



SALAMASINA-TAUSALA O SAMOA



Report: Emerging Pacific Womens Leadership Programme

Capability Building Programme, Samoa, February 27, 2012





1. INTRODUCTION

The **Emerging Pacific Leadership Programme** is founded on the belief that women's contribution to the economic and political development has not been fully realised because of socio-cultural factors common in many countries including the Pacific.. In the spirit of collaboration a meeting was held in Wellington in February 2011. Representatives from Governments of Australia, New Zealand, the United States, World Bank, the Pacific Islands and Pacific Regional organizations attended to deliberate on how to address this challenge.

In December 2011, donors sub-contracted Vital Voices to organize a workshop for participants from 13 Pacific Island countries to share ideas to address this challenge and to explore country-based solutions. Four participants were selected from each country and Vital Voices selected an Ambassador to lead each country delegation. This led to the launch of the **Emerging Pacific Women's Leadership Program** in Vanuatu in December 2011.

Following the numerous presentations and deliberations at the workshop, country representatives were asked to select a project that would enhance women's status and contribution to the economic development of their families and countries. Though this was the emphasis by the New Zealand representatives, the US through Vital Voices wanted the participants to take more of an advocacy approach to broader issues prohibiting women's contribution to the bigger picture rather than just the economic sector.

Participants were asked to prepare a draft project proposal whilst in Vanuatu and present it so that donors and other resource personnel present could assist and critique the different projects, content and approach. The project proposal was to be written using a template provided by AusAID who would provide the financial support of AUD\$25,000 to each delegation to implement their country project. The funding was to come from the AusAID Pacific Leadership Programme based in Fiji and the project money was to be available for the next 11 months. Each country was to send its project proposal to Vital Voices and to AusAID in Fiji for comments and feedback.

2. TEAM SAMOA PROJECT

2.1 Overview of the Salamasina

Salamasina - Tausala o Samoa was initiated and established in January 2012.

The contribution of women in the socio-economic sector in Samoa has been remarkable. However, adhoc evidence indicates that women are under-represented in the political sphere and in the Boardrooms. At the grass root level, the challenge is much larger and more concerning as more than 76 percent of our **Domestic Sector workers** are women. Also these women lack the necessary skills to tap into the employment opportunities available with the



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Faamausili Dr. Matagi alofi Luaiufi- 22718
Misa Vicky Lepou-21428
salamasina@googlegroups.com

Manu Tai alofa Naseri- 22743
Faaniniva Edelma Niumata- 7224340

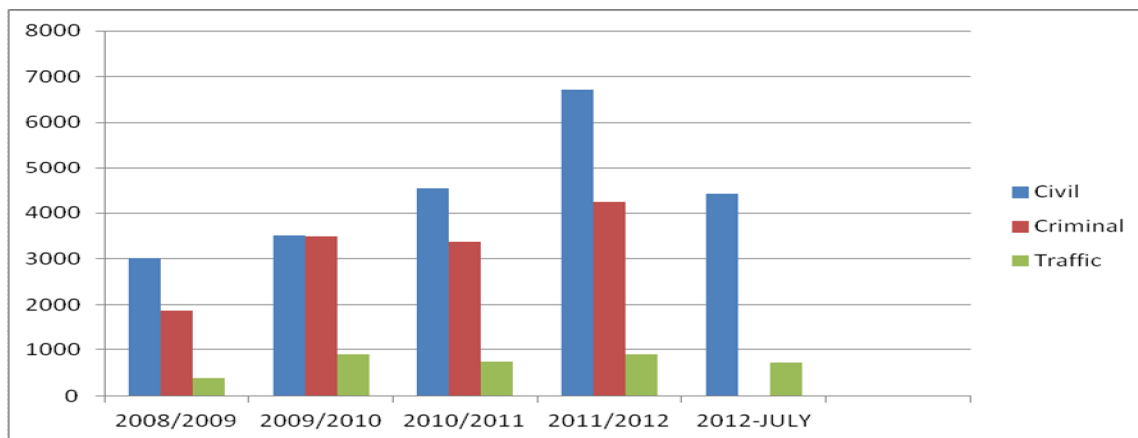


growth in the tourism industry and thus most are unpaid, under-paid or under-employed. In addition, these employment opportunities are increasingly being taken up by Fijians, Filipinos and others filling the skills deficit currently in the labor market. Notwithstanding these realities there are multi-faceted issues regarding the Sector's lack of protection of workers well-being and natural rights and lack of recognition under current labor legislation.

The Samoa delegations focus was to address challenges faced by unemployed and vulnerable women at the grass roots level so that they attain self-sufficiency and financial independence. This will help to alleviate alarming statistics in civilian crimes indecent/common assaults, domestic violence, crimes against people and property as ad hoc evidence suggests a correlation between poverty and the abuse of women.

The following information is testimony to the compounding problems our families, villages, government and country is now facing. We all need to work together to find some solutions to reverse the process and ensure and enable our women to play their part equally in the development of Samoa.

Graph 1: Crime Statistics Aggregated in 3 Categories Civilian, Criminal and Traffic



Salamasina - Tausala o Samoa (STOS) is a Capability Building Programme initiated to increase skills and knowledge of women so they can secure employment opportunities at the completion of the training in the growing tourism sector. **Secondly**, to attain Samoa Qualification Authority endorsement and recognition of the programme as an accredited course under the Non Formal Education category and thereby recognizing graduates as professionally qualified domestic service sector workers. **Thirdly**, to ensure that the trainees are guaranteed related work entitlements, rights to equal pay for equal work and protection under the ILO convention 100 and 111 of which Samoa is a signatory.

1.2 STOS Objectives



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- 1) Focus to be on the less fortunate, vulnerable and marginalized women in society in response to the vision of the SDS – **“equal opportunity for all”** rather than those who are already well educated and employed
- 2) Facilitate the capability building of semi-skilled or unskilled women to become employable in the domestic service sector
- 3) to seek employment opportunities for women trainees as house maids, carers and home managers
- 4) Aligning this programme with the economic development direction of Samoa especially the priority given to the Tourism industry. Labor market statistics indicate there are potential opportunities.
- 5) Reverse the dependency on overseas workers from neighboring countries and utilize our own women who are unemployed/under-employed
- 6) Assist the economic needs, well being and harmony of the family environment especially the growth in domestic violence which is usually associated with inadequate financial resources or poverty
- 7) At the macro level the benefits of employment for these women will filter down to their children, families, communities, church and the country as a whole.

At the macro level

- ❖ CCCS needs to value and honor the partnership with Salamasina by taking this programme forward as part of its technical and vocational training
- ❖ Government needs to see the value/benefits of this training programme as a feeder to the Tourism Industry Development by committing funding to future sustainability of the training of women and re-training those who are already employed
- ❖ Donors to support the continuation of the Salamasina Project

2.3 Specifics of the Project

- ❖ AUD\$25,000 provided by AusAID from its Pacific Leadership Programme funding to implement selected country projects
- ❖ Funds earmarked to pay for the training administration, Trainers fees, training resources, training venue and other logistics
- ❖ Cost per head was estimated at SAT\$2,000
- ❖ Eighty-nine women applied but only 54 were interviewed over 3 days
- ❖ 24 respondents were successful and 22 turned up initially
- ❖ 2 participated for a few days and withdrew during the first 2 weeks because of family commitments
- ❖ 20 completed the programme successfully
- ❖ 2 were already employed by the end of the 8 weeks and 6 were posted immediately after graduation, the rest are now employed.



2.4 Programme Content

Prior to the commencement of the programme our Team had extensive consultations with the CCCS, National University of Samoa (NUS) (Oloamanu Professional Development Centre), Samoa Qualification Authority (SQA) and the Ministry of Commerce, Industry and Labour (MCIL) regarding the programme content, syllabus and approach and the usual logistics involved. The main donors supporting the programme namely, Australia, New Zealand and the United States were also consulted. Due to time constraints we were unable to consult with other key partners such as the Samoa Tourism Authority (STA) and Samoa Hotel Association (SHA). However we were able to consult with Aggie Grey's, Amanaki, Le Manumea, Orator and Millennium.

A presentation was made to the CCCS Education Board for its approval of a partnership arrangement to have this programme conducted at the Papauta Girls College. This was endorsed by the Education Board after lengthy presentation and discussions. Once this was approved we finalized our project proposal and focused on the content of selected course subjects and the training of Trainers. Five areas were agreed upon as our basic coverage thus;

- ❖ Ethics and values – expected code of conduct and behavior
- ❖ Housekeeping and cleanliness inside and outside of homes
- ❖ Managing and maintaining electrical appliances focusing on washing machines, irons, kettles and microwaves
- ❖ Commercial cleaning of offices and hotels
- ❖ Caring for the sick, bed ridden elders and young children

Once these courses were agreed upon, selected Trainers undertook an intensive Training of Trainers course at the NUS Oloamanu Centre. The training focused on how to prepare course materials, approach and communication methods and appraisal of trainees understanding of the subject matters.

Our team and Trainers then worked on the course content whilst the programme was advertised widely through word of mouth, local television, newspaper and radio. Course contents were given the final endorsement by the Oloamanu Centre of the NUS whilst our team and Trainers screened and interviewed respondents. It took 3 days for the interviews involving 54 women. A decision was made to focus our intake on women in the age group of 25-49 years. At the conclusion of the programme 20 women were successful.

In summary, the programme aims to develop and increase skills, knowledge and abilities of trainees so that they will secure employment in the tourism sector and be recognized as professionals and be on par with other workers in that profession. This was achieved accordingly with the award of a Certificate under the category of Non-Formal Education with the intention of upgrading this into an accredited Certificate in Hospitality.



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3. IMPLEMENTATION OF SALAMASINA

Salamasina was launched on the 18th February 2012 by the Chairman of the Ekalesia Faapotopotoga Kerisiano i Samoa (EFKS) or the Congregation Christian Church of Samoa (CCCS) and the Hon Prime Minister Tuilaepa Sailele Malielegaoi at Papauta Girls College. The event was well attended by the Diplomatic Corps, Church, trainees and their families and the general public.

The training programme started immediately after the launch with 8 weeks allocated for lectures and tutorials and the other 4 weeks for practicals and attachments. Our Trainers together with local businesses were responsible for overseeing the practical components /attachments of the course.

For the first 2 weeks, all lectures and tutorials were conducted at the Papauta Girls College. As there were transportation difficulties, the programme was then shifted to the John Williams Building, a property of the CCCS and located in town. After 2 weeks of smooth progress of the programme, meetings of the various CCCS Women committees were too distracting and led to the programme being shifted back to Papauta College. Because of the huge costs already incurred in the first three weeks including initial costs paid to the Church, the hire of the Papauta College hall was renegotiated. The Church agreed to waive payment as part of the Church's contribution to the partnership and so forth women's development. This was a cost cutting measure to try to offset the under-budgeted allocation for Trainers fees and other logistics and to ensure there were sufficient funds to see the programme to the end.

During the implementation phase the programme attracted much interest from people wanting a re-run of the programme and there was strong support from other partners who believed in the value of this type of programme. The 12 weeks course concluded in the third week of May and the graduation was held on the 18th May 2012 to coincide with the Annual Conference of the Church in Apia. Table 1 below provides a summary of achievements of the Project.

Table 1: Programme Achievements

No	Deliverables	Achievement	Comment
1	Prepare the project proposal and submit for funding	<ul style="list-style-type: none"> Team worked within the timeframe provided and completed the project proposal and submitted to Vital Voices and AusAID on 31st January 2012 Whilst in the process we had two teleconferences with Vital Voices discussing our progress Country Ambassador had discussions with AusAID in Suva regarding funding logistics once the project proposal was ready for submission 	<ul style="list-style-type: none"> Time constraints prevented us from scanning the market relating to the costs of some project overheads such as publicity/advertisements, trainers fees did not have sufficient funding Good bench marks for future programmers
2	Establish partnership	<p>1. CCCS</p> <ul style="list-style-type: none"> Initial discussions were held with the CCCS Chairman for his 	<ul style="list-style-type: none"> With insufficient financial resources for this type of



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	<p>with key stakeholders and supporters of programme</p>	<p>support and the possibility of conducting programme at the Papauta Girls College</p> <ul style="list-style-type: none"> • Programme intent and content was presented to the CCCS Education Board • Programme was endorsed by the CCCS and was incorporated as part of the Church mission • Hire of Papauta facilities was to be absorbed by the Church as their contribution and was also a cost saving measure <p>2. Oloamanu Professional Development Centre</p> <ul style="list-style-type: none"> • Collaborated with the Oloamanu Professional Development Centre of the National University of Samoa for training of Trainers and providing critique of course content • Training of Trainers successfully conducted by the Oloamanu Centre • Centre also assisted our team and Trainers with the course content • Oloamanu Centre also assisted us by arranging for the hire of NUS gowns for the graduation without cost <p>3. Samoa Qualification Authority</p> <ul style="list-style-type: none"> • Sought technical agreement of SQA regarding course credits and the accreditation of course as a Non Formal Education programme • Future programme will need to expand on content and SQA will continue to assess this for recognition as a formal undergraduate qualification <p>4. Collaboration with Ministry of Commerce, Industry and Labour</p> <ul style="list-style-type: none"> • Certification is now in line with ILO requirements and oversight by the MCIL • Provides recognition and protection of domestic service sector workers <p>5. Collaboration with Hospitality Industry including APTC</p> <ul style="list-style-type: none"> • Partnerships with the hoteliers and private sector allowed participants to do practical attachments at these businesses. • Housekeeping course was also supplemented by the APTC lecturer • Ministry of Police and Prisons and NUS were two government agencies that also accepted practical attachments of our students for Commercial cleaning • Aggie Grey's Lagoon Resort and Spa also allowed trainees 2 full days to do housekeeping practical's • Caring for the elderly and babies were conducted with support from the Samoa Nurses Association (SNA) • Other practicals were conducted at private residences of select people 	<p>programme we had to be more strategic in creating partnerships with key stakeholders as a way to reducing costs</p> <ul style="list-style-type: none"> • Time constraints prevented consultation with potential employers of our trainees • Continue to work on course credits and content to ensure this type of programme is accredited with a Diploma • Future collaboration with other potential partners for financial assistance is a task for the team
<p>3</p>	<p>implement the programme</p>	<ul style="list-style-type: none"> • Launched the programme on the February 2012 as planned • Team met more frequently during the early days of the programme and then fortnightly on progress but emails/phone calls were widely used to communicate decisions • 8 weeks of lectures and tutorials went smoothly with Trainers 	<ul style="list-style-type: none"> • There was a bit of a squeeze during the launch and starting day but this was unavoidable because of graduation timing • Slight disruption when the programme shifted from the Papauta



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		<p>adapting a flexible arrangement among themselves if a trainer was unavailable</p> <ul style="list-style-type: none"> • Four weeks of practicals were carried out at hotels, govt offices, private homes and day care centres for children • Quizzes and short practical tests were performed by Trainers to check on trainees understanding of subject matters • Guest speakers were invited to complement lectures and reinforce learning process • Team also assisted when Trainers were unavailable or late • Venue for training was ideal except most trainees had to take two buses to get to venue 	<p>Girls College to Apia and back to Papauta</p> <ul style="list-style-type: none"> • Expected some Church lecturers at Papauta to show an interest in the programme so that in the future the CCCS can take some ownership of the programme and facilitate the course in the future
4	Graduation of successful trainees	<ul style="list-style-type: none"> • Trainees possessed relevant skills, knowledge and attributes required • 20 completed the Programme and become certified domestic workers • 2 were already working before graduation • Church echoed the need for the programme to continue 	<ul style="list-style-type: none"> • The graduation was well attended by Co-coordinator of AusAID's Pacific Leadership Programme in Fiji and a representative from the NZ MFAT, Diplomatic Corp, Prime Minister and Church Leaders
5	Sought graduates placement and employment	<ul style="list-style-type: none"> • By mid July 16 were in employment in hotels, private companies and self-employed • Other 4 were not ready as they were travelling overseas • Apia Employment Company assisted with the placement of most graduates 	<ul style="list-style-type: none"> • Placement occurred immediately after the graduation and some trainees preferred time off after the course. • Others preferred self employment
6	Prepare mid project report on funding utilization for AusAID	<ul style="list-style-type: none"> • Funding received in February 2012 was SAT\$57,678.00 which is the equivalent of AUD\$25,000 • By end of June 2012 \$39,635.00 has already been expended. • An estimate of \$5,000 has not been paid out at the time for Trainers and team's involvement in supervising attachment • Balance of \$13,043.00 was still in the account • Part of this money will be used to enable our monitoring and evaluation of the trainees at the workplace 	<p>This Report was delivered to AusAID in Fiji as in the contract timelines</p>
7	Continuous Monitoring discussion with Vital Voices	<ul style="list-style-type: none"> • VV continued to encourage and discussed with us our progress 	<p>This encouraged us to keep going</p>
8	Monitoring of graduates' placement in selected workplaces was carried out by Apia Employment Company and some team members thus providing basis for this report	<ul style="list-style-type: none"> • 5 months was allocated to monitor and assess the trainees • Highlight of monitoring and evaluation is discussed in full below 	<ul style="list-style-type: none"> • Please refer to the relevant section below for more details • Should have recalled trainees for a one week mid way



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9	Provide Completion report to AusAID and other Partners	This report is to be submitted before end of December 2012 together with a financial statement clarifying the utilization of funds	As expected
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3.1 Highlights of the Implementation Phase:

- ❖ Visit by the British High Commissioner for New Zealand and Samoa in late March
- ❖ Second visit by an Officer from the British High Commission Office in Wellington with a donation of \$1200 for the Papauta Girls College in early April
- ❖ Vital Voices Film Crew visited and filmed the programme in action in early May
- ❖ Participation by AusAID and NZAID during the launch and graduation ceremonies in Apia
- ❖ Willingness of Guest Speakers from Government and Private Sector to share their journeys with our Trainees
- ❖ Willingness of our Prime Minister to support and deliver the keynote address at the launch of the programme
- ❖ Tremendous support by the programme Patron Rev. Lale Ieremia who was at the time the Chairman of the EFKS
- ❖ Enormous scarify and dedication shown by selected Trainers to ensure the programme will be successful
- ❖ Continuous support and encouragement by our colleagues at the AusAID Pacific Leadership Programme in Suva – Sandra, Georgina and Shradha thanks Girls - and our mentors in the States – Kathleen and Carey.

4. MONITORING AND EVALUATION

Like any new programme or initiative there were challenges which were costly and thus affected the enthusiasm of Trainers as well as the trainees. For instance as trainees were adults with a wide range of basic education the delivery modality of course content required to be more sensitive to the extreme differences in understanding and awareness. Some of the earlier challenges prompted a more realistic assessment of our situation and resources. There were definite lessons learnt but being a new project it was difficult to bench mark it to a similar project so the direction and decisions made were very much guided by intuition and common sense.

To a certain extent our team also experienced the same challenges faced by delegations from other Pacific island nations whereby some members of the team were not fully committed to assist with the programme activities. Since two of us worked in the Private Sector, it meant huge sacrifices to our own workloads as well as the financial pressure as we received only a small compensation to cover administrative expenses for getting the project off the ground.



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There were also external pressures and challenges faced. For example, some of the elderly women of the Church were not supportive of the programme because of clear communication breakdown. There were incidents over the use of the CCCS Women's meeting room at John Williams Building by the Programme and the preparation of the Papauta Hall for the graduation. Contributing factors to these incidents was the ineffective line of communication within the Church operation itself and clash of personalities and human nature.

At the macro level

- CCCS needs to value and honour the partnership with Salamasina by taking this programme forward as part of its technical and vocational training
- Government needs to see value of this training programme as a feeder to the Tourism Industry Development by allocating some funding to ensure the training of able women who do not have the right skills and abilities as well as re-training those who are already employed especially on values such as integrity, ethics and professionalism
- Internal and external donors to support the continuation of the Salamasina Project as there is a high demand for it

The following Table highlights the main challenges experienced during the implementation of the Salamasina.

Table 2: Challenges of Programme

No	Challenges	Action taken
1	• Commitment of selected trainees to training programme versus family demands and/or trainees expectations	<ul style="list-style-type: none"> ▪ Reprimand them about their oath before the commencement of the programme ▪ Trainers and our team continued to encourage and coached them ▪ Peer pressure from trainees ▪ Expectations do not mirror employment opportunities available at the local labour market
2	• Unavailability of trainers at the last minute	<ul style="list-style-type: none"> ▪ Other Trainers filled in and their own schedules changed accordingly ▪ Our Team members filled in on a subject of particular relevance to the trainees and the programme i.e., employee relations
3	• Inadequate training facilities and technology	<ul style="list-style-type: none"> ▪ Improvised using white board and hired OHP from private sector. ▪ NUS through the Oloamanu assisted when their equipments were available. ▪ Need to purchase programme equipments
4	• Finding relevant employers who can provide trainees practical experience	<ul style="list-style-type: none"> ▪ There was mixed reactions from employers in this regard because attachments interfere with their daily



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		<ul style="list-style-type: none"> routine ▪ We depended on our network to get the trainees into the workplaces including our families residence
5	<ul style="list-style-type: none"> • Negative perceptions of society to this type of training 	<ul style="list-style-type: none"> ▪ This was the initial reaction by some of the CCCS Education Board members. ▪ There is also a socio-cultural perception and negative mindsets about serving people publicly as in the hospitality sector.
6	<ul style="list-style-type: none"> • Inadequate funding to compensate for the Project Team and Trainers working hours 	<ul style="list-style-type: none"> ▪ Team under estimated the activities involved and time required of our team and Trainers and as such the allocated budget for Trainers fees was under budgeted ▪ Luckily through our various partnerships we saved a bit of money and such funds were reallocated to cover fees etc.
7	<ul style="list-style-type: none"> • Future sustainability of programme 	<ul style="list-style-type: none"> ▪ Salamasina is in high demand but our team do not have the financial resources to continue the programme so we need to seek financial assistance from potential financiers and the Church.
8	<ul style="list-style-type: none"> • Financial commitment by Trainees 	<ul style="list-style-type: none"> ▪ During the registration trainees were required to sign a bond basically to guarantee their commitment and should they decided to quit before completion then they were liable to pay \$500. ▪ Unable to enforce this because we could not located the four women selected but were unable to complete ▪ For the future cohorts we will ask trainees to pay some registration before they are eligible to participate
	<ul style="list-style-type: none"> • Team commitment and sharing the load 	<ul style="list-style-type: none"> ▪ Perhaps Vital Voices should have checked selected members from some reliable sources at home country such as the Ministry of Foreign Affairs or even the employers to ensure selected people are reliable and dependable ▪ Some form of minute compensation or incentive to sustain commitment of team members could have been factored into the budget ▪ Tendency for members to express their ideas verbally but articulating them on paper is a real challenge for most and I am sure the same challenge is faced by other jurisdiction delegations



5. LESSONS LEARNT and RECOMMENDATIONS

The following Table captures some of lessons learned having implemented and evaluated this first cohort of trainees. Provided funding will be available lessons learnt will be factor into the re-run of the programme to ensure it continues to improve its standard.

Table 3: Lessons Learned and future solutions

No	Lessons Learned	Future Solutions
1	<ul style="list-style-type: none"> Age eligibility of trainees was too high 	<ul style="list-style-type: none"> Realise that some of the older trainees from the first cohort were finding it hard to do house chores given their age Age eligibility will be lowered to 20 to 45 years to give other younger drop outs from the mainstream education system an opportunity to develop some skills Though in other cases some younger trainees of the first cohort were less dependable when they recommended for work after the graduation, it's the matured trainees that employers feedback have been excellent
2	<ul style="list-style-type: none"> More collaboration with other potential stakeholders such as Samoa Tourism Authority and Samoa Hotel Association 	<ul style="list-style-type: none"> Time constraint prevented collaboration and linkage with two crucial Agencies who are potential employing co-ordinators of this type of programme. Collaboration with these Agencies is one of the things to do in the next couple of weeks given the possibility of doing this training in-house for their members based on the need. Collaboration and partnership is also vital as it is the way forward in service provision and given our limited financial resources now we need to convince these Agencies of the value adding of this training to their clients and members
3	<ul style="list-style-type: none"> Take a different approach by training those already in employment as a way to securing financial support for the programme 	<ul style="list-style-type: none"> This is being considered now as a potential and sustainable option for the training and the fact that requesting business houses will make a specific request on areas their employees need training on. So targeting and customizing the programme with emphasis on clients needs Aggies Hotels is interested in this approach but there is a set back now because of the



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		damages to the Apia branch after the cyclone
4	<ul style="list-style-type: none"> Perhaps 12 contact hours with trainees was too intensive for some – this needs revisiting 	<ul style="list-style-type: none"> Trainees had 3 hours 4 days a week with Trainers. Two hours a day were allocated for straight lectures and 1 hour tutorial. Trainers were requested to vary their approaches and delivery modality to sustain trainees' interests and concentration. Perhaps a slight change to the curriculum is having a lecture to be supplemented by practical so that trainees can apply knowledge and skills. Using role plays and case studies as other methods of delivery on selected aspects of topics so that learning does occur Another fundamental shift in the programme is to defer the graduation of trainees until they have done a solid 3 to 4 months probationary period with employers to ensure STOS can do the monitoring and evaluation constantly and effectively. Failure in the practical application of knowledge and understanding will provide useful feedback on what needs improvement on.
5	<ul style="list-style-type: none"> Request by some employers to include cooking as a course or unit 	<ul style="list-style-type: none"> There is a possibility of extending course coverage to include other basics of becoming a qualified domestic worker such as cooking and landscaping family gardens based on the feedback from employers Alternatively STOS pays trainees fees to a provider of these courses or have a Trainer come in and we pay the usual fees
6	<ul style="list-style-type: none"> Another possible unit or course is basic English and etiquette 	<ul style="list-style-type: none"> Given the feedback from employers there is now a realization that Introductory or Basic English should also be taught as part of this programme. Alternatively trainees can attend this component where it is provided such as the Oloamanu of NUS.
7	<ul style="list-style-type: none"> Extend the membership of the Salamasina Core team to include others 	<ul style="list-style-type: none"> Going forward and given the challenge of trying to get the team to be committed it is worth exploring the possibility of having other more interested persons on board. There are many able women who are more than keen to be involved for the goal and objectives of this programme.
8	<ul style="list-style-type: none"> Additional Trainers and mixture of presenters 	<ul style="list-style-type: none"> Though there has been positive feedback



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regarding the trainees knowledge and understanding of cleaning chemicals, many a times we asked other Trainers to fill in for him because he was in involved in his other businesses in American samoa

The Salamasina Team and Trainers will continue to monitor programme participants at their work places so that we can improve on the next cohort. The monitoring period which started since graduation has been extended to January 2013 because of events beyond our control.

Following are some of the comments we received from respective employers:

"The Salamasina programme informed them well about their rights as employees especially with regards to pay when they have to work shifts or during Public Holidays"

"They come well prepared and knowledgeable about the use of cleaning chemicals"

"Pleasing to employ such committed and innovative domestic worker who thrives with extra responsibilities"

"Not afraid or ashamed to ask questions when she does not understand"

"Hard working and always pleasant and courteous to other workers and guests"

As for some of the trainees visited at their place of work they share the following comments:

"Salamasina gave me an opportunity which I didn't think I have the skills for such jobs"

"Empahsis on time management and to be at the work place on time and avoid unnecessary absence from working"

"Any job or work is good, excelling in that depends on my commitment and honesty, including honesty with time"

"Salamasina contributed to my skills in budgeting and saving from my own business. Before I used to make \$250 a week but I didn't save any money. Now my weekly earning has increased and I am saving \$50 a week"

"More time and variety of practical experience and attachment is required to supplement classroom learning"



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Manu Taialofa Naseri- 22743

Misa Vicky Lepou-21428

Faaniniva Edelma Niumata- 7224340

salamasina@googlegroups.com



RECOMMENDATIONS

- a) That the Salamasina Team would like to request AusAID Pacific Leadership Programme Office in Suva for further assistance to continue this training programme as there is a demand for it from unemployed women and employers alike.
- b) That the EFKS or CCCS – the Church continues to honour this partnership and contribute some financial assistance to assist the vulnerable and marginalized women of Samoa in fulfilling its mission as a Christian Church.
- c) That the Salamasina Team will do further collaborations with the Samoa Tourism Authority and the Samoa Hotel Association for assistance so that training can be conducted in-house and that the requesting organization pays for the training.
- d) That all lessons learnt during the first cohort will be taken into account to improve the Salamasina programme



SALAMASINA- TAUSALA O SAMOA

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