



**MINISTRY OF WOMEN, COMMUNITY
AND SOCIAL DEVELOPMENT**



NATIONAL POLICY ON COMMUNITY ECONOMIC DEVELOPMENT

2021 - 2031

Foreword



It is my pleasure to present the first National Community Economic Development Policy.

This policy recognises our collective responsibility as a nation to better develop opportunities for our community based groups in the area of livelihoods and economic development. Which allows our families to earn funds that will be used to support their families and especially the vulnerable members who require extra assistance.

This National Policy concentrates on several areas that can assist our community level individuals and groups to better support themselves economically. Lifting our community and families out of economic hardship benefits not only the family but Samoa as nation and an economy.

The goals of this policy focus on encouraging individuals and families to develop their own small businesses that supports the private sector in Samoa and secondly to support people into jobs through training and capacity building.

These goals strengthened the Government of Samoa and the Ministry of Women, Community and Social Development position as the focal point for specific thematic areas of gender and women, people with disabilities, the marginalized and young people which is mainstreamed in this policy and implementation plan. Therefore the focus is on defined vulnerable people, who are; women, youth, people living with disabilities and all Samoans living below the poverty line.

This National document guides the work across all sectors that work directly with our village and district communities.



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Minister for Women, Community and Social Development

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Preamble

The National Community Economic Development (NCED) Policy seeks to accelerate economic development through empowering Samoa's economic development by enhancing the economic strengths of individuals and families susceptible to poverty. This Policy responds to the Community Sector Program, 2017 – 2021 and addresses Goal 1 and Goal 8 of the Sustainable Development Goals – 2030 Global Agenda. This Policy also informs the Ministry's roles towards the realization of the Strategy for the Development of Samoa, 2017 – 2021's social priority, through key outcome 8.1.

This document is designed to facilitate economic progress for community based bodies (individuals and families) ensuring access to market facilities and enhance business capabilities.

The framework of the policy is three two fold: encouraging entrepreneurship and small/micro business and assisting people into jobs with the crosscutting elements of education, training and capacity building and changing mindsets on all aspects of financial sustainability and literacy.

This policy compliments the other national economic and financial policies by focusing on the community and the most vulnerable groups such as women, youth, people living with disabilities, people with diverse gender identity, rural families and all Samoans living below the poverty line. This Policy therefore provides the platform for all Government Ministries and Corporations, NGOs and the private sector to collaboratively and collectively economically empower our vulnerable people.

This Policy establishes the stance of the Community Sector and wider Social Sector to improve the socio-economic wellbeing of Samoa's communities. It sets the framework to guide roles and responsibilities of government and its partners; moreover establishes core roles of MWCSD as the lead agency of Community Development.

Policy Linkage

Global	Regional	National
<p>Sustainable Development Goals</p> <p>Goal 1 : Elimination of Poverty</p>	<p>Pacific Roadmap for Sustainable Development 2018</p> <p>The planning, implementation, monitoring and accountability for sustainable development is a country-led endeavor.</p>	<p>Samoa 2040 Agenda</p> <p>Strategy for the Development of Samoa 2016-2020 & new</p> <p>Outcome 8 and 11: Social Institutions Strengthened</p> <p>Empowering Communities to lead inclusive development for all.</p>
<p>Local Economic Development (LED) presents as an alternative paradigm for more sustainable and inclusive socioeconomic development and human wellbeing. LED as interpreted at many international forum, such as the 4th World Forum of Local Economic Development</p>	<p>UN Pacific Strategy 2018-2022</p> <p>Outcome 3: Sustainable and Inclusive Economic Empowerment where by 2022: ‘People in the Pacific, in particular youth, women, and vulnerable groups, benefit from inclusive and sustainable economic development that creates decent jobs, reduces multi-dimensional poverty and inequalities, and promotes economic empowerment’</p>	<ul style="list-style-type: none"> • <i>Community Development Sector Plan 2016-2021 & new one</i> • <i>Trade, Commerce & Manufacturing Sector Plan</i> • <i>Agriculture Sector Plan</i>
<p>UN Convention on the Elimination of Discrimination Against Women and Girls</p> <p>UN Convention on the Rights of Persons with Disabilities</p> <p>UN Convention on the Rights of the Child</p> <p>Beijing Declaration and Platform for Action</p> <p>Beijing+25</p>	<p>SIDS – Accelerated Modality Of Actions (SAMOA) Pathway</p> <p><i>27(h) – Promoting and enhancing gender equality and women’s equal participation including in policies and programs in the public and private sectors in small island developing states</i></p> <p>Pacific Platform for the Rights of Persons with Disabilities 2016</p> <p>-Mainstreaming : Ensure the rights of PWDs are included in the development strategies, national and local policies and community services</p> <p>-Leadership & Enabling Environment : develop leadership and enabling environment for rights-based disability inclusive development</p> <p>Pacific Youth Development Framework 2014-2023</p>	<ul style="list-style-type: none"> • <i>National Financial Inclusion Strategy for Samoa 2017-2020</i> • <i>National Human Resource Development Plan</i> • <i>National Security Policy</i> • <i>National Gender Equality Policy 2021-31</i> • <i>National Action Plan for Youth Employment</i> • <i>National Inclusive Governance Policy</i> • <i>National Disability Policy</i> • <i>TVET National Strategy & Policy Framework</i>

Introduction

This is the first policy of this type for Samoa. The focus is on the economic development of vulnerable individuals and groups and sits in the area of Poverty Alleviation in the Global and National Level. Therefore there are many agencies involved in this policy leading to partnerships as a key strategy to ensure success.

The Vision of this policy is:

“Increased economic development of vulnerable individuals, families and villages”.

The Mission statement:

“To ensure greater opportunities for vulnerable individuals and families to secure decent work and income and to enhance inclusive economic growth and sustainable development of Samoa”

To lead the work off this policy the definition of vulnerable is outlined first and then the three (3) policy outcome statements are explored.

1. Strengthening pathways to development and establishment of micro and small businesses
2. Strengthening and supporting pathways into jobs
3. To improve education and awareness of financial literacy and economic development and livelihoods and income generating in a sustainable manner.

The focus of the policy is Local Economic Development (LED), as shown in the Linkages table. This ensures that all economic development is led by individuals and groups based in Samoa for the people of Samoa.

To achieve the policy outcomes four (4) cross cutting strategies will be used:

- I. Partnerships
- II. Capacity building
- III. Using Data to inform intentions
- IV. Pro-vulnerable regularly framework

The governance of the policy will be carried out by the Community Development Sector Steering Committee with the Ministry of Women, Community and Social Development as the secretariat through the Division for Economic Development.

This policy has within it two implementation plans, the over all LED framework implementation plan that has mapped together all the relevant activities and indicators into one matrix. And secondly the Training & Employment Action Plan for Persons with Disability, which is referenced in the LED framework but is expanded out in this Action Plan with specific outcomes, activities and indicators for persons with disability. This Action Plan is also linked with the newly renewed National Persons with Disability Policy (2021).

This policy is for a timeframe of 10 years, 2021-2031 with the facility for review every 3 years to ensure the policy and implementation plan remains flexible and can respond to the needs of the relevant individuals and groups in Samoa.

Definition of Vulnerable Groups

Vulnerable Groups can be defined as those that are exposed to higher risk of hardship and social marginalization than the general population. They are likely to have additional needs and face hardship if these needs are not provided for. They are considered unable to protect their own interests. It naturally follows that the questions as to why they cannot protect their own interests and how they could be supported need to be answered.

Development literature on Samoa found it convenient to generalize vulnerable groups as including women, youth, people with disabilities, Persons with diverse gender identity, children and the elderly. Household income expenditure surveys also point to low income families as 'vulnerable'. Sector studies show that any group that is deprived of or has limited access to services pertaining to such sectors is considered vulnerable.

While there is good rationale to demonstrate why women, children, the disabled, elderly and youth are particularly vulnerable, the validation of the extent of vulnerability for these groups and their needs has to be done under the particular circumstances of service delivery. A renewed effort is documented and is required to provide training, support services and incentives for agriculture development and tourism activities in the rural areas so as to create new employment and income generating opportunities.

To ensure the success of key development strategies and policies and to raise the economies at the community level, key consideration needs to be given to the 'vulnerable groups' and the causal factors attributing to their vulnerability.

We identify the following as key vulnerable groups:

- Women
- Youth
- Children
- Elderly
- Persons with Disabilities
- Persons with diverse gender identity
- Low Income Households *Economic Vulnerability*: Vulnerability is defined in this policy as people living below the poverty line which includes women, youth, people with disabilities, elderly and marginalized groups. Success therefore is defined merely by the ability of vulnerability to improve by up to 5% their current economic status.

✦ Policy Statements

This Policy follows the international direction of Local Economic Development (LED), as noted in Table 1 with the Policy Linkages. With the overarching goals **to create wealth, generate jobs, increase incomes and, ultimately, reduce poverty and improve the quality of life for all.**

- This Policy recognizes that it is necessary to establish an enabling environment that acknowledges the economic capacities of all women, men, youth and people with disabilities also supports these groups' access to finance and services.
- The community-based groups are prioritized; building an enabling environment for the concerned vulnerable groups ensuring a sound transition to an effective and efficient sustainable development for vulnerable groups.
- Additionally, this policy serves to ensure economic developments and initiatives in the community level are facilitated at the same time economic support for the vulnerable population is provided.

✦ Policy Principles

The basis of the NCED Policy is found upon the following fundamentals which localises the global principles of LED to the Samoa context:

1. **Promotes equitable economic growth.** Equitable means opportunities to wealth creation are open to everyone of working-age, to the vulnerable, to both urban and rural dwellers.
2. **Promote sustainable economic growth.** local resources may be transformed to marketable goods for the current population but it must be continuously regenerated so as not to deprive the future generation of the same resources. economic initiatives are relevant to the vulnerable groups concerned and they are able to be carried forward effectively and efficiently without government support.
3. **Is a multi-stakeholder partnership.** Those, who are affected by and can affect (e.g. government, business, non-governmental organizations and communities) the economic growth in the local community, all have a role.
4. **The private sector is the acknowledged engine** of employment and growth and as such, GoS must be conscious of its “enabler” role, i.e., setting the right environment for the local economy to grow.
5. **Transparent governance.** A good economy thrives when there is transparent and accountable governance – a practice that should permeate throughout the political and governance structures in our communities
6. **Gender and Social Inclusiveness:** all economic initiatives are inclusive of all vulnerable groups to enhance the skills and capacities of women, youth and people with disabilities; maximizing opportunities for continuous development and sustainable progression.
7. **Accessibility:** ensure vulnerable groups concerned have access to resources, finance and other services offered by the initiative.
8. **Collaboration and Partnerships:** economic initiatives to have a sound collaboration and

partnership between government, the private sector and its partners to support vulnerable groups.

9. **Employment Generating:** ensure the initiatives strengthens the pathway to employment through creation and generating of sustainable employment for vulnerable groups involved through capacity building and putting resources available to use.
10. **Poverty Alleviation:** ensure that measures and policies are in place to lower household expenses and increase household income, especially on cultural and faith based incurred expenses.

Community Economic Development in Samoa

Vision: The vision for this Policy is founded in the Community Sector Plan Outcome Statement 3: “Increased economic development of vulnerable individuals, families and villages”.

Mission: To ensure greater opportunities for vulnerable individuals and families to secure decent work and income and to enhance inclusive economic growth and sustainable development of Samoa.

As part of the ongoing reforms of the MWCSD, the direction will focus on supporting vulnerable families. Addressing the economic development and development of vulnerable families and villages through a focus on women, youth and people with disabilities is a complex process. It requires sustained engagement with each of these target groups, as well as interventions to strengthen the enabling environment.

Policy Outcome Areas

Each Outcome Area has a series of related objectives that will guide the work of each programme and will be used in the monitoring and evaluation during the programmes to measure if the objectives are being achieved

1. Strengthening pathways to development and establishment of micro and small businesses
 - 1.1. To increase the skills and knowledge relate to product development and running a business
 - 1.2. To increase access to financial services and other relevant services for establishing a small business and product development; and
 - 1.3. To provide a supportive environment and mechanism to enable idea brainstorming, product development, production, marketing and selling of product.
2. Strengthening and supporting pathways into jobs
 - 2.1. To lower the barriers to employment;
 - 2.2. To increase skills and knowledge
 - 2.3. To match jobs and demands with appropriate workers; and
 - 2.4. To support workers during recruitment and employment career.
3. To improve education and awareness of financial literacy and economic development

and livelihoods and income generating in a sustainable manner.

- 3.1.To raise awareness and address causes and effects of poverty;
- 3.2.To conduct capacity strengthening programs to address causes and effects and poverty;
- 3.3.To create a saving culture linking individuals and families to financial institutions and banks; and
- 3.4.To collaboratively address financial literacy and innovative measures to develop and improve financial capacities.

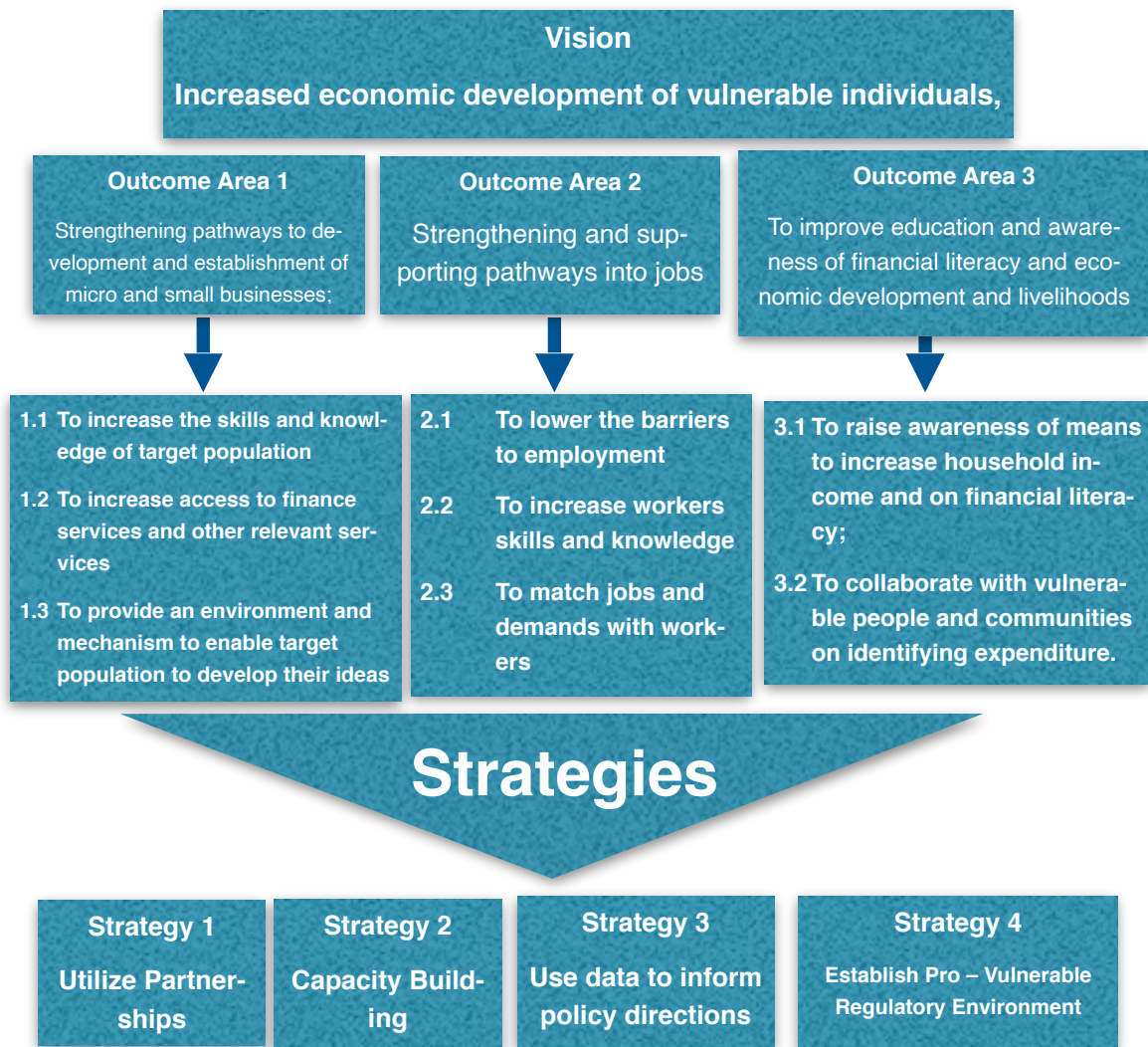
It is important to note that no single program or project is likely to achieve the overall outcome of economic development. The approach taken in this Strategy builds on existing initiatives, and maximizes partnerships to address critical gaps identified from the past programmes. The Ministry's role will not only be strategic, implementing but also importantly coordinating with other agencies on work that will have an impact on the economic development of women, youth and people with disabilities. Coordination actions are also reflected in this framework where appropriate.

The three goals above are translated into three programmes that use specific strategies and identified activities to achieve the goals and objectives of each of the specific strategies. These are outlined in detail in this document.

Policy Strategic Framework

This strategic framework supports the National Community Economic Development (NCED) Policy's key principles and responds to the current needs of the vulnerable population through two goals and their respective programmes. While these programs will focus on three separate areas, they will engage the same strategies. The framework is shown in Figure 2, with the further explanation of each strategy explained below.

FIGURE 2 ECONOMIC DEVELOPMENT STRATEGIC FRAMEWORK



Strategy 1 Partnerships

This strategy emphasizes the building and use of relevant partnerships to achieve the objectives and goals of Economic Development of our vulnerable population. MWCS D has established key relationships over many years in the area of economic development within government, private and NGO sectors. Partnerships are a key element of this strategy and will be used across all activities.

Partnership is crucial in the success of entrepreneurship in Samoa. However, partnership through this strategy will include building relevant partnership between vulnerable people starting small businesses and buyers. This partnership will include working with co-operative farmers such as the Savaii Koko and main exporters such as Samoa Stationery and Books (SSAB) Company.

Supporting workers is an ongoing process that guarantees retaining of jobs, especially by our vulnerable people. In supporting people into jobs, it is vital to consider supporting workers from recruitment and throughout the employer's career. The need for support will include working with relevant service providers along the areas of recruitment, choosing employment careers and ongoing mentoring and providing ongoing specialized support for the vulnerable people, especially people with disabilities, youth and women. Partnership for

employment purposes will also include the adoption and establishment of (World Bank funded) ‘productive alliances projects’ as implemented successfully in South America and other countries¹.

Strategy 2 Capacity Building

Building the capacity of our workforce starts from our education system. Our education system is tailored towards our national priority, yet, unemployment continues and the number of employers losing jobs rises. This strategy direction requires action from the grassroots level – with school systems, to mandatory training needs’ analysis prioritizing human resource development.

This strategy will also include building skills and knowledge of our target population in both entrepreneurship such as developing and running small business as well as capacity building at the grassroots level as a pathway to finding and maintaining employment. Partnerships with key groups in the government, private and NGO sectors such as Ministry of Labour, Commerce and Labour (MCIL), Small Business Enterprise Centre (SHUB), Chamber of Commerce (CoC), the Development Bank of Samoa (DBS) and others will be used to build capacity in entrepreneurship.

Building capacity of the workforce is just as important to employers as to the individual employees. Investing in staff capacity building reaps benefits for companies and employers in the long run, while also supporting our vulnerable people into jobs, whether in the formal or informal sector. The need to support workers also includes training on how they can wisely invest their salaries and budget.

The capacity of our traditional leaders on the application of traditional and modern principles of good governance to social and economic development is crucial to the success of this Strategy. The 2nd Samoa Family Safety Survey pointed out that amongst the most vulnerable affected by family violence is families with very low economic standards. In supporting these families through training on budgeting and savings, the support of our council of chiefs, church leaders and heads of extended households in identifying measures to alleviate poverty is very crucial to the successful implementation of this strategy. The inclusion of our community leaders in budgeting, planning and managing skills in efforts to address the lessening of traditional pressure on vulnerable families will be critically important.

Strategy 3 Use Data to Inform Policy Directions

One of the underlying barriers to employment is the lack of information readily available to job seekers. The nonexistent of a national database on job opportunities and proper management of any integrated information available about people seeking employment is a setback delaying and upsetting people’s ability to find employment. To date, information are scattered and recorded in various means such as the MCIL employment Database and Labour Market, the SQA’s Careers Advisory, the Samoa National Youth Council’s e-hub, and PSC circulars. It is important that these services are properly integrated and managed to avoid overlaps and provide updates to a national database that will be integrated through this Strategy.

¹ Sennhauser, E. & F. Obreque, May 09th, 2017. Blog Account, *Three lessons to boost job Creation through productive alliances in the food system*. Retrieved: May 26th, 2017

Developing an employment/career database should start with integrating all systems used to advertise for jobs and vacancies. An electronic system for registration could be developed and then expanded through a computer/phone application (software). This system will permit all employers at the private and public sector to place advertisement for positions and all its relevant details, while also allowing jobseekers to either place advertisements, but most importantly register their CV and details and interests.

In addition to the availability of databases and information for job seekers, there are other developments that employers may consider to inform policies on employment. Having specialists and those with clinical expertise on hand to support employers and job seekers is one of these developments. The differentiating and segregating of administration responsibilities from the specific duties of human resource officers as now encouraged in the public sector is a step that civil society and the private sector should consider.

Sharing the information and data with all our stakeholders and especially community leaders will inform decisions on best practices and possible resolutions to alleviate poverty through traditional Samoan practices. It is expected that when data is shared with village councils on their own economical situations, it will drive efforts to be more robust about developing the economy of the community and assisting the most vulnerable families.

Strategy 4 Regulatory Environment recognizes Vulnerable

Promoting an **enabling environment** for the economic development of women, youth, people with disabilities and their families and low income households is one of the sole focuses of this strategy. Indicative activities under this approach include policy development and implementation and coordination and cross-sector engagement to ensure that the needs of women, youth and people with disability are included in national policy, planning and programme processes of other sectors.

The existing activities planned through the Samoa One UN Youth Employment Project, Samoa Women Shaping Development Project and the People with Disability Project points to the establishment of this enabling environment for the economic development of our vulnerable families and individuals.

The application of these four (4) strategies is provided and best explained in the next section, which discusses the *Tua-i-le-Vao-ola Policy* key programs in more details.

Policy Implementation

Governance Arrangements

The oversight for monitoring progress of work under the this Policy vests in the for the Community Development Sector Steering Committee (CDSSC). The CDSSC provides strategic guidance, policy management, and leadership for the work of the Community Economic Development area. The membership of the CSSC is endorsed by Cabinet on the recommendation of the Minister for Women, Community and Social Development.

The MWCSO and specifically, the Economic Development Division has operational leadership, management and coordination role for the NIGP, in support of the work of the CDSSC.

The MWCSO is also responsible through their membership of all Steering Committees for the other 13 sectors, CSSP and programs administered by development Partners, that there is alignment between this policy work and the work of all other sectors.

If there is a sub-committee or Working Group of the Steering Committee , it will takes guidance on its role and responsibilities from the apex governance body. With support from the MWCSO- Economic Development Division, the monitoring progress, identifying and addressing emerging challenges and where necessary elevate strategic issues to the CDSSC.

Partnerships

The Economic Sector in Samoa consists of several government agencies, NGO's and banks. These organisations will work together within their own mandates to achieve the goals of this policy and the polices linked to this document.

Samoa Business Hub is anticipated to be the lead partner in the implementation of Goal 1 in partnership with Chamber of Commerce, SNYC and others. SBH is also expected to work with key exporters such as SSAB, and other private sector organisations. Commercial banks and the Development Bank of Samoa will also be engaged through micro – credit financing services to assist vulnerable people.

The Ministry of Commerce, Industry and Labor, the Samoa Chamber of Commerce and the Samoa National Youth Council are already leading the pathways into jobs with their existing database on unemployment. These two organizations are crucial to goal 2 and will be engaged in collaboration with the private sector and the Ministry of Agriculture and Fisheries and other key partners of productive alliances. The Chamber of Commerce is also a key partner in the provision of capacity building on financial literacy and other related training support.

Both Ministries and the Central Bank of Samoa will be responsible with the provision of advocacy plans and training packages for goal 3. These organizations will work collectively with village councils, churches and individual families to ensure that cultural obligations and traditional Samoan practices are exercised with the principles of good governance. In addition, these organizations will ensure that the information and data provided informed future policies so the Samoan communities continue to “tua i le Vaoola” and lead their own sustainable development.

Monitoring & Evaluation Framework

The Monitoring and Evaluation (M&E) framework is linked closely to the Implementation

plan. M&E activities are subject to the government of Samoa and contributing development partners' relevant policies and guidelines on M&E.

Improvement in implementation and in the development of follow-up or subsequent action plans (beyond this current action plan) require the sharing of information on the progress of implementation and lessons learned with relevant partners, stakeholders and the community.

M&E will be included in the Government of Samoa national mechanism for monitoring and reporting, each sector and ministry will report on their own indicators and outcome statements. Ministry of Women, Community and Social Development will play a lead role in their role in regulating and monitoring the service programmes. The Community Development Sector Working Group on Economic Development will provide the coordination and technical support to the MWCSO in the performance of this role. Such support is needed for the production of reliable data and information for M&E, such as for the preparation of required reports documenting implementation progress of the national action plan.

Annual work plan and budget: the annual work plan and budget will serve as the primary reference documents for the purpose of monitoring the achievement of results. The MWCSO with support of the The Community Development Sector Working Group on Economic Development are tasked with the responsibility of ensuring implementation of the policy and action plan in accordance with these documents. Alignment of the annual work plan and budget

Six monthly and annual reporting: Six monthly and annual reporting need preparation by the MWCSO with the assistance of the Working Group and submitted to the Community Development Sector Working Group its meetings. The reports should include updated information and narrative summary of results achieved against the action plan, as well as lessons learnt and way forward.

Annual reviews: Based on the reports mentioned above, annual reviews should be conducted in the fourth quarter of the year or shortly after, to assess progress made against the child care and protection action plan and to review the annual plan for the following year. In the last year of the action plan, this review will also be a final assessment. This review is driven by the The Community Development Sector Working Group on Economic Development and Working Group and should involve all key stakeholders for feedback. The review must focus on the extent to which progress is being made towards the outputs and activity result areas of the action plan, and in alignment with the long-term outcome and indicators. Any changes to the result and resourcing framework of the action plan based on required and available resources as well as revisions made based on lessons learnt should also be considered at these annual review meetings.

Mid-term and completion reviews/evaluation: Ongoing improvements and maintaining momentum in the implementation of the action plan require regular independent evaluation to assess progress and to map the way forward

Implementation Framework Plan

The attached implementation plan includes the outcome statements from this Policy and other LED outcome statements, indicators and activities from all Samoa National documents and not only maps out the work of Ministry of Women, Community and Social Development but all other agencies and stakeholders in the area of Local Economic Development.

In addition included in this document is the National Disability Training & Employment Action Plan that was completed in 2020. This Plan compliments the larger Implementation Framework Plan and specifically focuses on people with disability. LED Implementation Framework

LED Implementation Framework

SDG 8 *Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*

S.A.M.O.A Pathway resolutions 23 to 27 *on sustained, sustainable, inclusive and equitable economic growth and decent work for all.*

UN Pacific Strategy (2018-2022) Strategic Outcome 3: *Sustainable and Inclusive Economic Empowerment.*

UNDP Strategic Plan (2018-2022) Outcome 3: *Sustainable and Inclusive Economic Empowerment. By 2022, people in the Pacific, particularly youth, women, and vulnerable groups, benefit from inclusive and sustainable economic development that creates decent jobs, reduces multidimensional poverty and inequalities, and promotes economic empowerment.*

ILO Samoa Decent Work Country Programme (DWCP 2017-2020): Priority 1: *Decent employment opportunities for all, particularly for young women and men, and inclusive of persons with disabilities*

SAMOA 2040: The proposed SAMOA 2040 vision is; “To transform the Samoan economy to a higher growth path, to ensure the needs of the present and future generations are met and that no one is left behind”

The long term objectives proposed are: Raise GDP growth to 5% per annum by 2040; Per capita income to reach SAT 20,000 by 2040; and Formal employment to double by 2040 compared to current levels

SDS (2016-2020) vision and theme: An improved quality of life for all & accelerating sustainable development and broadening opportunities for all.

Samoa’s Community Development Plan (2016-21) Outcome 2: Economic empowerment of vulnerable individuals, families and villages.

National Community Economic Development Strategy – “IA TUA- I-LE-VAO-OLA’ Strategy (DRAFT dated April 2020): ‘To ensure greater opportunities for vulnerable individuals and families to secure decent work and income and to enhance inclusive economic growth and sustainable development of Samoa’

Overall Program Outcome: ‘Everyone, inclusive of those who are marginalized from mainstream economic activities, secure productive employment, income generating opportunities and decent work; and contribute to the reduction of poverty and sustainable and resilient economic development for all’

Sector Programme Outcomes:

Commerce, Trade and Manufacturing Sector – ‘Sustainable trade, commerce and manufacturing for enhanced growth and development’ (TCMS Plan 2017/18 – 2020/21)

Training, Employment, Entrepreneurship, and Small Business Support – ‘Samoa will have a sustainable and globally competitive MSME sector that contributes to growth in GDP, employment and exports’ (MSME Policy and Strategy 2020)

Financial Sector – ‘To enhance competitiveness of Samoa’s external sector to achieve and sustain inclusive growth and macroeconomic stability’ (FSP) National Financial Inclusion Strategy for Samoa 2021-2025 - ‘To build an inclusive and resilient financial sector that provides universal access to a broad range of client-centric, affordably, convenient and responsible financial products for all Samoans who are financially competent to make informed choices while using these services for their economic gains, leading to sustainable development of the country and improved quality of life for all’

Agriculture and Farming Sector – ‘A Sustainable Agriculture and Fisheries Sector for Food Security, Health, Prosperity, Job Creation and Resilience’ (ASP 2016-2020)

Outcome indicators:

- | |
|--|
| i) The number of working age people gaining employment |
| ii) The number of working age people operating MSME and businesses |
| iii) The number of working age people completing second chance education and TVET programs |
| iv) The number of jobs and businesses created and operational |
| v) The number of youth seeking employment and business development opportunities |
| vi) The number of people involved in semi-commercial farming |
| vii) The number of people receiving accredited skills, and business development training |
| viii) The number of employers seeking youth employees |
| ix) The number of vulnerable people gaining employment and operating businesses |

Sub- Sector Outcomes and Outputs	Indicators	Resp	Partners
<p>Improved Industrial Supply and productivity actions</p> <p>Output 1.1 Increased productivity of key industries</p> <p>1.Stakeholders working together in durable value chain partnerships with a view of transforming the contextualised substance economy in Samoa</p> <p>2.Transforming the informal sector into the formal sector so that it provides decent and increased employment and increased productivity</p> <p>3.Establishment of Business Incubators and collectives to achieve economies of scale</p> <p>4.Tailor and enhance more training programs in business management, accounting and customer care</p> <p>5.Integrate rural subsistence into the urban monetised economy by focusing on rural development initiatives based on value chain principles</p> <p>Output 1.2 Consistent quality and quantity of primary sector supply</p> <p>1.2.1.Provide direct support for all local entrepreneurs</p> <p>Eliminate obstacles that constrain Youth from participating in productive employment</p> <p>1.2.2. Put in place effective and efficient centres that will Provide employment services including theregistration for those seeking employment</p> <p>1.2.3. Enhance the business mind set and capacity among business owners, subsistence and semi-commercial crop growers/farmers</p> <p>1.2.4 Enhance technical advice and capacities on farming management, specifically crop farming cycles and maintenance of a resilient/consistent supply of goods</p> <p>1.2.5. Set up training and mentoring programmes to enable farmers and Prime producers to perform value adding activities</p> <p>1.2.6. Promote large scale commercial agriculture rural agro processing to reduce rural unemployment and underemployment</p>	<ul style="list-style-type: none"> ○ Number of semi commercial businesses ○ % change and value of Commerce, Manufacturing and Agriculture and Fisheries in GDP ○ Numbers of people involved in semi-commercial farming ○ Numbers and % of vulnerable groups gaining employment in this sector area ○ Numbers of people previously in the informal sector transitioned into the formal sector earning a consistent annual income ○ Increased numbers of working age people registering and accessing employment services ○ Numbers of people accessing training programmes that promote value adding activities and subsequently setting up businesses 	<p>MCIL</p> <p>MAF</p> <p>MWC</p> <p>SD</p> <p>MOF</p>	<p>SBH</p> <p>SCCI</p> <p>WIBDI</p> <p>CSSP</p> <p>UNDP</p> <p>NOLA</p> <p>SUNGO</p>
Sub- Sector Outcomes and Outputs	Indicators	Resp	Partners

Outcome 2-

Training, Employment, Entrepreneurship, and Small Business Support – ‘Samoa will have a sustainable and globally competitive MSME sector that contributes to growth in GDP, employment and exports’ (MSME Policy and Strategy 2020, ASP 2016-2020, YEP II)

<p><u>Provision of appropriate business advice and support</u></p> <p>Output 2.1 Provide MSMEs with information on starting and operating a business including how to access relevant business development support, targeted to respective audiences.</p> <p>Output 2.2. Support the provision of accessible and targeted business training, including basic record keeping to MSMEs, and an advanced acceleration program to high-potential SMEs.</p> <p>Output 2.3 Support efforts to improve SME access to relevant, quality commercial business advisory services.</p> <p>Output 2.4. Enable a multi-partner, integrated ‘export development initiative’ to support SMEs with the potential to increase exports in competitive sectors.</p> <p>Output 2.5. Facilitate the engagement of MSMEs in product value chains for domestic and export markets</p> <p>Output 2.6 Increased availability and access to agriculture training and skills programs – apprenticeships and agriculture skills accreditation schemes</p> <p>Output 2.7 Business management skills for commercial farmers/agri-business/green climate initiatives strengthened</p> <p>Output 2.8 Support efforts around cultural heritage and related products and services</p> <p><u>Advancement of a culture of employment, entrepreneurship and innovation</u></p> <p>Output 2.8. Strengthen community knowledge of, skills in and attitudes to entrepreneurship.</p> <p>Output 2.9. Facilitate MSME access to emerging technologies and skills that support entrepreneurship and innovation.</p> <p>Output 2.10. Foster innovation through supporting research and development and technology incubator programs.</p> <p>Output 2.11 Employment and business opportunities are created in potential industries and emerging development and redevelopment areas</p> <p>Output 2.12 A robust youth employment network (YEN) is enabled, sustained and utilized by youth, employers and employment agencies</p> <p><u>le Samoa Project</u></p> <p>Output 2.13 In collaboration with the le Samoa Committee support the training and ongoing production of the ‘ie Samoa’ varieties so as to rebuild the stockpile and be in a position to sustain its production and at the same time contribute to Samoa’s GDP</p>	<ul style="list-style-type: none"> o Number of jobs and businesses created and are operational o Number of working age people operating MSME and businesses o Number of employers seeking youth employees who are gainfully employed o Number of people receiving accredited skills, and business development trainings o Career development services and support systems for youth are established and operational o Number of working age people completing second chance education and TVET programs o Numbers of youth-led MSME promoted, supported and sustained o Profitability of agriculture and agribusiness enterprises o Numbers of export development initiatives o Number of appropriate trained apprenticeships in agriculture accredited schemes o Number of appropriately trained personnel in agriculture employment/enterprise o Number of previously unemployed working age people involved in business development in agriculture value-chain, climate change, creative industries and tourism areas o Numbers of informally trained weavers (disaggregated by gender/age) o Numbers of formally certified weavers by SQA o Cultural heritage policy that protects and promotes our traditional treasures in place o Annual increases of youth registering on YEN and annual increases of employers accessing YEN o Analysis of Income generation records from weaving of ‘ie Samoa’ shows a positive contribution to Samoa’s GDP 	<p>MCIL MWC SD MAF MOF MCIT</p>	<p>SBH SCCI SAME SROS WIBDI CSSP NOLA UNDP ILO SUNGO UN Women DFAT MESC S.A.M.E MFAT SBS NUS SQA</p>
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Outcome 3- Financial Sector National Financial Inclusion Strategy for Samoa 2021- 2025 (DRAFT)

‘To build an inclusive and resilient financial sector that provides universal access to a broad range of client-centric, affordably, convenient and responsible financial products for all Samoans who are financially competent to make informed choices while using these services for their economic gains, leading to sustainable development of the country and improved quality of life for all’

Sub- Sector Outcomes and Outputs	Indicators	Resp	Partners
<p><u>Develop and provide innovative, technology-enabled, diverse financial products and services</u></p> <p>Output 3.1 Credit for individuals, households and businesses</p> <p>Output 3.2 Insurance particularly microinsurance, weather based crop insurance</p> <p>Output 3.3 Traditional and alternative financing of products for MSME's including digitally enabled solutions, value chain and cluster based finance</p> <p>Output 3.4 Inclusive green finance products for MSMEs, women, smallholder farmers</p> <p><u>Deepen and expand financial services for MSMEs</u></p> <p>Output 3.5 Enabling policy framework that incentivises lending to banks to MSME sector</p> <p>Output 3.6 Promote partnerships between banks/ Financial institutions, Government agencies and NGO's to expand outreach to informal sector and rural enterprises</p> <p>Output 3.7 Develop and pilot new financing products for MSMEs to meet their life cycle needs</p> <p>Output 3.8 Entrepreneurship and skills training; financial literacy for MSMEs</p> <p><u>Build financial capability through structured financial education and financial literacy of people</u></p> <p>Output 3.9 Financial literacy of individuals and MSMEs</p> <p>Output 3.10 Strengthen coordination to promote, develop and the monitoring of FL programs of different stakeholders</p> <p>Output 3.11 Provide training programs to enhance knowledge of people on customer protection issues</p> <p><u>Promote financial inclusion for women, youth, disabled, elderly and the vulnerable</u></p> <p>Output 3.12 Special policy provision and relaxed guidelines for women MSMEs and vulnerable groups</p> <p>Output 3.13 Expand outreach by increasing membership of MFIs, Development Bank, specialised institutions working in this space</p> <p>Output 3.14 Design financial and non-financial programs for women, youth and vulnerable groups</p> <p>Output 3.15 Design and pilot specialised, new financial products that align with the needs of these segments and vulnerable groups</p> <p>Output 3.16 Focussed attention on digital financial literacy of women MSMEs and vulnerable groups</p> <p>Output 3.17 Incentivise deployment and use of technology in these segments</p>	<ul style="list-style-type: none"> oPerformance based fiscal incentives that encourage MSME's and potential scale ups are in place oInformation portal readily accessible about existing fiscal incentives for MSME's oTechnologies like mobile money enable accessible financial services oRegulatory reforms that emerge for MSME's are promoted and any required legal reforms are implemented oImproved understanding on the loan lending process for MSME business oIncreased opportunities for vulnerable groups to access training on financial products and services oIncreased numbers of active financial agents offering services to people, especially in remote areas oImprove number of active users of mobile financial services oA broader suite of financial products and services on offer meeting the needs of our vulnerable populations oAvailability of micro insurance oEasier access to financial services oMore affordable financial services oStrengthen partnerships with the private sector and government in building digital platforms oImproved consumer information around lending frameworks oEstablishment of a credit bureau oExistence, promoted and implementation of a coordinated Financial Literacy Program with targeted financial assistance oImproved design of all financial inclusion with a focus on vulnerable groups oImproved data and statistical information to inform best financial products and services for our vulnerable groups 	<p>CBS</p> <p>DBS</p> <p>MCIL</p> <p>MESC</p> <p>MWC</p> <p>SD</p> <p>MOF</p>	<p>CSSP</p> <p>NOLA</p> <p>WIBDI</p> <p>SCCI</p> <p>SPBD</p> <p>SUNGO</p> <p>DFAT</p> <p>MFAT</p> <p>UNDP</p> <p>UN</p> <p>Women</p> <p>SBH</p> <p>ILO</p>
Outcome 4 - Agriculture and Farming Sector – ‘A Sustainable Agriculture and Fisheries Sector for Food Security, Health, Prosperity, Job Creation and Resilience’ (ASP 2016-2020)			
Sub- Sector Outcomes and Outputs	Indicators	Resp	Partners

<p><u>Investment in food security and inclusive commercial agriculture / fisheries/ livestock production systems increased</u></p> <p>Output 4.1 A regular supply of timely, quality agriculture and food statistics that meet the end users</p> <p>Output 4.2 Agriculture census report informs baseline data so as to know where the best opportunities in agriculture and livestock are for employment and entrepreneurship opportunities</p> <p><u>An increased supply and consumption of competitively priced domestically produced food</u></p> <p>Output 4.3 Increased farm production and productivity from adoption of improved sustainable and resilient farming practices and technologies</p> <p>Output 4.4 Increase in household commercial agriculture and fisheries activity together with an increased household income from agriculture and fisheries activities</p> <p>Output 4.5 Increased agriculture income and employment generating opportunities for women, youth and vulnerable groups</p> <p>Output 4.6 Increased community awareness and understanding on production and consumption of local nutritious food</p> <p>Output 4.7 Improved delivery of extension services to farmers and fishers through a variety of arrangements of public, NGO and private providers</p> <p><u>A sustained increase in production, productivity, product quality, value adding and marketing of agriculture and fisheries products</u></p> <p>Output 4.8 Strengthen value share of agriculture and fisheries products used by tourism, commerce and manufacturing sectors</p> <p>Output 4.9 Improved access to domestic and international markets for our value adding products and agriculture and fishing products</p>	<p>oAnnual increases of public expenditure on food security targets</p> <p>oIncreased annual participation rates by all, inclusive of women and youth, in agriculture and livestock entrepreneurship</p> <p>oIncreased numbers of village and community collectives operating in semi commercial business operations through increased opportunities from the various value adding chains</p> <p>oIncreased share of local products in food purchases of households</p> <p>oIncreased acreages planted for key food commodities</p> <p>oIncreased income generation for households derived from agriculture, livestock and fisheries</p> <p>oIncreased involvement of private sector and NGO's in service delivery</p> <p>oIncreased numbers of PPP in value chain infrastructures</p> <p>oIncreased opportunities for domestic markets and exports</p> <p>oIncreased awareness of food security, nutrition, and sustainable farming practices</p>	<p>MAF MWC SD MOF MCIT</p>	<p>SBS SROS SBH SCCI SAME WIBDI CSSP UNDP ILO SUNGO UN Women DFAT NOLA MOH</p>
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<p><u>Coordination and Network Excellence</u></p> <ul style="list-style-type: none"> ○ Communicate effectively in order to build strategic partnerships and to engage community and political leaders ○ Ensure the participation of vulnerable populations in the realization of opportunities offered by LED ○ Facilitate community engagement and consensus building ○ Promote advocacy and support to new businesses, industry, community services and NGO's ○ Ensure effective participation of the private sector <p><u>Resource Mobilisation</u></p> <ul style="list-style-type: none"> ○ Leverage resources through funding streams and strategic partnerships ○ Consider options of funding support and how they should be channeled and as against economic viability and sustainability as well as being made available to the most vulnerable ○ Determine best support systems ○ Aid Coordination – working proactively with DP's to secure their support and re-sourcing across the different outcome areas ○ Establishment of a LED Technical Advisory Group ○ Capacity strengthening of key focal point at MWCSD and with sufficient resources to serve as central point for LED related inquiries. May include revising staffing and initiating a staff capacity development programme in line with new LED Programme approach ○ Provide technical expertise and analysis to ensure that all economic development initiatives are integrated into sector and national planning ○ Promote and market local economic development opportunities to value chains and target markets ○ Promotion of economic development and wellbeing in the context of the community <p><u>Policy and MEAL Framework</u></p> <ul style="list-style-type: none"> ○ Monitor, evaluate and report on the impact of programme outcomes and related activities ○ Improve data and build a more informed understanding of the LED issues and opportunities in Samoa 	<ul style="list-style-type: none"> ○ Focal point well established with defined roles and responsibilities – Q1 2021 ○ Community Economic Development Plan revisited and ready for tabling to CD – Q1 2021 ○ Staff are capacitated and training needs identified in Q2 2021 ○ Right staff in the right roles Q2 2021 ○ LED Technical Advisory Group TOR and Governance Arrangements endorsed and implemented Q2 2021 ○ Fully costed LED Implementation Framework – Q1 2021 ○ Have a COVID 19 response strategy ○ Improved monitoring and reporting mechanisms ○ Funding options and funding streams well defined- Q3 2021 ○ Advocacy and awareness ongoing ○ Policy concept notes and papers produced annually ○ LED issues papers produced annually 	<p>MWC SD MOF</p>	<p>SBS SROS SBH SCCI SAME NOLA WIBDI CSSP UNDP ILO SUNGO UN Women DFAT MCIL MAF MCIT</p>
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Disability Training & Employment Action Plan

The plan identifies five areas of focus, specific actions, responsibilities, timeframes and measurable targets.

5. Economic Imperative – increasing employment and economic opportunities – investment in human capital – public employment services – entrepreneurship development training -procurement policies
6. Information and Communication Technology (ICT) – represents a powerful opportunity to improve quality of life, income generation, enhance inclusion and social development – “for most people, technology makes things easier, for persons with disabilities, ICT can make things possible”³¹
7. TVET systems, programmes and skills development – mainstreaming workplace learning – TVET centres – online training – entry criteria adaptations – apprenticeships – targeted provisions
8. Data and Monitoring and Evaluation - effective evaluation – go beyond percentage of persons with disabilities in employment – include further breakdowns to get fuller picture – measuring outcomes and impact
9. Transforming the Disability Support System – ensuring effective engagement with disabled people and coordination agencies – focus on outcomes and measurable impact – working together -improving lives - service delivery - more organisations and partners playing a greater part

KEY FOCUS AREA 1: ECONOMIC IMPERATIVE			
ACTIONS	RESPONSIBILITY	TIME-FRAME	MEASURABLE TARGET
Increase the number of disabled people by way of strengthening pathways into paid employment and self-employment on a more equitable basis			
Supporting the Small Business Incubator (SBI) scheme	MWCSD in partnership with Chamber of Commerce, SHUB, MCIL, SNYC, SDPP, WIBDI, One UN, DP's, SUNGO, Accredited DPO's, Central Bank	Jan 2021 – Dec 2031	Every year 5 extra PWD and their families (with equal representation in Savaii and Upolu) earning incomes through the SBI scheme Current indicative baseline to be confirmed (5% of the 436 PWD in LF = 22 people)

Implementing training and paid employment opportunities through District Development Plans, and also through job seekers and private sector initiatives	MWCSD, Training Providers, NUS, SN, STN, SNYC, WIBDI, Samoa Tourism, MCIL, Chamber of Commerce, Ministry of Agriculture and Fisheries, Farmers Association, MNRE, Council of Churches	Jan 2021 – Dec 2031	Every year 5 PSET opportunities secured for PWD and 5 PWD and their families are targeted for income generating opportunities for both private and public sector initiatives
Increase the number of employers who are confident in employing disabled people, with the public sector taking the lead			
Public sector enforces recruitment and selection policies that encourages PWD to apply to work	PSC, MWCSD, DPO's, MWTI, MOH, NUS, MESOC, NHRI, Public Administration Sector Plan	ongoing	5% increase every year of PWD's working in paid employment across the various occupations of the public sector
Work with private sector partners to progress employment of disabled people in the private sector	Samoa Chamber of commerce as lead of National Private Sector Organisations, MCIL, SAME, WIBDI, SHA, Pacific Business Network, Savaii Business Networks, ISP providers,	ongoing	5% increase every year of PWD's working in paid employment across the various occupations of the private sector
KEY FOCUS AREA 2: INFORMATION AND COMMUNICATION TECHNOLOGY			
ACTIONS	RESPONSIBILITY	TIME-FRAME	MEASURABLE TARGET
Increase accessibility to mainstream technologies, websites, and mobile devices designed to be inclusive			
Strengthen the ecosystem for accessible ICT's by facilitating the adoption and use of accessible ICT's across the social, economic, legal, policy and regulatory mandates.	MCIT as lead Communications Sector Plan, PSC, MWCSD, MCIL, Digital Transformation Taskforce, MoF, MfR, NUS, Chamber of Commerce, ICT Providers and Industry	Jan 2020 – Dec 2031	M & E of the Communications Sector Plan indicates this accessibility is being realised through its reporting mechanisms against its key accessibility, appropriateness and affordability indicators and its legislation and regulations benchmarks

Incorporate ICT accessibility into disability rights and conduct public service campaigns that depict positive images of PWD and their ability to succeed in training and employment.	MWCSD, Donor Partners, DPO's, NOLA, PSET Providers, SUNGO, World Bank, MCIT	Ongoing	Quarterly with a committed awareness raising training and employment activity around the International Day of Persons with Disabilities (usually December)
PWD are increasingly able to receive information and content in the format they prefer and digital technologies are enabling inclusive workplace learning and increased productivity			
Facilitate and promote research in terms of ICT real costs and returns on investment in terms of performance, productivity, efficiency, interactions and employee training, learning and satisfaction in the workplace	MCIT, PSC, NUS, MWCSD, NUS and SQA tracer studies, Private Sector	ongoing	Quarterly reporting on End of sector outcomes and related activities of the Communications Sector Plan M & E have a link to measuring real costs and RoI
Promote public-private partnerships, research and development grants to improve service and products for increasing accessibility to ICT, including minimum service standards of accessibility in the public sector	SROS, ISP's, OOTR, MCIT, MCIL, DP's, Private Sector, PSC, SOE's, DPO's, World Bank One UN	ongoing	MSS established, ICT Steering Group working with Private Sector and Digital Transformation Taskforce to enable targeted research and development to be undertaken across the life span of this Plan
KEY FOCUS AREA 3: TVET SYSTEMS, PROGRAMS AND SKILLS			
ACTIONS	RESPONSIBILITY	TIME-FRAME	MEASURABLE TARGETS
Increase the number of disabled people who transition from school and higher education skills programs and TVET into employment			
Ensure entry criteria policy does not discriminate on the basis of disability or gender ²⁰	Education Sector, MWCSD, DPO's, TVET providers	Ongoing	Quarterly reporting against the M & E of the National TVET Strategies and Policies framework ensures clear tracking of any discriminatory practices

<p>Conceptualise the TVET framework in a way that ensures equitable and flexible pathways, that leads to a number of different TVET programs that cater for the needs of vulnerable populations and at the same time, delivers on the needs of the labour market and ultimately increases prospects for employment and jobs. 21</p>	<p>Education Sector, MWCS D, DPO's, TVET providers, MCIL, SNYC, Private Sector, SUNGO</p>	<p>Ongoing</p>	<p>Quarterly reporting against the M & E of the National TVET Strategies and Policies framework shows an increased number of programs and minimum of 10% increase of up taking of programs by PWD resulting in income generating opportunities across both the formal and informal sector, with progressive annual increases across the span of the Plan</p>
<p>Identify and implement action areas in the National TVET Strategy which are supportive of mainstreaming interventions that are enabling of training and work opportunities for PWD's by 2025</p>			
<p>Ensuring equal access of women and persons with disabilities into TVET and empowering PWD in rural areas through skills development²²</p>	<p>TVET Providers, MWCS D, DPO's, Education Sector, MOH, SUNGO, PSC</p>	<p>Annual reviews</p>	<p>Annual reporting against the M & E of the National TVET Strategies and Policies framework show increased participation by PWDs in rural areas accessing skills development opportunities</p>
<p>Ensure National TVET Strategy and Policy Framework supports mainstreaming PWD in the TVET landscape and provides efficient means to ensure access and equity of all target groups into the TVET system</p>	<p>MWCS D, Education Sector, DPO's, PSC</p>	<p>Annual Reviews</p>	<p>MWCS D in its consolidated M & E framework continue to report favourable outcomes, on an annual basis, in terms of access and equity for PWDs taking up TVET opportunities that enable equal income generating opportunities.</p>
<p>KEY FOCUS AREA 4: DATA, MONITORING AND EVALUATION</p>			
ACTIONS	RESPONSIBILITY	TIME-FRAME	MEASURABLE TARGETS
<p>Increase accessibility of information of persons with disabilities in employment through further disaggregation of training and employment data so as to inform more detailed Training Needs Analysis and workforce planning</p>			

<p>Ensure that any agreed National Human Resource Development Plan and Private sector initiatives specifically targets improved disaggregation of data and any M & E reporting tracks training needs of PWD across both the public and private sector based on detailed analysis of the data</p>	<p>SBS, MWCSO, PSC, MCIL, Private Sector, Chamber, SUNGO, DPO's, MoF, MESC, MOH</p>	<p>Annually for duration of the Plan</p>	<p>Development of a centralised data base that enables quarterly reporting that shows improved disaggregation of PWD data in terms of training and employment and any gaps are addressed in respective TNA and Capacity Development Plans for PWD's.</p>
<p>Ensure that any national workforce policies and planning initiatives including our national development strategies are mainstreaming disability training and employment targets</p>	<p>SBS, MWCSO, PSC, MCIL, Private Sector, Chamber, SUNGO, DPO's, MoF, PASP Steering Committee, MPMC</p>	<p>As new national policies and plans are introduced into the Samoa policy and Planning landscape</p>	<p>All new national Policies and Plans are reviewed for gender and disability mainstreaming purposes and are considered compliant</p>
<p>Revisit the costing of Samoa's compliance to the CRPD with a view to also look at the benefits through a training and employment lens</p>			
<p>Ensure a revisit of the costed CRPD and apply a Benefits lens to the costed training and employment clauses that enables improved public awareness on the value PWD's bring to Samoa's workforce and economic development</p>	<p>NHRI, MWCSO, Education Sector, MoF, DP's, DPO's</p>	<p>2021 and followed annually in terms of training and employment workshops</p>	<p>Produce a detailed report on the benefits analysis and use it in public awareness initiatives and for workshops and consultations in the area of advocating the value of PWDs in our workforce, including the value of social inclusion</p>

Ongoing CRPD reporting and as a result of improved coordination, key action areas that are being addressed in this Samoa Disability Training and Employment Plan and there related progress is being reported across multiple reporting avenues	MWCSD, DPO's NHRI	As per CRPD reporting schedules and commitments	Human Rights Committee established to better coordinate all efforts and as a critical cross sector oversight of disability related policies, plans and strategies; and thereby resulting in less issues raised against Samoa in terms of Human Rights reporting
KEY FOCUS AREA 5: TRANSFORMING THE DISABILITY SUPPORT SYSTEM			
ACTIONS	RESPONSIBILITY	TIME-FRAME	MEASURABLE TARGETS
Promote disabled people having more choice and control over their support systems, and make more efficient use of disability support funding			
Support career aspirations and address barriers to career progression to ensure people with disabilities have equal opportunities to succeed through meaningful work and relevant training opportunities, and with the relevant transition support.	Education sector, DPO's, Service Providers for Persons with Disabilities, MWCSD, MCIL, TVET Providers, Private Sector, PSC	2021 – Registration database is set up and reports are generated quarterly through to 2025	Quarterly reporting of Disability Support systems by way of a registration database is showing increased numbers of PWD's in both training and income generating opportunities
Candidates with disability are supported into the right roles at the right time, and are in roles that suit their knowledge, skills and expertise	Education sector, DPO's, MWCSD, MCIL, TVET Providers, Private Sector, PSC	Annually for duration of the Plan	Annual reporting of Disability Support systems is showing increased numbers of PWD's in jobs where they are valued and have the support they need for participation in the workplace
Make providers more responsive and accountable by exploring options of assessment through accreditation, provider performance measurements and robust scrutiny of the quality of services and funding arrangements			

<p>Commitment to the disability employment action plan is demonstrated at the highest level and provider/ DPO performance is seen as a critical component of its implementation success through clear and transparent accountability mechanisms</p>	<p>Government of Samoa, DPO's, DP's, SUNGO, Private Sector through NPSO/Chamber, SQA</p>	<p>Ongoing</p>	<p>Cabinet endorsement of the Samoa Disability Training and Employment Action Plan</p> <p>Establishment of Minimum Service Provider</p> <p>Performance measures</p> <p>Human Rights Oversight Committee established with clear TOR and responsibilities Q1 2020</p>
<p>Establish National Standards for Disability Services or Organisations that will help to promote and drive a nationally consistent approach to improving the quality of services that focus on rights and outcomes for persons with disabilities</p>	<p>MWCSD, DP's, DPO's, NHRI, Private Sector, SUNGO</p>	<p>2022</p>	<p>Key standards that apply to disability service providers are included in a National Standards Disability Services manual, such as service access, service management, feedback and complaints system, individual outcomes, meaningful participation and inclusion and rights; and these are monitored closely on a quarterly basis</p>

Appendix

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- * Ministry of Commerce, Industry & Labour
- * Ministry of Communication Information & Technology
- * Ministry of Finance
- * Ministry of Foreign Affairs & Trade
- * Ministry of Health
- * Ministry of Prime Minister & Cabinet
- * Ministry of Public Enterprise
- * Ministry of Women Community & Social Development
- * Office of the Regulator
- * Public Service Commission
- * Samoa Bureau Statistics
- * Samoa Qualifications Authority
- * Nuanua o le Alofa
- * Civil Society Support Program
- * National Council of Churches
- * Samoa Umbrella for Non-Governmental Organizations
- * Australia Pacific Training Coalition
- * Development Bank of Samoa
- * Samoa Business Hub
- * Samoa Chamber of Commerce Industry Inc
- * South Pacific Business Development
- * Women in Business Development Inc
- * Village Representatives
- * Government of Australia – Department of Foreign Affairs & Trade
- * International Labour Organization
- * UN Women
- * United Nation Development Programme

Faafetai tele lava

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Acronyms

ADB	Asia Development Bank
AG	Attorney General
APTC	Australia Pacific Technical College
CBOs	Community Based Organizations
CEDAW	Convention on the Elimination of Discrimination Against Women
CoC	Chamber of Commerce
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of People with Disabilities
CSDP	Community Development Sector Plan
CSSP	Civil Society Support Program
CV	Curriculum Vitae
DFAT	Government of Australia
DP	Development Partners
DPOs	Disability Persons Organizations
FBOs	Faith-based Organizations
FLO	Faataua le Ola (FLO)
GESI	Gender Equity and Social Inclusion
ICT	Information, Communication and technology
IPPWS	Increasing Political Participation of Women in Samoa
ISP	Internet Service Provider
LED	Local Economic Development
M & E	Monitoring & Evaluation
MAF	Ministry of Agriculture and Fisheries
MCIL	Ministry of Commerce, Industry and Labour
MCIT	Ministry of Communication and Information Technology
MESC	Ministry of Education, Sports and Culture
MFAT	Ministry of Foreign Affairs and Trade
MFRC	Ministry for Revenue and Customs
MJCA	Ministry of Justice & Courts Administration
MNRE	Ministry of Natural Resources and Environment
MOF	Ministry of Finance
MOH	Ministry of Health
MOP	Ministry of Police & Prisons
MPE	Ministry of Public Enterprises

MPMC	Ministry of Prime Minister & Cabinet
MWCSD	Ministry of Women, Community & Social Development
MWTI	Ministry of Works, Transport & Infrastructure
NCC	National Council of Churches
NCED	National Community Economic Development
NCEE	National Council of Earlychildhood Education
NGOs	Non-Government Organizations
NGOs	Non Government Organisations
NHRI	National Human Rights Institute
NOLA	Nuanua o le Alofa (NGO)
NUS	National University of Samoa
OCLA	Office of the Clerk of the Legislative Assembly
OEC	Office of the Electoral Commissioner
OECD	Office of Economic Cooperation and Development
PSC	Public Service Commission
PSET	Post Secondary Education Training
PWD	People with disability
ROS	Rogers of Samoa
SAME	Samoa Association of Manufacturing and Export
SBS	Samoa Bureau of Statistics
SDGs	Sustainable Development Goals
SDS	Strategy for the Development of Samoa
SFA	Samoa Faafafine Association
SFHA	Samoa Family Health Association
SHUB	Samoa Hub (formerly SBEC)
SIDS	Small Island Developing States
SLRC	Samoa Law Reform Commission
SNYC	Samoa National Youth Council
SQA	Samoa Qualifications Authority
SSAB	Samoa Stationary and Books
SUNGO	Samoa Umbrella for Non Government Organisations
SVSG	Samoa Victim Support Group
SWA	Samoa Water Authority
SWSD	Samoa Women Shaping Development Programme

TOR	Terms of Reference
TSM	Temporary Special Measures
TVET	Technical Vocational Education Training
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNwomen	United Nations Women
WaSH	Water, Sanitation and Hygiene
WIBDI	Women in Business Development Inc (NGO)
WILS	Women in Leadership Samoa
YEP	Youth Employment Programme

MINISTRY OF WOMEN, COMMUNITY AND SOCIAL DEVELOPMENT

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