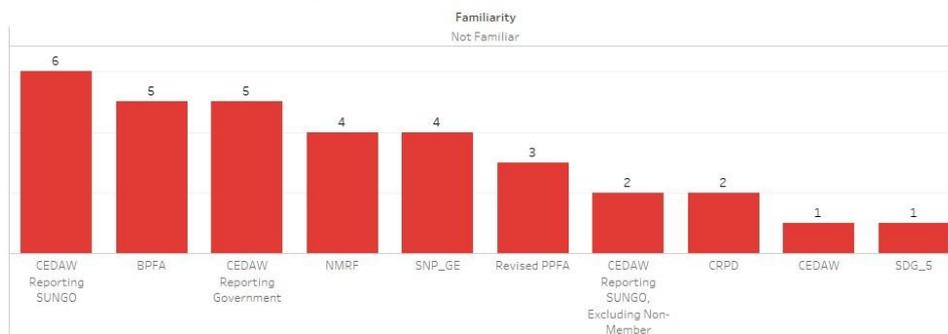
When examining the training needs of the sector, consideration should be given to which international conventions and national policies and processes were the most well-known by

Organisations Very Familiar with Convention



measuring the number of organisations who were very familiar with them. As can be seen, while SDG 5 and CRPD had many organisations who were very familiar with them, BPFA and NMRF were much less well known.

Organisations with No Familiarity of Convention



Consideration should also be given to the international conventions and national policies and processes that had multiple organisations with no knowledge of them. In this respect, CEDAW Reporting stands out, both to SUNGO and

to Government, along with BPFA and NMRF appearing again. Both the SNPGE and the Revised PPFA also had a number of organisations ignorant of their content.

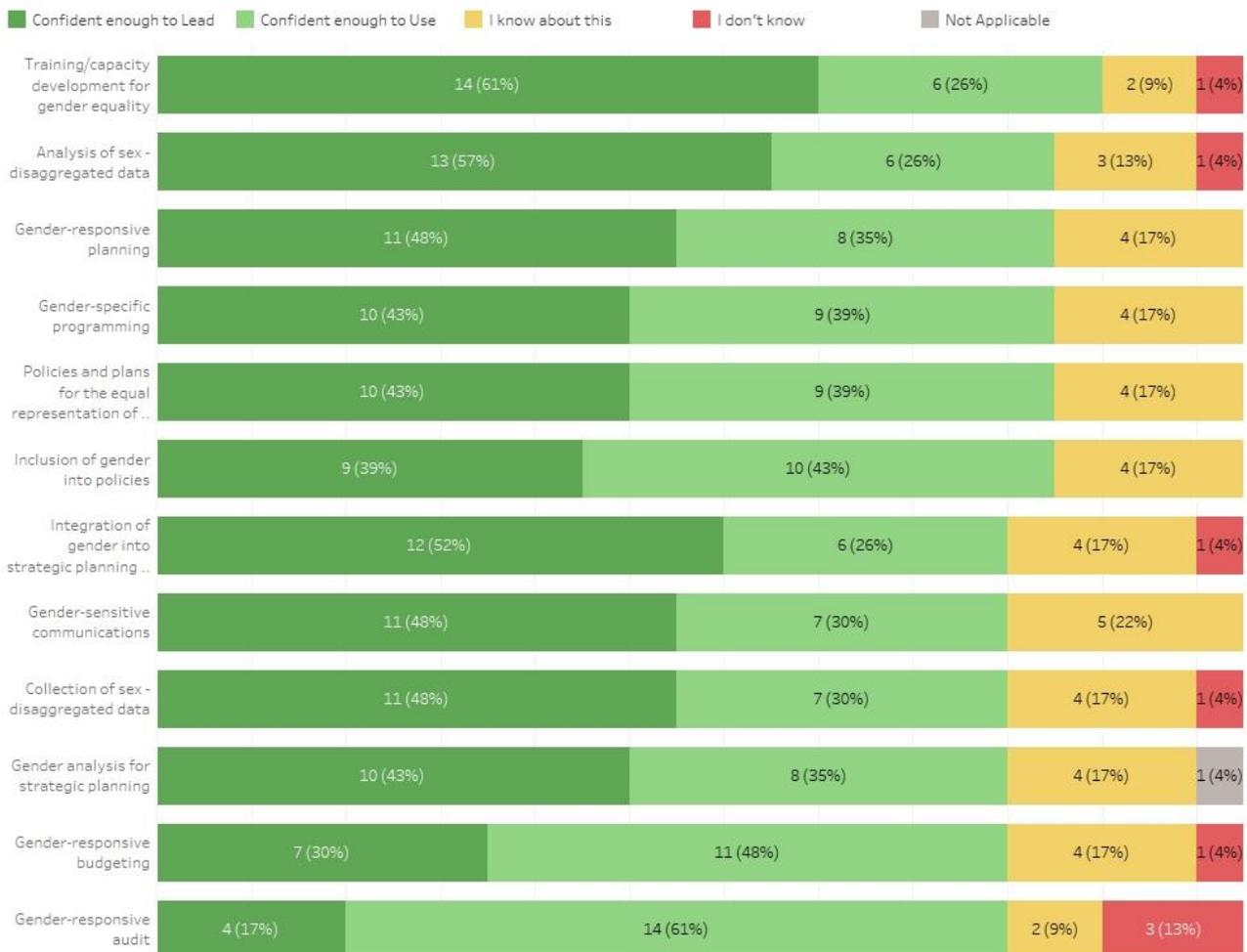
Conclusion and Recommendation

There were gaps in the knowledge for all conventions, policies and processes. Given the above results, providing information to organisations on the various international conventions and national processes and policies could benefit the sector. Among the international conventions, particular focus should be paid to disseminating knowledge of the BPFA and the Revised PPFA and among the national policies, training to improve the knowledge of the CEDAW Reporting (both under SUNGO and under the Government), NMRF and SNP for Gender Equality would likely be beneficial.

Knowledge of Gender Equality Skills and Processes

Confidence levels in Gender Equality Skills and Processes

Confidence Levels in Gender Equality Skills and Processes



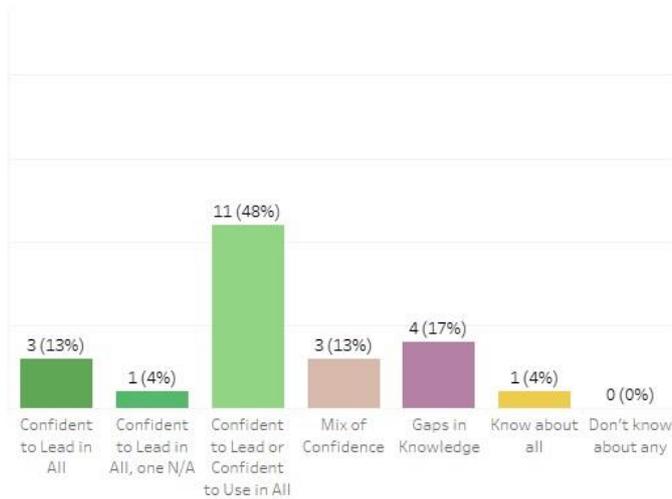
Confidence levels in gender equality skills and processes across the sector were generally quite high. For each of the policies and procedures, over 75% of organisations indicated they were confident enough to use them.

Over 50% responded they were confident enough to lead capacity development for gender equality, analysis of sex-disaggregated data and the integration of gender into strategic planning. 48% responded they were confident enough to lead in gender sensitive communications, collection of sex-disaggregated data and gender responsive planning.

Across the board however, there were consistently 12 - 20% (3-5 organisations) who were not confident to use or lead the specific skills or processes. There were also 4 separate organisations who responded they did not know about at least one of the skills and processes. These responses indicate capacity building or more information regarding the above processes and how to use them would be beneficial. The areas requiring particular focus were gender responsive audit and gender responsive budgeting as these two skills had the lowest number of 'confident to lead' responses.

Confidence Levels across all Gender Equality Skills

Confidence Level across all Gender Equality Skills

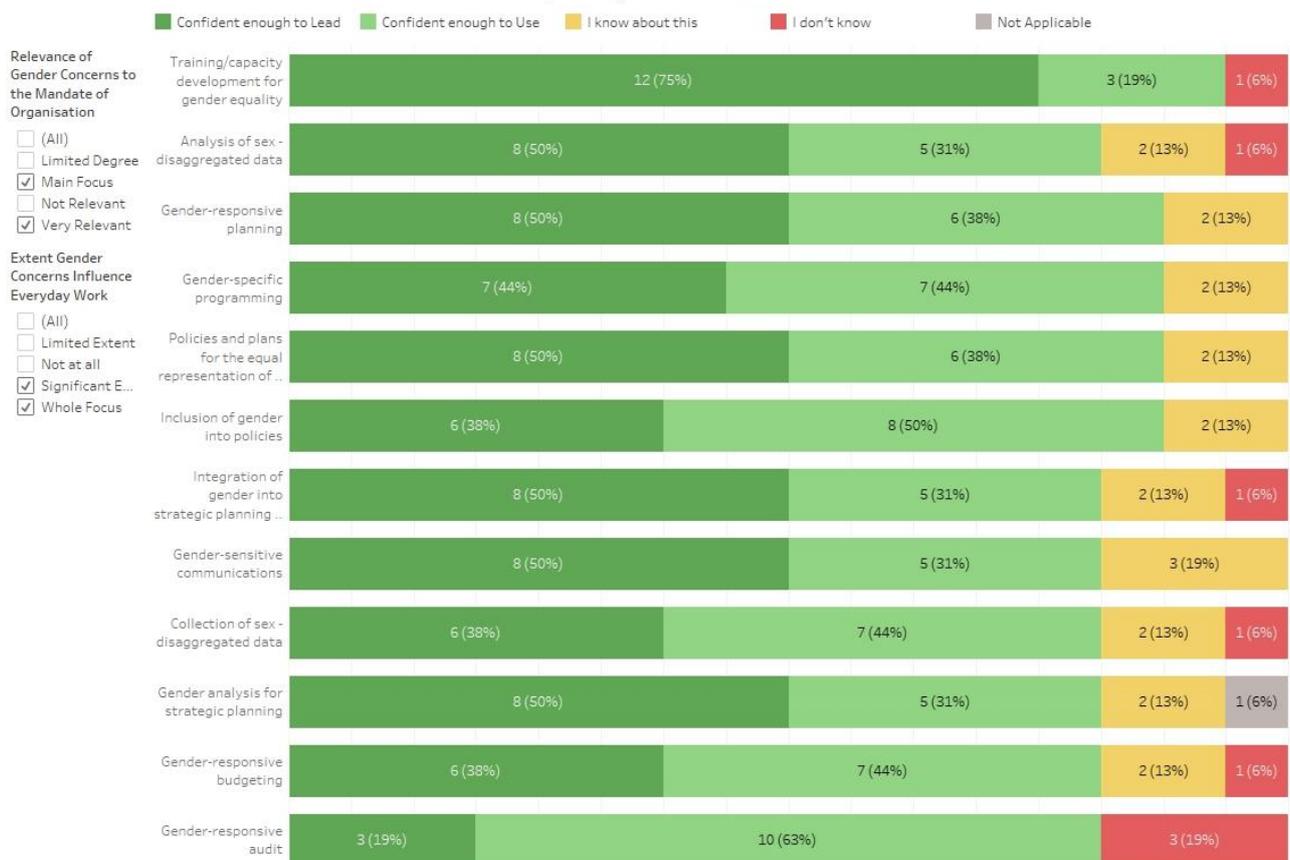


The chart on the left shows organisations’ levels of confidence across **all** Gender Equality skills. From the responses received, 4 organisations were confident to lead in all skills, and a further 11 (48%) were confident to lead or use all of these skills, indicating more than half of the organisations were at least confident to use all of the Gender Equality skills in the survey

Of the remaining 8 organisations, 4 (17%) of the organisations had gaps in their knowledge,¹¹ and another 4 at least knew about all the skills even though they did not always have the confidence to use them.

Confidence levels in organisations with a mandate and everyday work related to Gender Concerns

Confidence Levels in Gender Equality Skills and Processes



When the results were filtered to exclude the organisations for whom Gender concerns were of limited relevance in their mandate and not very relevant to their everyday work, the results were largely similar,

¹¹ These organisations indicated they did not know about at least one skill.

indicating the capacity building needs were not limited to organisations for whom Gender concerns were less relevant.

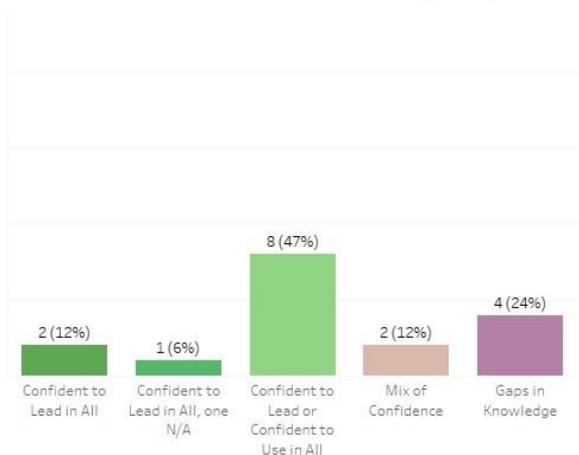
For each skill in the survey, there was at least one organisation that either did not know about it or did not have the confidence to use it. The skill that the organisations showed the least amount of confidence in was gender-responsive auditing, with 3 organisations having no knowledge of the skill and only 3 indicating they were confident enough to lead.

This variable level of confidence can also be seen when examining the organisations across all skills.

Even among the organisations for whom Gender Concerns affected their everyday work significantly and were very relevant to their mandate, only 3 (18%) of the organisations were confident to lead in all skills. In total, only 65% (11) of the organisations were confident to use all the skills included in the survey.

- Extent Gender Concerns Affect Everyday Work
 - (All)
 - Limited Extent
 - Not at all
 - Significant Extent
 - Whole Focus
- Gender Concerns Relevance to Mandate
 - (All)
 - Limited Relevance
 - Main Focus
 - Not Relevant
 - Very Relevant

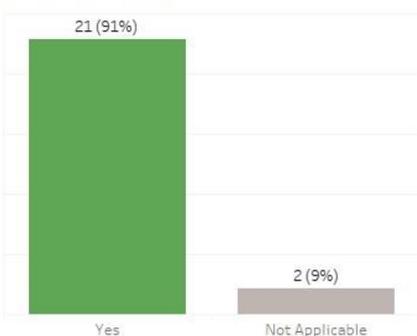
Confidence Level across all Gender Equality Skills



Four organisations (24%) have gaps in their knowledge, meaning there was at least one skill they did not know about.

Equal Representation and Gender Mainstreaming

Knowledge of Difference between Equal Representation and Gender Mainstreaming



The majority of organisations (91%) were clear on the difference between the Equal Representation of Women and Gender Mainstreaming. Two organisations chose N/A for this question.

Given that this knowledge could assist their work even if not directly focused on gender and EAWG, these organisations could be provided with information or an overview on these concepts if they would find it helpful.

Conclusion and Recommendations

While the level of expertise in gender equality skills and processes gives confidence in the organisations' ability to use the majority of these skills in their ongoing work, there is clearly an advantage to be gained by providing capacity building opportunities focused on these skills for the majority of the organisations.

Gender-responsive budgeting and auditing were the skills with the most need for extra training and both gender analysis for strategic planning and the inclusion of gender into policies would benefit from reinforcement.

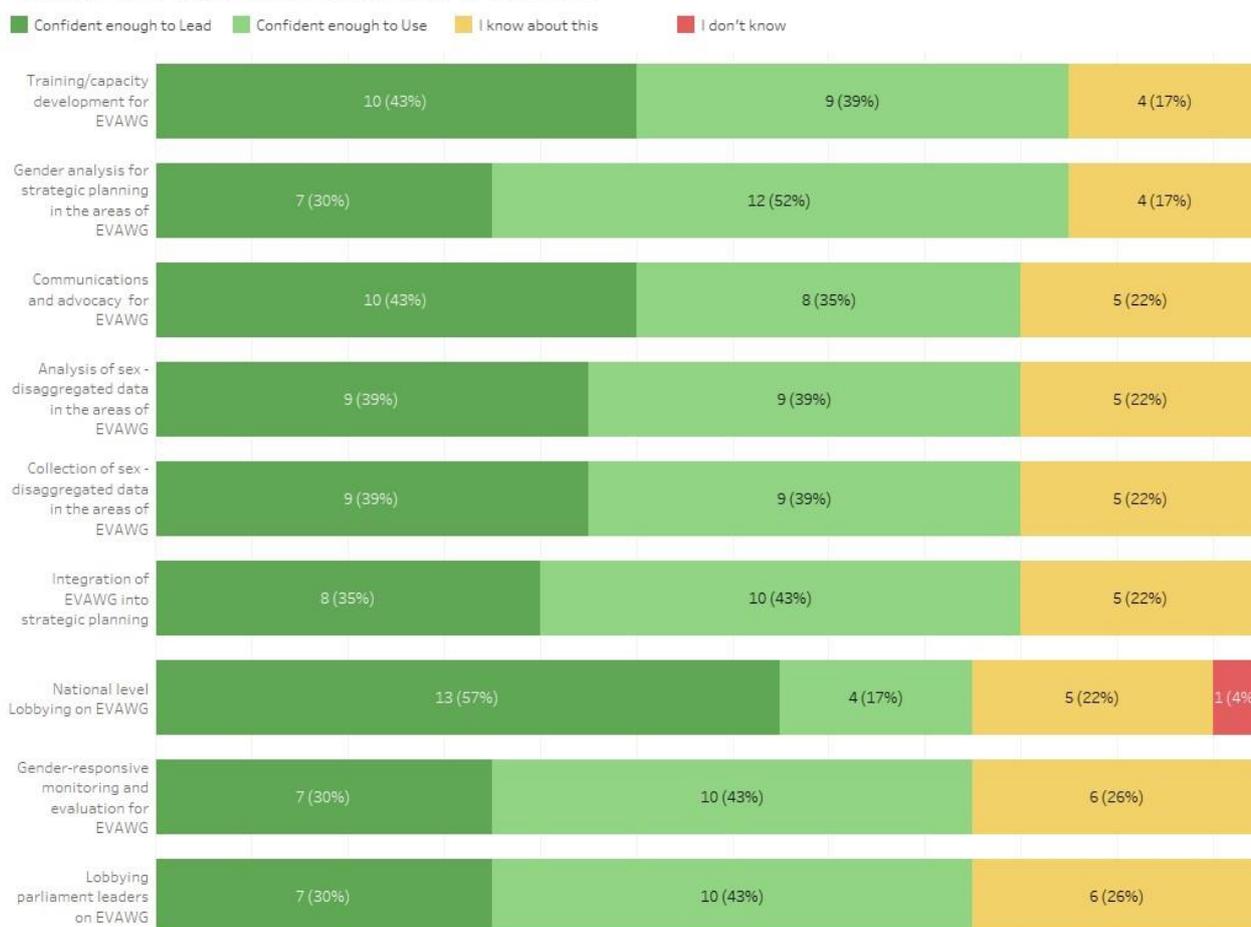
Collection of sex-disaggregated data and the inclusion of gender into policies were also areas showing low levels of confidence to lead and would particularly benefit from capacity building.

While the above four areas were of particular need, across the range of skills surveyed there were organisations with gaps that could be supported through the Spotlight Initiative and/or further programmes.

Knowledge of EAWG Skills and Processes

Confidence in EAWG Skills and Processes

Confidence in EAWG Skills and Processes



Confidence in EAWG skills and processes across the sector was also relatively high. For each of the skills and procedures, 73% or more organisations indicated they were confident enough to use them.

Having the confidence to lead in EAWG skills and processes was noticeably lower than the confidence to lead in gender equality skills and procedures.

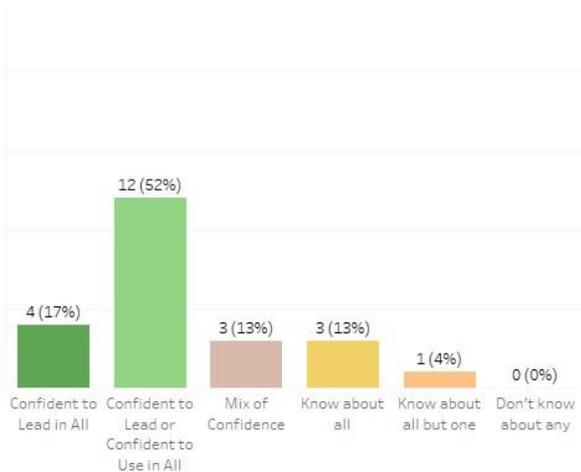
There was only one skill where over 50% of organisations responded they were confident enough to lead: national level lobbying, advocacy, campaigning for national champions on EAWG. At the same time however, this was also the only skill for which there was a 'Don't know' response and one of only three skills where 25% of organisations were not confident to use it, indicating that while there were a large number of organisations who were confident in this skill, there was a sizeable portion of the sector who would benefit from further information and training.

Across the board, there were consistently 17 - 26% (4-6 organisations) who were not confident to use or lead the specific skills or processes. Notably there was only one 'Don't know about this' response in the EAWG skills and processes section, indicating there was a greater level of awareness of the skills and processes compared to gender equality skills, even if there was less capacity/knowledge on how to use or lead EAWG skills and processes. The above indicates capacity building in how to use EAWG skills would be beneficial. Areas requiring particular focus were skills focused on lobbying parliament leaders for legislation development on EAWG and gender-responsive monitoring and evaluation for EAWG. These two skills had

the highest number of responses indicating they were not confident to use or lead, as well as the lowest levels of 'confident to lead' responses.

Confidence Level across all EVAWG Skills

Confidence Level across all EVAWG Skills

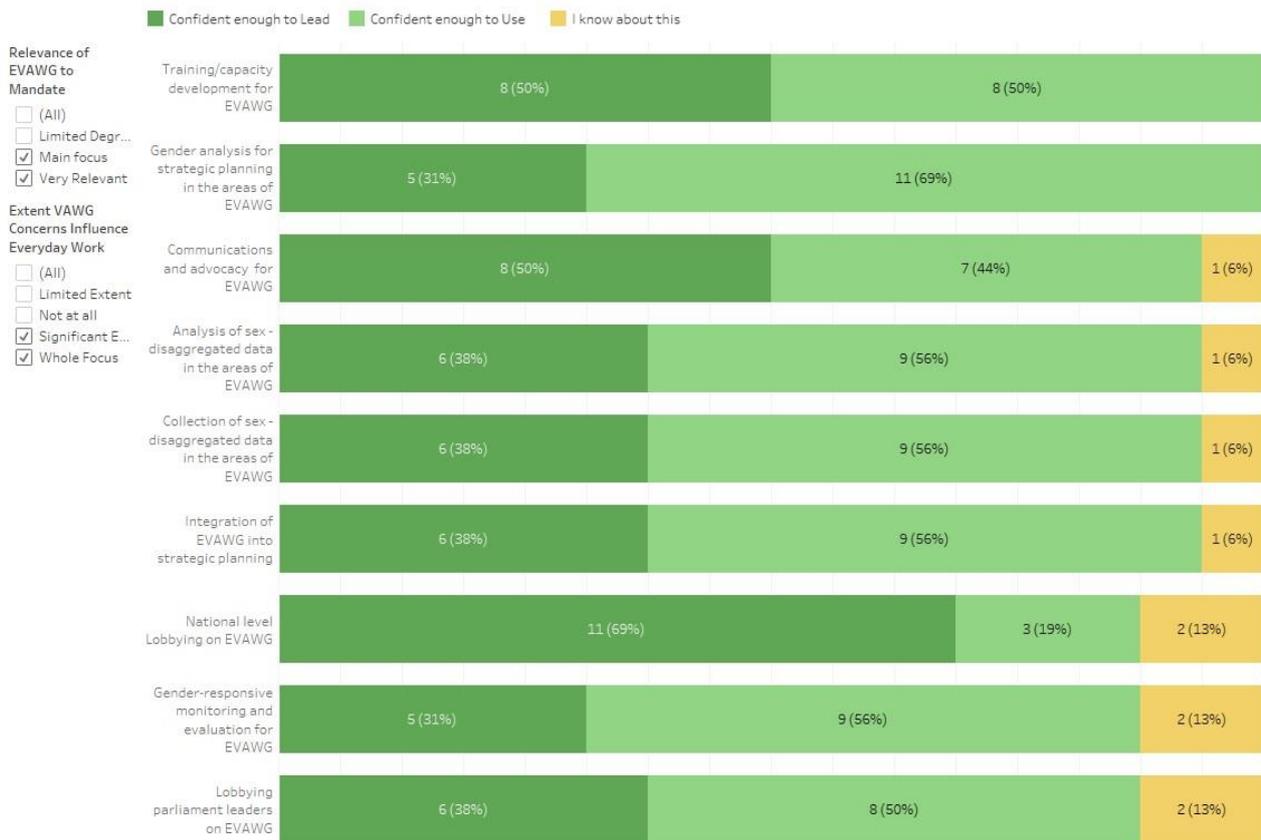


The chart on the left shows organisations’ levels of confidence across **all** EVAWG skills. From the responses received, 4 (17%) of the organisations were confident to lead in all EVAWG skills and a further 12 (52%) were confident to lead or use the skills, indicating more than 69% of the organisations were at least confident to use all of the EVAWG skills in the survey.

Of the remaining 7 organisations, 6 (26%) indicated they know about all the skills, even if they did not always have the confidence to use them, and one organisation did not know about National EVAWG Lobbying.

Confidence levels in organisations with a mandate and everyday work related to EVAWG

Confidence in EVAWG Skills and Processes



Unlike the Gender Equality skills, there was a clear increase in confidence levels when the results were filtered to exclude the organisations for whom EVAWG concerns were not the main focus or very relevant to their mandate and everyday work. This was especially clear in the increase in confidence for both of the lobbying skills and Gender Responsive Monitoring and Evaluation for EVAWG Projects. These were previously the three with the lowest confidence levels overall and they each received a 15% boost in overall confidence.

However, there is still a need for capacity development as 7 of the 9 skills have organisations who were not confident in their use even though they were focused in the EVAWG area.

Filtered Confidence Level across all EVAWG Skills

Confidence levels were very good for organisations in the EVAWG space, with 3 organisations indicating confidence to lead and 83% of organisations confident to use all of the EVAWG skills listed. Three organisations (18%) indicated that there were some skills that they did not have the confidence to use.

Extent VAWG Concerns Affect Everyday Work

(All)

Limited Extent

Not at all

Significant Extent

Whole Focus

EVAWG Relevance to Mandate

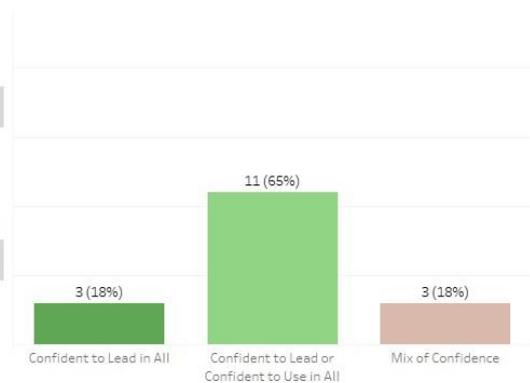
(All)

Limited Relevance

Main Focus

Very Relevant

Confidence Level across all EVAWG Skills



Conclusion and Recommendations

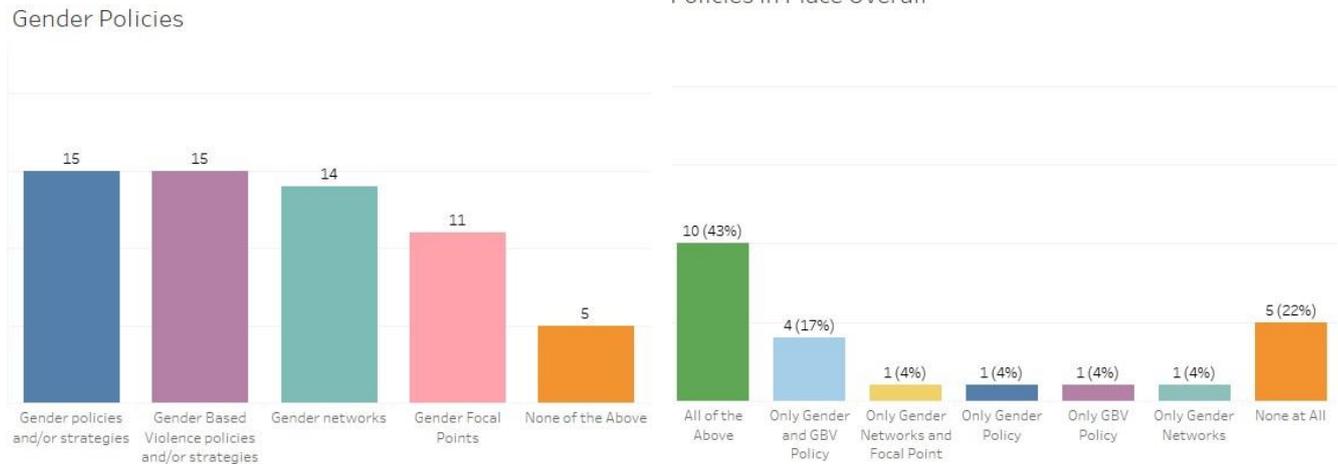
As with the Gender Equality skills, the expertise levels in EVAWG skills gives confidence in organisations' ability to continue to deliver their programs. There is nonetheless plenty of space for the organisations' skill levels to be improved to a point where more are confident to lead in EVAWG skills. The adaptation of the UNDP & UN Women Transformational leadership development program and other existing leadership and mentoring programs to strengthen the leadership and confidence skills are new opportunities and partnerships that can be explored to address this skill gap for this sector.

Improving lobbying skills and the ability to perform gender responsive monitoring and evaluation for EVAWG projects were two areas in particular need of capacity building based on the results of the Capacity Assessment. Another area with lower levels of confidence to lead was gender analysis for strategic planning in EVAWG.

While the above areas were of particular need, across the range of skills surveyed there were organisations with gaps that could be supported through the Spotlight Initiative, other existing EVAWG programmes and/or further programmes.

Policies and Processes in Place

Gender Policies and Strategies



Ten (43%) organisations had all of the gender policies in the survey already in place. Encouragingly, 14 (60%) organisations had both GBV and Gender policies and/or strategies in place, although not necessarily gender networks or gender focal points.

One organisation had only gender policies in place and another only had a GBV policy/strategy. One organisation had Gender networks and gender focal points but no GBV/gender policies and another only had gender networks in place.

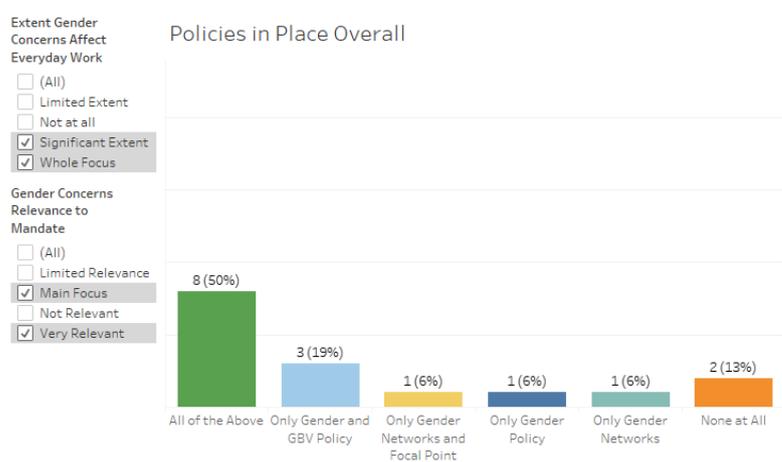
Of the 5 organisations who stated they had none of the above, 2 indicated that gender concerns affect their everyday work to a significant extent and were very relevant to their mandates.

All of the 5 organisations’ primary function however, was something other than gender concerns or EAWG concerns, which may explain the lack of specific policies in place at the time of the survey.

Given that all 5 organisations (along with the other 18) indicated gender and/or EAWG concerns influenced their daily work to some extent or had some relevance to their mandate,

capacity building and support to develop the above policies may be welcomed by the organisations.

As shown above, more than one third (35%) of the organisations surveyed did not have existing gender policies and/or strategies, indicating a potential need for capacity building and/or support to put the relevant policies in place. Combined with the fact that only 39% of the leaders interviewed were confident to lead in including gender into policies and many organisations requested this



training,¹² this is an area where capacity development to improve the skills and organisation governance would be highly recommended.

¹² See the section on Training and Learning below

Financial Management Policies and Human Resources Plan

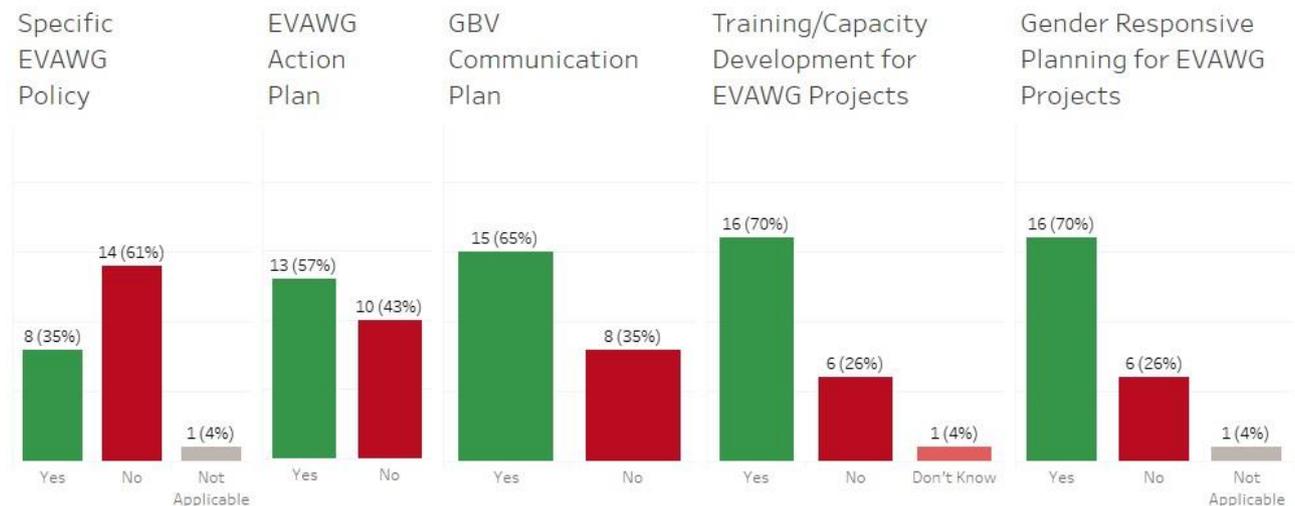
Finance policies and human resources plans appear to be in place in most organisations based on the results.

83% of the organisations had financial management guidelines/policies and standard operating protocols and 74% had a human resource development plan.

Only 15 (65%) of the organisations surveyed had both finance and HR plans in place however, indicating one third of organisations did not have at least one of the above. Two organisations indicated they did not have either of the two policies.



EVAWG Policies



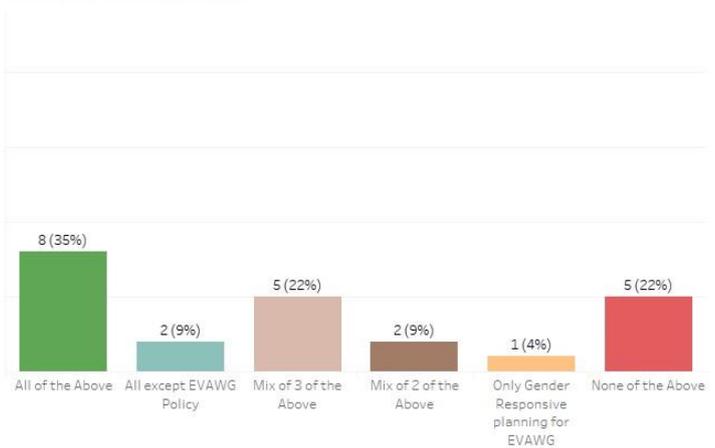
The survey found that specific EVAWG policies were lacking in the majority of organisations surveyed. Over 40% also lacked an EVAWG action plan.

Two thirds or more indicated they have a GBV communications plan, training/capacity development for EVAWG projects and/or gender responsive planning for EVAWG projects.

For organisations that have multiple of the above plans/policies:

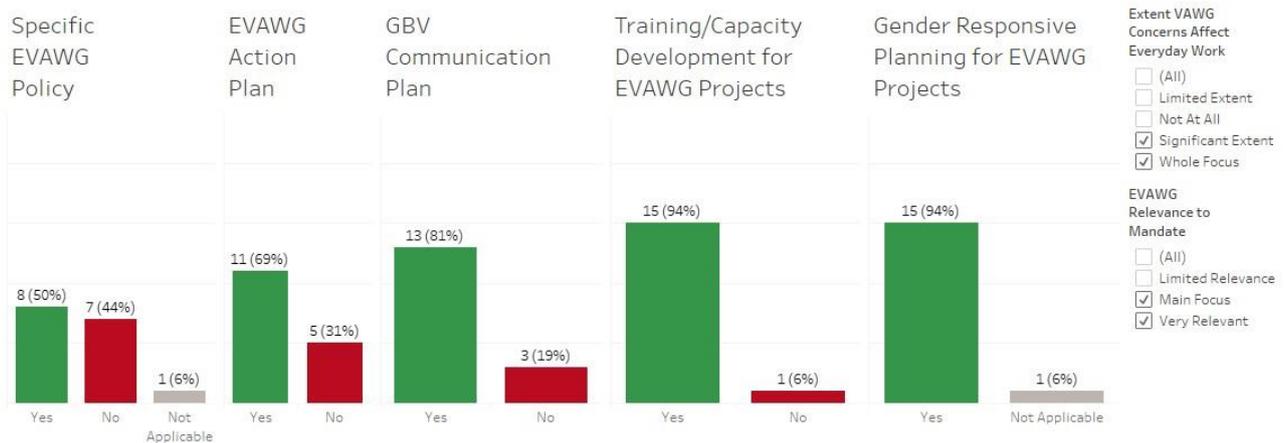
- 8 organisations had **all** of the above
- 2 organisations had all of the above **except** a Specific EAWG policy
- 1 had an EAWG and GBV plan and EAWG Training
- 1 had an EAWG Action plan, Training and Gender responsive planning
- 3 had a GBV communications plan and Gender responsive planning and training for EAWG
- 1 had only a GBV communications and EAWG plan
- 1 had only Gender responsive planning and training for EAWG
- 1 had only Gender responsive planning for EAWG.

Overall EAWG Policies



Five of 23 organisations indicated they had none of policies or plans in the survey. As with gender policies above, this can be explained given all five have a primary function that is not gender or EAWG concerns. As above however, given that all indicated either gender or EAWG concerns were relevant to their mandate or affected their everyday work, capacity building and support to develop the above policies may be welcomed by the organisations.

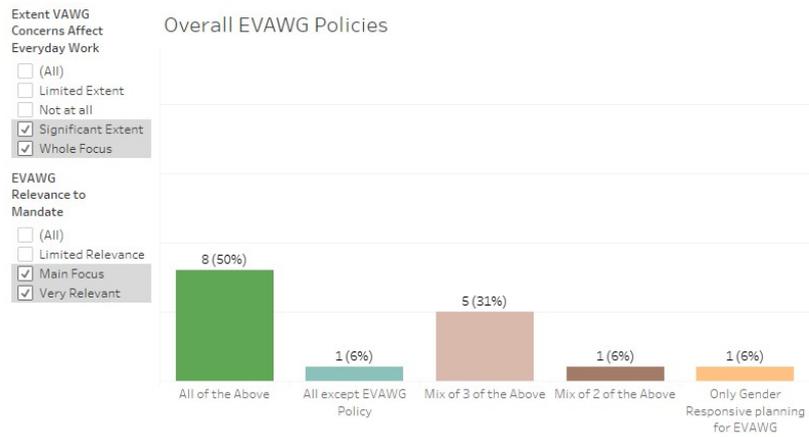
EAWG Policies in organisations with a mandate and everyday work related to EAWG



When the filters were applied to only inspect those organisations where EAWG Concerns affect their everyday work to at least a significant extent and were at least very relevant to their mandate, the percentages shift a reasonable amount.

The organisations in this group make up all 8 of the organisations with an EVAWG Policy in place, but half of this group that were highly connected to the EVAWG space do not have one. This includes one organisation that did not believe having an EVAWG policy applied to it.

All organisations in this group had at least one of the policies, 94% had Gender Responsive planning for EVAWG projects and 94% had Training or Capacity Development for EVAWG Projects.



Five organisations did not have an EVAWG Action plan and 3 did not have a GBV Communication plan.

Conclusion and Recommendation

From the survey, there was a mix where policies and strategies were concerned with some organisations having a good base of policies and strategies and others having very few of the policies and strategies in the survey.

Support to assist the organisations put relevant policies in place should be a priority given that effective, accountable and inclusive institutions are a pillar of SDG 16 (Peace, justice and strong institutions). Improving the good governance of organisations in this space will help them deliver their programs more effectively and strengthen the organisation as a whole. Where EVAWG and gender concerns are not the primary focus of an organisation but nonetheless are relevant to their work or are encountered in their work on a daily basis, having policies, gender networks and focal points in place may be of particular importance to ensure staff know clearly what their responsibilities are and where they can locate additional support if needed.

Campaigning and Lobbying and Publicity

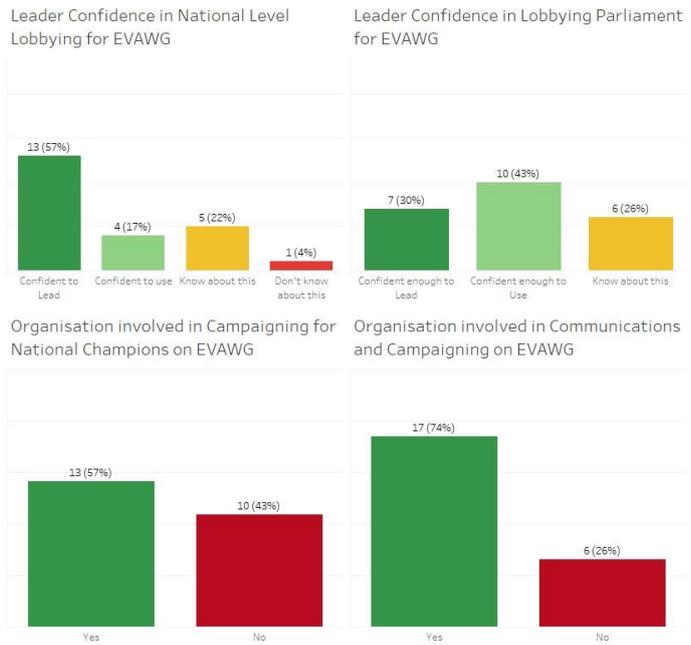
Lobbying

There was a high degree of confidence in national level lobbying for EVAWG and lobbying parliament for EVAWG, with 74% (17 respondents) indicating they were confident to use the above skills. There was a much higher level of confidence to lead national level lobbying for EVAWG (57%) compared to leading lobbying parliament (30%). However, the 7 who were confident to lead in lobbying parliament were also confident to lead national level lobbying.

The 6 organisations who indicated that they were not confident to lobby were the same for both areas of lobbying.

Of the 17 who indicated a confidence to either lead or use national level lobbying or lobbying parliament:

- 16 were involved in communications and campaigning on EVAWG
- 13 were involved in campaigning for national champions on EVAWG and
- 12 were involved in both communications and campaigning on EVAWG **and** campaigning for national champions on EVAWG
 - One of the organisations involved in both campaigns responded that they did not know about national level lobbying for EVAWG and also did not have confidence to lobby parliament.

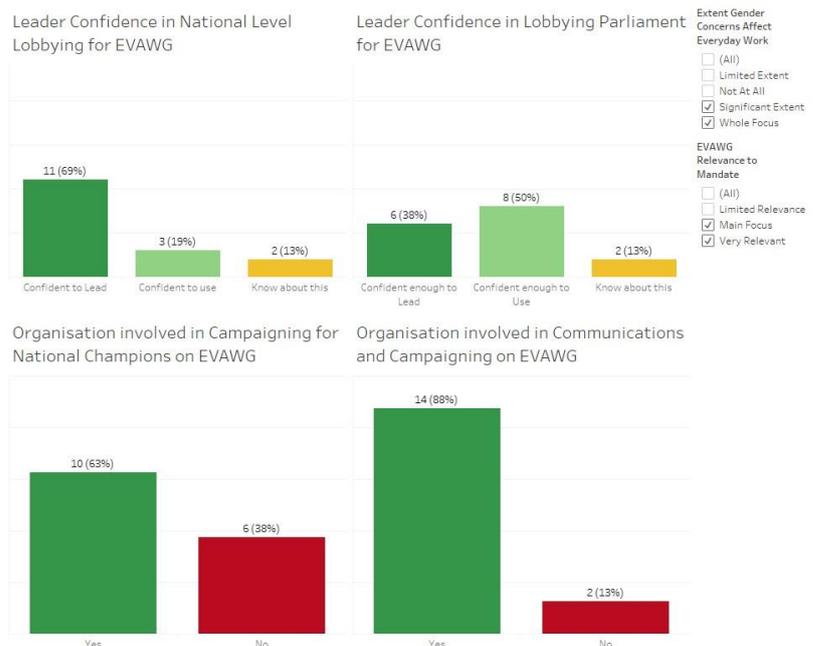


Lobbying by organisations with a mandate and everyday work related to EVAWG

The level of confidence in lobbying was very good among the organisations involved deeply with EVAWG.

Of this group of organisations, 10 (63%) were involved in both communications and campaigning for EVAWG and also involved in campaigning for national champions on EVAWG. An additional 4 (17%) were involved in only communications and campaigning for EVAWG.

Of the 14 (88%) organisations who were involved in campaigning for EVAWG, 100% of them were confident in the use of both of the lobbying skills.



Communication Methods

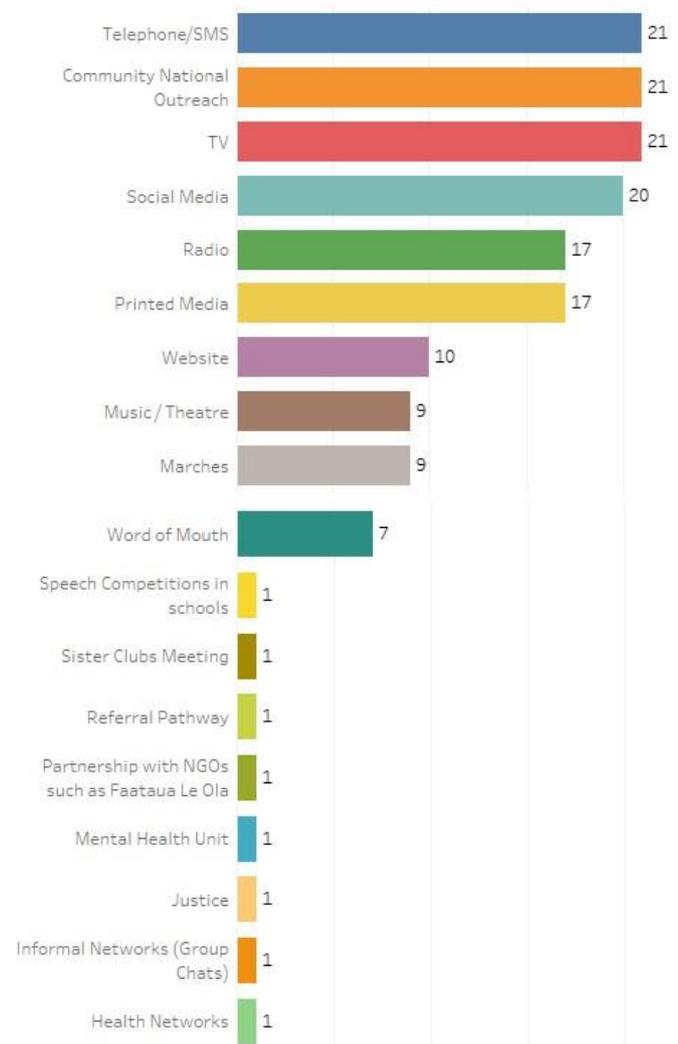
The majority of the surveyed organisations used all of the communication methods listed, with 21 organisations using TV, Telephone and Community National Outreach.

Websites were used by less than half of the organisations (45.8%), but this was not surprising given the small size of the organisations and the expense of creating and maintaining a website.

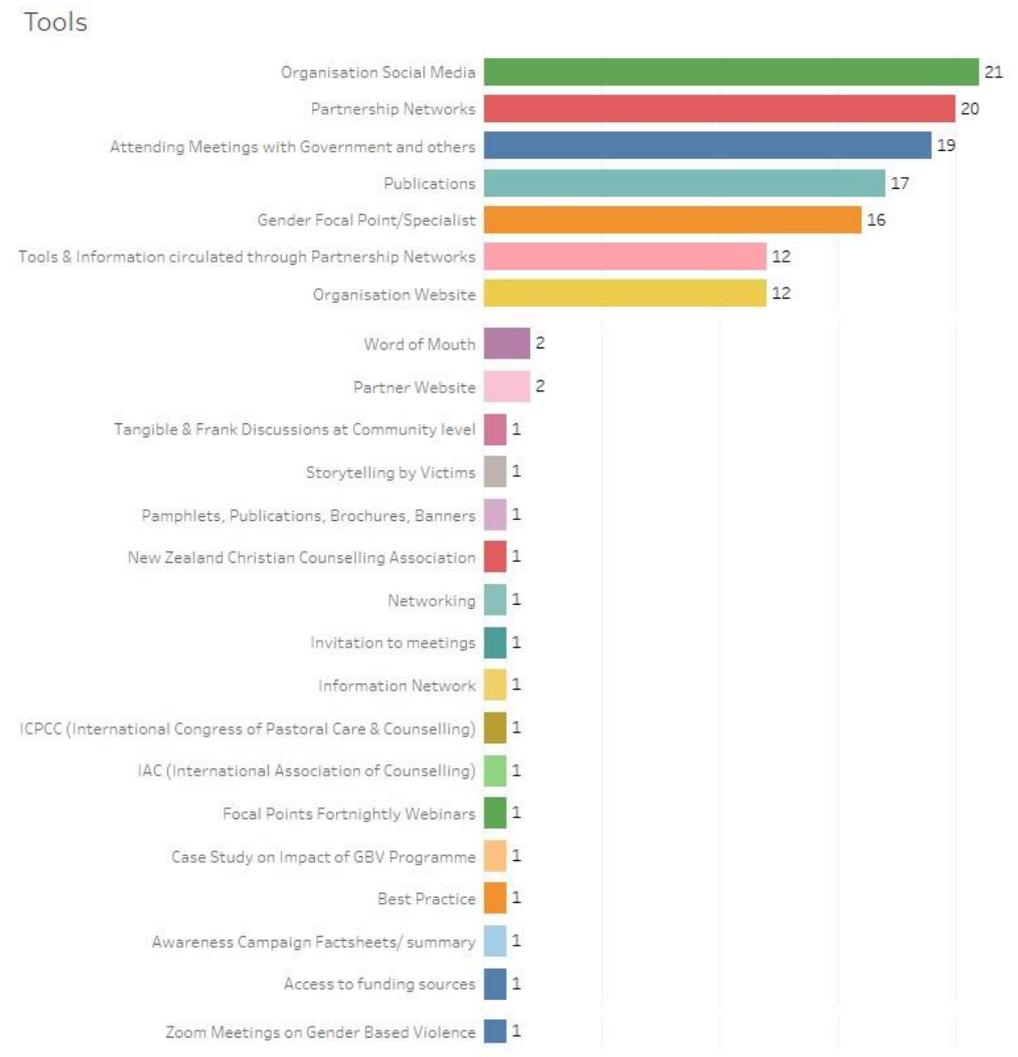
A surprising amount (37.5%) of organisations used music and theatre as part of their communication methods and the same proportion of organisations take part in marches to spread awareness of the sector.

Where NGOs indicated they used other methods of communication not provided as options in the survey, they were asked to state what the other methods were. Five of the other methods listed by NGOs were networks with other agencies, organisations or community networks indicating partnerships were a priority for these organisations.

Communication Methods



Tools used to support Knowledge



The surveyed organisations had a good set of tools that they use to support their knowledge in their work, with partnership networks and meetings with Government indicating a desire to stay connected and informed in order to continue delivering in this space.

Conclusion

Although lobbying skills could be improved to help more organisations increase their knowledge about campaigning on EVAWG, the vast majority of organisations currently involved in the campaigns have the confidence to use the appropriate skillset.

From the survey results, the organisations were also aware of and use the available communications methods and tools to support their knowledge and spread awareness.

Training and Learning

Training Completed

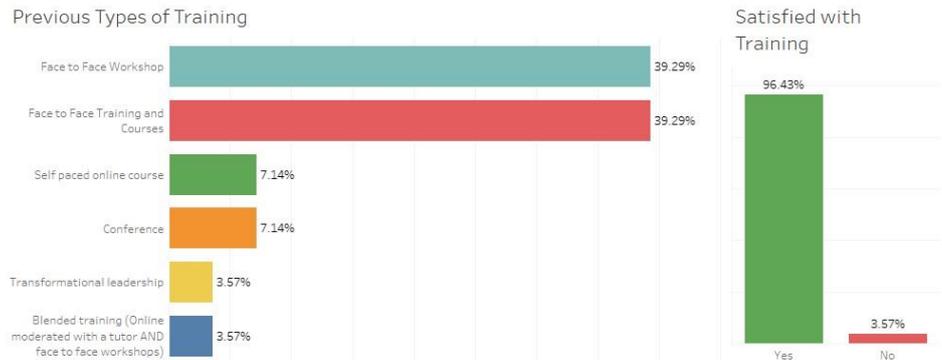
Although more than 80% of the organisations had taken introductory training on Gender issues, there were 4 organisations that had not undertaken any introductory training in this area. Four organisations also had not undertaken any training in the last 2 years.



71% of the organisations reported that they were undertaking some training at the time of the survey.

Previous Training

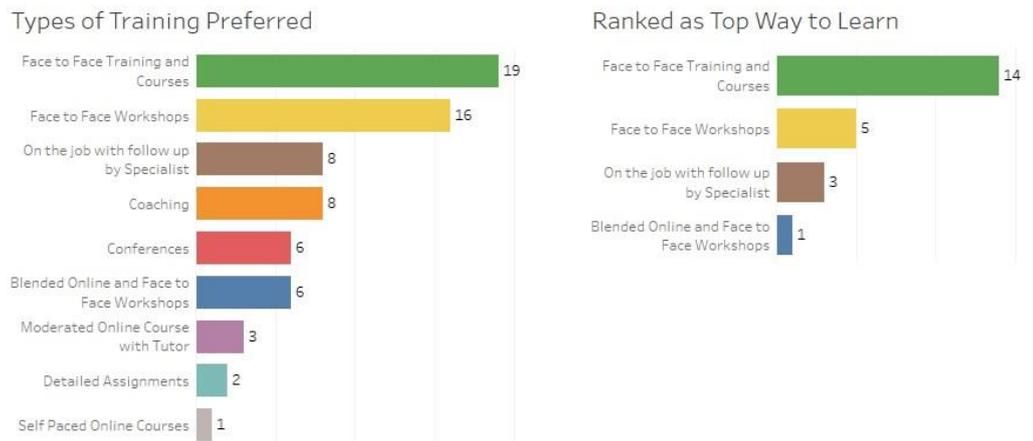
The types of courses that had been taken were mostly Face to Face Workshops or Training and Courses, with the overall satisfaction level with the courses taken being excellent (96.6%), and only 1 course being deemed unsatisfactory.



The list of courses taken by NGOs is provided in appendix 4.

Training Preferences

The types of training that have been taken align well with the preferences for training, where the majority of organisations placed Face to Face Training and Courses and Face to Face workshops in their top 3 ways to learn.



In addition, the two Face to Face learning options were ranked as their most preferred way to learn by 19 of the 23 organisations.

GBV Training Courses Desired

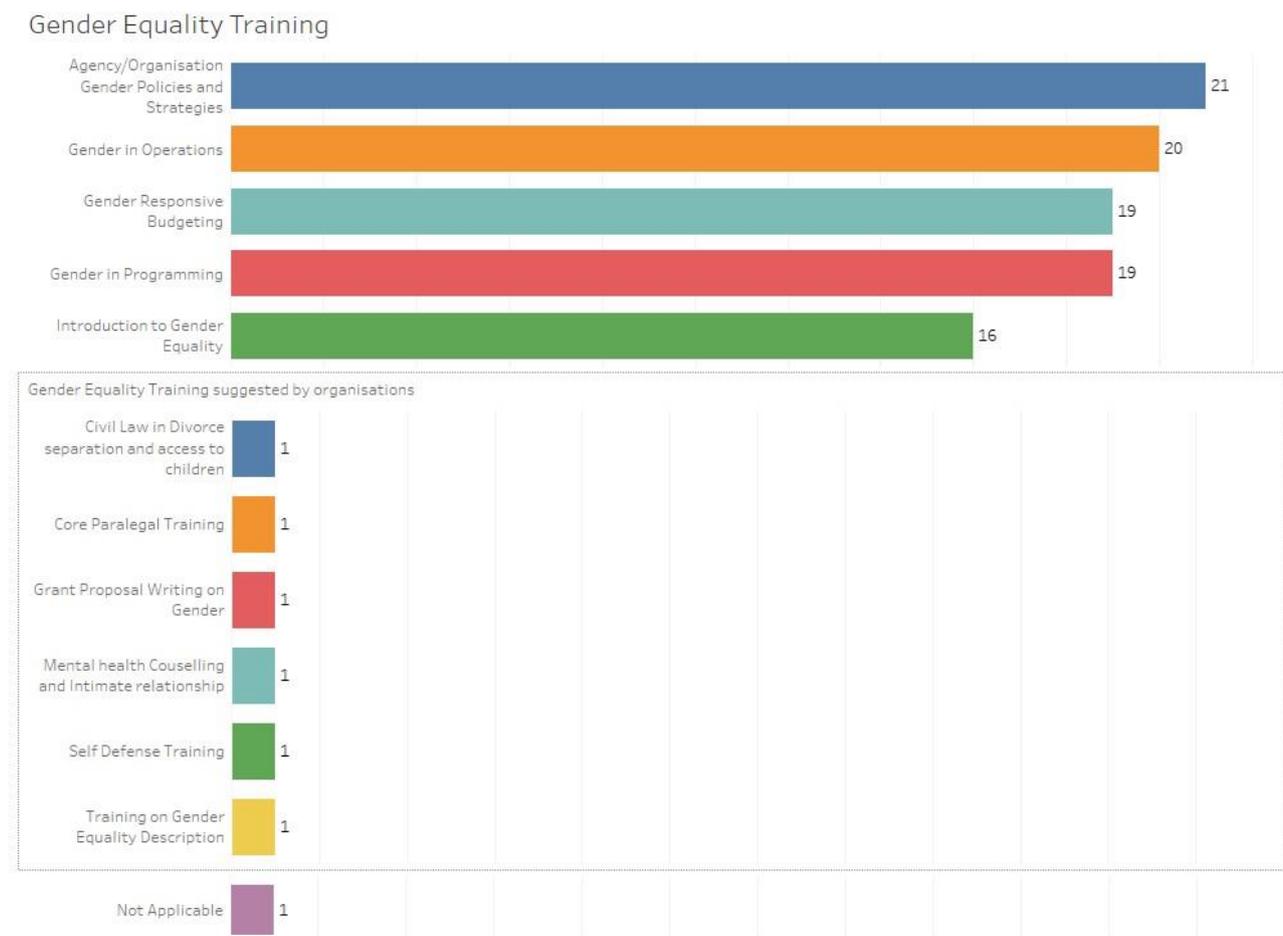
Gender Based Violence (GBV) Training Desires



The level of desire for training was high as every course offered was selected by at least 20 of the 23 (87%), with Responding to GBV being the most wanted course.

In addition to indicating they wished to take many of these courses, a number of organisations had suggestions for training courses not listed as options in the survey. Of the courses suggested, Counselling and Self Defence Training were suggested by 5 and 3 organisations respectively. Other organisations could be canvassed to determine if the desire for these courses extends beyond those who suggested the course. If so, these additional courses could be areas to consider providing further training in.

Gender Equality Training Desired



As with the GBV Training, the Gender Equality Training courses were also highly desired by the surveyed organisations, with all advanced courses selected by at least 19 of the 23 organisations (83%). Only one organisation indicated that this was not applicable to them as an organisation.

The course selected by most organisations (21 out of 23) was Agency/Organisation Gender Policies and Strategies. Given only 15 organisations had a gender policy in place, this course would target an area of need identified by the survey. In addition, the confidence level for Inclusion of Gender into Policies was only 39% with confidence to lead. Providing the course on Agency/Organisation Gender Policies and Strategies would also go some way towards addressing the lack of confidence in this area.

As expected in organisations working in this space, the Introduction to Gender Equality was the least desired. Despite the above, as two thirds of the organisations surveyed indicated a desire to take this course, the course could still be run, but targeted towards those interested.

Conclusion and Recommendation

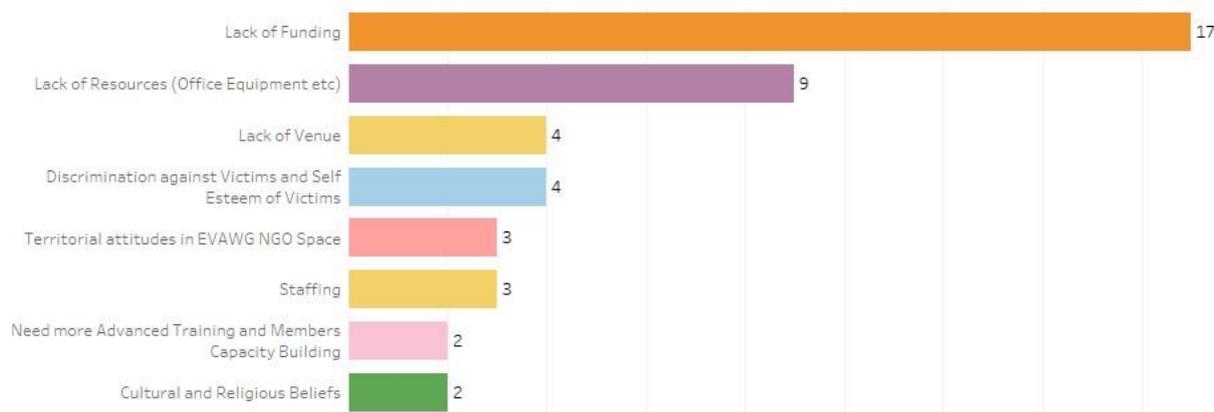
The results suggest an appetite for undertaking capacity building and training activities in the sector. Given that 71% were undertaking training related to the sector at the time of the survey and 83% indicated they had undertaken gender-related training in the previous two years, organisations appear to be proactive in addressing their learning and development needs. Most organisations also expressed a desire to undertake the majority of the training course options provided in the survey. Providing courses through the Spotlight Initiative and/or future programmes to address the needs

revealed though the Capacity Assessment would be an effective means of bridging the capacity gaps identified.

Key Concerns and Key Strengths

The most commonly reported concerns were a lack of funding and a lack of resources. The chart below shows all concerns indicated by more than one organisation.¹³

Key Concerns



Given the previously indicated concerns around a lack of funding in the sector overview above, it was not surprising that 74% of those surveyed responded with this answer. Another significant point is that this was without any prompting from the survey itself. The survey only asks to list their top 3 Key Concerns, leaving it to the interviewee to compose their concerns. Given that 17 separate organisations listed a lack of funding as one of their top 3 concerns, highlights the magnitude of the need. Other concerns that appeared several times include the related concerns of lack of resources, lack of venue and staffing.

Training and capacity building was listed as a concern by 2 organisations and territorial attitudes in the NGO space was listed by 3 separate organisations as a concern. The top concern that was not related to a lack of resources was the discrimination against victims and the self-esteem of victims – this was listed as a concern by 4 organisations. Cultural and religious beliefs was identified by 2 organisations as being a key concern.

Key strengths identified by the organisations did not converge as much as the key concerns did as each organisation has a different array of strengths. The broad areas where a number of organisations responded with similar strengths included:

- Networking
- Counselling
- Existing capacity and experience
- Training and facilitation
- Proven capacity to deliver programmes

For a full list of strengths and concerns from each organisation, refer to the Organisation profiles in Appendix 3.

¹³ This is not a full list of all concerns indicated. For concerns listed by each organisation, refer to each organisation's profile in Appendix 3 below.

Conclusion

The Capacity Assessment process was designed to gain a better understanding of the CSOs working in the gender equality and EAWG sector in Samoa including their:

- leadership, size and funding;
- focus and the degree to which Gender and EAWG concerns are relevant to their mandate and/or affect their everyday work;
- knowledge of international conventions and national policies and processes;
- knowledge of gender equality and EAWG skills and processes;
- policies and processes in place;
- involvement in and capacity to campaign and lobby on Gender Equality and EAWG; and
- training history and needs.

The Capacity Assessment survey found, and the report has shown that organisations surveyed were generally led by Samoan women, supported by a small number of employees and/or volunteers. They largely do not receive core funds from the Government to conduct work and/or provide services related to Gender Equality and EAWG.

The survey has shown the strength of the existing knowledge and skills in the sector. Given that gender concerns and/or EAWG were of relevance to either the mandates or the everyday work of all organisations surveyed, the CA has also highlighted a number of areas where the capacity of surveyed CSOs can be enhanced by providing targeted support and opportunities for capacity development such as training courses.

The level of familiarity with national processes and policies as well as international conventions was largely high. Surprisingly, it was evident in the results that the CSOs were less familiar with national processes and policies than the international conventions and instruments such as SDG 5 and CEDAW.

The confidence to use gender equality skills and processes as well as EAWG skills and processes was also strong, highlighting the expertise and level of knowledge existing in the sector. There were in both cases a small but significant number of organisations who did not know about the skills and/or were not confident in using them, however there was also a sizeable number of organisations that indicated a capacity to lead in these skills. This was especially the case with regard to gender equality skills and processes.

Similarly, although lobbying skills could be improved to help more organisations increase their knowledge about campaigning on EAWG, the vast majority of organisations currently involved in the campaigns have the confidence to use the appropriate skillset.

From the survey results, the organisations were also aware of and use the available communications methods and tools to support their knowledge and spread awareness.

When it came to having policies and strategies in place, the Capacity Assessment discovered mixed results with some organisations having a good base of policies and strategies and others having very few of the policies and strategies in the survey.

Importantly, the results suggest an appetite for undertaking capacity building and training activities in the sector. Most organisations were either undertaking training related to the sector at the time of the survey or had done so in the previous two years. The vast majority of CSOs also wished to undertake most of the training options provided in the survey, with a strong preference for face to face course options.

Whilst, the assessment scope covered 23 non- governmental organisations, the results provide a good indication of key technical gaps and needs that can inform the way forward for the sector in addressing GE and EVAWG. The findings of the survey show that there is a strong base of knowledge in the sector with some noticeable gaps in all areas of the survey. By providing targeted support and capacity building opportunities for CSOs working in this space, the Spotlight Initiative and/or future programmes could address some of the key concerns and gaps identified in the Capacity Assessment. A list of recommendations is provided below.

Recommendations

The following recommendations are made based on the results of the survey and the data being available to the Spotlight Initiative to provide targeted supported where needed.

Recommendation 1: Targeted resource support to CSOs particularly with regard to funding opportunities and accessing funding opportunities would be of immense benefit to the sector. Resource support could also be provided in other areas including but not limited to human resource and expertise to assist with both organisational and staff capacity development.

Recommendation 2: Information on international conventions and national policies and processes particularly as they relate to the work of CSOs would be of benefit. In particular, the following require attention:

- Beijing Platform for Action
- Revised Pacific Platform for Action
- CEDAW reporting under government and under SUNGO
- National Human Rights Mechanism for Reporting Framework
- Samoa National Policy for Gender Equality

Recommendation 3: Prioritise training in key gender equality skills where the confidence of CSOs to lead is low and the number of CSOs who are not confident to use is significant. Targeting gender equality training courses proposed (and requested by CSOs) with key gender equality skill gaps identified is a recommended first step. The opportunity to collaborate with existing leadership programs for advancing GE such as the Women in Leadership Samoa program can also be explored in the future.

Recommendation 4: Providing targeted support to CSOs in the following 5 gender equality skills is highly recommended:

1. Gender-responsive audit
2. Gender-responsive budgeting
3. Gender analysis for strategic planning
4. Inclusion of Gender into policies
5. Collection of sex-disaggregated data

Recommendation 5: Providing training in key EAWG skills where the confidence of CSOs to lead is low and the number of CSOs who are not confident to use is significant should be a key priority. Targeting EAWG training courses proposed (and requested by CSOs) with key EAWG skill gaps identified is a recommended first step.

Recommendation 6: Providing targeted support to CSOs in the following 5 gender equality skills is highly recommended:

1. Lobbying parliament leaders on EAWG
2. Gender-responsive monitoring and evaluation for EAWG
3. Integration of EAWG into strategic planning
4. Gender analysis for strategic planning in EAWG
5. Collection and Analysis of sex-disaggregated data in the areas of EAWG

Recommendation 7: Mentoring and support for organisations in setting up and implementing the gender equality and EAWG policies and procedures lacking in their organisations.

Recommendation 8: Explore synergies in organisational expertise and needs within the sector to support and facilitate in-sector mentoring. Some examples include:

- Organisations with a strong base of policies and procedures implemented provide ongoing mentoring support to those that do not have the policies.
- Lobbying and knowledge core groups could be identified as resources for mentoring/knowledge sharing
- Pair up key strengths with requested extra training such as:
 - Organisations who have listed key strengths as counselling providing support to those requesting this training
 - Self-defence training provided by staff of organisations with a background in law enforcement

Recommendation 9: Where training is to be provided, preference should be given to face to face workshops and trainings as these were the highest ranked learning methods.

Recommendation 10: Providing courses through the Spotlight Initiative and/or future programmes to address the needs revealed through the Capacity Assessment would be an effective means of bridging the capacity gaps identified. In the table below is a suggested priority list of courses based on the options provided to interviewees, however where these do not sufficiently address clear gaps identified in the survey, additional courses have been suggested.

Recommended Gender-Equality Training priority courses:

Course/training	Reason for priority
Agency/organisation gender policies and strategies course	<p>Implementing gender-responsive policies and processes within the organisations (only 43% with all policies in place)</p> <p>May address the following skill gaps:</p> <ol style="list-style-type: none"> 1. Inclusion of gender into policies 2. Gender analysis for strategic planning 3. Gender analysis for strategic planning in the areas of EVAWG 4. Integration of EVAWG into strategic planning <p>Addresses recommendations 4, 6 and 7.</p> <p>21 out of 23 organisations requested this training.</p>
Create new course /training: Gender responsive audit	<p>It would help organisations assess and improve existing policies, processes, and programmes.</p> <p>Addresses the following skill gap:</p> <ol style="list-style-type: none"> 1. Gender-responsive audit. <p>Organisations had the lowest confidence to lead in gender-responsive audit.</p> <p>Addresses recommendation 4.</p>
Gender responsive budgeting	<p>Addresses the following skill gap:</p> <ol style="list-style-type: none"> 1. Gender-responsive budgeting. <p>Addresses recommendation 4.</p> <p>19 out of 23 organisations requested this training.</p>
Responding to GBV	<p>An important skill for all organisations and staff working in EVAWG.</p> <p>22 out of 23 organisations requested this training, showing that while the senior leaders have the capacity in this area, almost all have identified this as a need for their organisations.</p>
GBV M&E	<p>May address the following skill gap:</p> <ol style="list-style-type: none"> 1. Gender-responsive monitoring and evaluation for EVAWG <p>Addresses recommendation 6.</p> <p>21 out of 23 organisations requested this training</p>

Introduction to GBV	<p>The confidence to lead in EVAWG skills was low.</p> <p>Addresses recommendation 6.</p> <p>20 out of 23 organisations requested this training indicating that while levels of awareness of GBV are high as shown in the report, reinforcement would be beneficial.</p> <p>This is particularly relevant as any training provided would benefit more in the organisation than just the interviewee.</p>
<p>Create new course/training:</p> <p>Familiarisation with International Conventions, National Policies and Processes</p>	<p>All organisations working in the gender-equality and EVAWG space even if marginally, should be at least familiar with these key international conventions and national policies and procedures.</p> <p>Addresses recommendation 2.</p>
<p>Create new course :</p> <p>Collection and analysis of sex-disaggregated data</p>	<p>May address the following skill gaps:</p> <ol style="list-style-type: none"> 1. Collection of sex-disaggregated data 2. Collection of sex-disaggregated data in the areas of EVAWG 3. Analysis of sex-disaggregated data 4. Analysis of sex-disaggregated data in the areas of EVAWG <p>Addresses recommendations 4 and 6.</p> <p>The survey showed low levels of confidence to use the above skills.</p>

Reference List

1. Louisa Apelu 2020: Spotlight Initiative Capacity Assessment Glossary
2. Spotlight Initiative UNDP PMU (Samoa) 2019: Country Program Document July 2019
3. Spotlight Initiative UNDP PMU (Samoa) 2020: Country Program Document Samoa
4. Spotlight Initiative UNDP PMU (Samoa) 2020: Profile on partners: SNCW
5. Spotlight Initiative UNDP PMU (Samoa) 2020: Information Paper developed for stakeholders 2020
6. UNWomen 2014: Gender Equality Capacity Assessment Tool

Appendices : Appendix 1

Annex 1: - Samoa Civil Society National Reference Group Response

Introduction:

On the 28th September 2020 the Samoa Civil Society National Reference Group were notified of the final draft report. With limited time we circulated the report to the members of the Reference group for comments. Please see below the following comments and recommendations.

General comments and recommendations from CSO-NRG:

1. Recommend to include Leadership Training to increase self-confidence of trainers to deliver GBV workshops.
2. Recommend "practical mentoring" for when trainers deliver, that the mentor be there for the session to offer support and feedback.
3. Regarding Self Defence, have sports organisations come in and deliver, Taekwondo, Wrestling and Judo to name a few
4. The Capacity Assessment exercise was limited to 23 CSOs involved in activities related to EVAWG. It will be one of the functions of the CSO-RG to reach out to other CSOs that were not assessed by the present Review but are involved in such activities. With the information then available on relevant CSO activities in the field, it would be possible to identify and sort out the most effective approaches to prevent and counter VAWG that should be promoted and/or up scaled.
5. A recommendation for training and face to face workshops for CSO's to be performed by qualified personnel especially counselling.
6. At least one staff member of each CSO to be trained and up skilled in the EVAWG and GBV space. To also have supervision guidelines for those staff who will be trained.
7. Recommend going forward to utilise Samoan/Pacific Islander Data analysis, technical consultant
8. Include page numbers in report
9. Future capacity assessments could include a cross reference of government funding CSOs as opposed to others.
10. Recommend having a group that has the capacity in the EVAWG space to help build capacity of CSOs working in EVAWG and help with their organisational and capacity needs.
11. To have all research documents and reports translated into Samoan.
12. Response to recommendations in report:

Recommendation 1:

Agree with this, capacity building for CSO staff should be ongoing.

Recommendation 2:

Include also regional policies and conventions and a need based assessment of what Samoa needs in terms of policies and a law.

Recommendation 3:

Agree and linked to capacity building.

Annex 1: - Samoa Civil Society National Reference Group Response

Recommendation 4:

Agree and if this is provided, accountability and gender mainstreaming will be realised.

Recommendation 5:

Agree and again linked to capacity building of CSOs and those working or wanting to work in the EVAWG space.

Recommendation 6:

Agree about providing targeted support to CSOs in the gender equality areas but again the capacity building needs to be realised so that the issues below can be ensured. If capacity of CSOs are built then all the work below can be accomplished at some or all levels.

1. Lobbying parliament leaders on EVAWG
2. Gender-responsive monitoring and evaluation for EVAWG
3. Integration of EVAWG into strategic planning
4. Gender analysis for strategic planning in EVAWG
5. Collection and Analysis of sex-disaggregated data in the areas of EVAWG

Recommendation 7:

Agree and capacity building again.

Recommendation 8:

Agree, and again if CSOs have the capacity to do things, then a group should be set up who have the capacity in EVAWG to help CSOs who are working or want to work in EVAWG.

Recommendation 9:

Agree but in this environment of Covid, online training should also be considered so that it does not hinder any capacity building that needs to be done for CSOs working or wanting to work in the EVAWG space.

Recommendation 10:

Totally agree and this is something that the CSO-NRG can help in.

Appendix 2 – Survey Questions as they appear in KoBoToolbox

8) Is your organisation registered with the MCIL?

- Yes
- No
- I don't know
- Not Applicable

9) Is your organisation a member of SUNGO?

- Yes
- No
- I don't know
- Not Applicable

Section 2: Educational background and previous experiences in training for gender equality, women's empowerment and ending violence against women

The objective of this section is to gather information on previous training for gender equality, women's empowerment, ending violence against women and girls (VAWG) experiences of respondents

10) Has your organisation received an introductory training or orientation on gender issues?

- Yes
- No

11) Is your organisation currently undertaking gender related training or courses?

Examples include areas such as; gender responsive budgeting, gender statistics, gender Monitoring and Evaluation; project management in gender specific projects

- Yes
- No

12) Has your organisation taken gender related training or courses in the last two years?

Examples include areas such as; gender responsive budgeting, gender statistics, gender Monitoring and Evaluation; project management in gender specific projects

- Yes
- No

Courses or Trainings taken in the last two years

* 12.1) Gender Related Course or Training Name

* 12.2) Topic Covered by Course or Training

* 12.3) Date of Training

Approximate date is acceptable

yyyy-mm

* 12.4) Number of days

Estimated

Note: Questions with asterisks next to them were compulsory. Questions that appear a lighter grey when printed only appear on the online survey if interviewees selected a response requiring a follow up in a previous question e.g. 'other'.

Note: In the electronic survey, Questions 12.1 – 12.7 (courses taken) can be repeated, allowing for participants to add as many courses as they had taken.

*** 12.5) Type of Training**

- Face to Face Training and Courses
- Face to Face Workshop
- Self paced online course
- Moderated online course with a tutor
- Blended training (Online moderated with a tutor AND face to face workshops)
- Detailed assignments
- Coaching
- On the job/learning by doing with follow up by specialist
- Conference
- Other

*** 12.5a) Specify the other type of training**

12.6) Organised/Provided By

*** 12.7) Are you satisfied with the course/training?**

- Yes
- No

12.7a) Why was the course/training not satisfactory?

Section 3: Knowledge on gender equality and women's empowerment

The objective of this section is to assess the level of knowledge of gender equality and how to include gender equality in programme and operations activities.

13) To what extent do gender concerns influence your organisation's everyday work?

- Not at all
- To a limited extent
- To a significant extent
- The whole focus is on gender concerns

14) How relevant are gender concerns to the mandate of your agency/organisation?

- Not relevant at all
- Relevant to a limited degree
- Very relevant
- Gender concerns are the main focus
- Not Applicable

How familiar is your organisation with the following regional and international conventions

15) CEDAW*Convention on the Elimination of Discrimination Against Women*

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

16) BPFA*Beijing Platform for Action*

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

17) Revised PPFA*Revised Pacific Platform for Action on the Advancement of Women and Gender Equality*

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

18) CRPD*Convention on the Rights of Persons with Disabilities*

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

19) SDG 5 on Gender Equality*Sustainable Development Goals - Goal 5 on Gender Equality*

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

How familiar is your organisation with the following National policies and processes?**20) Samoa National Policy for Gender Equality 2016 - 2021**

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

21) National Human Rights Mechanism for Reporting Framework (NMRF)

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

22) National CEDAW Reporting Process under SUNGO

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

23) National CEDAW Reporting Process under Government

- Not familiar at all
- Familiar to a certain extent
- Very familiar and applying it to the organisation's work
- Not Applicable

24) Is your organisation clear about the difference between gender mainstreaming and equal representation of women?

- Yes
- No
- Not Applicable

For the following skills and processes, please indicate your level of knowledge**25) Gender analysis for strategic planning**

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

26) Collection of sex - disaggregated data

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

27) Analysis of sex - disaggregated data

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

28) Integration of gender into strategic planning processes

This includes goals, objectives, results statements, indicators etc..

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

29) Gender-responsive monitoring and evaluation

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

30) Gender-responsive budgeting and tracking of resources

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

31) Gender-responsive planning

(eg development of project or program documents)

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

32) Gender-specific programming

(e.g. inclusion of gender, in planning documents such as country programme reports)

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

33) Training/capacity development for gender equality

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

34) Gender-responsive audit

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

35) Gender-sensitive communications*(images, publications, language)*

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

36) Inclusion of gender into policies*Including policies, administrative instructions and other directives on finance/procurement/IT/Human Resources/management services/security*

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

37) Policies and plans for the equal representation of women

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

Gender Policies**38) Does your organisation have in place any of the following?***Select all that apply*

- Gender policies and/or strategies
- GBV (Gender Based Violence) policies and/or strategies
- Gender focal points
- Gender networks
- None of the Above
- Not Applicable

Section 4: Knowledge on Ending Violence Against Women and Girls

The objective of this section is to assess the level of knowledge of ending violence against women and girls (EVAWG) and how to include EVAWG in programme and operations activities.

39) To what extent do VAWG concerns influence your organisation's everyday work?

- Not at all
- To a limited extent
- To a significant extent
- The whole focus is on VAWG

40) How relevant is EVAWG to the mandate of your agency/organisation?

- Not at all
- Relevant to a limited degree
- Very relevant
- EVAWG is the main focus
- Not applicable

41) Are you clear about the difference between gender based violence, intimate partner violence and domestic violence?

- Yes
- No
- Not applicable

For the following skills and processes, please indicate your level of knowledge and proficiency**42) Gender analysis for strategic planning in the areas of EVAWG**

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

43) Collection of sex - disaggregated data in the areas of EVAWG

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

44) Analysis of sex - disaggregated data in the areas of EVAWG

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

45) Integration of EVAWG into strategic planning, policy development processes including results statements and indicators

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

46) Gender-responsive monitoring and evaluation for EVAWG

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

47) Gender-responsive planning for EVAWG projects

(eg development of project or program documents)

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

48) Training/capacity development for EVAWG

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

49) Communications and advocacy for EVAWG (multimedia, messaging, graphics, social media etc)

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

50) National level lobbying, advocacy, Campaigning for National Champions on EVAWG

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

51) Lobbying parliament leaders for legislation development on EVAWG

- I don't know
- I know about this
- I am confident enough to use this
- I am confident enough to lead
- Not applicable

Section 5: Strengthening institutional capacities, financial, resource mobilisation, operational capacities

Objective of this section is to assess the level of institutional, financial, resource mobilisation and operational capacities of the organisation

52) How many staff are permanently employed by the organisation?

Approximate numbers are acceptable

53) How many staff are volunteering for the organisation?

(No remuneration/unpaid). Approximate numbers are acceptable

54) At the organisation level, how many staff are permanently employed to work and deliver programs on EVAWG?

Approximate numbers are acceptable

55) At the organisation level, how many volunteering staff are working and delivering programs on EVAWG?

(No remuneration/unpaid). Approximate numbers are acceptable

56) At the organisation level, how many staff are permanently employed to work and deliver programs related to gender concerns

Approximate numbers are acceptable

57) At the organisation level, how many volunteering staff are working and delivering programs related to gender concerns

(No remuneration/unpaid). Approximate numbers are acceptable

Policies and Processes

58) Does your organisation have a specific EVAWG policy?

- Yes
- No
- I don't know
- Not applicable

59) Does your organisation have a specific EVAWG plan of action?

- Yes
- No
- I don't know
- Not applicable

60) Does your organisation have any financial management guidelines/policies, standard operational manuals ?

- Yes
- No
- I don't know
- Not applicable

61) Does your organisation include Gender-responsive planning for EVAWG projects?

(eg development of project or program documents)

- Yes
- No
- I don't know
- Not applicable

62) Does your organisation have training/capacity development for EVAWG?

- Yes
- No
- I don't know
- Not applicable

63) Does your organisation have a human resource development plan?

- Yes
- No
- I don't know
- Not applicable

64) Does your organisation have a Gender Based Violence (GBV) Communication Plan?

- Yes
- No
- I don't know
- Not applicable

Funding Sources

65) Does your organisation receive core funding from Government?

- Yes
- No
- I don't know
- Not applicable

66) Does your organisation receive private funding from national stakeholders?

This includes any source of private funding from within Samoa

- Yes
- No
- I don't know
- Not applicable

67) Does your organisation receive any support from any development partners?

This includes funding, resources, goods & services, volunteers, technical advisors etc from sources such as the UN, DFAT, EU, any grants, any scholarships from international partners etc

- Yes
- No
- I don't know
- Not applicable

Campaigning and Communications

68) Is your organisation involved in Communications and Campaigning for EVAWG?

(images, publications, language)

- Yes
- No
- I don't know
- Not applicable

69) Is your organisation involved in Campaigning for National Champions on EVAWG?

- Yes
- No
- I don't know
- Not applicable

70) What forms of communication channels does your organisation use?

Select all that apply

- Radio
- TV
- Social Media (FB, Twitter, Instagram etc.)
- Telephone/SMS
- Website
- Printed Media (Pamphlets, Booklets, Flyers, Stickers etc.)
- Community & National Outreach Programs
- Marches
- Music or Theatre
- Other
- None of the Above

» Other forms of communication channels

* 70a) What other forms of communication channels does your organisation use?

71) Please Identify 1-3 key strengths of your organisation in delivering programs and services for EVAWG

71a) Key Strength 1

71b) Key Strength 2 (Optional)

71c) Key Strength 3 (Optional)

72) Please identify 1 - 3 key issues or challenges for your organisation in delivering programs and services for EVAWG

72a) Key Concern 1

Note: In the electronic survey, Question 70a (communications channels) can be repeated, allowing for participants to add as many communications channels as they use.

72b) Key Concern 2 (Optional)**72c) Key Concern 3 (Optional)****Section 6: Learning styles and needs**

The objective of this section is to gather information on the training needs and preferences from the respondent's perspective.

73) Which of the following training on elimination of gender based violence, domestic violence, intimate partner violence would you like to take or receive to improve your work?

Select all that apply

- Introduction to Understanding Gender based Violence, VAWG, DV definitions and concepts
- Advocacy, Prevention strategies in GBV
- Responding to GBV (standard operational procedures, minimum standards, case management, templates)
- Agency/Organization gender based violence policies and strategies
- Communication Strategies using social media/innovative digital platforms for addressing GBV
- Policies , legislations (including Development of minimum standards for GBV, VAWG, DV, guiding principles, referral pathway
- GBV - monitoring and evaluation
- Other
- None
- Not Applicable

» What other training on elimination of gender based violence, domestic violence, intimate partner violence would you like to take or receive to improve your work?

* 73a) Training on Elimination of GBV, DV, IPV Description

1

Note: In the electronic survey, Question 73a (Training on elimination of gender based violence) can be repeated, allowing for participants to add as many other trainings as they would like to receive.

74) Which of the following training on gender equality would your organisation like to take or receive to improve your work?

Select all that apply

- Introduction to gender equality
- Gender in programming (including project management, project design)
- Gender responsive budgeting
- Gender in operations (gender analysis, gender statistics and gender reporting)
- Agency/Organization gender policies and strategies
- Other
- None
- Not Applicable

» What other training would your organisation like to take or receive to improve your work?

* 74a) Training on Gender Equality Description

Note: In the electronic survey, Question 74a (Training on gender equality) can be repeated, allowing for participants to add as many other trainings as they would like to receive.

75) What tools and/or sources of information does your organisation use to support your knowledge of and/or the inclusion of gender equality/EVAWG issues in your work?

Select all that apply

- Organisation website
- Organisation Facebook, twitter, instagram,WhatsApp, viber etc
- Organisation Publications
- Organisation Gender Focal Point/Specialist
- Organisation attending meetings with Government and other partners
- Organisation partnership network with other national partners working in this space
- Tools/Information circulated through partnership networks
- Other
- None of the Above

What other tools or information does your organisation use?

* 75a) Tool or Source of Information

1
Note: In the electronic survey, Questions 75a and 75b (Tool or Source of Information) can be repeated, allowing for participants to add as many other tools as they use.

What tools or information circulated through partnership networks do you use?

* 75b) Tool or Source of Information

76) What are the top 3 ways in which your organisation prefers to learn?

Rank in order of importance the following options

Face to face training and courses, Face to face workshops, Self-paced online courses, Moderated online courses with a tutor, Blended trainings (online moderated with a tutor and face to face workshops), Detailed assignments, Coaching, On the job/learning by doing with follow up by specialist, Conferences, Other

What are the top 3 ways in which your organisation prefers to learn?

Learning Rank 1

- Face to Face Training and Courses
- Face to Face Workshops
- Self Paced Online Courses
- Moderated Online Courses with a Tutor
- Blended Trainings (Online Moderated with a tutor AND face to face workshops)
- Detailed Assignments
- Coaching
- On the job/Learning by doing with follow up by specialist
- Conferences
- Other

Learning Rank 2

- Face to Face Training and Courses Face to Face Workshops Self Paced Online Courses
- Moderated Online Courses with a Tutor
- Blended Trainings (Online Moderated with a tutor AND face to face workshops)
- Detailed Assignments Coaching
- On the job/Learning by doing with follow up by specialist Conferences
- Other

Learning Rank 3

- Face to Face Training and Courses Face to Face Workshops Self Paced Online Courses
- Moderated Online Courses with a Tutor
- Blended Trainings (Online Moderated with a tutor AND face to face workshops)
- Detailed Assignments Coaching
- On the job/Learning by doing with follow up by specialist Conferences
- Other

76a. Name the other way your organisation prefers to learn

Please share any thoughts or comments that you think might be useful

Faafetai lava and thank you again for your participation in this online questionnaire. You will have access to the consolidated results and report in due course.

Appendix 3 – Spotlight Initiative Capacity Assessment Glossary provided by UNDP

<p>1. Spotlight Initiative</p>	<p>SPOTLIGHT Initiative – Joint United Nations and European Union global initiative to eliminate all forms of violence against women and girls. In Samoa, Spotlight Initiative focuses on Domestic Violence (DV) and intimate partner violence (IPV) and covers 6 outcome areas: (1) improving laws (2) Strengthening institutions (3) Prevention Services (4) Response Services (5) Data Availability (6) CSO Capacity Strengthening.</p>
<p>2. CEDAW</p>	<p>United Nations - Convention on the Elimination of Discrimination Against Women. Often referred to as International Bill of Rights An international agreement adopted in 1979 by the UN, which contains 30 articles which offer a practical outline to promote basic human rights, achieve progress and overcome barriers of discrimination against women and girls.</p> <p>Ratified by the Government of Samoa in 1992.</p>
<p>3. BPFA</p>	<p>Beijing Platform for Action, Signed in Beijing 1995. There are 12 critical areas ensuring equality for women, opportunities for women and men, boys and girls. Sets forth Government’s commitments to enhance women’s rights.</p>
<p>4. Revised Pacific Beijing Platform for Action</p>	<p>Regional Plan for Action on the Advancement of Women (in the Pacific) used by Pacific Island countries and territories to guide the regional and national gender equality and empowerment of women’s political, cultural, social and legal rights.</p>
<p>5. CRPD</p>	<p>United Nations Convention on the Rights of Persons with Disabilities, signed by the Government of Samoa December 2016.</p>
<p>6. Discrimination against women</p>	<p>is defined by the CEDAW as any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. (CEDAW)</p>

7. Empowerment	is the process of enhancing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Central to this process are actions which both build individual and collective assets and improve the efficiency and fairness of the organizational and institutional context which govern the use of these assets.
8. Equity	refers to the concept of fairness and involves access to equal opportunities and the development of basic capacities. To ensure equity, it is necessary to recognize that some groups have been disadvantaged and even though the rules do not specifically discriminate some people, they could, in fact, induce some forms of discrimination when social inequalities are overlooked. Therefore equity could necessitate special measures to compensate for the disadvantages. Equity is an essential element to equality.
9. Gender	refers to the socially constructed roles held by women and men in a specific society, including their responsibilities, behaviours and attitudes towards each other. Even if they sometimes look ‘natural’, these roles are learned, can be different from one society to another, and change over time.
10. Sex	Refers to the biological difference between male and female which are universal, obvious and generally permanent. Sex describes the biological/ physical/ anatomical and genetic composition with which we are born.
11. Gender analysis	is a process, including methods and tools, to identify gender inequalities and the causes of those inequalities. It aims to plan efficient development programmes that are addressing both men’s and women’s needs and to reduce existing gender and other social inequalities. A gender analysis is not limited to analyzing women’s roles and needs only, but men’s roles as well. It focuses on the causes of gender inequalities embedded in social relations and institutions. A gender analysis also studies social organizations and institutions in order to identify what needs to be changed in order to ensure equity, equality and social inclusion.
12. Gender Awareness	State of knowing and understanding the difference in roles and relations of women and men and how this results in differences in power relations, status, privileges and needs.

<p>13. Gender Bias</p>	<p>Results when cultural beliefs and structural arrangements favor one gender over another.</p>
<p>14. Gender Equality</p>	<p>Gender equality refers to the equal rights (aia tutusa), responsibilities (matāfaioi) and opportunities (avanoa) of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development. (OSAGI 2001)</p>
<p>15. Gender Focal Point</p>	<p>Key staff member within an organization dealing with its gender mainstreaming strategy or program of action, builds capacity of staff and is responsible for incorporating gender issues/concerns into organization scope of work. Monitors and reports on the status of gender equality and women within the organization.</p>
<p>16. Gender disaggregated data</p>	<p>Refers to sex disaggregated data that are collected and analyzed separately on males and females.</p>
<p>17. Gender Statistics</p>	<p>Gender statistics go beyond sex disaggregated data and capture the specific realities in the lives of men and women. It captures data pertaining specifically to women or to men and data that captures specific gender issues. (UN Women 2019 gender statistics)</p>

<p>18. Gender Issues</p>	<p>When there is recognition that an inequality exists. It includes all aspects and concerns of women and men’s lives and their situation in society. It refers to the way they interrelate, access to and use of resources, their activities and how they react to changes, interventions and policies.</p>
<p>19. Gender mainstreaming</p>	<p>is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.” (ECOSOC Agreed Conclusions, 1997/2) <i>Gender mainstreaming in the primary tool for promoting gender equality.</i></p>
<p>20. Gender responsive audit</p>	<p>Is a tool to assess and check the institutionalization or integration/mainstreaming of gender equality into organization policies, programmes, projects, structures, budget and operational procedures or processes.</p>
<p>21. Gender Responsive Budgeting</p>	<p>Budget that works for men, women, boys and girls. It ensures that needs and interests of individuals from different social groups (sex, age, ethnicity, location, disability) are expressed in expenditure and revenue policies.</p>
<p>22. Gender Monitoring and Evaluation</p>	<p>Degree to which gender issues are implemented into action- oriented strategies and assessed. It looks at the change as a result of an intervention using a process that is inclusive, participatory and respectful of all stakeholders. Gender responsive evaluation is a component of Results based management. (UN Women 2015 Gender Responsive Evaluation Handbook)</p>
<p>23. Results Based Management</p>	<p>RBM is a strategic management approach to ensure accountability for programs by offering a process and structure to formulate results and to manage for their achievement, while ensuring evidence for decision making, learning and accountability. (UN Women 2015 Gender Responsive Evaluation Handbook)</p>
<p>24. Gender Policy</p>	<p>Strategic tool that uses research findings, analysis to recommend action points to guide work for promoting gender equality and women’s rights. Under MWCSO, there is a National Gender Equality policy 2016 – 2021.</p>
<p>25. Gender Based Violence</p>	<p>Aggression and cruelty against others based on their gender, particularly against women based on their assumed subordinate status in society. Gender based violence involves the use and abuse of power and control over another person. It includes any act or threat by male dominated institutions that inflict physical, sexual, or psychological harm on a woman or girl because of their gender. GBV is any act of violence that is directed against a woman because she is a woman or that affects women disproportionately.</p>

<p>26. Violence</p>	<p>The World Health Organization defines ‘violence’ as the “intentional use of physical force of power, threatened or actual, against oneself, another person, or against a group or community, which either results in or has a high likelihood of resulting in injury, death, psychological harm, mal development or deprivation.</p>
<p>27. Violence- interpersonal violence</p>	<p>is violence that occurs between family members, intimate partners, friends, acquaintances, and strangers and includes child maltreatment, youth violence, intimate partner violence, sexual violence and elder abuse</p>
<p>28. Intimate Partner Violence (IPV)</p>	<p>Is one of the most common forms of violence against women and includes physical, sexual and emotional abuse and controlling behavior by an intimate partner. IPV occurs in all settings and amongst all socio- economic, religious and cultural groups. (WHO definition)</p>
<p>29. Domestic Violence</p>	<p>Domestic violence can refer to partner violence, also include child, elder abuse or abuse inflicted by any member of the household. It can be defined as a pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner.</p>
<p>30. VAW, ERAW, ERAWG</p>	<p>EVAW – Ending Violence Against Women EVAWG – Ending Violence Against Women and girls VAW – Violence Against Women VAWG – Violence Against Women and Girls The term VAW encompasses many forms of violence including violence by an intimate partner (IPV) and rape / sexual assault and other forms of sexual violence perpetuated by someone other than the partner (non-partner sexual violence) as well as trafficking of women.</p>

Appendix 4 – A brief profile of participating CSOs based on information

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Brown Girl Woke

Organisation Focus

Our mission is to transform young minds and provide the new generation with the resources they need to become confident and independent thought leaders.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	Founder
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?

To a significant extent

How relevant are gender concerns to the mandate of your agency/organisation?

Gender concerns are the main focus

To what extent do VAWG concerns influence your organisation's everyday work?

To a significant extent

How relevant is EVAWG to the mandate of your agency/organisation?

EVAWG is the main focus

Key Strength 1 Workshops

Key Strength 2

Key Strength 3

Key Concern 1 Funding

Key Concern 2

Key Concern 3

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
0	30	30	0.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	30	30	100.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	10	10	33.33%

Learning Preference Rank 1

Face to Face Training and Courses

Learning Preference Rank 2

Face to Face Workshops

Learning Preference Rank 3

Coaching

Faataua Le Ola

Organisation Focus

Fa'ataua Le Ola, which means "value life", offers a 24-hour free quality mental health support service to people in Samoa and abroad, who may be experiencing psychological issues, which could lead to depression and/or suicidal thoughts. FLO's mission is to provide information, services and support to the Samoan community to assist in the prevention of suicide.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Chief Executive Officer
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	20 years experience in delivering programmes such as Suicide programmes etc
Key Strength 2	In FLO outreach programmes; FLO empowers marginalised groups and reducing inequality and Suicides
Key Strength 3	Encourage and Strengthen local community to be Healthy, active, and reduce the rate of disease poverty and suicide
Key Concern 1	Finance and Funding
Key Concern 2	The right to participate and space for exchange and dialogue in Government Policies and Procedures
Key Concern 3	Ensuring a safe space to work with ending violence against women and suicide

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
6	8	14	42.86%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
2	2	4	28.57%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
2	2	4	28.57%

Learning Preference Rank 1
Face to Face Training and Courses

Learning Preference Rank 2
Face to Face Workshops

Learning Preference Rank 3
Conferences

GOSHEN Trust Mental Health Services

Organisation Focus

Health - To provide support and care to people who suffer from mental health problems, as well as their families.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Chief Executive Officer
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
Yes	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	GOSHEN's duty to Commit (Commitment)
Key Strength 2	GOSHEN's purpose to deliver programmes for home situation is Safe
Key Strength 3	Have set Programmes to help mental illness people, their families and communities

Key Concern 1	Funding Assistance for mental illness people's Families
Key Concern 2	Resources needed for Programme Delivery
Key Concern 3	Mentally ill Discrimination

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
9	0	9	100.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
9	0	9	100.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
9	0	9	100.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
On the job/Learning by doing with follow up by specialist	Face to Face Training and Courses	Face to Face Workshops

Le Teine Crisis Center Charitable Trust

Organisation Focus

Establishing safe spaces and counselling for women affected by violence. Topics/Lessons accredited to carry out in communities in gender constituencies or creating safe spaces in any areas preferred for ages of participants allowed 12-40 girls and women only. - gender based violence - violence against women - gender and relations - leadership - human rights/women rights - sexual reproductive health rights - climate change - humanitarian crisis - economic empowerment

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	Program Coordinator
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Networking
Key Strength 2	Facilitating
Key Strength 3	Training

Key Concern 1	No proper venue
Key Concern 2	Funding
Key Concern 3	Resources

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
2	7	9	22.22%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
1	3	4	44.44%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	4	4	44.44%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	Face to Face Workshops	Blended Trainings (Online Moderated with a tutor AND face to face workshops)

Nuanua ole Alofa

Organisation Focus

Social Services & Disability - Advocating for needs and rights of people with disabilities to improve their opportunities to live, at full life. Nuanua o le alofa, national advocacy organisation of and for persons with disabilities in Samoa. An organisation established in 2001 by persons with disabilities to ensure persons with disabilities are not left behind in developments and provide a platform for persons with diverse disabilities to contribute to the development of the country by raising their issues.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	General Manager
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Live experiences of person with Disabilities
Key Strength 2	Voice of the Community
Key Strength 3	Recognised by leading advocacy organisations for people with disability

Key Concern 1	Ending violence is a competing priority for CSOs
Key Concern 2	Resource Mobilisation
Key Concern 3	Disability is often in programmes and planning

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
6	0	6	100.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
2	0	2	33.33%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
2	0	2	33.33%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
On the job/Learning by doing with follow up by specialist	Coaching	Detailed Assignments

Pasefika Mana Samoa Social Service

Organisation Focus

Education, Social Services - Providing services to assist social health related and economic needs of the community.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Managing Director
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	No

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1 Knowledge of Culture, Roles and Language

Key Strength 2

Key Strength 3

Key Concern 1 Lack of Funds

Key Concern 2

Key Concern 3

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
7	10	17	41.18%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
5	10	15	88.24%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
5	10	15	88.24%

Learning Preference Rank 1

Face to Face Training and Courses

Learning Preference Rank 2

Moderated Online Courses with a Tutor

Learning Preference Rank 3

Coaching

Samoa Aids Foundation

Organisation Focus

SAF has three key areas of focus

- 1) Support for People Living with HIV
- 2) Mass and Focus Group Awareness sessions or campaigns on HIV and STIs
- 3) Confidential Counselling & Testing of those at risk of being infected with HIV or STIs, & Treatment or Referral if reactive test results.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	President
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	Not at all
How relevant is EVAWG to the mandate of your agency/organisation?	Relevant to a limited degree

Key Strength 1	Focus on Sexual Related Violence
Key Strength 2	Having the Gender Balance of Volunteered Staff
Key Strength 3	Having a Clinic/Referral/Management for Early Detection & Intervention
Key Concern 1	Funding Annually /Ongoing Funds
Key Concern 2	Having full time long term staff ie Support for executive board
Key Concern 3	Strengthening partnership/networking with stakeholders and others

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
0	4	4	0.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	1	1	25.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	1	1	25.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Workshops	Moderated Online Courses with a Tutor	Conferences

Samoa Faafafine Association & LGBTQI

Organisation Focus

To promote the rights & interests of faafafines and faafatamas in Samoa.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	National President
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?

The whole focus is on gender concerns

How relevant are gender concerns to the mandate of your agency/organisation?

Gender concerns are the main focus

To what extent do VAWG concerns influence your organisation's everyday work?

To a significant extent

How relevant is EVAWG to the mandate of your agency/organisation?

Relevant to a limited degree

Key Strength 1 Access to marginalized and isolated women and girls through SFA informal Networks
Unconventional advocacy Approach. (Practical Application of intersectionality in programmes and activities)

Key Strength 2

Key Strength 3

SFA National Reach through the Media

Key Concern 1 EVAWG continues to miss Women and Girls of all diversities - including LGBTQI and Disabilities

Key Concern 2 EVAWG - shrinking space and resources to support local initiatives

Key Concern 3 Professional Possessiveness/Territorial approach and attitude to EVAWG work

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
1	400	401	0.25%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
1	400	401	100.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
1	400	401	100.00%

Learning Preference Rank 1

On the job/Learning by doing with follow up by specialist

Learning Preference Rank 2

Face to Face Workshops

Learning Preference Rank 3

Face to Face Training and Courses

Samoa Family Health Association

Organisation Focus

Health and Social Services - to create public awareness of the need for family planning on improving the quality of life for the community.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Executive Director
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a limited extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Policies In Place
Key Strength 2	We Have The Capacity
Key Strength 3	We Have The Resources

Key Concern 1	Funding
Key Concern 2	Staffing
Key Concern 3	Cultural And Religious Beliefs

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
20	40	60	33.33%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
4	6	10	16.67%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	0	0	0.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Workshops	Face to Face Training and Courses	On the job/Learning by doing with follow up by specialist

Samoa National Council of Churches

Organisation Focus

To develop sincere fraternal fellowship and cooperation among member churches and to work together towards true Christian unity.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Chairman
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	No

To what extent do gender concerns influence your organisation's everyday work?

Not at all

How relevant are gender concerns to the mandate of your agency/organisation?

Not relevant at all

To what extent do VAWG concerns influence your organisation's everyday work?

To a limited extent

How relevant is EVAWG to the mandate of your agency/organisation?

Relevant to a limited degree

Key Strength 1 Register National body for all churches in Samoa

Key Strength 2 The Support from all Churches Leaders in Samoa

Key Strength 3 Samoa is Founded on God

Key Concern 1 Different believes

Communications Strategy - Samoa used to have one Television channel so Samoa National Council of Churches had a schedule for all churches to perform believes on TV for the whole country. What now? # Churches have their own TV and others are using various types of media. Not aligning with the organisation motive to have fair share and equal

Key Concern 2 opportunity

Key Concern 3 Discrimination

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
0	9	9	0.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	0	0	0.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	0	0	0.00%

Learning Preference Rank 1

Face to Face Training and Courses

Learning Preference Rank 2

On the job/Learning by doing with follow up by specialist

Learning Preference Rank 3

Conferences

Samoa National Council of Women

Organisation Focus

Samoa National Council of Women Incorporated (SNCW) is the oldest women specific non-government organisation operational in Samoa since 1953 with a structural reach to the most distant village based people.. At the village level, the members of this group play an integral role in the village local governance to influence village council, young men and women. SNCW focus areas as outlined in their constitution are: social welfare (governance, women in public life, violence against women, human rights), public health, hygiene, domestic science (home economics), agriculture and handicrafts (community development). The SNCW is premised on the value of traditional social standing of women namely ('Saoao, faletua ma tausi faapea ava a taulelea') the wives of paramount chiefs, orators and the untitled men plus the daughters of village men and women. This social group plays an integral role in the village local governance with its developments and advocacies filtering across to the other influential players of the village like the village council, the untitled men and the youth. In 2015 – 2016, the SNCW championed the prevention advocacy on VAWG through the AusAID/UN Women/Government of Samoa Shaping Women for Development Programme which promoted the need for increasing community conversations to ending violence against women.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	Secretary General/Treasurer
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Grass root level mobilisation of village Women and currently with 17 villages across Samoa
Key Strength 2	All Women's organisation that was set up in 1953 to advocate for gender and women Resources (lack of human and financial resources) to ensure sustainability and make greater impact.
Key Concern 1	

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
0	3	3	0.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	3	3	100.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	3	3	100.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	Face to Face Workshops	Coaching

Samoa National Youth Council

Organisation Focus

Targeting the unemployed youths of Samoa

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Chairman
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Membership
Key Strength 2	Network with development partners
Key Strength 3	Communication

Key Concern 1	Funding
Key Concern 2	Resources
Key Concern 3	Members capacity building

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
0	11	11	0.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	4	4	36.36%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	3	3	27.27%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Workshops	Coaching	On the job/Learning by doing with follow up by specialist

Samoa Red Cross Society

Organisation Focus

SRCS recognizes developing its capacity, to provide humanitarian support to the most vulnerable people in the community and helps them prevent, prepare for and respond more effectively to the impacts of disasters and climate change, through services that are in accordance with the FPs of the IFRC Movement.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	Secretary General
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	Not at all
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Independence
Key Strength 2	Networking
Key Strength 3	Volunteer Based

Key Concern 1	Exclusion
Key Concern 2	Need Advanced Training
Key Concern 3	Lack of Resources

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
7	1500	1507	0.46%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	100	100	6.64%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	100	100	6.64%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Workshops	Blended Trainings (Online Moderated with a tutor AND face to face workshops)	Detailed Assignments

Samoa Social Welfare Fesoasoani Trust

Organisation Focus

Counselling & Rehabilitation - Counselling offenders and public to stop the crime rate from sky-rocketing.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Chief Executive Officer
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Have qualified counsellors certified in place
Key Strength 2	Active Rehabilitation Programme to deal with
Key Strength 3	Support Programme Helping victims to pursue excellence

Key Concern 1	Funding Assistance
Key Concern 2	Office Space Resources for office use, computers, printers, stationery
Key Concern 3	Challenging Facing victims in Decision makings

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
4	10	14	28.57%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
2	1	3	21.43%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
2	1	3	21.43%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Workshops	Face to Face Training and Courses	On the job/Learning by doing with follow up by specialist

Samoa Umbrella for Non Governmental Organisation Inc

Organisation Focus

SUNGO's main focus is to support and strengthen the network of non-governmental organisations (NGOs) in Samoa, and to serve as a focal point for information sharing and communication both nationally and internationally. SUNGO acts as an advocate to provide input into government policy from Civil Society Organisations. Its establishment was part of a region-wide initiative to develop a network of NGOs to assist in implementing regional assistance and projects. VISION: Samoa has a competent & confident civil society sector that promotes sustainable development & quality of life for the people of Samoa. MISSION: To deliver capacity building, research, opportunities, information sharing, advocacy & support for civil society in Samoa.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Not Applicable	Chief Executive Officer
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?

To a limited extent

How relevant are gender concerns to the mandate of your agency/organisation?

Relevant to a limited degree

To what extent do VAWG concerns influence your organisation's everyday work?

To a limited extent

How relevant is EVAWG to the mandate of your agency/organisation?

Relevant to a limited degree

Key Strength 1 Main facilitator to deliver awareness programmes in accordance to SUNGO roles and mandate.

Key Strength 2 Recognised Institute for Civil Society Sector

Key Strength 3

Key Concern 1 Lack of Funding Support

Key Concern 2 Limited Financial Resources

Key Concern 3

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
9	14	23	39.13%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	0	0	0.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	0	0	0.00%

Learning Preference Rank 1

Face to Face Training and Courses

Learning Preference Rank 2

Face to Face Workshops

Learning Preference Rank 3

Moderated Online Courses with a Tutor

Samoa Victim Support Group

Organisation Focus

Social services, Education and Health - Shelter for victims of crimes as well as having on offer available outreach programs against violence.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Communications Manager
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?

The whole focus is on gender concerns

How relevant are gender concerns to the mandate of your agency/organisation?

Very relevant

To what extent do VAWG concerns influence your organisation's everyday work?

The whole focus is on VAWG

How relevant is EVAWG to the mandate of your agency/organisation?

Very relevant

Key Strength 1	Volunteer Network
Key Strength 2	Capacity
Key Strength 3	International Sub-Groups

Key Concern 1	Changing Mindsets
Key Concern 2	Locations
Key Concern 3	Poverty

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
10	1000	1010	0.99%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
8	700	708	70.10%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
8	1000	1008	99.80%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	Blended Trainings (Online Moderated with a tutor AND face to face workshops)	Coaching

SENESE

Organisation Focus

SENESE is an inclusive education organisation that focuses on the inclusion of children with disabilities into mainstream schools. Its aim is to establish and strengthen a national model of inclusive education for children (0-18 years) with disabilities and their families, that facilitates cooperation between educational and health organisations, as well as the public.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	Early Learning Coordinator
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
Yes	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a limited extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	To a limited extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Senese students under SENESE programme are already protected under our Child Protection Policy
Key Strength 2	Senese welcomes opportunities to support and strengthen EVAWG
Key Strength 3	
Key Concern 1	Reluctance of families to admit and address significant challenges
Key Concern 2	Lack of community understanding of definition of violence against young girls
Key Concern 3	Lack of EVAWG Policy in schools and communities

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
45	0	45	100.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	0	0	0.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	0	0	0.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	Face to Face Workshops	Blended Trainings (Online Moderated with a tutor AND face to face workshops)

Shrine of the Three Hearts (Gaulofa Ministry)

Organisation Focus

Social Services - To eliminate Domestic Violence and Violence in general

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	National Secretary
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Very relevant
To what extent do VAWG concerns influence your organisation's everyday work?	The whole focus is on VAWG
How relevant is EVAWG to the mandate of your agency/organisation?	EVAWG is the main focus

Key Strength 1	Counselling
Key Strength 2	Pamphlets
Key Strength 3	Data Collection

Key Concern 1	Funding
Key Concern 2	
Key Concern 3	

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
2	4	6	33.33%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
1	4	5	83.33%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
1	4	5	83.33%

Learning Preference Rank 1
Face to Face Training and Courses

Learning Preference Rank 2
Coaching

Learning Preference Rank 3
Face to Face Workshops

Society of Private Nurses and Midwives Incorporated

Organisation Focus

To pursue the “Health and Wellbeing” focused approach for strengthening and improving access to integrated people centred primary health care [P.H.C.] and health promotion [H.P.]. Furthermore, to advocate health promotion and primary health care principles as the Society’s contribution to community development in health.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	President and Director
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a limited extent
How relevant are gender concerns to the mandate of your agency/organisation?	Relevant to a limited degree
To what extent do VAWG concerns influence your organisation's everyday work?	To a limited extent
How relevant is EVAWG to the mandate of your agency/organisation?	Relevant to a limited degree

Key Strength 1	Health Management Awareness
Key Strength 2	Capacity - Health Practitioners
Key Strength 3	Counselling

Key Concern 1	Self Esteem of Victims of Violence
Key Concern 2	Unreliable information tendered by women
Key Concern 3	Funding

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
25	35	60	41.67%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	0	0	0.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	0	0	0.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	Face to Face Workshops	Conferences

Soul Talk Samoa Trust

Organisation Focus

Pastoral Counselling and Social Services in Samoa / Engage, explore, empower. - An agency providing pastoral counselling and social services for Samoa.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	Co-Founder and Counsellor
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	No

To what extent do gender concerns influence your organisation's everyday work?	To a limited extent
How relevant are gender concerns to the mandate of your agency/organisation?	Relevant to a limited extent
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Pastoral Counselling
Key Strength 2	Engaging clients
Key Strength 3	Talanoa Programme (Dialogical)

Key Concern 1	Funding
Key Concern 2	Relational space
Key Concern 3	Lack of venue

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
2	4	6	33.33%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	2	2	33.33%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	2	2	33.33%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Blended Trainings (Online Moderated with a tutor AND face to face workshops)	Self Paced Online Courses	Face to Face Training and Courses

Teen Challenge Samoa Inc.

Organisation Focus

Social Services and Rehabilitation - Counselling for couples, teenage offenders etc

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	No	Programme Manager
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?	To a significant extent
How relevant are gender concerns to the mandate of your agency/organisation?	Relevant to a limited degree
To what extent do VAWG concerns influence your organisation's everyday work?	To a significant extent
How relevant is EVAWG to the mandate of your agency/organisation?	Very relevant

Key Strength 1	Counselling
Key Strength 2	Marriage Courses
Key Strength 3	Youth Courses

Key Concern 1	Funding
Key Concern 2	Not enough man power
Key Concern 3	Reoffending

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
3	17	20	15.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	0	0	0.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	0	0	0.00%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	On the job/Learning by doing with follow up by specialist	Conferences

Tofa Sinasina Incorporated Society (Former Police Belles)

Organisation Focus

Organisation's motto is "restorative justice"; eliminating violence through addressing issues directly with the perpetrator and victim. A group of former Samoan policewomen launched a crisis counselling service for the nation's victims of domestic violence.

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	National President
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	No	No

To what extent do gender concerns influence your organisation's everyday work?

To a significant extent

How relevant are gender concerns to the mandate of your agency/organisation?

Gender concerns are the main focus

To what extent do VAWG concerns influence your organisation's everyday work?

The whole focus is on VAWG

How relevant is EVAWG to the mandate of your agency/organisation?

EVAWG is the main focus

Key Strength 1 Trained Law officers include human rights

Key Strength 2 Members have capacities to implement

Key Strength 3 Ready to Serve

Key Concern 1 Lack of funding

Key Concern 2 Lack of resources such as office space, furnitures etc

Key Concern 3 Networking with other organisations

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
0	10	10	0.00%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
0	5	5	50.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
0	5	5	50.00%

Learning Preference Rank 1

Face to Face Training and Courses

Learning Preference Rank 2

Coaching

Learning Preference Rank 3

Face to Face Workshops

Young Women's Christian Association

Organisation Focus

Women & Social Services - To develop girls and women spiritually, mentally and physically, provide them with useful skills and opportunities

Registered with the MCIL	Member of SUNGO	Title of Interviewee
Yes	Yes	General Secretary
Core funding from Government	Private funding from national stakeholders	Any support from any Development Partners
No	Yes	Yes

To what extent do gender concerns influence your organisation's everyday work?

To a significant extent

How relevant are gender concerns to the mandate of your agency/organisation?

Gender concerns are the main focus

To what extent do VAWG concerns influence your organisation's everyday work?

To a significant extent

How relevant is EVAWG to the mandate of your agency/organisation?

Very relevant

Key Strength 1	Networking
Key Strength 2	Knowledge & Experience
Key Strength 3	Facilitating & Training
Key Concern 1	Venue
Key Concern 2	Funding
Key Concern 3	Resources

Permanently Employed Staff	Volunteer Staff	Total Staff Numbers	% of Staff Permanently Employed
1	10	11	9.09%
Gender Concerns Staff	Gender Concerns Volunteers	Gender Concerns Total Staff	% of Staff on Gender Concerns
1	10	11	100.00%
Employed Staff for EVAWG	EVAWG Volunteers	EVAWG Total Staff	% of Staff on EVAWG
1	8	9	81.82%

Learning Preference Rank 1	Learning Preference Rank 2	Learning Preference Rank 3
Face to Face Training and Courses	Blended Trainings (Online Moderated with a tutor AND face to face workshops)	Conferences

Appendix 5 – Table of Trainings Undertaken by CSOs in the last two years

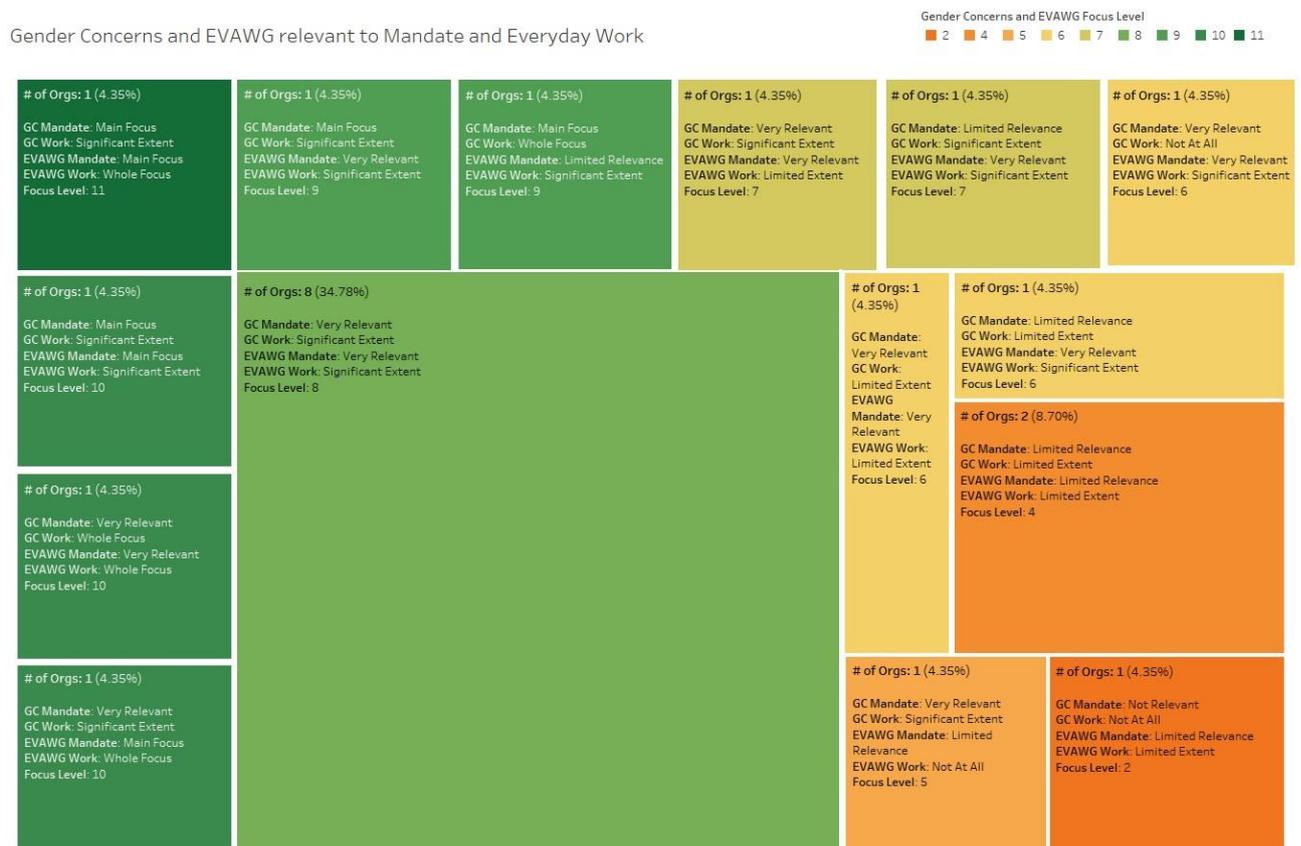
Organised/Provided By	Course Name	Course Topic	Days	Type of Training	Satisfied?
UNDP	Transformational Leadership	Gender Equality	10	Face to Face Training and Courses	Yes
Development Partners UNFPA IPPF	Sexual Gender Based Violence Training	Violence such STIs and STDs	4	Face to Face Workshop	Yes
YWCA	Rise Up Transformative Leadership Training	Violence against women	5	Blended training	Yes
New Zealand Police	Special Squad Victim Support Work	Violence in a Family and Abuse of Children	14	Face to Face Training and Courses	Yes
New Zealand Police and Samoa Police	Special Task on Lost and Found Children	Introductory to domestic violence and child abuse + How to interview children	14	Face to Face Training and Courses	Yes
YWCA	Rise Up Transformation Leadership Training	Violence Against Women	10	Conference	Yes
Salvation Army and GOSHEN Trust	Drug and Alcohol Training (2 years)	Affect	60	Self paced online course	Yes
Bradford Institute Australia	Community Health Workers	Mental Health Caring	40	Face to Face Training and Courses	Yes
UNICEF	Child protection Training	Children Safeguard, Protection, Discipline	3	Face to Face Training and Courses	Yes
Justice Consultant Dr. Moana	Assessment of Clients	Screening of clients	3	Face to Face Training and Courses	Yes
SSWFET	Research - Alternative to	Identify each character with emotions & Identify	5	Face to Face Training and Courses	Yes

	Violence	problems and roots of violence			
US Embassy Samoa	Training of Trainers on Universal Treatment Curriculum for Substance use Disorders (UTC course 4)	Counselling	60	Face to Face Training and Courses	Yes
Alliance American Samoa and UN Women	Gender Roles / Culture and Gender	Gender Roles and Fa'a Samoa	7	Face to Face Workshop	Yes
Ministry of Justice	Gender and Family Violence Toolkit	Contribution to harm prevention efforts, Focusing on the Victim	5	Face to Face Training and Courses	Yes
UNDP	Village Transformational Leadership Training	Reflection on Violence, the participation of villages and culture in understanding DV	5	Face to Face Workshop	Yes
NOLA / Pacific Disabilities Forum / UN WOMEN	EVAWG ToolKit	It is a toolkit containing trainings which guide agencies working in the areas of protecting women and girls with disabilities.	15	Face to Face Workshop	Yes
Pasefika Mana Samoa Social Service Trust	Equality Uniqueness	Roles and Responsibilities	5	Face to Face Workshop	Yes
IFRC, UNFPA	Gender Based Violence in Emergencies (GBVIE)	Minimum standards on GBVIE, Psychological First Aid, The Principle of Dignity, Accessibility Participation Safety (Framework)	5	Face to Face Training and Courses	Yes
Samoa Red Cross Society and Samoa Family Association	Domestic Violence Training	Domestic Violence	5	Face to Face Workshop	No

Soul Talk Samoa Trust	Regrowth Toefuataina Conference Samoa	Psychological first aid training responsive disaster	2	Conference	Yes
National Council of Churches	Counselling Training for all Church Ministers	Basic Counselling and Key Approaches	12	Face to Face Workshop	Yes
SFA & ILGA	SOGIESC Introductory Training	SOGIESC Topics	5	Face to Face Workshop	Yes
Asia pacific Trans Network	Asia pacific trans network	Trans health blue print training	5	Face to Face Workshop	Yes
ABCON, IPPN UN Women, Samoa Fa'afafine Association	Humanitarian Settings	Integrating soul G and prioritising humanitarian setting	5	Face to Face Workshop	Yes
Samoa Family Health Association	Samoa Family Health Association	Sexual Reproductive health and rights	5	Face to Face Training and Courses	Yes
Spotlight Initiative	Transformational Leadership	Leadership and Ending Violence Against Women	5	Transformational leadership	Yes
Online Training	Gender Mainstreaming- Violence Against Women	Violence Against Women	10	Face to Face Training and Courses	Yes
USAID PACAM	Gender Analysis and Action Plan	Identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in the context of project.	2	Self paced online course	Yes
UNDP Spotlight Initiative	Capacity Assessment Training	Gender Terminology and Understanding	1	Face to Face Workshop	Yes

Appendix 6 – Gender Concerns and EAWG Relevance to Mandate and Everyday Work Combined Graphic

The visualisation below shows the number of organisations with each combination of responses with regard to gender concerns and EAWG’s relevance to their mandates and every work. This information is provided to supplement and inform the Sector Overview.



The relevance of Gender Concerns and EAWG to each organisation’s mandate and everyday work is composed of many different combinations for each level focus.

The most common level of focus for the organisations surveyed was that both Gender Concerns and EAWG are very relevant to their mandate and affect their everyday work to a significant extent, with 8 (35%) of organisations having this level of focus.

The highest level of focus selected by an organisation was one that has Gender Concerns and EAWG as the main focus of their mandate, EAWG as the whole focus for their everyday work with a significant extent of their everyday work also being Gender Concerns.

In total, 13 (56.5%) of surveyed organisations have both Gender Concerns and EAWG as at least very relevant to their organisation’s mandate and both also affect their everyday work to at least a significant extent.

In contrast, 3 (13%) of the surveyed organisations have both Gender Concerns and EAWG as either limited or no relevance to their mandate and also only affecting their everyday work to a limited extent.