

Ending Violence in Tonga via Economic Empowerment

Business & Operations Plan

Tonga National Centre for Women and Children

1. Executive Summary

Tonga National Centre for Women and Children (TNCWC) propose a 24-month program combining a safe house for survivors of domestic violence with a business training academy in cooking, sewing, flower arrangement and other income generating training. The program removes the two biggest barriers survivors face: having nowhere safe to go, and having no income once they leave. By the end of Year 2, the program will shelter and support at least 8 women and their children at a time, and train at least 30 women in income-generating skills, with graduates launching their own small enterprises.

2. The Problem

Domestic violence remains widespread in Tonga, and economic dependence is one of the main reasons women stay in or return to unsafe homes. Without a safe place to go and without a way to earn an income, survivors have limited options. Existing crisis support is not matched by long-term pathways to financial independence, leaving many women trapped in a cycle of violence and poverty.

3. Program Model

3.1 Safe House

A residential safe house will provide emergency and transitional shelter for up to 8 women and their children at a time, for stays of up to 6 months. Services include:

- 24-hour supervised, secure accommodation
- Trauma-informed counselling and case management
- Meals, clothing, and children's needs
- Referrals to legal aid, health care, and police support
- A structured pathway into the business training academy

3.2 Business Training Academy

Residents and eligible women from the wider community will attend a 12-week rotating training program covering three income-generating skills:

- Cooking: food preparation, hygiene, catering basics, and pricing for small food businesses
- Sewing: garment construction, alterations, and production for local sale or contract work
- Flower arrangement: floristry techniques for weddings, church, and community events

Each cohort of 10 women completes training in all three tracks, then chooses one area to specialize in for a practical micro-enterprise placement.

3.3 Economic Empowerment Pathway

Graduates receive a small seed-capital grant or start-up kit (tools, initial stock, or equipment) and support to sell through a market stall, church and community events, or contract work. The Program Coordinator provides three months of follow-up mentoring after graduation to support each woman as she stabilizes her income.

4. Target Population & Reach

The program directly serves women who are survivors of domestic violence, and indirectly benefits their children through a safer, more stable home environment. In Year 1, the program plans to:

- Shelter and support at least 8 women and their children at any given time
- Train at least 30 women across the constituency in the Kingdom of Tonga There are 17 constituency
- Graduate at least 20 women into active micro-enterprises

5. Staffing

- Program Coordinator (full-time) — overall management and donor reporting
- House Manager / Matron (full-time, live-in) — daily shelter operations
- Support Workers x2 (part-time, rotating) — overnight and weekend coverage
- Case Worker / Counselor (full time/part-time) — trauma-informed counseling
- Cooking, Sewing, and Flower Arrangement Trainers (part-time)

6. Budget

All figures are estimates in United States Dollars (USD).

6.1 One-Time Start-Up Costs

Item	Description	Annual Cost (USD)
Safe house renovation & safety upgrades	Repairs, secure doors/windows, fencing	\$60,000
Furnishings & bedding	Beds, linens, storage for 8 residents	\$30,000
Security systems	Perimeter fencing, locks, alarm system	\$30,000
Kitchen equipment	Commercial stove, fridge, utensils for cooking training	\$15,000
Sewing equipment	20 sewing machines, cutting tables, tools	\$10,000
Floristry starter supplies	Tools, vases, initial stock	\$10,000
Subtotal: One-Time Start-Up Costs		\$155,000

6.2 Safe House — Operating Costs for 2 years

Item	Description	Annual Cost (USD)
Utilities	Electricity, water, internet	\$30,000
Food & household supplies	Meals and essentials for residents and survivor support	\$40,000
House Manager / Matron	1 full-time, live-in supervisor	\$24,000
Support Workers (2, rotating shifts)	Overnight and weekend safety coverage	\$30,000
Case Worker / Counselor	Part-time trauma-informed counseling	\$18,000
Subtotal: Safe House		\$142,000

6.3 Business Training Academy — Operating Costs for 2 years

Item	Description	Annual Cost (USD)
Cooking trainer	Part-time culinary skills instructor	\$10,000
Sewing trainer	Part-time tailoring/sewing instructor	\$10,000
Flower arrangement trainer	Part-time floristry instructor	\$10,000
Training materials & consumables	Fabric, ingredients, floral stock (ongoing)	\$10,000
Graduate seed-capital fund	Start-up kits/small grants for 40 graduates/yr	\$20,000
Outer Island Travel	Outreach to outer island survivor	\$30,000
Market stall & sales support	Stall fees, packaging, marketing help	\$10,000
Subtotal: Training Academy		\$100,000

6.4 Program Operations — 2 years

Item	Description	Annual Cost (USD)
Program Coordinator	Full-time, oversees shelter & training	\$30,000
Transport	Fuel & maintenance for outreach vehicle	\$5,800
Vehicle	Outreach Vehicle	\$60,000
Monitoring & evaluation	Data collection, case tracking, reporting	\$3,000
Administration & office	Supplies, communications, insurance	\$5,000
Subtotal: Program Operations		\$103,800

6.5 Year Summary

One-Time Start-Up Costs	\$155,000
2 Years Operating Costs (Safe House + Training + Operations)	\$345,000
TOTAL BUDGET	\$500,000

7. Monitoring & Evaluation

- Number of women and children sheltered, and average length of stay
- Number of women completing training, by track
- Number of graduates launching an income-generating activity within 3 months
- Average monthly income of graduates at 3-, 6-, and 12-months post-graduation
- Safety outcomes: number of women who do not return to a violent home

8. Sustainability

Beyond the first year, the program will move toward self-sufficiency through modest sales revenue from the sewing and floristry workshops, small fees for catering services provided to community events, and continued partnerships with local churches, government social welfare services, and international donors. A portion of graduate micro-enterprise sales will be reinvested into the seed-capital fund to support the next cohort.

9. Conclusion

This program pairs safety with economic opportunity. A safe house alone provides temporary relief; skills training alone does not address immediate danger. Together, they give survivors both a place to go and a reason to believe they can build an independent life. With donor support, TNCWC can turn this plan into a sustainable pathway out of violence for women and children across Tonga.