

**Spotlight  
Initiative**  
*To eliminate violence  
against women and girls*

**COUNTRY PROGRAMME DOCUMENT**  
**TRINIDAD AND TOBAGO**



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## COUNTRY PROGRAMME DOCUMENT

<p><b>Programme Title:</b> Spotlight Initiative Country Programme for Trinidad and Tobago</p>	<p><b>Recipient UN Organizations (RUNOs):</b>          PAHO/WHO          UNDP          UNFPA          UNICEF          UN Women</p>																					
<p><b>Programme Contact:</b>          Marina Walter          Resident Coordinator          Telephone: 1-868-623-7059 ext 248          E-mail: <a href="mailto:marina.walter@un.org">marina.walter@un.org</a></p>	<p><b>Programme Partner(s):</b></p> <ul style="list-style-type: none"> <li>- Government: The Ministry of Planning and Development and the Office of the Prime Minister, Division of Gender and Child Affairs as main programme coordination counterparties.</li> <li>- Regional Corporations (Local government institutions in the four regions)</li> <li>- Women's organisations</li> <li>- Non-government organisations and community-based groups</li> <li>- Private Sector</li> <li>- Trade Unions</li> </ul>																					
<p><b>Programme Country:</b> Trinidad and Tobago</p>	<p><b>Programme Location (provinces or priority areas):</b> Tobago, Mayaro/Rio Claro, Tunapuna/Piarco</p>																					
<p><b>Programme Description:</b> The programme will establish for the first time in Trinidad and Tobago a foundation for sustained and integrated approaches to preventing family violence before it occurs, and it will facilitate the improvement of institutional capabilities evidenced by timely accountability, problem solving and increased use of services by women and girls who are survivors of family violence. At the end of the Spotlight programme, under Pillar 1, a comprehensive and costed National Strategic Plan on GBV will be adopted and its implementation (as well as associated sectoral action plans) will be monitored by a multi-stakeholder coordination platform. Under Pillar 2, the police and the administration of justice sectors will have improved institutional capabilities to respond to impunity caused by under-implementation of laws and policies; and there will be increased state investments to prevent and respond to family violence because senior policy makers will better appreciate the economic costs of family violence including on the public and private sector workplaces. Under Pillar 3, children, adolescents and youth will be empowered to demand lives free from violence and will have information and skills to self-protect. A life cycle approach to prevention programming will ensure that institutions of socialisation (schools, youth groups, families, ante-natal and post natal facilities; faith-based</p>	<p><b>Total Cost</b> of the Spotlight Country Programme (including estimated Unfunded Budget):</p> <p><b>USD 5,730,210</b></p> <p><b>Total Funded Cost</b> of the Spotlight Country Programme (Spotlight Phase I and UN Agency contribution): <b>USD \$4,515, 210</b></p> <p><b>Breakdown of Total Funded Cost by RUNO:</b></p> <table border="1" data-bbox="824 1310 1373 1787"> <thead> <tr> <th>Name of RUNOs</th> <th>Spotlight Phase I – EU funding (USD)</th> <th>UN Agency Contributions (USD)</th> </tr> </thead> <tbody> <tr> <td>UNFPA</td> <td>898,581</td> <td>366,362</td> </tr> <tr> <td>UNWOMEN</td> <td>862,533</td> <td>123,840</td> </tr> <tr> <td>UNDP</td> <td>1,108,250</td> <td>85,008</td> </tr> <tr> <td>PAHO/WHO</td> <td>377,828</td> <td>120,000</td> </tr> <tr> <td>UNICEF</td> <td>452,807</td> <td>120,000</td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>3,700,000</b></td> <td><b>815, 210</b></td> </tr> </tbody> </table>	Name of RUNOs	Spotlight Phase I – EU funding (USD)	UN Agency Contributions (USD)	UNFPA	898,581	366,362	UNWOMEN	862,533	123,840	UNDP	1,108,250	85,008	PAHO/WHO	377,828	120,000	UNICEF	452,807	120,000	<b>TOTAL</b>	<b>3,700,000</b>	<b>815, 210</b>
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<p>institutions and cultural influencers etc) are equipped to implement prevention programmes based on best practices in changing unequal gender norms and harmful stereotypes. Under pillar 4 Service providers will be held responsible for timely correction of implementation failures because capabilities will be improved and systems of supervision and accountability will be strengthened; Under pillar 5, administrative systems of data collection will be strengthened and coordinated to improve timely and cross-sectoral analyses and programmatic responses; and under pillar 6, civil society and women’s organisations will be empowered to monitor and support responsive and survivor-centred services. These approaches will advance gender equality, end indifference and impunity for gender-based violence against women and children.</p>																			
<p><b>Estimated No. of Beneficiaries</b></p> <table border="1" data-bbox="246 1066 787 1457"> <thead> <tr> <th>Indicative numbers</th> <th>Direct</th> <th>Indirect</th> </tr> </thead> <tbody> <tr> <td><b>Women</b></td> <td><b>5873</b></td> <td><b>142,841</b></td> </tr> <tr> <td><b>Girls</b></td> <td><b>4037</b></td> <td><b>55,031</b></td> </tr> <tr> <td><b>Men</b></td> <td><b>3065</b></td> <td><b>140,646</b></td> </tr> <tr> <td><b>Boys</b></td> <td><b>1506</b></td> <td><b>56,635</b></td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>14481</b></td> <td><b>395,153</b></td> </tr> </tbody> </table> <p>The direct beneficiaries are those who will be engaged through the Spotlight outcome activities. Depending on the outcome area, the direct beneficiaries are policy makers, service providers, governmental sectoral ministry and local government staff, women’s organisations and civil society actors. Particularly under Outcomes 3 and 4, direct beneficiaries include women, men, boys and girls who participate in the prevention programming and who access improved services.</p> <p>The indirect beneficiaries were quantified by</p>	Indicative numbers	Direct	Indirect	<b>Women</b>	<b>5873</b>	<b>142,841</b>	<b>Girls</b>	<b>4037</b>	<b>55,031</b>	<b>Men</b>	<b>3065</b>	<b>140,646</b>	<b>Boys</b>	<b>1506</b>	<b>56,635</b>	<b>TOTAL</b>	<b>14481</b>	<b>395,153</b>	<p><b>Start Date:</b> 1 January 2020</p> <p><b>End Date:</b> 31 December 2022</p> <p><b>Total duration (in months):</b> 36 months</p> <p><i>The duration of the Country Programme should be maximum of 3 years.</i></p>
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taking the summation of adult women (ages 20+), adult men (ages 20+), girls (ages 0-19) and boys (ages 0-19) from the three target municipalities: Tunapuna/Piarco, Mayaro/Rio Claro and Tobago. The majority of services and interventions will be targeted to the age group 0-49, i.e. youth and women and men of reproductive age, but the impacts of these services are expected to permeate to the wider society. Similarly, components of the advocacy elements will reach audiences beyond the three municipalities. However, quantification on the scale of these potential indirect beneficiaries will be clarified further in the inception phase.



**Spotlight Initiative**  
To eliminate violence against women and girls

Recipient UN Organization

**PAHO/WHO**

Name of Representative

Signature

Name of Agency Pan American  
World Health Organization

Date & Seal 18 Dec 2019



**Government of Trinidad and Tobago**

Name of Representative:

Name of Agency/Ministry:

Ministry of Planning and Development

Signature: \_\_\_\_\_

Date & Seal: \_\_\_\_\_

Recipient UN Organization

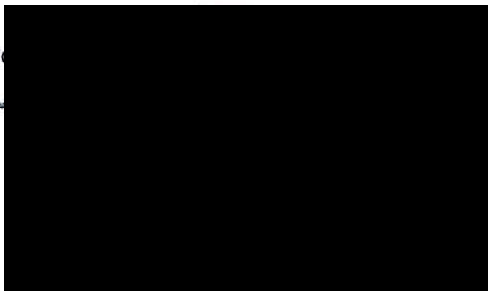
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Recipient UN Organization

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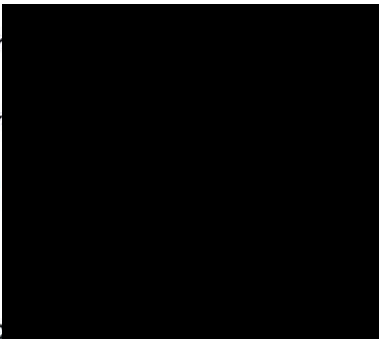
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Date & Seal

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Recipient UN Organization

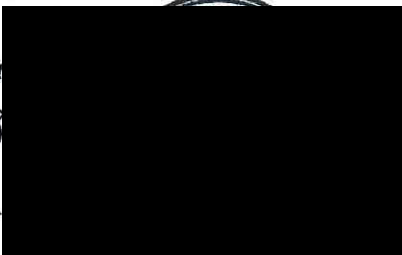
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Name of Representative

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Name of Agency

Date & Seal 18 Dec 2019



Recipient UN Organization

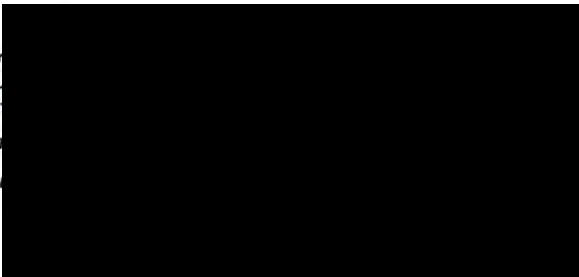
**UN WOMEN**

Name of Representative

Signature

Name of Agency

Date & Seal





**Spotlight Initiative**  
To eliminate violence against women and girls



**UN Resident Coordinator**

Name *Marin*

Signature

Date & Seal



**The UN Executive Office of the Secretary General:**

**Ms. Amina J. Mohammed**

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

*21 Jan 2020*



## Abbreviations and Acronyms

CARICOM	Caribbean Community
CBO	Community-based Organization
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CP	Country Programme
CRDV	Convention on the Rights of the Child
CRDV	Central Registry on Domestic Violence
CSNRG	Civil Society National Reference Group
CSO	Civil Society Organization
DV	Domestic Violence
FBO	Faith Based Organization
FPATT	Family Planning Association of Trinidad and Tobago
FV	Family Violence
FSW	Female Sex Worker
GBV	Gender-based Violence
HFLE	Health and Family Life Education
HMIS	Health Management Information System
JEITT	Judicial Education Institute of Trinidad and Tobago
M&E	Monitoring and Evaluation
MSDF	Multi-Country Sustainable Development Framework
NDP	National Development Plan
NGO	Non-Governmental Organization
NSC	National Steering Committee
NSP GBV	National Strategic Plan on GBV
OPM	Office of the Prime Minister
OPMGCA	Office of the Prime Minister Gender and Child Affairs
PCR	Perinatal Medical Records
PWD	Persons with Disabilities
RC	Resident Coordinator
RUNO	Recipient UN Organization
SIP	Perinatal Information System
SDG	Sustainable Development Goals
SRH	Sexual and Reproductive Health
T&T	Trinidad and Tobago
TTPS	Trinidad and Tobago Police System
VAWG	Violence against Women and Girls
WO	Women's Organization





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## Definitions

<p><b>Child sexual abuse:</b> Child sexual abuse is the involvement of a child in sexual activity that he or she does not fully comprehend, is unable to give informed consent to, or for which the child is not developmentally prepared and cannot give consent, or that violates the laws or social taboos of society. Child sexual abuse is evidenced by this activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. This may include but is not limited to: — the inducement or coercion of a child to engage in any unlawful sexual activity; — the exploitative use of a child in prostitution or other unlawful sexual practices; — the exploitative use of children in pornographic performance and materials.<sup>1</sup></p>
<p><b>Domestic Violence/Family Violence:</b> Family violence includes physical, social, sexual, economic and psychological/emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family.</p>
<p><b>Emotional or psychological abuse:</b> A pattern of behaviour of any kind, the purpose of which is to undermine the emotional or mental well-being of a person including, persistent intimidation by the use of abusive or threatening language; stalking; depriving that person of the use of their property; the watching or besetting of the place where the person resides, works, carries on business or happens to be; interfering with or damaging the property of the person; forced confinement; persistent telephoning of the person at the person's place of residence or work; making unwelcome and repeated or intimidatory contact with a child or elderly relative of the person: Trinidad and Tobago Domestic Violence Act 1999</p>
<p><b>Financial abuse:</b> A pattern of behaviour of a kind, the purpose of which is to exercise coercive control over, or exploit or limit a person's access to financial resources so as to ensure financial dependence: Domestic Violence Act 1999</p>
<p><b>Intimate partner violence</b> refers to behaviour by an intimate partner or ex-partner that causes physical, sexual or psychological harm, including physical aggression, sexual coercion, psychological abuse and controlling behaviours.</p>
<p><b>Gender</b> refers to the social attributes and opportunities associated with the biological categories of male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.<sup>2</sup></p>
<p><b>Gender-based violence:</b> Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls.</p>
<p><b>Gender equality:</b> This refers to the equal rights, responsibilities and opportunities regardless of gender identity or sex. Equality does not mean that girls, boys, women and men will become the same, but that rights, responsibilities and opportunities will not depend on whether they are born male, female or intersex. Gender equality implies that the interests, needs and priorities are taken into consideration, recognizing the diversity of different groups of girls, boys, women, men and those who are intersex. Gender equality means that everyone has equal valuing and conditions for realizing</p>

<sup>1</sup> [https://www.who.int/violence\\_injury\\_prevention/resources/publications/en/guidelines\\_chap7.pdf](https://www.who.int/violence_injury_prevention/resources/publications/en/guidelines_chap7.pdf)

<sup>2</sup> <https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>



<p>their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development regardless of gender identity, gender roles or sex.<sup>3</sup></p>
<p><b>Gender inequality:</b> Unequal access to and control over the various material and non-material resources and assets of the society on the basis of gender and sex identity.</p>
<p><b>Gender norms</b> refer to formal and informal rules and shared social expectations that distinguish expected behaviour on the basis of gender.</p>
<p><b>Physical violence:</b> An act or omission that causes physical injury or death.</p>
<p><b>Sexual violence:</b> Any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting. It includes rape, defined as the physically forced or otherwise coerced penetration of the vulva or anus with a penis, other body part or object.</p>
<p><b>Social norms:</b> Shared expectations or informal rules and a resulting pattern of behavior among a set of people as to how people should behave. Social norms are held in place through social rewards for people who conform to them and social sanctions against people who do not.</p>
<p><b>Violence against women and girls:</b> Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life".</p>

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<sup>3</sup> This definition draws on EIGE definition but adds the category of intersex.



## I. Executive Summary

The first shelter was established in Trinidad and Tobago in 1985. Since then over eight shelters have been established, all run by non-governmental organisations. Much has been done to end the stigma which silenced women and kept them trapped in violent and oppressive relationships. More services are available, legislation has been enacted and cultural norms are shifting to reject all forms of gender-based violence. Yet still, **one in three women in intimate partnerships report having experienced partner violence**, the most prevalent subset of gender-based violence. Child abuse is prevalent, including child sexual abuse, resulting in teenage pregnancy and forced and early parenting. Family violence impedes women's economic empowerment, the enjoyment of sexual and reproductive health and rights and constrains autonomy and security.

The selection of Trinidad and Tobago as a Spotlight country is a recognition of the high rates of incidence and prevalence of family violence which is both a cause and consequence of gender inequality and associated harmful gender norms and stereotypes.

The overall goal of the Spotlight Initiative in Trinidad and Tobago is to reduce family violence. This will be done through **ensuring implementation of integrated, quality and accessible services and prevention approaches**. This approach recognises that an architecture of laws, policies and institutions are in place for addressing family violence. Spotlight will build on, consolidate and scale up this progress whilst addressing the significant implementation deficits and programmatic gaps.

At the end of the Spotlight programme, **a comprehensive National Strategy** will be adopted, practical prevention tools available at community level, and services will be accessible, effective and therefore used by survivors and perpetrators. Service providers will be held responsible for timely correction of implementation failures because systems of supervision and accountability will be strengthened. Civil society and women's organisations will be empowered to monitor and support responsive and survivor-centred services. These approaches will advance gender equality, end indifference and impunity for gender-based violence against women and children.

The programme will target selected under-served communities/areas within the municipal structure, based on geography and factors of discrimination and marginalisation. This focus will support the **'Leave no one behind'** principle. Work in no more than 3 targeted communities will allow for a critical concentration of work with and by relevant service providers as well as for the delivery of innovative prevention approaches across the life cycle. This community focus will also facilitate a critical assessment of the impact of Spotlight, including attitudinal change and use of services at the end of the programme.

The Spotlight Initiative is committed to identifying and prioritizing the needs of marginalized and underserved communities in Trinidad and Tobago. While sex and gender discrimination contribute to the vulnerability of all women and girls to gender based violence, there are additional factors that exacerbate that vulnerability and limit access to protection, services and justice. These limitations undermine personal autonomy, constrains voice, choice, and safety. The target populations for services and prevention programming include: 1) women and girls living in rural areas 2) Women and girls living in impoverished and insecure areas in urban communities; 3) women and girls living with disabilities; 4) LGBTQI persons; 5) girls and youth especially those experiencing intersecting forms of discrimination; and 6) refugee, asylum seekers and migrant women. Spotlight will also work with men and boys in promoting positive masculinities based on commitment to gender equality and non-violence.

Programme resource allocation will prioritize **Prevention** (33%) and **Services** (28%) the remainder will be allocated to the women's movement and civil society (14%) and towards data and surveillance strengthening (10%), institution strengthening (8%) and towards the updating and further development of laws and policies that address gender-based violence (7%).



Fifty-three percent of the resources dedicated to Outcomes 1-5 will be delivered through women's organisations and CSOs.

## II. Situational Analysis

Trinidad and Tobago is a high-income country and ranks at 69 out of 189 countries on the Human Development Index, though with the decline in revenue from the hydrocarbon industry, the state is challenged to maintain levels of social investments. Although unemployment levels are relatively low, poverty and socio-economic inequalities persist. The Constitution guarantees a range of fundamental freedoms and rights, including non-discrimination based on sex and equality of treatment by public officials. The Equal Opportunity Act also prohibits discrimination by state and non-state actors because of sex, though that protection is not extended to discrimination based on sexual orientation or on HIV status.

The country is a signatory to a number of human rights conventions, including the Convention on the Rights of the Child, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women.<sup>4</sup> In meeting its obligations, discrimination has been largely eliminated from laws, with the notable exception of discrimination based on sexual orientation. Over the last 30 years women and girls have had high rates of retention in schools and increased educational certification, surpassing that of boys and men.

Despite relative progress, gender inequality persists. There are marked differences in women's access to positions of decision making and influence. Women hold only 30% percent of parliamentary seats and 27% of private sector executive-level positions. Female participation in the labour market is 51% compared to 74% for men and the average male earns almost 25% more than their female counterparts.<sup>5</sup>

This inequality is also evidenced by limited access to sexual and reproductive health and rights and the pervasiveness of gender-based violence (GBV) against women and girls. Unsafe abortions and adolescent pregnancy continue to be major public health concerns faced primarily by poor women and girls who lack access to information, education and services. Women and girls are disproportionately the victims of violence at the instance of male family members<sup>6</sup> The most recent prevalence survey on intimate partner violence revealed that one in three women and girls in unions in Trinidad and Tobago have experienced abuse of which 29% were victims of a combination of physical and sexual assaults.<sup>7</sup> Pregnant women and girls are also at increased risk of exposure to violence.<sup>8</sup> From this, the researchers extrapolate that roughly 10,000 women are currently in domestic violence situations.<sup>9</sup>

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<sup>4</sup> Apart from the main UN human rights conventions, Trinidad and Tobago is also a signatory to the ILO's Discrimination (Employment and Occupation) Convention, 1958 (No. 111) which prohibits discrimination based on sex.

<sup>5</sup> Reshma Mahabir, Dindial Ramrattan, Central Bank of Trinidad and Tobago: Influences on the gender wage gap of Trinidad and Tobago: An economic concept or a social construct? In World Sustainable Development Outlook 2014

<sup>6</sup> Between 2009-2017, 74% of the reports (11,159) made to the police of domestic violence were made by women.

<sup>7</sup> Cecile Pemberton and Joel Joseph: National Women's Health Survey for Trinidad and Tobago , IADB 2018: <https://publications.iadb.org/en/national-womens-health-survey-trinidad-and-tobago-final-report>

<sup>8</sup> The IADB WHS indicates that 7 per cent of women who have ever been pregnant have experienced physical intimate-partner violence during a pregnancy.

<sup>9</sup> IADB National Health Survey; *ibid*



In 2017, 52 women were killed, 43 of them because of domestic violence.<sup>10</sup> Between 2009 and 2017, 74% of those who reported domestic violence to the police were women. The most prevalent forms of such violence were physical assaults and threats of physical harm.

**Table 1. Number of Reports of Domestic Violence to the Police, By Types of offenses - Jan 1, 2009 - Dec 31, 2017**

Type of Offence	2009	2010	2011	2012	2013	2014	2015	2016	2017
Homicides	19	26	21	19	23	27	15	33	43
Sexual abuse	78	22	41	104	17	35	38	5	2
Wounding	38	48	69	53	10	0	2	0	0
Assault by beating	609	849	1140	1042	965	823	808	642	553
Malicious damage	89	18	29	33	20	13	15	8	14
Threats	439	282	650	787	648	727	526	305	347
Verbal abuse	0	25	34	81	55	59	62	38	25
Psychological abuse	0	5	7	36	84	125	71	17	32
Financial Abuse	0	0	0	0	0	0	0	0	0
Child abandonment/Neglect	13	3	4	5	4	6	0	3	5
Breach of protection order	221	126	180	177	136	116	95	88	101
Total	1506	1404	2175	2337	1962	1931	1632	1141	1122

**Source:** Interarts report using TTPS statistics

Women and girls are overwhelmingly those who report sexual violence to the police. Between 2011 and 2016, 4956 reports were made to the police of whom 96% of those who reported were women and girls.

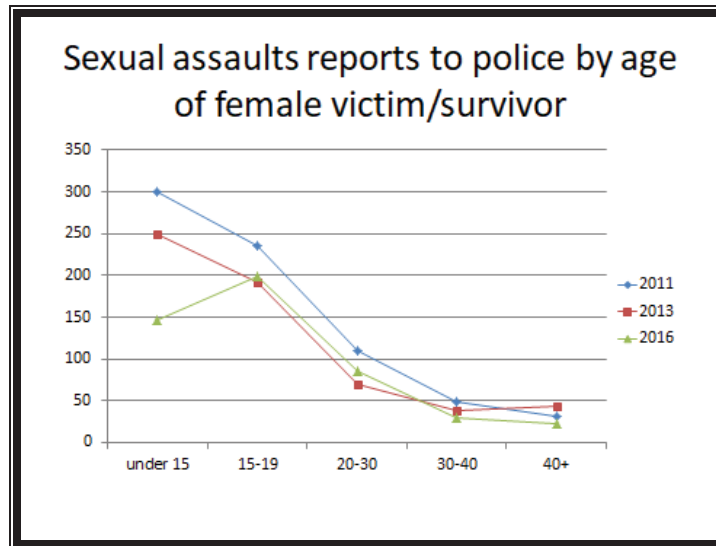
**Table 2. Percent of sexual violence reports made to police by sex of victim 2011-2017**

Year	Female (percentage)	Male (percentage)	Total number
2011	96	4	756
2012	97	3	1093
2013	97	3	614
2014	97	3	910
2015	95	5	699
2016	96	4	517
Jan-Sept 2017	96	4	367

**Source:** Interarts report using TTPS statistics

<sup>10</sup> UN: Annual Country Report: Trinidad and Tobago Country Implementation Plan 2017

Of those, 39% were reports of sexual violence against girls under 15 years and 79% in total were against girls under 19 years old.<sup>11</sup> The police reports do not disclose the existence of a familial connection between girl victims and perpetrators but it is reasonable to assume that family violence is a dimension of sexual assaults against girls



**Source:** Interarts report using TTPS statistics

That girls are extremely vulnerable to all forms of gender-based violence and family violence in particular, is also revealed by survey data revealing that 25% of young women aged 18-29 years had experienced sexual violence by the age of 18.<sup>12</sup> In 2018, the Children’s Authority received 4,451 reports of child abuse. 23.1% of these reports were of sexual abuse, of which 78.4% of the victims were girls. Reports of physical abuse were equally prevalent among girls (50.9%) and boys (49.1%).<sup>13</sup>

**Table 3. Reports of Child Abuse to Children Authority 2015-2018**

Year	Total Reports	Sexual Abuse		Physical Abuse	
		Girls	Boys	Girls	Boys
2015	2,019 (May – Sept) (SA – 22.5%) (PA – 15.8%)				
2016	5,522 (SA – 24.7%) (PA – 16.2%)	84.6%	15.4%	49.4%	50.2%
2017	4,232 (SA - 26.8%) (PA – 17.2%)	81.6%	18.4%	47.8%	52.2%

<sup>11</sup> Police statistics extracted from Rawwida Baksh, Samantha Rattan, Renelle White: Gender-based Violence and LGBTQI Discrimination in Trinidad and Tobago. Interarts. 2018

<sup>12</sup> UNICEF analysis of “National Women’s Health Survey, Trinidad and Tobago, 2017

<sup>13</sup> Children’s Authority of Trinidad and Tobago 2018 Annual Report. [https://www.ttchildren.org/images/CATT\\_2018\\_Annual\\_Report\\_Final\\_compressed.pdf](https://www.ttchildren.org/images/CATT_2018_Annual_Report_Final_compressed.pdf)





2018	4,451 (SA – 23.1% - 1459) (PA – 16.3% - 1,034)	78.4%	21.6%	50.9%	49.1%
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Source: Annual Reports of Children Authority

Teenage pregnancies signal some level of child sexual abuse and are also suggestive of inadequacies in the accessibility of adolescent sexual and reproductive health education and services. Between 2014 and 2018, 3,777 such pregnancies were reported with at least 40% of fathers being over 20.<sup>14</sup>

**Table 4. Number of teenage pregnancies by age 2008-2015**

Age	2008	2009	2010	2011	2012	2013	2014	2015	Total
Under 12	1	2	3	1	1	15	2	10	35
13-16	392	340	338	323	270	315	270	297	2645
17-19	1446	1384	1330	1515	1321	1994	1700	1861	12551
Total	1939	1726	1671	1839	1592	2324	1972	2168	15231

Source: Presentation Marriage Acts and Issues related to Children June 2016 Ministry of Attorney General and Legal Affairs

Other studies show an endemic culture of violence against children. Three quarters (77%) of children in Trinidad and Tobago experienced some form of violence (physical or psychological) as a means of disciplining at home.<sup>15</sup> In schools, about 1 in 6 secondary school children in the country experienced bullying at least once during the past month.

The three main data points on domestic and gender-based violence show the number of reports is decreasing. There was a 25% decrease in reports to police of family violence between 2009 and 2017. Similarly, for sexual violence reports there was a 51% decline in reports between 2011 and 2017. This trend is also observable in court applications for protection orders, with 21% decline in applications between 2013 and 2017 figures.

It is impossible to understand this decline in reporting now. Twenty-six years after the enactment of legislation and consistent advocacy and media attention, this decline may signal a real decrease in incidence. It may also reflect frustration with the capacity of justice services to deliver an effective protective response. The absence of time series prevalence data and coordinated administrative data renders it impossible to account for declining reporting.

Gender based violence against women and girls and family violence are elements of a larger problem of **crime, violence and insecurity**. In the last twenty years, all types of serious crimes have risen. The Caribbean Human Development report recorded homicide rates of above 40 per 100,000 in Trinidad and Tobago for 2008. In 2017, there were 494 murders, and this increased to 517 in 2018.<sup>16</sup> This crisis of insecurity is exacerbated by a very low detection rate – decreasing from 69% in 1990 to 16% in 2016. Risk factors for crime and insecurity include economic deprivation, inequalities, lack of educational

<sup>14</sup> Newsday report on a statement made by Senator Paul Richards, chairman of the Social Services and Public Administration Joint Select Committee (JSC), <https://newsday.co.tt/2019/04/18/3777-teen-pregnancies/>

<sup>15</sup> Trinidad and Tobago 2011 MICS

<sup>16</sup> TTPS statistics



achievement and breakdowns in societal and community cohesion.<sup>17</sup>

Men are both the majority victims and perpetrators of most crimes, with the exception of gender-based crimes (sexual violence and family violence) **for which women and girls are overwhelmingly the victims**. So, for example, 90% and 89% of homicide victims were men for 2016 and 2017 respectively.

These findings on intersecting causes of crime and violence suggest that the education sector is central to addressing **gender socialization, building capabilities and social connections to reduce crime, violence and insecurity**.



Source: Interarts report using TTPS statistics

Over the last two years, because of political instability in other countries, there has been a significant increase in migration into Trinidad and Tobago, with women accounting for over 50% of this population<sup>18</sup>. Women migrants, asylum seekers and refugees are vulnerable to sexual violence and exploitation as well as domestic violence.<sup>19</sup> Many women and girls are actively experiencing escalating rates of GBV, including extreme cases of sexual violence due to the combination of their illegal status and xenophobia. Over the past two years, there have been two confirmed reports of Venezuelan women being murdered by persons with whom they had intimate partnerships.

Notwithstanding the recent court judgment that criminalisation of same sex intimacy is unconstitutional, homophobic social attitudes are embedded in laws, with protection against state and non-state actor discrimination on the basis of sexual orientation being explicitly denied in the Equal Opportunity Act. Anticipation of stigma and discrimination are factors which would also prevent persons from the reporting and seeking services.

There is no data on family violence incidents during times of natural disasters, such as floods which occur with increasing frequency in Trinidad and Tobago, However, the state and the UN system are alert to the need for a prevention approach. This has led to specialised training on GBV in the humanitarian context.<sup>20</sup>

<sup>17</sup> REPORT CITIZEN SECURITY Trinidad and Tobago 2012 Human Development and The shift to better Citizen Security  
[https://www.undp.org/content/dam/trinidad\\_tobago/docs/DemocraticGovernance/Publications/UNDP\\_Tan\\_dT\\_Citizen\\_Security\\_Survey\\_2012.pdf](https://www.undp.org/content/dam/trinidad_tobago/docs/DemocraticGovernance/Publications/UNDP_Tan_dT_Citizen_Security_Survey_2012.pdf)

<sup>18</sup> UNHCR and Situation Response for Venezuelans, R4V.info

<sup>19</sup> Assessment of Venezuelan Women Migrant Situation in T&T, UN Women, 2018

<sup>20</sup> This work has been led by UNFPA in 2019.



In summary, crime and violence are major security issues with social and gendered patterns of use and experience, causes and consequences. Within the category of gender-based violence, it is well acknowledged that family violence is pervasive. The state and non-state policy and strategic responses have improved. Yet there are major deficits in service delivery as well as in the work needed to drive social norms change towards zero tolerance for family violence.

Strategies to address family violence must be informed by intersectional analysis that would allow for a better understanding of how sex and gender identity-based discrimination intersects with other social factors such as socio-economic class, age, sexual orientation, race, ethnicity and disabilities. Through this, the programme will be better able to identify those most affected by family violence, least able to resist and respond with targeted interventions. The causal and consequential relationship between family and societal violence must be addressed if the 'culture of violence' is to be counteracted. **And a whole of society commitment** must be sustained to achieve the transformations that would ensure equal and peaceful lives for women and girls and families.

### Outcome 1 – Laws and Policies

As indicated above, Trinidad and Tobago has largely eliminated sex-based discrimination from the laws of the country. Women and men are guaranteed equal treatment on the basis of sex under the constitution as well as under the Equal Opportunity Act. All laws related to the family treat women, men, boys and girls in like manner, without discrimination. This legal framework reflects the normative commitments under CEDAW. This however does not mean that those charged with implementing the laws, and in particular police and judicial officers, are free from gender bias.

While most aspects of direct discrimination against women have been eliminated in law, gender-based discrimination remains a feature of law and policy with regard to the exclusion on non-discrimination protection on the basis of sexual orientation and gender identity. Persons in same sex partnerships cannot apply for protection orders and same sex adolescents engaged in consensual sexual activity are criminalised whilst under the so-called Romeo clause in the Children Act, those engaged in heterosexual consensual sexual intimacy are immune from prosecution. The constitutional status of such discriminatory provisions is currently under judicial consideration arising from the state appeal of a 2018 case where the criminalisation of consensual same sex intimacy was struck down as a violation of human rights.<sup>21</sup>

The criminal and civil law both address family violence. Under the Offences against the Person Act, acts of violence or threats of violence against adults are criminalized regardless of the relationship between the perpetrator and the victim. Harassment was also criminalised in 2005 and includes acts which constitute emotional and psychological harm under the Domestic Violence Act. Such acts include: following, making visual recordings of, stopping or accosting the person; watching, loitering near or hindering or preventing access to or from the person's place of residence, workplace or any other place frequented by the person; (entering property or interfering with property in the possession of the person; making contact with the person, whether by gesture, directly, verbally, by telephone, computer, post or in any other way; giving offensive material to the person, or leaving it where it will be found by, given to, or brought to the attention of the person. This amendment specifically makes such conduct a crime when directed towards "someone with a familial or close personal relationship to the person".

Apart from the criminal law process, which is driven by the police and state prosecutors, victims/survivors also have the option of seeking a protection order under the Domestic Violence Act, 1999. The two goals of this Act, which amended the 1991 Act, are: i) to ensure a prompt and just legal remedy for victims of domestic violence; and ii) to provide immediate injunctive relief to victims of domestic violence. The 1999

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<sup>21</sup> Jason Jones v Attorney General Claim No. CV2017-00720



Act expanded the categories of persons who can seek protection<sup>22</sup> and the range of remedies available to survivors of domestic violence. It gives specific direction on the accountabilities of state actors, both in the justice as well as social services sectors and secures better child protection.

The Act however does not extend protection to persons of the same sex who cohabit or are in a visiting relationship. It also cannot be used by persons in a visiting relationship unless those persons have been engaged in a visiting relationship with a person of the opposite sex for a period in excess of 12 months.

Evidence that there is wide knowledge of the Domestic Violence Act comes from the fact that it is well used. On average, there have been 9049 applications annually between 2013-2017.<sup>23</sup> For the period 2013-2018, domestic violence applications made up 14% of all magistrate court matters, not including traffic matters. However, many applications are dismissed or withdrawn. For 2017-2018, less than one third of the applications resulted in the making of a protection order.<sup>24</sup> The majority of persons who breach orders face no penalty.

Whilst no systematic review of the implementation of the Domestic Violence Act has been undertaken, calls have been made to improve the Act. Recommendations include mandatory arrests and charging for perpetrators of criminal offences; increased police powers to grant emergency protection orders; and expansion of categories of persons who can seek protection to include persons in same sex relationships.

In response to some of the implementation deficits and to address conscious and unconscious bias, the Judicial Education Institute of Trinidad and Tobago has produced a 'Justice through a Gender Lens: Gender Equality Protocol for Judicial Officers'.<sup>25</sup> The aim of the Protocol, which includes a substantive section on domestic violence, is "to equip judicial officers to recognize and acknowledge their gender biases and apply a gender analysis to the cases before them".

Beyond the civil protection, it is evident that police do not routinely invoke the criminal law to investigate arrest and charge alleged perpetrators of domestic violence. Substantiating this claim is judicial data that disclose very few prosecutions for acts which constitute domestic violence.

The Sexual Offences Act, 2000 criminalizes all rape within marriage, addresses child sexual abuse and makes reporting of suspected cases of child sexual abuse mandatory by health providers and educators as well as by parents and other responsible adults. This Act is currently being reformed to allow for the introduction of a National Sex Offenders' Registry.

Abortion is illegal in Trinidad and Tobago unless where performed in the interest of preserving the physical and mental health of the pregnant woman or girl. There are no guidelines for medical health providers on the provision of abortion for those whose mental or physical health is at risk or on post abortion services. Emergency contraception, including for persons who have experienced sexual violence is not in place.

Lack of access to safe abortions and SRH services, particularly by minors and other vulnerable populations is both a public health and social justice issue. Many low-income women and girls, among other vulnerable groups are forced to make choices that they may otherwise not make if public health

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<sup>22</sup> However, persons in same sex relationships are excluded from protection under the Act.

<sup>23</sup> Court data: Applications made: 2013- 10,389, 2104- 9284, 2015- 8816, 2016- 8525, 2017 8232

<sup>24</sup> For 2017-2018, the figure is 29%. [http://www.ttlawcourts.org/annualreport2017/2017-2018%20Annual%20Report%20-%20Judiciary%20of%20Trinidad%20and%20Tobago\\_1.pdf](http://www.ttlawcourts.org/annualreport2017/2017-2018%20Annual%20Report%20-%20Judiciary%20of%20Trinidad%20and%20Tobago_1.pdf)

<sup>25</sup> This Protocol was produced in collaboration with the Caribbean Court of Justice, Caribbean Association of Judicial Officers and with UN Women which undertook a survey of judges as an input.



facilities guaranteed access to contraceptives/family planning and services for termination on the basis of informed consent and confidentiality. This is especially relevant given the high levels of child sexual abuse resulting in teenage pregnancies.

In 2015, the Government enacted a package of children's legislation comprising four specific but complementary pieces of legislation, including the Children Act, 2012, which addresses child abuse and maltreatment, including sexual abuse. While the Children Act provides greater protection for children, it may have also raised barriers to the accessing SRH services, as it is unclear whether health providers can provide services to adolescents without the knowledge and consent of a parent. As a result, healthcare providers are reluctant to provide services to those they believe to be under 18 and adolescents under 18 are reluctant to present for services. Many adolescents are therefore consistently denied universal access to services, information and commodities to protect themselves from pregnancy, HIV and other sexually transmitted diseases. For pregnant girls, there is also no policy protecting against the withdrawal from schools or guaranteeing the re-entry of pregnant learners.

Civil society members as well as government representatives have advocated for a revision of the approaches to sexual health education and service provision for access. Civil society has played and continues to play a critical role in state accountability for legislation and policies to address domestic violence, family violence and SRHR including hosting multi-stakeholder forums to bring barriers and challenges to light, producing critical shadow reports on the performance of laws and policies, social mobilization in society to demand and inform critical reforms as well as communication and visibility at regional and international levels including at CSW and Beijing POA reviews forums. For example, The Coalition on Domestic Violence hosted a talk by one of the High Court Judges on the administrative of justice in early October 2019 that brought together several stakeholders from development partners, UN system, government, other CSOs and the private sector. In addition to identify key gaps and barriers, emerging work was also identified as well as new and renewed commitments for partnership to end domestic violence. This role, particularly the mobilization component, is hampered by a number of operational and political challenges covered in depth in the situational analysis for Pillar 6.

To inform possible reform, the National AIDS Coordinating Committee<sup>26</sup> is undertaking a study to generate evidence on how perceptions, knowledge and understanding of legislative factors facilitate as well as hinder adolescents in accessing SRH information and services to inform policy decisions in collaboration with various CSO and CBOs.

There are laws on trafficking, female genital mutilation and juvenile justice and in 2017, child marriage was prohibited. While corporal punishment is prohibited in schools and state institutions, it remains lawful in the home and is a major contributory factor for child abuse.

To support legislative reforms, successive governments have drafted policies relevant to preventing and responding to family violence:

- Gender Policy
- Parenting Policy
- National Child Policy
- National Child Protection Implementation Plan
- Draft Sexual Reproductive Health (SRH) Policy
- National Strategic Plan on GBV (NSP GBV)

Most of these are at various stages of implementation years after their initial formulation. The draft NSP

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<sup>26</sup> Supported by UNFPA



GBV, which is awaiting Cabinet consideration, has yet to be shared with civil society. It is also uncoded.

The gender policy, first prepared in 2002, has been sidelined by successive governments for formal adoption because of political reservations regarding improved access to sexual and reproductive health services for safe abortion and rights for persons of non-binary sexual orientation to non-discrimination. With these issues still unresolved, it would appear that directives have been given for the implementation of the draft gender policy with the Office of the Prime Minister taking the lead in implementing gender training for ministerial gender focal points.

A National Child Policy (NCP) was approved by Cabinet in May 2019. It provides an overarching framework focused on addressing specific evidence-based gaps in the child development architecture of the country. A series of public consultations have recently been completed and the Policy is expected to return to Cabinet by October 2019. Costing of the Implementation Plan will be a critical element to its success.

This menu of laws and policies, though important components of an enabling environment to eliminate family violence, have not yet realised fully their intended impacts. **The main challenges include significant delays in adoption and implementation; inadequate attention to budgetary considerations for case administration and implementation of laws, insufficient coordination between relevant authorities; absence of monitoring systems; lack of harmonisation between legislation and policies; and persisting discriminatory and exclusionary provisions.** The reform as envisioned in the various legislation and policies requires financial investment, adequate human resources and effective, coordinated support systems. Additionally, the lack of awareness by rights holders and inadequate capacity and accountability of 'duty bearers' create barriers in reducing family violence.

## Outcome 2 – Institutions

State institutions addressing family violence focus on protection and include: Victim and Witness Support Unit, (a civilian unit within the Police Service), Child Protection Unit, Family and Children Court, Legal Aid and Advisory Services and the Children's Authority. The Office of the Prime Minister (OPM), Gender and Child Affairs (OPMGCA), is the national focal point for gender and development and supports the coordination of services to address GBV. This includes the management of a domestic violence data register and the national hotline, 800-SAVE. The National Family Services, under the Ministry of Social Development and Family Services, provides case management support, including counselling to GBV survivors. NGOs also provide shelter and counselling services as well as undertake advocacy.

Despite this range of services, the 2018 Prevalence Survey confirms that most survivors do not utilise first responder services.<sup>27</sup> This suggests that these services do not meet the needs of survivors, particularly for those outside of Port of Spain and the main urban centres. There is also generally a lack of inter- and intra-ministerial protocols that could better guide and coordinate state responses.

The need to improve police and court performance is well acknowledged. Despite the existence of clear internal policies and commitment to training, police practice on response and treatment of victims of domestic violence varies from one police station to another. Civil society has called for monitoring and accountability systems to enforce compliance of all officers to police standing orders which outline in some detail police duties in dealing with the issue of domestic violence and the implications of such violence.

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<sup>27</sup> Gender-based Violence in Trinidad and Tobago, A Qualitative Study: UN Women 2018 <http://www.opm-gca.gov.tt/LinkClick.aspx?fileticket=ExJDa-bNLnw%3D&portalid=0>





The administration of justice is over-burdened, and consequentially characterized by delays. For the 2017-2018 period, 72% of the reasons for adjournments recorded were related to the unavailability of the magistrate. In that year, over one-third of the applications were dismissed and only 29% resulted in a protection order being granted.<sup>28</sup> Data management inadequacies make it difficult to assess court performance and, including the reasons for the many dismissal or withdrawals of domestic violence applications.

Still, there is a commitment at the highest level to improve the justice and security sectors. Within the judiciary, a manual has been prepared to reinforce efforts to eliminate conscious and unconscious gender bias and there are plans to set up a dedicated court for domestic violence cases. In April 2019, the Police Commissioner assured “what we are establishing is a Gender-Based Violence Unit dealing specifically with domestic violence and also elements pertaining to sexual exploitation of minors”.<sup>29</sup> This initiative will strengthen the capacity of the police to respond adequately to cases of family violence, from initial reporting to preparation of the case for prosecution.

Accountability-based institutions include Police Complaints Authority, Equal Opportunity Commission and the Ombudsman. These are mechanisms available for redressing of individual experiences of injustice as well as system gaps. Despite this potential for oversight, structured platforms for interaction between these organisations, key service institutions and civil society organisations do not exist.

Attention to institutional deficits is strongly indicated. Aspects of strengthening include building an understanding and commitment to all elements of gender mainstreaming; evidence-based monitoring; inter-agency coordination and inclusive programming in which survivors have opportunities to give feedback on services and obtain timely remedies. Apart from capacity development, accountability frameworks are a core component in ensuring improvements in access to services and justice.

The urgency of strengthening government agencies and CSOs to be effective service providers and duty bearers is widely acknowledged. Cabinet approval has been secured for an assessment of the GBV essential services package as a baseline to identify institutional gaps to addressing GBV.

### **Outcome 3 – Prevention**

Family violence against women and girls is an expression of gender inequality. The 2018 qualitative survey<sup>30</sup> found that that men use violence against women as a way of asserting control and that the use of violence is more likely where gender roles are rigidly defined and where masculinity is linked to ‘ownership’ of women, dominance and notions of male honour. Women are most vulnerable when they have little social support and where their male partner controls resources and decision-making. The study corroborates global trends that those men who witness and experience violence as children are also more likely to perpetrate violence as adults. Where the prevailing culture tolerates violence against women and children and accepts violence as a method to settle interpersonal disputes, such an environment fosters and normalises violence.

Girls are also at high risk for sexual abuse both within the home and in the community. While the data is not disaggregated by relationship to the perpetrator, police statistics show that 35% of sexual offences

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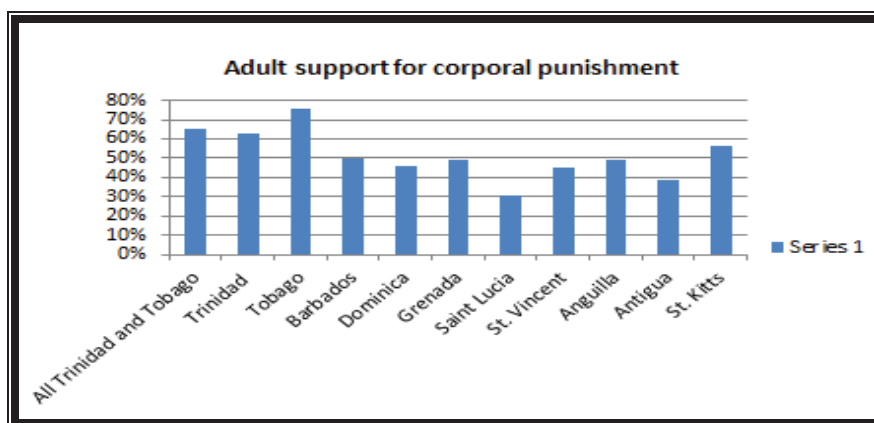
<sup>28</sup> See Tables 62 and 66, 2017-2018 Annual Report of the Judiciary. [http://www.tlawcourts.org/annualreport2017/2017-2018%20Annual%20Report%20-%20Judiciary%20of%20Trinidad%20and%20Tobago\\_1.pdf](http://www.tlawcourts.org/annualreport2017/2017-2018%20Annual%20Report%20-%20Judiciary%20of%20Trinidad%20and%20Tobago_1.pdf)

<sup>29</sup> <https://www.facebook.com/PoliceServiceTT/videos/426114718164113/?sfnsn=mo>.

<sup>30</sup> Gender Based Violence: A Qualitative Study, Government of Trinidad and Tobago and UN Women, 2018

reported relate to a girl under 15 years old and another 40% are between 16-19 years old. Girls and young women are therefore not only harmed by being the victims of physical and sexual abuse, they also experience, as do boys, harm as witnesses of abuse against their mothers and other members of the household. This witnessing of abuse as children, the Trinidad and Tobago 2018 prevalence study found, was correlated to both the use of family violence by men and experience of violence for women. The witnessing of family violence can lead to the internalisation and acceptance of violence among children and adolescents.

This acceptance of the phenomenon of violence in families is also evident in the use of corporal punishment against children as a form of discipline. A 2016 study on knowledge and attitudes on gender-based violence in Trinidad and Tobago found that over two-thirds of parents interviewed (64%) administered corporal punishment from “time to time”. This level of acceptance of corporal punishment in Trinidad and Tobago is the highest found in the Eastern Caribbean, and is particularly notable for Tobago where 76% of adults surveyed supported the use of corporal punishment for children.<sup>31</sup> Still 25% said they “never” administered such punishment and this is a solid foundation for prevention programming.



Source: CADRES Report 2016

Changing social and gender norms requires a life-cycle approach and integrated strategies within institutions of socialisation, most critically families, schools, adolescent and youth peer groups, popular culture and faith-based institutions. Attention to violence against children is especially needed. In this regard, social and gender norms can reinforce the low status of girls and women in society and increase the likelihood that boys and men perpetrate violence.

To date, episodic awareness campaigns have not translated into the comprehensive approach to shift social norms, including beliefs and practices required. School-based approaches are stymied by inadequate capacity of teachers and guidance counsellors to address gender norms; lack of clear accountability frameworks; insufficient attention to building conflict resolution skills; and limited integration of these issues into the education ecosystem for both students and teachers.

Despite these challenges, schools are an excellent entry point to reach a vast number of children and young people with information on family violence prevention and response. Already, sexuality education is delivered through the Health and Family Life Education (HFLE) curriculum in primary and secondary schools. However, the delivery is limited in content and is generally not taught by specialist teachers.

<sup>31</sup> CADRES: Knowledge and Attitudes Among Adults and Children on Gender Based Violence in Trinidad and Tobago Caribbean Development Research Services Inc. October 2016



Because some teachers are not comfortable discussing issues of SHR, some topics are neglected or poorly taught. Sexuality education programmes are also implemented outside of schools through various life skills programmes implemented by other government entities such as the Ministry of Health and the Ministry of Sport and Youth Affairs and civil society organizations, such as the Family Planning Association of Trinidad and Tobago (FPATT).

The importance of supporting parents and guardians approach discipline in non-punitive ways is recognised in the National Parenting Policy which still in draft. That policy seeks to address negative parenting practices, abusive methods of discipline and poor socialization skills. The policy which intersects with policy frameworks on gender, health, children and education, once finalised should “ensure the development of effective multi-sectorial provisions to support parental empowerment and reduce any existing service provision gaps”.

A sustained focus on the root causes and normalisation of violence against women and girls must be achieved in order to shift attitudes and behaviours towards zero tolerance for violence. Commitment to gender equality and multi-sectoral collaboration is required to support these efforts at individual, institutional and community levels, following the socio-ecological model of understanding and ending violence against women and girls. Such a sustained focus must be promoted through the draft NSP GBV.

UN supported programmes such as Foundations, Break the Silence and Partnership for Peace are examples of approaches that can be implemented within schools and at community levels to challenge harmful gender norms and promote gender equality.<sup>32</sup>

A growing body of evidence suggests that working with men and boys to promote gender equitable attitudes and behaviours is a core component to reducing family violence. Structured and ongoing opportunities for men and boys to critically reflect on stereotypical male gender roles and patriarchal expressions of manhood is an imperative for moving towards non-violent, equitable and inclusive notions of manhood that fully understand and support women’s autonomy, agency and rights as well as those of people of all sexual orientations and gender identities.

Designed for young people aged 13 to 24, the UN Women Foundations Programme is a flexible 12-module programme aimed at the primary prevention of gender-based violence. It is based on the premise that violence is intentional, and that abusive behaviours are chosen methods for gaining control over persons and situations. The Programme is participant-centred and invites young people to engage in ‘thinking through’ concepts such as gender, gender socialisation, gender hierarchies and constructions of masculinity, femininity, sexuality and their impact on relationships with themselves and others. It seeks to empower young people to understand GBV with its genesis in gender inequalities and gender-based discrimination, promotes an understanding of the consequences of GBV to partners, children, communities and societies in general, support young people with knowledge, skills and attitudes for addressing conflict and responding to stress and stressors that arise in relationships and establish and model an atmosphere of respect within group relations among and between young people, promote self-sufficiency among young people in taking steps towards improving their relationships and their lives and finally create a network of young people who will advocate for non-violent relationships. This programme

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<sup>32</sup> In 2014, counsellors from Government and civil society were trained in the Partner for Peace community interventions, based on the Antigua and Barbuda model. While the intervention was piloted in collaboration with the Red Cross, with a lack of financial resources, further community interventions were limited. However, guidelines exist and with refresher training and/or technical guidance the intervention can be supported in the targeted communities.





was started in Trinidad and Tobago in August 2018 through a partnership with the Network of Rural Women Producers, Community Policing Department and the Victim and Witness Support Unit.

The private sector has signalled its commitment to reinforce the zero-tolerance culture through its recent adoption of a Domestic Violence Workplace Policy prepared in collaboration with the Coalition against Domestic Violence. This policy gives employers guidance on how they should support survivors, respond to perpetrators and use the workplace as a safe space for prevention.

#### **Outcome 4 - Essential Services**

Architecture already exists for secondary prevention and the treatment of family violence against women and girls. Whilst under Spotlight a thorough mapping will be undertaken of both state and non-governmental services, it is evident that there are investments in medical services, mental health and counselling services, shelters run by the NGO sector, hotlines including the dedicated ChildLine run by an NGO, police and justice services for victim safety, Legal Aid Authority and empowerment initiatives for survivors of GBV. Policing protocols,<sup>33</sup> police training approaches<sup>34</sup> and social services support to survivors are in place in some measure.

However, according to the 2018 prevalence study, only 1 in 3 women who experience abuse, disclose this abuse. Most do not seek formal services of any kind and opt to rely on family support.<sup>35</sup> Among those who sought help from an agency, most went to the police (26.4%), 8.1% sought assistance from a health agency, 5.5% from the court and only 3% from social services. Notably, only a very negligible proportion of survivors reported seeking help from the service providers which are specifically set up to aid Intimate Partner Violence survivors: 0.3 percent of survivors used the National Domestic Violence Hotline, 800-SAVE, and 0.7 percent used domestic violence shelters.

The Survey also highlighted that “Religious leaders and communities do not stand out as sources of support to women who wish to and need to leave violent relationships”<sup>36</sup>. Specifically, it was noted that societal and cultural norms framed the responses by religious leaders, leaving victims feeling blamed, stigmatized and without hope. Generally, “interventions were either inadequate in terms of not providing fast, frequent, consistent, long enough or holistic enough support, or they reproduced ideologies of male dominance in the family which are one of the relationship factors explaining IPV”<sup>37</sup>.

That so few women and girls access services has been attributed to a number of factors. The 2018 Prevalence Study suggests that women are discouraged from reporting and seeking help because of fear, shame and the “normalcy” of violence. Many survivors stay silent until they feel they cannot endure any more. And there is also the anticipation that service providers, and in particular, police, will not show sensitivity or respond in a timely basis. In small societies and communities, there is also the reluctance to report because of the anticipation of breaches of confidentiality and of possible connections between service providers and perpetrators. Generally, the services are fragmented, difficult to access in some communities, and too many victims are confronted by bottlenecks. Deeply rooted gender stereotypes among some service providers, including victim blaming, hampers service delivery.

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<sup>33</sup> Standing Order 54 and Departmental Order 165/2000 both give detailed guidance to police on how reports of domestic violence are to be followed up.

<sup>34</sup> A police training manual exists for specialized training on domestic violence. However, this training approach has to be reviewed and strengthened and also tailored to specific audiences- first responders, supervisors, senior police management

<sup>35</sup> IADB report:

<sup>36</sup> Ibid

<sup>37</sup> Ibid.



Failure to report and access services may be linked to lack of awareness of services. In a CADRES survey in 2016, for example, 30%, 37%, and 46% of respondents were not familiar with the Children's Authority; ChildLine or the Police Victim and Witness Support Unit respectively.<sup>38</sup>

Intersectional marginalisation also is a factor in deterring reporting of family violence. Limited research available suggests that persons in the LGBTQI community are reticent to report because of expectations and past experiences of discriminatory and inattentive responses.<sup>39</sup> It is expected as well that those women and girls who because of stigma, disability and/or who are dependent on others may also be more vulnerable to violence with fewer readily available options to report and seek assistance. When they do seek services, they may experience discrimination and inadequate treatment by service providers motivated by conscious and unconscious bias.

The legislative framework addressing domestic violence is not adequately implemented or monitored. Only a small minority of cases of violence result in arrests or the laying of criminal charges by the Police. The National Domestic Violence Register to be managed by the Police is not yet operational. The process of obtaining a protection order continues to be difficult, with delays in determination of applications and with a significant proportion of applications not resulting in an order by the court.

Although health care providers can be first responders and are mandated to report suspected cases of child abuse, the sector must improve its capacity to identify, assess, treat and care through the implementation of relevant policy and clinical guidelines as part of a comprehensive referral pathway.

Despite the establishment of the Children's Authority as the central agency for child protection, the system remains fragmented and a National Child Abuse Protocol which is intended to map out and support the collaborative processes between the Children's Authority and other agencies across all sectors remains in draft.

There are NGO shelter services available to victims of domestic violence run by non-governmental organizations, with the government planning to establish two other shelters. Amongst the NGO shelters there is concern for the development of gender-responsive standards for quality shelter management and counselling.

There must be a comprehensive and integrated approach to justice and police services, medical treatment, counselling and social services. This will ensure that responders, including law enforcement, medical staff, educators and community leaders understand the dynamics of family violence, their obligations and have the capabilities to deliver an integrated, comprehensive and accountable approach to prevent and respond to family violence. Such an approach must also incorporate community stakeholders who have the capacity to monitor the conduct and activities of service providers from the moment incidents are reported, across the treatment, rehabilitation and justice chain.

## **Outcome 5 - Data**

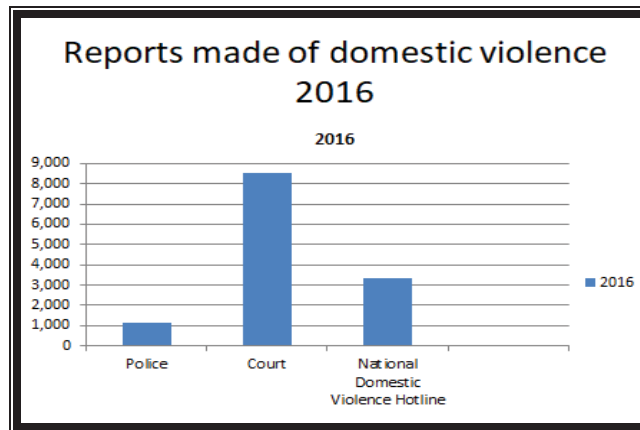
Accurate data on incidence of domestic violence is not available because of under-reporting and possible double reporting. No one source of administrative data is reliable as agencies collect data from those who seek their services and the type of data collected is driven by their mandates. The Crime and Problem Analysis (CAPA) branch of TTPS keeps a tally of reported cases to the police of domestic violence while

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<sup>38</sup> CADRES: Knowledge and Attitudes Among Adults and Children on Gender Based Violence in Trinidad and Tobago. October 2016

<sup>39</sup> Rawwida Baksh, Samantha Rattan, Renelle White: Gender-based Violence and Discrimination against LGBTQI community in Trinidad and Tobago 2018 Report

the National Domestic Violence Hotline collects information on those who are seeking referrals and assistance. The courts collect data on the number of applications made for protection orders. Because a system of unique identifiers is not in place, in addition to under-reporting, there is no way now to have an accurate count of those who seek services across a range of agencies. The challenges related to understanding the dimensions of family violence can be demonstrated in the data of reports made in 2016 to a range of agencies. By far, the court is the place where more people seek protection. However, from this data, it is impossible to tell whether the same persons who go to the police, also seek protection orders or call the hotline. The data sources are not integrated.



Sources: Annual Report of Judiciary 2016 and Interarts report using TTPS statistics

This lack of coordination and the inability to track where persons go for services was one of the motivations behind the establishment of the Central Registry on Domestic Violence (CRDV) that was launched in April 2016.

This registry was established further to extensive consultation and technical inputs, including by ECLAC. It is managed by the Office of the Prime Minister, Gender Affairs. Through the registry, the Division of Gender Affairs collects and integrates information relating to persons who are victims or perpetrators of a domestic violence offense and brings together data from agencies providing social services to victims. Data from sources that include the Health Management Information System (HMIS), the Police Service, and the Judiciary are not integrated and so the system is unable to track where many survivors or perpetrators go for services. Still it allows for some analysis on profile of victims and perpetrators.

The Division of Gender and Child Affairs has identified strengthening the Registry as one of the priorities for Spotlight. Work in this regard should improve the quality of incident-based data through the use of a system of unique identifiers. Such an approach allows for analysis of where reports are made, and services accessed. The system of unique identifiers would not include names of victims or perpetrators and is a standardised method of integrating data across administrative sources while maintaining confidentiality.

A few prevalence studies have been undertaken since the enactment of the Domestic Violence Act. The most recent is the IADB national health survey that examined women's experience of violence in intimate partnerships. That study also looked at women's experiences of sexual assault by strangers. This prevalence survey establishes a baseline from which progress through a national integrated strategy can be assessed in the future. The Break the Silence Campaign developed by the Institute of Gender and Development Studies, was informed by studies on child sexual abuse produced through a grant from the End Violence against women Trust Fund and UNICEF.



With respect to sexual offences, the Sexual Offences Act is being amended to implement a national sex-offenders registry, the operationalization of which will involve the prison service, judiciary and the police service, as well as the immigration division when children are involved.

Improved coordination of databases requires some degree of standardization. This is necessary also to prevent double counting of survivors. Expanding the reach of the existing data collection registry to include police, court and the health sector, will contribute to the body of evidence needed to factually determine the scope of VAWG and more importantly inform continuous improvements for a comprehensive approach to services and prevention.

### **Outcome 6 - Women's Movement and Civil Society**

Women's organisations have been in the forefront of the provision of services and advocacy to prevent, protect and respond to VAWG, although the state is increasingly also paying attention to violence against children. Through their work, these organisations have raised visibility and awareness of the prevalence and consequences of domestic violence. They have removed the stigma and shame associated with victimhood and survival and pressed for state and community accountability.

Civil society organizations (CSOs) and women's organizations have driven the agenda and normative standards related to women's empowerment, gender equality and VAWG, including family violence. They are the pioneers in shelter provision, hotlines<sup>40</sup> and counselling services. Two main women led networks exist for coordination<sup>41</sup>, both of which are advocates for gender equality. Beyond women's organisations, there are other networks representing marginalised communities, LGBTQI<sup>42</sup>, people living with disabilities and those vulnerable communities especially affected by HIV. In addition, there are a multiplicity of formal and informal civil society institutions, including men's organisations working on masculinities and gender equality, traditional charitable organisations, private sector groups, new youth groups and faith-based institutions that are increasingly turning their attention to advocating the elimination of all forms of GBV. There are also NGOs that provide sexual and reproductive health services and advocate for policy and law reform for access to safe services and comprehensive sexuality education for adolescents. However, there are few NGOs focused specifically on violence against girls and children in general, though organisations such as YMCA and Girl Be Heard have a focus on gender equality.

Much of the public awareness undertaken is the result of civil society initiatives. Women's organisations are engaged in rapid response to systemic failures that result in harm to victims and survivors; they monitor and contribute to public dialogues on proposed legislative and policy changes; and seek to influence the provision of health services and access to justice. For this expertise, women's organisations must inform the Spotlight Initiative, including as implementing and monitoring partners.

For all the work that women's organisations and civil society undertake, there is a need to support capacity for more strategic action for sustained impact. Their influence has been geographically limited as evidenced by the fact that there are no shelters in Tobago. Outside of cities and towns, there are many under-served communities in rural areas and marginalised highly populated urban communities where limited outreach is undertaken and few NGO services available.

Factors that limit the reach and impact of such organisations include funding and human resource deficits. Few NGOs receive subventions from the state and lack professional staffing. Where there are

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<sup>40</sup> Including ChildLine which was started within the Coalition against Domestic Violence

<sup>41</sup> The Network of NGOs for the Advancement of Women and the Coalition against Domestic Violence.

<sup>42</sup> Organisations include CAISO and Silver Lining Foundation



NGOs with paid staff, demand outstrips capacity. These gaps can lead to competition for resources between organisations and therefore fragmentation of initiatives.

Still, the movement is vibrant with several new CSOs being established and renewed advocacy addressing intersectional discrimination. Increasingly organisations are coming together in collective and more influential platforms for advocacy that make real policy impact.

In addition, there is an active spirit of volunteerism and philanthropy in Trinidad and Tobago. This has been very evident in the ad hoc yet abundant responses of the people to the hurricane-affected countries in the Caribbean, especially Dominica and to those most affected by flooding in Trinidad in 2018 and 2019. The increasing commitment to volunteerism has given birth to organisations like the Volunteer Centre which seeks to match and connect volunteers with NGOs.

The Spotlight Initiative offers a significant opportunity to support women's movements and civil society in their work to end family violence as well as to strengthen capacity for sustained and integrated actions for social justice and gender equality.

### III. Programme Strategies and Theory of Change

The overall goals of the Spotlight Initiative are to contribute to the reduction in incidence of family violence, to provide protection services to those subjected to such violence and to ensure perpetrator accountability. Family violence includes physical, social, sexual, economic and psychological/emotional abuse and acts of aggression within relationships that are considered as family connections or akin to family. For Trinidad and Tobago, the definition will be guided by the Domestic Violence Act and the Initiative will take a non-discriminatory approach in advancing protection and services for all regardless of sexual orientation and gender identity.

Family violence is a form of gender-based violence in which women and girls are disproportionately the victims. This violence is motivated by and expresses patriarchal and unequal gender relations. It is rooted in the ideology of men's entitlement and privilege over women, the need to assert male control or power, enforce gender roles, or prevent, discourage or punish what is considered to be unacceptable female behaviour.<sup>43</sup> The consequences of family violence include from immediate to long-term physical, sexual, mental and economic consequences for women and girls, including death. Violence against women and girls also negatively affects a range of human rights including women's enjoyment of sexual and reproductive rights. This framework also considers how boys and men are shaped and affected by gender inequality and harmful gender stereotypes and are also victims/survivors of family violence. While the focus of Spotlight is on women and girls, improved police and social services will benefit men and boys who are also in need of protection because of family violence.

Because there is an existing architecture for addressing family violence including law, policy, shelter and counselling services, health, police and court programmes ([see infographic](#)), the country programme will **prioritise implementation of integrated services and prevention approaches.**

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<sup>43</sup> See CEDAW General Recommendation 35 at para 16  
[https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1\\_Global/CEDAW\\_C\\_GC\\_35\\_8267\\_E.pdf](https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/CEDAW_C_GC_35_8267_E.pdf)





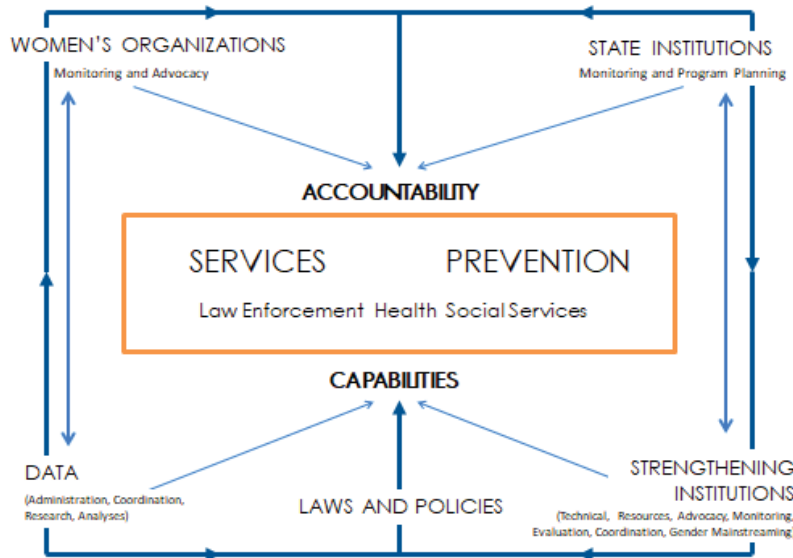
It will build on, consolidate and expand the positive developments in service provision while addressing the gaps in accessibility and availability for under-served populations. Effective health and social service provision is a component of the state's human rights obligations and is essential if survivors are to be protected, empowered and have secure lives free from violence. Predictable and targeted justice and social services interventions for perpetrators based on accountability are core components for secondary prevention and to stop recidivism. Improved social service support, such as counselling and referrals to social protection programmes will contribute to the empowerment of survivors.

Given the prevalence of family violence and its relationship to societal violence as a cause and consequence, Spotlight will also pay attention to the formulation of a comprehensive primary prevention approach and the building of commitment and capacity within key socialization institutions for sustained strategies to eliminate harmful gender norms. Prevention will incorporate cultural approaches as a means

of changing behaviours, practices and beliefs and will utilize the education sector and the workplace, and community institutions, as pathways to reaching the largest number of persons and key populations.

**An integrated approach across the pillars:** The CPD will strengthen both the supply and demand for effective, accessible and quality services and primary prevention through integrated planning and programmatic interaction across all the pillars.

**Capabilities and Accountability: Preconditions for accessible, available and quality services and primary prevention programming**



**Capabilities:** A primary foundation for improved services is the existence of institutional capabilities. One enabling precondition is a **robust legislative and** policy framework as well as of institutional commitment and political will to deliver such services.



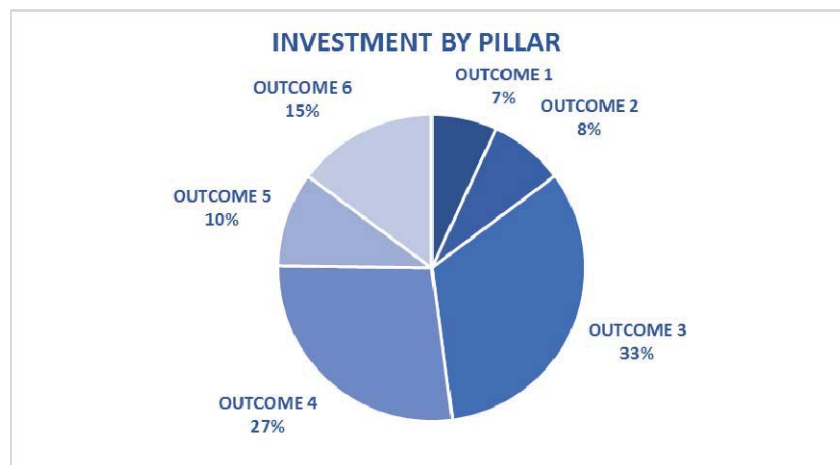


Model of institutional capability<sup>44</sup>

The Spotlight Initiative recognizes that enhancing the capabilities of state and NGO institutions to address family violence **requires more than training**. Rather, capabilities will be secured through **leadership** which sets direction, motivates and builds the capacity of teams to employ evidence-based **strategies** for the **delivery** of interventions and addresses the social norms and practices which inhibit quality services. Strengthened capabilities should be demonstrated by results orientation, attention to data and research, and through coordination and collaboration around articulated common purposes across state and NGO institutions. **Effective delivery of services and prevention approaches can only be assured where there are plans in place, commitment to implementation through the allocation of adequate resources and where performance is managed for accountability.**

**Accountability:** Improved service delivery will directly contribute to increased use of services. One of the lessons learnt is that while periodic trainings are important, the implementation of agency mandates must be supervised by senior management within key institutions as well as monitored by independent state and non-state organisations equipped with knowledge of the needs and interests of survivors. Front line service providers need a feedback loop that will secure attention to continuous improvement in their service delivery. Independent state institutions relevant to improving accountability of state institutions include Police Complaints Authority, Office of the Ombudsman and Equal Opportunity Commission.

**Resource allocations** will prioritize **services** (27%) and **prevention** (33%) and the remainder will be allocated to the women’s movement and civil society (15%) and towards data and surveillance strengthening (10%), institution strengthening (8%) and towards the updating and further development of laws and policies that address gender-based violence (7%).



**Geographical scope:** The programme will **target 3 regions** within the local government/municipal structure. There are 14 municipal councils in Trinidad and the Tobago House of Assembly. These institutions are responsible for a range of services delivery, including maintenance of infrastructure, waste management, public health, including public health education and municipal policing.

Criteria for selecting the 3 regions for programme focus, which will be done in the inception phase, include:

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<sup>44</sup> <https://www.apsc.gov.au/capability-review-australian-taxation-office>





- Family violence prevalence rate
- high levels of insecurity and violence;
- Existence of community-based organisations and women's organisations
- Commitment of municipal authorities to participate
- Need for intervention because of limited reach of services addressing family violence
- Representativeness of the population's ethnicity and cultural profile
- Mix of rural and urban regions

Provisionally, and subject to verification in the inception phase, the following regions are suggested according to the above criteria: **Tobago, Tunapuna/Piarco, and Mayaro/ Rio Claro.**

Work in no more than 3 targeted regions will allow for a critical concentration of work with and by relevant service providers as well as for the delivery of prevention approaches across the life cycle. The focus on specific geographic regions is based on the premise that community engagement is a precondition to ending family violence. Through Spotlight, an integrated and reinforcing menu of work will be undertaken:

- a. Raising awareness of the problem of family violence and establishing social norms that make violence unacceptable.
- b. Connecting communities to services.
- c. Building networks of leaders within communities; and
- d. Making services and institutions accountable to survivors

This geographic focus will also facilitate a critical assessment of the impact of Spotlight, including attitudinal change and use of services.

Spotlight will have a sustainable national impact in so far as a national strategy will be finalised and adopted. Tools and protocols developed will have national application and be available to both central and local government. Civil society will more regularly facilitate and participate in community and national dialogues and monitor of state services. Similarly, through a national advocacy and communications for change campaign, social norms messaging will have the potential to reach much of the population.

The implementation of Spotlight within the three regions will be closely monitored and innovations and lessons learnt will inform the implementation of the NSP GBV at the national level.

### **Cross-Cutting Considerations**

**National ownership:** Decisions on content of Spotlight interventions will be informed by and contribute to existing state and NGO commitments and investments.

**Support to women and civil society as implementers and beneficiaries:** Across all pillars, the UN will engage civil society as key implementers of the Spotlight. This will include large international Non-Government Organizations with local chapters, to trade unions and even grassroots organizations. The larger NGOs will be encouraged to support smaller grassroots organizations and non-traditional partners.

The programme will ensure that the strengths and contributions of women's organisations who have led the response to family violence are affirmed and capacities supported to continue to i) inform the content of the Spotlight pillar initiative; ii) deliver coordinated and quality services, advocacy and prevention interventions, iii) participate in multi-stakeholder platforms; and iii) monitor and hold state actors accountable. The Initiative will also contribute directly to the strengthening of core capacities of women's organisations and gender equality advocates for ending all forms of gender and sex-based discrimination.



Where Spotlight works with men's organisations, it will be in areas where these organisations have comparative advantage based on past work on challenging gender inequality and transforming harmful gender stereotypes.

**State accountability:** Improved access to quality services and the primary and secondary prevention of family violence cannot be achieved without adequate levels of state investments and political will. States are accountable to prevent, protect and guarantee access to justice for all forms of gender-based violence. Under the obligation of due diligence, states are required to have laws, policies and institutions in place and are obliged to ensure that they are implemented effectively.<sup>45</sup>

**Human Rights:** This Spotlight Initiative will support key state and non-state institutions to implement national and international obligations to provide quality, inclusive, non-discriminatory services and prevention programming with particular attention to underserved communities and those experiencing intersectional discrimination. These services should be gender-responsive, survivor-centred and ensure women's and girls' safety and interests foremost. State accountability is also better assured through the continuous and structured engagement with women's organisations and civil society to hold duty bearers accountable to their commitments.

**Leave No One Behind:** As an element of the human rights approach, the target participants in and beneficiaries of Spotlight will include a specific focus on women and girls who are marginalised because of intersectional discrimination and marginalisation, whether based on gender identity, sexual orientation, migrant status, geographic location, social and economic status, age, disability or dependency. The approach will be to ensure empowerment through participation in all aspects of Spotlight's implementation.

**Do No Harm:** Many survivors live with trepidation of repeated violence and abuse even after they have left the location of harm. With the deficits of the police and justice sector, survivors often are unable to trust that they can be protected by the police. Indeed, there are just so many reports of women who are killed after making police reports. Spotlight's interventions, particularly in the area of services, will build and/or reinforce institutional cultures that take into account of the risks faced by survivors.

It is important for all implementing partners to understand that family violence is an expression of power differentials and gender inequality. Do no harm will be best attained where the following principles are followed: implementing partner organisations must have a demonstrated commitment to gender equality; the interventions must seek consistently to transform gender inequality, they must be informed by evidence and in particular the perspectives of survivors; and the experienced family violence service providers are central to shaping interventions.

At the level of practical interventions, a do no harm approach will be founded on confidentiality, timely responsiveness and respect for women's agency and autonomy.

**Coherence with INSPIRE principles<sup>46</sup> for preventing and responding to violence against children:** There is strong evidence that children and in particular girls are very vulnerable to all forms of gender-

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<sup>45</sup> See CEDAW General Recommendation 35 para 24(b):

[https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1\\_Global/CEDAW\\_C\\_GC\\_35\\_8267\\_E.pdf](https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/CEDAW_C_GC_35_8267_E.pdf)

<sup>46</sup> WHO: INSPIRE Seven Strategies for Ending Violence Against Children 2016. <https://apps.who.int/iris/bitstream/handle/10665/246212/WHO-NMH-NVI-16.7-eng.pdf;jsessionid=FC14E1D22CF84B6A0BCC410468DCF75F?sequence=1>



based violence within the family and wider community. Further that children, girls and boys, who witness family violence are also harmed and are more likely to internalise and accept violence as normal. Spotlight will integrate the INSPIRE principles across the 6 pillars. These include implementation and enforcement of laws; changing adherence to restrictive and harmful gender and social norms; strengthening parent and caregiver support; provision; of response and support services; and education and life skills to improve children's knowledge about family violence and how to protect themselves.

**Catalysing transformation:** Within the programme time limits, the Initiative will support approaches which have a strong likelihood of cementing institutional change and accountability and therefore catalysing transformation. Transformation is more likely where there is a critical mass understanding that gender identity, gender norms, unequal gender relations are all social constructs and can be changed. Spotlight should support the generation of the understanding of the interconnectedness of gender inequality and family violence; and support people to participate in their spheres of influence (whether as state and/or non-state actors at individual, familial, community and societal levels) to respond and prevent family violence.

**Sustainability: Spotlight's investment will seek to ensure** sustainability and outcome impact following the conclusion of Spotlight's catalytic investment. Indicators of sustainability, to inform the decision making on inclusion in Spotlight include:

- State commitment to continued investments
- Promising existing approaches that can be improved or scaled up and will be sustained after the end of the programme
- Approaches that are likely to have a multiplier effect by growing community of the committed

**Engagement of employer and labour organisations:** The relevance of workplaces and their roles to prevent and respond to domestic violence is recognised. Given their reach into the working age population, employers and trade unions can promote healthy, equal and respectful relationships between women and men and within the family as a component of prevention programming. Additionally, these sectors are well placed to provide immediate assistance and support to victims of violence, such as information and referrals to support resources, to facilitate safety and support for victims and fellow employees. They can provide social leadership for a zero-tolerance culture to end family violence.

## Overall Theory of Change

This programme has three main reinforcing dimensions:

1. building leadership and strategic capabilities of state and non-state actors to formulate and deliver effective services and prevention approaches;
2. securing accountability through multi-stakeholder oversight platforms; and
3. promoting the use of effective services through informational outreach, provision of quality services

The theory of change underlying the results framework is that:

(1) if policy and legislative frameworks on family violence are strengthened and adopted in line with regional and international human rights standards; (2) if institutions and organizations that implement policies and legislation have the commitment, capacity and are accountable in meeting their obligations; (3) if social norms that condone stereotypes, harmful behaviours and practices, discrimination, and violence are changed for women, girls, men and boys; (4) if access to quality essential services, is made available to and used by persons especially affected by family violence (survivors, perpetrators of



violence and children of survivors and perpetrators); (5) if quality, disaggregated data on family violence are collected, analysed, and used to inform laws, policies, and programmes on family violence; and (6) if all women and girls are empowered to know and claim their rights and their voices are included through an effective and inclusive women's movement, then (a) there will be substantial and sustainable reduction of family violence, leading to its elimination, because family violence is being prevented before it happens or before it reoccurs; (b) survivors, particularly vulnerable persons, will be empowered to recover and rebuild their lives with appropriate assistance and support; (c) boys and men will have alternative models of positive masculinities d) perpetrators will be accountable and (e) women and girls will live free of family violence.

**What will change institutionally:** At the end of the Spotlight programme, for the first time in Trinidad and Tobago **a foundation for sustained and integrated approaches to preventing family violence before it occurs** will be in place and practical prevention tools available and in use at the community level. Laws and adopted policies and data will inform continuous improvements in services. Service providers will be supported and held responsible for correcting implementation shortcomings because of functioning systems of supervision and accountability. Civil society and women's organisations will be empowered to monitor and support responsive and survivor-centred services.

**What will change for women and girls:** Increased reporting to the police by survivors should be already evident by the end of the programme. Because survivors will be using improved and responsive services and technology for urgent alerts, they should be better protected from repeated violence. Therefore, by the end of the programme, a trend of decreases in repeated reports by the same survivor should be discernible as the police would have the discipline of early intervention. Survivors will also have access to services that reinforce self-esteem, autonomy and security, through a referral system that connects them to networks of support and empowerment opportunities.

It is expected that the number of life-threatening injuries and murders of victims occurring after reports to the police have been made will be reduced because the police will have the capabilities and tools to act with due diligence.

**What will change for perpetrators:** Police will be guided to investigate charge and prosecute, as appropriate, allegations of family violence or threats of family violence that constitute criminal offences. In this process, police will also be able to undertake risk or lethality assessments as inputs into determining whether detention is indicated for survivor safety. At this stage, inter-agency protocols can also be triggered for psycho-educational and other counselling interventions for perpetrators. Early interventions with perpetrators based on accountability and survivor safety will reduce the chances of further violence and impunity.

**What will change in the culture:** Social norms promoting gender equality between women, men, boys and girls will be reinforced. Indifference and impunity for gender-based violence against women and children will be reduced. Both developments will contribute to the weakening of harmful patriarchal social structures and value systems. Empathy and emotional intelligence in parenting will be promoted and the use of corporal punishment against children as a method of discipline discouraged. This is critical to breaking the cycle of violence in Trinidad and Tobago.

### **Outcome Approaches**

**Outcome 1 - Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans**

The interventions in Outcome 1 focus on leadership and direction which will promote consistency and



best practice in the way in which family violence is prioritised and addressed across Trinidad and Tobago to ensure a society where everybody is able to live fear free in safe, equal, violence free relationships and communities. The finalisation and adoption of a **comprehensive, costed and time bound National Strategic Plan on Gender-based and Sexual Violence** is the main output and indicator of sustainability of the Spotlight investment. **Such a strategy will for the first time, outline a whole of government commitment to preventing, protecting and responding to family violence, its causes and consequences.** Through Spotlight, women's organisations and CSOs working on GBV and gender equality will be facilitated to participate in and shape the finalisation of the National Strategic Plan.

Given the high levels of child abuse, and the causal link between experiencing child abuse and perpetration and experience of family violence as adults, intensive technical support will be made available to the state in the finalisation of a child policy and child protection plan. Emphasis will also be given to the incorporation of sexual and reproductive rights and services in the NSP and in particular, to ensure that state institutions have clear guidance on the provision of services to adolescents.

A component on workplace will also be promoted which would provide guidance on the roles workplaces stakeholders can play and on the actions they can take to advocate against domestic violence and mitigate its negative impact to workplaces (e.g. absenteeism and lower productivity of workers), and to the victims (e.g. physical, psychological, sexual or economic harm). This component will be developed through stakeholder consultation and by incorporating existing instruments (e.g. Domestic Violence Workplace Policy launched by the Chamber of Commerce and the Coalition against Domestic Violence and the Chamber of Industry and Commerce, ILO's Violence and Harassment Convention, 2019 (No. 190)).

Such a strategic plan should be accompanied by a budget analysis and resource allocations to ensure state commitment to effective implementation. To support this, a costing of coordinated services will be necessary.

Beyond that, during the period of Spotlight implementation, the UN system and its partners will support the completion and adoption of policies that are relevant to ending family violence, including the **parenting, sexual and reproductive health and family policies** as part of their mandates. In relation to the SRHR draft policy, continued advocacy and technical guidance will be provided to the Ministry of Health to ensure universal access to SRH including for minors and other vulnerable populations.

This outcome will also include a focus on knowledge generation, particular reviews of laws and policies that are critical to effective access to justice. Twenty years after the enactment of the Domestic Violence Act, Spotlight will invest **in a study of the implementation of the Domestic Violence Act that will be used to address legislative gaps** and to remedy the impediments to access to justice given the high level of applications that do not result in protection orders. Similarly, Spotlight will support the police service to understand better why the comprehensive directives on domestic violence are not being implemented.

Increasingly survivors are demanding justice processes that allow them to feel secure, heal and hold perpetrators socially accountable through restorative approaches. There are indications from other jurisdictions that such approaches are successful as secondary prevention strategies, once firmly based on women's agency and perpetrator accountability. Spotlight will make a modest investment in supporting an exploratory study on **the appropriateness and utility of a restorative justice approach for possible inclusion in the legal framework.**

Across the other outcomes, Spotlight will promote the establishment of a multi-stakeholder accountability platform to guide, advocate for and support the finalisation and adoption of the NSP GBV. This multi-stakeholder platform comprising state, women's organisations, civil society and the private sector will





monitor and give technical advice and feedback on implementation of laws, policies, services and programmes related to family violence.

The modality of implementation will be through technical assistance, advocacy and facilitating consultation and coordination between state institutions, NGO service providers and advocates and communities of persons especially affected by family violence, especially in under-served communities.

**Theory of change:** If (1) women and VAWG, including family violence, experts are engaged in assessing, developing and implementing policies that reflect legislative commitments to end VAWG, including family violence (2) if the implementation of legislation and policies is monitored then (3) an enabling legislative and policy environment on VAWG, including family violence, and other forms of discrimination is in place and translated into plans, guaranteeing the rights of women and girls because (4) effectively implemented legislative and policy frameworks address impunity and provide for coordinated action, including in the areas of prevention, services and data collection

To achieve the above-mentioned outcome the proposed output approaches/activities are:

**Table 5. Outcome 1 proposed output approaches and activities**

OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls, including family violence, are in place and translated into plans	
Output 1.1 - National partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG	
Indicators	Activities
1.1.1	Activity 1.1.1 Support the reform Domestic Violence Act based on findings of study on implementation challenges.
1.1.3	Activity 1.1.2 Develop a strategy for consultations, lobbying and communication to promote the finalisation and adoption of the National Strategic Plan on Gender-based and Sexual Violence and the Sexual and Reproductive Health and Rights Policy, Child Policy and Child Protection Plan as well as an operational plan for its implementation and financing.
1.1.6	Activity 1.1.3 Conduct an assessment to identify strategic challenges associated with the execution of police standing orders in domestic violence
1.1.6	Activity 1.1. 4 Undertake an exploratory study on the appropriateness and utility of a restorative justice approach and possible incorporation within the Domestic Violence Act framework
Output 1.2 - National and/or sub-national partners <sup>47</sup> are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG	

<sup>47</sup> Key government/national decision makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women’s rights advocates



1.2.1	Activity 1.2.1 Promotion of the creation of a multi-stakeholder accountability platform to promote the adoption and implementation of National Strategic Plan and harmonisation with other relevant policy frameworks.
1.2.2	Activity 1.2.2 Technical support for costing of national strategic plan

Given the centrality of a comprehensive and costed national strategy to the legacy and sustainability of Spotlight, significant levels of technical assistance will be made available to the government to ensure a multi-sectoral and cross-jurisdictional collaboration. Apart from key ministries such as National Security, Office of Attorney General, Social Development and Family Services, Health, Education, the NSP must also be support mainstreaming of end family violence approaches in ministries responsible for labour, disaster management, housing, culture and youth and sports.

The process of finalisation of the NSP GBV should be accompanied by the setting up of a structure of coordination which would also act as an accountability platform to advocate for and monitor adoption and implementation. Engagement, advocacy, information sharing and cooperation, between government departments, between government and women’s organisations and civil society, and between people and communities are essential to coordinate and sustain the NSP GBV.<sup>48</sup>

Steps towards the finalisation and adoption of the NSP will include geographic and thematic consultations with a large and diverse range of stakeholders in order to build consensus on the content and ensure broad support for the plan across stakeholders, including line ministries, organisations working to end GBV and societal violence political and religious leaders, health professionals, educators, community leaders and influencers doctors, academics, media professionals and other civil society organizations. Arising out of these consultations, Spotlight will support the establishment and convening of a multi-stakeholder accountability platform to promote the adoption and implementation of National Strategic Plan.

The finalisation will be accompanied by a communications strategy to disseminate broadly and in accessible language and formats the key aims and aspects of the NSP. This dissemination will alert the population to the prioritisation being given the ending family violence and support social norms change.

Apart from the NSP, through Spotlight, technical assistance will be given to the finalisation and adoption of other key polices and plans as such, the **National Child Policy** and the **National Child Protection Implementation Plan** where significant progress has already been advanced and will be resent to Cabinet for approval in 2019. Both have already been costed. Spotlight will therefore take advantage of these stepping-stones as well as existing collaborative relationships between the Office of the Prime Minister, Children’s Authority and ChildLine, as leads in hosting national multi-sectoral dialogues and working sessions towards finalisation of the National Child Protection Protocol and harmonisation with the NSP. Multi-sector coordination is also essential for the monitoring and implementation of the SRHR and National Child Policies and the Child Protection Implementation Plan.

In support of the better implementation of police standing orders and the reform of the administration of justice, three studies will be undertaken to build knowledge of the barriers to access to justice and

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<sup>48</sup> UN Women: Handbook for National action Plans on Violence against Women. 2012, <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2012/7/handbooknationalactionplansonva w-en%20pdf.pdf?la=en&vs=1502>



accountability as well as to inform ongoing law and policy reforms. These studies, to be undertaken by NGOs with research capacity, will be on a) the application of existing police standing orders; b) implementation of the Domestic Violence Act 1999 and c) an exploratory study on the appropriateness of a restorative justice approach to domestic violence. NGOs will be identified through a competitive call for proposals.

These studies will contribute to pillars 2 and 4 as the insights derived will drive institutional change and improve service provider practices. The studies will also provide women’s organisations and the NGO sector a baseline for monitoring service delivery and holding state institutions accountable.

Apart from advocating for the recommendations which will follow from a review of the implementation of the DV Act, Spotlight will also allow the UN and NGO stakeholders to advocate for the end of the discriminatory exclusion of persons in same sex partnerships from seeking protection orders.

To address fragmentation of services, prevention programmes and data collection and analysis, a multi-stakeholder coordination platform will be established. This platform will also allow for the better integration of responses to violence against children and violence against women. Coordination on VAW and VAC are generally absent and follow parallel but distinct trajectories, with different funding streams, lead agencies and strategies. This divide must be bridged to address multiple forms of violence within families and across the lifespan.

**Lessons learnt:** The timely adoption of critical policy frameworks is frustrated by a number of factors including limited public knowledge and demand; the influence of sectors of the population resistant to aspects of international human rights standards; and ineffective coordination within governmental departments and between government and civil society. Policies are not fully implementable unless there is a costing and budget aligned to the policy. The budget should also cover the oversight mechanism for the implementation of the policy.

**Sustainability:** At the end of Spotlight, an improved legal and policy framework will be in place which outlines clearly the responsibilities and accountabilities of state institutions. These will be accompanied by **costed and time bound** plans, especially a **National Strategy on Gender Based Violence** signaling state commitment and ownership to make the needed investments. Civil society will be empowered through participation on coordination platforms to give feedback and monitor state implementation. And survivors will have access to information on their rights and the duties of the state resulting in increased demand for implementation.

**Estimated No. of Beneficiaries under Outcome 1**

The indirect beneficiaries were quantified by taking the summation of adult women (ages 20+), adult men (ages 20+), girls (ages 0-17) and boys (ages 0-17) from across Trinidad and Tobago.

In relation to the direct beneficiaries, the majority of activities under this Pillar will target senior policy makers from the executive (key ministries) and Parliament. There are 41 members of the House of Representatives and 31 in the Senate (24.7% of the Representatives are women). Senior technical advisors from 15 sectoral ministries who whose work Spotlight seeks to influence will participate in and benefit from the work under this Outcome, as well as 175 employers. In addition, given the focus on three local governments, representatives of municipal corporations will be engaged as well as national and community based CSOs.

Indicative numbers	Direct	Indirect
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<b>Women</b>	144 (AGE 20-49)	152,498
<b>Girls</b>	0 (AGE 0-19)	53,476
<b>Men</b>	206	203,354
<b>Boys</b>	0 (AGE 0-19)	57,972
<b>TOTAL</b>	350	467,300

**Outcome 2 - National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors**

Work under Outcome 2 will build institutional resolve and political will at national and local government levels to better develop, deliver and monitor evidence-based programmes that prevent and respond to family violence.

Strong institutional capabilities are needed to remove implementation barriers in service delivery and for the development of primary prevention approaches. In terms of service delivery, a multi-stakeholder coordination committee will be established between the Ministry of Social Development and Family Services and Civil Society to oversee the delivery of case management services to survivors. This would first involve an assessment of capacity and resources within National Family Services to identify the gaps around effective service delivery and timely case management. Some of this will be captured in the assessment of the Essential Service Package to address GBV. The assessment will be used to determine the stakeholders best suited to coordinate the overall response.

While the assessment is taking place, civil society will be engaged with National Family Services to establish an interim multi-stakeholder coordinating committee. This committee will be responsible for information and resource sharing (including the mapping of services), monitoring and identifying barriers to the delivery of services by first responders and ensuring a survivor-centred approach to service delivery. While this will be a national committee, focus on service delivery will be in the three (3) targeted communities.

Spotlight will pay particular attention to supporting local government authorities in the selected regions to integrate family violence response and prevention into their municipal corporation governance strategic plans. This will be done through outreach, capacity development, consultations and technical support to strategic planning.

The proximity to communities and the existence of programmes in health and security offer opportunities to expand the leadership of local government in the provision of services and prevention programming to end family violence. Local government also has a central role to play in encouraging linkages within and between communities which can facilitate prevention programming targeted at individuals, families and communities.

In addition to integrating a focus on family violence within municipal corporation governance, Spotlight will also focus on strengthening first responder strategies and programmes within the same municipalities where there is the best potential to save and stabilize lives, empower women and girls who are surviving family violence and intervene on a timely basis to prevent threatened or continued violence. Women's organisations and CSOs with requisite competencies will implement capacity development initiatives



based on a competitive selection process.

The family and magistrates' courts will be supported through capacity development to address the elimination of conscious and unconscious bias and improve women's access to justice.

Aspects of strengthening must address the three interlocking dimensions of capabilities: leadership, strategy development and delivery. All three dimensions must be informed by an understanding of i) the relationship between family violence and unequal gender relations; ii) elements of gender mainstreaming; iii) evidence-based monitoring; iv) inter-agency coordination and v) inclusive programming in which survivors have opportunities to give feedback on services and obtain timely remedies. Apart from capacity development, accountability capabilities are a core component in ensuring improvements in access to services and justice.

Spotlight will support the undertaking of strategic research on the economic impact of domestic violence. In addition to the economic impacts related to government expenditure, the research will also explore and quantify the costs of domestic violence on the public and private sector workplaces, including costs related to absenteeism, productivity, and employee turnover of the victims<sup>49</sup>. This study will serve as a reference for decision-makers in identifying areas in which significant investments are needed to sustainably address family violence. It will also form the basis of gender-responsive budgeting capacity development and outreach to senior decision makers and parliamentarians. This study will build on the work conducted by the Network of NGOs of Trinidad and Tobago for the Advancement of Women and financed by the European Union, which produced a methodology for measuring violence in Trinidad and Tobago.

**Theory of change:** If (1) relevant decision-makers and stakeholders in all sectors of government are informed and mobilized to address VAWG, including family violence if (2) institutions at all levels and relevant stakeholders have strengthened capabilities on for addressing family violence if (3) national and subnational processes are effective in overcoming the hurdles of collective action to address and prevent family violence, and if (4) adequate budgets are allocated then (5) institutions will develop, coordinate and implement programmes that integrate the elimination of family violence, because (6) institutional change requires appropriate capacity, adequate funding as well as political engagement and leadership to sustainably address family violence

To achieve the above-mentioned outcome, the proposed outputs under Outcome 2 will focus on strengthening institutional capabilities of first responders, with a focus leadership, strategies and delivery of services within the Police Service.

**Table 6. Outcome 2 proposed output approaches and activities**

<b>OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls, including family violence, including in other sectors</b>
<b>Output 2.1 - Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing</b>

<sup>49</sup> ILO publication, "Violence and Harassment against Women and Men in the World of Work-Trade Union Perspective and Action" available at [https://www.ilo.org/actrav/info/pubs/WCMS\\_546645/lang--en/index.htm](https://www.ilo.org/actrav/info/pubs/WCMS_546645/lang--en/index.htm)

<b>multiple and intersecting forms of discrimination, including in other sectors</b>	
<b>Indicator</b>	<b>Activities</b>
<b>2.1.1</b>	Activity 2.1.1 Support security and justice sectors in collaboration with accountability institutions to build capacity and systems of oversight to design and meet due diligence response programme standards
<b>2.1.3</b>	Activity 2.1.2 Develop and implement a strategy to integrate family violence response and prevention into the strategies, plans and programmes of local government/municipal corporation authorities
<b>2.1.8</b>	Activity 2.1.3 Support to OPM Gender and Child Affairs gender focal point system in their role as gender advisors to monitor and support the development of family violence policy and programmes in relevant ministries
<b>2.1.7</b>	Activity 2.1.4 Enhance capacity of the Family Court to strengthen access to justice and support case management of DV matters including for those groups facing intersecting and multiple forms of discrimination
<b>Output 2.2 - Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</b>	
<b>2.2.1</b>	Activity 2.2.1 Establish multi-stakeholder coordinating mechanism to facilitate case management linkages, information, resources sharing, support and monitoring of policies first responder agencies (development of terms of reference, preparatory training etc.)
<b>Output 2.3 - Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including family violence</b>	
<b>2.3.3</b>	Activity 2.3.1 Study on the economic impact of family violence to inform public and private decision- makers and as an input into GRB training for ministries

In relation to policing, a Police Domestic Violence Manual already exists as do standing orders giving police clear directives. These are not consistently used. Under Outcome 1, Spotlight will support the Police Service in getting a better understanding of the impediments to using the standing orders as well as improving first response and management systems. The findings will shape and contribute to responsive policing via three accountability pathways. Under Pillar 2, police capabilities enhancement for middle and senior managers should include the establishment and enforcement of an internal oversight mechanism. The promotion of a structured engagement between the Police Complaints Authority and the Equal Opportunity Commission in the multi-stakeholder coordination platform under Pillar 1 will also contribute to regular feedback, including from women's organisations and corrective actions around policing. Finally, under Pillars 1, 4 and 6, women's organisations and civil society institutions will have the capacity to monitor police response.



Apart from internal accountability procedures, under Pillar 4, Spotlight will also support system wide capacity development to address the gendered dynamics of domestic violence and build judicial, forensic skills and competencies in relation to investigation, prosecution and hearing and determination of domestic violence cases. Training should address appropriate exercise of police powers and implementation of police obligations. Similarly, the study on the implementation of the Domestic Violence Act will provide evidence to identify areas of court administration that must be improved.

At national level, Spotlight will support the Office of the Prime Minister in its work with ministerial gender focal points to ensure the integration of a focus on family violence in ministerial strategic plans and programmes. This will be done through technical support for review of planning and programming documents; identifying entry points for the mainstreaming of family violence prevention and responses; training ministerial teams and ensuring inter-ministerial communication and coordination.

**Lessons Learned:** Duty bearers must be supported and held to account to address their implicit and unconscious gender bias that impedes survivor-centred service delivery. This lesson is also one that has been a key finding of the work on stigma and service provision by the HIV sector.

**Beneficiaries:** As with Pillar 1 the indirect beneficiaries were quantified by taking the summation of adult women (ages 20+), adult men (ages 20+), girls (ages 0-19) and boys (ages 0-19) from across Trinidad and Tobago. The majority of activities under this Pillar will target men and women in parliament, 41 in the House of Representatives and 31 in the Senate (24.7% of the Representatives are women), technical officers especially in the Office of the PM, Gender and Child Affairs, security and justice personnel in target communities., as well as CSO representative

Indicative numbers	Direct	Indirect
<b>Women</b>	250 (AGE 20-49)	89,498
<b>Girls</b>	0 (AGE 0-19)	45,726
<b>Men</b>	200 (AGE 20-49)	119,354
<b>Boys</b>	0 (AGE 0-19)	47,222
<b>TOTAL</b>	550	301,800

**Outcome 3 - Gender inequitable social norms, attitudes and behaviours change at community and individual levels and prevent violence against women and girls, including family violence**

A major element of the sustainability of the Spotlight investment will be an evidence-based and comprehensive whole of society prevention strategy as part of the NSP GBV, under Outcome 1. Spotlight will support this development through sharing evidence and best practices and analyses of what works to embed social norms transformations and actual behaviour change. **This prevention strategy which is based on principles of gender equality and non-violence and addresses sites of primary socialisation will be an innovation for Trinidad and Tobago.**

Spotlight will draw on the social-ecological model to define mutually reinforcing strategies at societal, community/organizational and individual/relational levels. The social-ecological model considers the



interaction between individual, relationship, community, and societal factors that influence the likelihood of violence and conversely respectful, equal interactions. A prevention approach that addresses socialisation at multiple levels through strategies of social mobilization, advocacy and behaviour change communication, is more likely to reduce family violence over time.

The social norms messages should reinforce gender equality, women and girls' enjoyment of their rights, positive masculinities, and child protection and should challenge unequal and conflictual gender relations, stereotypes and behavioural norms. Building a strong consciousness and understanding of these issues among women, girls, men and boys at all levels is essential for preventing family and community violence.

The interventions under this outcome will be based on the life-cycle model, women's and girls' empowerment and male and community engagement. Prevention will take account of the root causes of violence against women and girls and family violence and will encourage critical thinking about the linkages between gender and intersectional inequalities and family violence. The approach will also seek to embed actions that are likely to change attitudes and behaviour. Prevention approaches will also address the needs of women and girls who face intersecting forms of discrimination (especially women and girls with disabilities, the LGBTQI community and the migrant community).

Adolescence is an age of elevated vulnerability to family violence and gender-based violence generally. Helping adolescent girls and their parents and caregivers manage risks and challenges is important for preventing violence against girls in the family context. Adolescence is also a critical period to root gender equality in attitudes and behaviours. Spotlight will ensure that prevention interventions are also tailored to address the specific needs and experiences of girls and in methodologies that are age appropriate. These interventions will be developed with the participation of adolescent girls.

The interventions in Outcome 3 will focus primarily at the individual, community level of the socio-ecological model. At the end of the programme, these interventions will be evaluated, and lessons learnt will inform revisions to the prevention component of the NSP and the extension of programmes nationally.

**Evidenced-based and participatory programming:** To ensure that programs are evidenced-based, research will be conducted among boys, girls, men, women and key influencers to ascertain the norms (social, cultural and/religious) that perpetuate violence against women and girls. In addition, Outcome 3 will be informed by lessons learnt in social norms change in the context of HIV and interventions will be developed through participatory approaches with the target participants and beneficiaries.

**Theory of change:** If (1) multiple strategies such as community mobilization, key stakeholders' engagement and education strategies are carried out in an integrated and coordinated manner based on a shared understanding and approach in line with international standards and evidence on preventing VAWG, including family violence then (2) favourable social norms, attitudes and behaviours will be promoted at community and individual level to prevent VAWG, including family violence because (3) multi-pronged **prevention and services initiatives** that mutually reinforce each other can effectively shift individual and socio-cultural norms including those affecting women's sexuality and reproduction.

**Table 7. Outcome 3 proposed output approaches and activities**

<b>Outcome 3 - Gender inequitable social norms, attitudes and behaviours change at community and individual levels and prevent violence against women and girls, including family violence</b>
<b>Output 3.1 - National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours for in and out of school setting</b>

Indicator	Activities
3.1.2	Activity 3.1.1 Collaborate with CSOs and youth peer groups to design and implement adapted primary prevention programming (Foundations and CSE) which promotes gender equality and violence prevention behaviour change programmes for out of school youth.
3.1.3	Activity 3.1.2 Scale up successful safe school's model including girls' empowerment and boys' transformation programmes with enhanced HFLE component
<b>Output 3.2 - Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and promoting positive masculinities</b>	
3.2.1	Activity 3.2.1 Development of tools and materials for key institutions (health, social services) that interface with parents and primary caregivers to incorporate family violence prevention messages within their services (ante-natal and child clinics, parenting programmes, PTAs etc.)
3.2.5	Activity 3.2.2 Provide financial grants to women's organisations and civil society to implement 16 Days of Activism to End Violence against Women and Girls that highlight FV programmes.
3.2.5	Activity 3.2.3 To support community advocacy with a focus on adolescent girls to promote positive social norms and practices on gender equality, healthy relationships and self-esteem
<b>Output 3.3 - Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights</b>	
3.3.2	<p>Activity 3.3.1 Development of strategy for the engagement of private sector businesses and trade unions to be champions in the workplace:</p> <ul style="list-style-type: none"> <li>○ Identify business champions and assist them to advocate against domestic violence and promote violence free workplaces</li> <li>○ Develop and Implement workplace education and awareness campaign</li> <li>○ Awareness-raising and education for trade unions</li> <li>○ Training of union stewards to negotiate specific measures for victims of domestic violence</li> </ul>
3.3.5	Activity 3.3.2 Design and implement targeted outreach interventions for community leaders and influencers (cultural artistes, media, businesses, faith-based leaders etc.) as champions gender equality and zero tolerance for family violence against women and girls.





**Individual level change:** Using the evidence from the study, the capacity of key state institutions and NGOs will then be strengthened to develop and implement behaviour and social norms communication interventions targeting parents, in-school children, out-of-school youth and parents/caregivers. The aim would be to promote positive norms around interpersonal interactions among males and females and parents and their children. Spotlight will also invest in adapting and/or developing age and context appropriate tools and capacities within key socialisation institutions (the education sector most particularly) where social norms messaging can be embedded for sustainability. Across the sites of intervention, when working with men and boys, the programme will be informed by global learnings that the most effective strategies for changing patriarchal attitudes and behaviors is one that is “gender transformative,” i.e. an approach which challenges rigid gender roles and which critically questions both the influence of social-cultural, community, and institutional factors as well as individual beliefs and attitudes. Men and boys will have the knowledge, skills and commitment not only to not perpetrate violence but also to be peer influencers and advocates for gender equality.

**In-school children and adolescents:** The school-based violence prevention efforts will build on existing work under Child Friendly/Effective Schools Framework which has been endorsed by the CARICOM Council on Human and Social Development (COHSOD) with work currently underway in twelve Caribbean countries in this regard. Integral to this programming is a focus on reducing all forms of violence against girls, bullying in schools, corporal punishment, student-on- student violence and student-on-teacher violence. Relevant strategies in this regard include:

- use of school-wide positive behaviour management strategies and supports to teach and reinforce students’ preferred behaviours
- promotion of gender equality and positive gender norms
- strengthened HFLE to empower students with the needed life-skills to make more positive choices
- enhanced parental involvement including exposure to positive disciplinary approaches
- improved safe and protective environments in school with emphasis on psycho-social environment addressing child protection, bullying, child abuse

Integral to the promotion of safer, more protective environments is ensuring that teachers are trained in the recognition of the signs of all forms of child abuse, fully understand their legal reporting obligations in this regard and feel empowered to act accordingly.

The Safe Schools initiative has already started in Tobago and following a successful pilot in twelve primary schools, over the past year Tobago has been seeking to expand to all 40 primary and nine secondary schools. A range of strategies have been used to engage principals, teachers, students, ancillary staff, parents etc. towards relevant attitudinal and behavioural change to help address the culture and normalisation of violence in schools, homes and wider community. Through Spotlight this work will be scaled up and expanded to the two other targeted local government municipalities in Trinidad.

Spotlight will also support other schools-based approaches like Education for Equality and Empathy which is a programme being championed by the Coalition against Domestic Violence in partnership with the Trinidad and Tobago Unified Teachers Association. Through this programme and in a complementary approach to the Child Friendly/Effective Schools Framework, TTUTA will support its membership in reinforcing teaching practices that are empowering of children, empathic and consistent in promoting equal and positive gender norms.

In the in-school dimensions of Outcome 3 will entail:



- Advocacy with relevant authorities to engage with the schools and expose management to the gender-sensitive strategies and approaches
- Outreach and capacity development with principals, teachers, ancillary staff to ensure that they have the information and skills to adopt and implement new practices to prevent and respond to domestic violence. This would include the use of behaviour change communications strategies to transmit positive gender norms in teaching practice, change the use of violent disciplinary practices of schools (teachers, coaches etc.); reduce harmful gender norms, bullying among students and to support students to adopt behaviours which would, among other things, help protect themselves from inter-personal violence and sexual abuse.
- Procurement of relevant materials to support signage in schools to support and implementation of school-wide positive behaviour information and supports systems to teach and reinforce gender equality, non-violent conflict resolution and disciplinary practices
- Engaging students through a range of curricular and non-curricular approaches to build capacity in understanding and employing strategies for improved safe and protective school environments free of harmful gender norms and practices and violence in all its forms
- Training of teachers in the recognition of the signs of child abuse and their legal reporting obligations
- Strengthened HFLE to empower girls and boys with the needed life-skills to make more positive choices, model gender equality in their interactions with each other and adoption healthy self-management behaviours
- Outreach to parents to promote and support positive parenting and fostering of more supportive home environments

Whilst Government leadership and support would be critical for schools' buy-in and engagement, NGOs and TTUTA would be engaged to provide technical support for student leadership training, parental engagement and training development.

**Out of school youth:** Research from HIV interventions suggest that peer education as an intervention stands out as being most effective in facilitating HIV risk reduction. Spotlight will work with NGOs to develop and implement peer education and outreach programmes aimed at encouraging critical reflections on positive and equal gender norms and behavior change amongst adolescents, with an emphasis on adolescent girls' self-esteem and confidence and promoting healthy masculinities.

Designed for young people aged 13 to 24, The Foundations Programme<sup>50</sup> is a programme aimed at the prevention of GBV among the youth. Foundations is based on the premise that violence is intentional, and that abusive behaviours are chosen methods for gaining control over persons and situations. People who perpetrate violence are solely responsible for their actions and victims of violence should never share blame or responsibility for the actions of others. Outreach to out of school youth will include the comprehensive piloting of the Foundations Programme. The Programme is participant-centred and invites young people to engage in 'thinking through' concepts such as gender, gender socialisation, gender hierarchies and constructions of masculinity, femininity, sexuality and their impact on relationships with themselves and others. To date, Foundations has been initiated in only a limited way through the training of facilitators. The full piloting of Foundations will facilitate outreach interventions to target groups of young men and women. The components of the Foundations Programme include:

- Delivery of the Foundations Curriculum specifically designed for young people;

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<sup>50</sup>For more information about the programme: <https://www2.unwomen.org/-/media/field%20office%20caribbean/attachments/resources/2018/foundations%20-%20brochure-web.pdf?la=en&vs=4247>



- Training of youth facilitators for peer outreach to undertake family violence prevention education among young people.
- Youth-led development of peer outreach community-based approaches for gender equality and the prevention of family violence

Both in-school and out of school youth prevention programming will incorporate age-appropriate comprehensive sexuality education. Global studies<sup>51</sup> show that this kind of education contributes to wider outcomes such as preventing and reducing gender-based and intimate partner violence and discrimination; increasing gender equitable norms, self-efficacy and confidence; and, building stronger and healthier relationships.

**Parents/Caregivers:** Parents and primary caregivers are the first socialisers of children. Global studies have shown that parenting is critical to the prevention of child abuse as well as for the inculcation of values of equality, respect and empathy. Spotlight will support institutions that are in contact with parents to develop and extend programmes to equip parents and primary caregivers with the skills and attitudes needed to secure child protection and promote gender equality within the family.

Parenting interventions to be developed may include a range of delivery mechanisms as appropriate (e.g. group-based or individual; home visits) and will be offered in different settings (e.g. primary healthcare, hospitals, early childhood centres, community centres etc.). Spotlight programme will also pay attention to targeting of specific groups of parents (e.g. at teenage/youth parents, families living in poverty as well as at individuals where there are already signs of problematic behaviours).

State institutions and NGOs will be provided with technical and financial assistance to develop and strategically disseminate user friendly materials and tools that would promote gender equality and non-violent parenting.

**Faith Based Organizations (FBOs):** As agents of change, capacity will be built among FBO leaders to address and refer issues of family violence within their respective organizations. FBOs in Trinidad and Tobago have documented the need to build their capacity to manage issues of GBV. Many of their members face issues of family violence and turn to the leaders for support and guidance. However, many of the leaders do not feel that they are adequately equipped to manage these issues. As such, capacity will be built among the FBO leaders to engage their members in dialogue to reflect on positive gender norms in order to support behaviour change.

**Community:** NGOs will also be supported to implement social mobilization campaigns and interventions to address violence against women and girls. In addition to building on existing partnerships with civil society and the media, the UN system and its partners will also engage key champions such as community leaders, popular culture influencers, the private sector and extend nascent partnerships with the faith-based community. Preparation for such champions/influencers would include values and message clarification and support to develop key messages.

Police and health services also provide entry points for prevention messaging, such as ante-natal clinics, child clinics, school health outreach programmes, and community-based police youth clubs.

Through the provision of grants, especially to community-based organisations working in partnership with organisations with a focus on family violence, Spotlight will facilitate an expansion of reach of the 16 Days

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<sup>51</sup> International technical guidance on sexuality education, UNESCO, 2018



of Activism to End Violence against Women and Girls that highlight family violence prevention programmes.

Based on the recognition of the relevance and roles of workplaces, private sector organizations (employers' organizations, industry associations and trade unions) will be trained so that they could conduct advocacy at their workplaces and include measures in company rules and collective agreements. For this purpose, business champions will be identified, particularly in the geographic areas of focus. They will lead the advocacy campaign and help drive the education and awareness campaign by means of speaking engagements, TV and Radio interviews. This Spotlight investment will contribute to the Domestic Violence Workplace Policy already adopted by the Chamber of Commerce which has undertaken to promote the roll out in small, medium and large companies.

Across these realms of interventions (schools, peer groups of youth, private sector and communities) Spotlight will centre the building of analytical and programme cycle capabilities for driving of social norms change. Specifically, the prevention approach will be guided by a review of communications strategies and frameworks, including behaviour change communication (BCC) programmes developed for OPM Gender Affairs with support from PAHO/WHO.

It is proposed that the prevention approach will be delivered in 3 targeted municipalities which will also be sites of focus for improved delivery of services. Prevention programming in a sustained manner in three regions with a life cycle approach is an innovation. It will also have wider impact and will be reinforced by a national advocacy element, including through Spotlight's support to the 16 Days of Activism to End Violence against Women and Girls over the three years.

**Lessons Learned:** Ad hoc interventions are not transformative. Primary prevention principles should be reinforced through the life cycle approach and respond to the critical moments for social norms development. Studies have shown that parents and schools are influential in inculcating and reinforcing social norms. However, by the time of adolescence and especially for boys, peer groups are the most significant influencers. Popular culture in the digital age must also be understood better for its power to both reinforce and disrupt harmful gender norms.

At the level of socialisation institutions, interventions must be based on a clear methodology, and supported by committed stakeholders, equipped to develop creative and innovative initiatives. In this regard, in developing approaches to social norms change, Spotlight will be guided by critical lessons from evaluations of social norm programmes. These lessons include i) Social norms and attitudes are different; ii) protective norms can offer important resources for achieving effective social and behavioural change; and iii) people-led social norm change has a higher likelihood of sustainability.<sup>52</sup>

Another important lesson learned is to work closely with key stakeholders i.e. media, artistes and CSO organisations to ensure they have worked through their own gender-based biases, especially those related to family violence before they become spokespersons or implementing partners. In working with champions and influencers, lessons from the HIV approaches in Trinidad and Tobago underscore that in the choice and functioning of persons from the entertainment industry, the influencer, audience and the content of the messages must be in alignment. Behaviour change campaigns must be evaluated, including the champions.

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<sup>52</sup> Beniamino Cislaghi and Lori Heise: Theory and practice of social norms interventions: eight common pitfalls. *Global Health*. 2018; 14: 83. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6098623/>



Finally, a significant M&E budget needs to be assigned to all prevention interventions to be able to accurately measure the impact of interventions and to adapt and change course if necessary.

Indicative numbers	Direct	Indirect
<b>Women</b>	960(AGE 20-49)	366,450
<b>Girls</b>	927(AGE 0-19)	17,928
<b>Men</b>	694(AGE 20-49)	351,232
<b>Boys</b>	694(AGE 0-19)	21,380
<b>TOTAL</b>	2,875	756,990

Beneficiaries under Outcome 3 include a range of persons; (ages 20+), adult men (ages 20+), girls (ages 0-19) and boys (ages 0-19). Preventative action will be achieved through specific advocacy strategies, interventions and programmes. Sensitization campaigns used will reach the wider public indirectly while in-person trainings and consultations centered on mechanisms for prevention will capture the attention of 2,875 persons directly.

**Outcome 4 - Women and girls who experience violence use available, accessible, acceptable and quality essential services including for long term recovery from violence.**

**The United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence (the “Programme”)** will guide this Outcome. The Programme articulates that the provision, coordination and governance of essential health, police, justice and social services can significantly mitigate the consequences that violence has on the well-being, health and safety of women and girls’ lives, assist in the recovery and empowerment of women, and stop violence from reoccurring. It provides guidance on a coordinated set of essential and quality multi-sectoral services for all women and girls who have experienced gender-based violence. The Essential Service Package also plays a key role in poverty reduction and development and efforts to achieve the Sustainable Development Goals.

The Government of Trinidad and Tobago has agreed to an assessment of the delivery of the minimum essential, services package<sup>53</sup> and this will form the baseline for strategies to ensure more effective and predictable delivery of services.

In approaching the delivery and access to quality services, Spotlight will emphasise institutional capabilities development for essential service providers. Such capabilities will be best demonstrated where there is a consistent and shared understanding of the gendered nature of family violence; shared philosophical framework on response amongst the multi-agencies involved; focus on survivor safety and perpetrator accountability; accountability of the agencies involved; broad stakeholder involvement; establishment of clear targets and indicators for on-going monitoring and assessing impact; and presence of methods for integrated work and sharing information.

At the level of state institutions, Spotlight will prioritize the administration of justice and health sectors,

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<sup>53</sup> Agreement with UNFPA





given their centrality as first responders. These sectors are on the frontline for secondary prevention and ensuring access to justice for women and girls. They also have wide reach for carrying prevention messages. For example, maternal and child health programmes reach at least 16,000 mothers and partners and 16,000 children annually.

Building the capabilities through evidence-based interventions, monitoring and accountability systems, is essential. The interventions will include training, and may include peer support, mentoring and exchanges of best practices for timely problem solving. Spotlight will develop informational materials and will include targeted initiatives, such as police and court accompaniment programmes that are purposefully designed to reduce the barriers faced by women and girls and increase their accessibility to services.

At the end of the Spotlight programme, increased demand and use of essential services should be apparent as women and girls will have more information about their right to quality and non-discriminatory services and state actors will have the skills and commitment to provide quality, coordinated and efficient services.

**Theory of change:** If (1) service providers have the capacity to deliver essential services, including SRH services, and to hold perpetrators to account in line with international human rights standards and guidelines (2) if these services are made available and accessible to women and girls and if (3) women and girls are informed and empowered to exercise their rights to services (including SRHRs and access to justice) then (4) women and girls who experience family violence, will increase their use of services and recover from violence, while perpetrators will be prosecuted because (5) underlying barriers to women and girls' access to services have been addressed (6) including in relation to gender and socio-cultural norms affecting women's sexuality and reproduction.

**OUTCOME 4: Women and girls who experience violence use available, accessible, acceptable and quality essential services including for long term recovery from violence.**

**Output 4.1 - Relevant government authorities and women's rights have better knowledge and capacity to deliver quality and coordinated essential services, especially those facing multiple and intersecting forms of discrimination**

Indicator	Activities
4.1.1	Activity 4.1.1 Development of integrated approach to risk/lethality assessments for early and coordinated interventions by police, health sector and justice
4.1.4	Activity 4.1.2 Develop and train in the use and implementation of inter-agency protocols and tools for institutions, in particular health sector, to screen, treat and refer survivors of family violence
4.1.4	Activity 4.1.3 Training on the use of police standing orders and tools including training on aspects of gender-sensitive policing (e.g. support listening, reducing re-traumatization, etc.). The training should target i) first responders, ii) police station supervisors and iii) senior management
4.1.5	Activity 4.1.4 Support the standardisation and provision of coordinated provision of voluntary, non-discriminatory, gender-informed counselling and shelter management approaches for survivors by the NGO sector
4.1.5	Activity 4.1.5 Provision of integrated GBV/SRHR services through a mobile clinic to under-served communities and vulnerable populations of women



	and girls
<b>Output 4.2 - Women and girls' survivors of violence and their families are informed of and can access quality essential services,<sup>54</sup> including longer term recovery services and opportunities</b>	
<b>4.2.1</b>	Activity 4.2.1 Improve human rights and legal literacy (including information on complaints procedures, information on available services; access to protection orders, etc.) of underserved communities such as persons living with disabilities, HIV and the LGBTQI population, migrant populations
<b>4.2.1</b>	Activity 4.2.2 Development of a GBV GIS Mapping prototype for provision of information on and referrals to health, security, justice, social services and economic empowerment at the community level displaying disaggregated GBV data and statistics
<b>4.2.2</b>	Activity 4.2.3 Capacity development and implementation of a civil society led police and court accompaniment programmes (peer navigators) - with linkages with police stations and police station councils to support victim reporting and perpetrator interventions

**Public Health:** With support of the UN, the health sector is addressing family violence in various ways. Current health sector strengthening programmes on family violence will be expanded under the Spotlight. Key populations that experience geographical, economic social and language barriers in accessing the public health system will be a focus of Spotlight Outcome 4.

**The Ministry of Health will be supported to develop relevant policies, and protocols to address family violence** and ensure that the national plans of action on HIV and Maternal, Neonatal, Child and Adolescent Health to be developed 2019/2020 will reinforce these policies and guidelines and be harmonised with the NSP GBV. A number of guidance tools are already available through WHO. These include clinical and policy guidelines on responding to intimate partner violence and sexual violence against women and data collection tools to build into an electronic Information system.

Through PAHO's Virtual Campus which delivers continuous education and certification, Spotlight will assist governmental health care providers to better screen possible victims when assessing clients at multiple entry points (9 major hospitals and 105 health centres). Training tools will include **the violence against women curriculum** for health care providers. Health care providers will be trained to listen actively, ensure access to non-discriminatory sexual and reproductive health services; take the history of suspected victims and survivors, provide responsive treatment and make referrals. Such an approach should mitigate or prevent future incidents of violence. **For the first time, protocols will be** developed to provide directives for the entire health system.

Through Spotlight, family violence responses will be incorporated into local government efforts to strengthen efforts to promote better health for all and improving sustainable development as part of the Regional Movement of Healthy Municipalities, Cities and Communities being promoted by the Health Promotion Unit in the Ministry of Health.



**Spotlight will also support NGO provision of services to persons in under-served communities.** In rural areas, hospitals and health centres are usually too far away and the cost of transportation too high, particularly for women who are unemployed. State specialised SRH clinics are restricted to specific days and hours and are inflexible, posing another barrier to those who are unable to seek time-off from work to uptake services. For young adolescent girls who are survivors of gender-based violence, including family violence, and who must be accompanied by a guardian to clinic appointments, barriers of distance, cost and time affect the availability and ability of guardians to accompany them, and so they are effectively cut off from accessing much needed services. Migrant women may be hesitant to uptake services at public health centres and hospitals as they may wish to avoid interactions with the authorities and may be unable to communicate in the local language. Similarly, LGBTQI women, those living with HIV and those with disabilities may fear further discrimination. Men accessing these services may also experience stigma and shame. While private health care is an option, the costs are prohibitive. These circumstances therefore deprive persons of exercising their right to make informed and empowering choices about their sexual and reproductive health.

Drawing on the past experience of the Family Planning Association of Trinidad and Tobago (FPATT), Spotlight will facilitate the extension of an **innovative model to serve vulnerable and unserved populations through a mobile clinic**. Spotlight will support the procurement of a vehicular service through which SRH and GBV services can be delivered. Such a clinic will provide information, referrals and medical assistance to 700 women and girls who are survivors of family and sexual violence and will provide another 3,000 beneficiaries with general sexual and reproductive health-care services, free of charge and available in English and Spanish. Communities will be sensitized to issues of family violence and over time, legal counselling on these issues can also be provided, as well as information on economic empowerment, thereby expanding the slew of services that can be accessed through the mobile clinic. Data from the clinic will be collected and analysed for facilitating further interventions to respond to unmet needs.

Evaluations of mobile clinics support that they are successful in reaching vulnerable populations, by delivering services directly at the curbside in communities of need and flexibly adapting their services. Such clinics also act as a link between clinical and community settings. They can produce significant cost savings for target populations and improve health outcomes in underserved groups.<sup>55</sup>

**Security/Administration of Justice:** The non-governmental organisations which provide services to victims have identified actions which must be taken to improve the administration of justice and policing.<sup>56</sup> These include:

- Gender-sensitive police response including through non-judgmental and non-biased receipt of reports, due diligence in investigating and assessing the risks to which victims are exposed, especially once they have reported to police
- Integrated systems for police accountability to monitor and ensure compliance with police obligations, inclusive of improving communication between the police and communities through the Police Station Community Councils.

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<sup>55</sup> Stephanie W. Y. Yu, Caterina Hill, Mariesa L. Ricks, Jennifer Bennet, and Nancy E. Oriol: The scope and impact of mobile health clinics in the United States: a literature review in *Int J Equity Health*. 2017; 16: 178.

<sup>56</sup> Report from CADV Meeting: Working with Police for Prevention, Protection and Punishment of Domestic Violence 10 April 2018



- Clear guidance on the exercise of police duties to arrest, charge and prosecute domestic violence that constitutes a serious criminal offence
- Inter-agency coordination for victim support and safety and perpetrator accountability, resulting in improved police responses to survivors and mitigating the risk of greater violence in communities

**The Spotlight Initiative will improve police capabilities (leadership, strategies and delivery) and monitoring frameworks** to secure adherence to due diligence standards for investigations and prosecution of family violence offences based on principles of perpetrator accountability and victim safety.

Given the recurrence of murders of women following the making of police reports, **Spotlight will support the police in developing capacity and protocols for undertaking risk/lethality assessments** as an input into making decisions about arrests, charging and bail processes. Such assessments should trigger both justice and social services responses for perpetrators based on victim safety considerations. Such an approach should have an immediate impact, reducing the number of murders of women who make police reports.

**Monitoring will be advanced through expanding/strengthening Police Station Community Councils.** These station councils which are constituted by police station managers (station sergeants) will give a structured avenue for civil society to report back on and contribute to policing policy and practice on family violence, not only to the police station but also to the Police Complaints Authority. Police accountability will also be advanced through the introduction of an accompaniment programme through which survivors can be supported by trained volunteers as they navigate the justice route, from police reports to court applications for protection orders. Survivors and those affected by family violence must also be empowered through information to report and use the administration of justice.

**The accompaniment support through ‘peer navigators’ will be implemented through the identification, training and deployment of at least 10 persons in each of the 3 municipalities.** Preference will be given to survivors of family violence and persons associated with community-based gender equality programmes in the identification of participants. Such persons will also receive a stipend over the period of Spotlight which will contribute to economic empowerment. Preparation for accompaniment will include training in gender, socio-psychological dimensions of family violence, the law and legal procedures related to reporting, and in effective communications, including active listening and advocacy. This component will be implemented by a women’s organisation/NGO with technical competence based on a competitive selection process.

The state has indicated its intention to establish a specialised police unit and a court for domestic violence and these initiatives will be supported at a technical level pursuant to state leadership.

**Social Services:** While not a priority focus of Spotlight, quality social services are part of the essential services package. NGOs that provide counselling and shelter services have long been concerned to establish standards for services delivery. Such standardization would facilitate coordination and collaboration in meeting the needs of under-served communities as NGOs would be assured that their partners share the same philosophy and standards of service. **Spotlight Initiative can support the implementation of the long-identified need for assessment and standardization of NGO counselling and shelter services.**

**A catalogue of services and opportunities to support the increased economic security and autonomy will be developed.** This catalogue will seek to strengthen and complement the existing sources of information to victims on areas linked to their social, psychological and physical wellbeing by adding relevant information that may help victims to increase their employability or sources for own income generation. The catalogue will be made available to victims as well as institutions that are a party to the inter-agency protocol.



**Coordination:** To create coherence and coordination amongst service providers, Spotlight will support the establishment or strengthening of inter-agency service protocols and tools to screen, treat and refer survivors of family violence. This will include consultations around **the National Child Protection Protocol** to better support inter-agency coordination on violence against girls, secure consensus, address cross-sectoral gaps, establish accountability frameworks and to engage with key CSOs/NGOs that work on violence against children. As such Spotlight will also support the effective functioning of the NCP Committee as a multi-sectoral coordination mechanism to enhance effective implementation and monitoring across all sectors, including governmental agencies such as health, education, justice and CSOs/NGOs including youth groups. Coordination will also be supported through the multi-stakeholder platform proposed under Pillar 1 as well as through the GBV GIS mapping of services proposed under Pillar 5.

**Increased use of services:** The Initiative will grow the demand for and use of public health, security and administration of justice services. It will increase awareness of laws, rights and available services. Through working with community-based organisations, Spotlight's investment will build skills for active listening at the community level given that family and community members (neighbours) are often the first persons to whom survivors disclose their experiences of violence. And women's organisations will be supported in ensuring that they are providing quality and accountable services and in particular shelter and counselling.

**A specific catalogue of services and opportunities to support the economic security,** increased autonomy and well-being of victims will also be made available to victims through existing institutions and referral mechanisms. This catalogue will seek to strengthen and complement the existing sources of information to victims on areas linked to their social, psychological and physical wellbeing by adding relevant information that may help victims to increase their employability or sources for own income generation.

Through the **GBV GIS mapping**, Spotlight will seek to enhance the knowledge, centralization and access to information on complementary and essential services for women, including those related to supporting their economic autonomy and well-being at community level. This tool will also allow for the identification of gaps in the provision of services geographically; and the collection and disaggregation of family data and statistics. It will be undertaken by the Division of Gender and Child Affairs, Office of the Prime Minister in collaboration with PAHO.

**One innovation under this outcome will be the development of a tool of alert** (such as an app) for timely corrective action by police and other first responders to ensure safety of survivors. Such a facility, which is technology based, will be integrated with Youth Connect T&T, which is a mobile SRH application that provides not only SRH information but a geographic listing of service providers. In relation to Youth Connect, this will be adapted to support families who only speak Spanish, so that they can be further aware of services available to their community.

**Lessons learnt:** Continuous education to facilitate the uptake of new skills and reinforce existing necessary ones, is needed across all areas of service provision. But training is insufficient to change practices of service providers. A capabilities approach would reinforce training through attention to practice, active supervision, oversight, peer support and mentoring. Political leadership and commitment and strong change management systems are needed to promote institutional behaviour change.

While survivors may have knowledge of services, reluctance to report is founded in lack of trust in the sensitivity of frontline responders. Survivors must be supported actively at the moment of reporting. Ensuring timely and effective responses by police especially is critical for prevention of continued violence, including murder.



**Sustainability:** The continued delivery of accessible quality services will be more likely where the factors of sustainability are evident. Spotlight will seek to ensure that sectoral and NGO management have the information and capacity to establish and maintain organizational goals which are congruent with the objective of improving gender-responsive programmes for persons needing services as a result of their experience of family violence. Family violence service dimensions should be integrated or mainstreamed in overall organizational approaches and leaders should be proactive in ensuring this. Organizational systems, like resource allocation processes and ensuring appropriate human resources practices will be strengthened and sustainability will also be more likely through efforts at building or enhancing partnerships not only with other sectors of service providers but also with communities who use the services. All of these factors together will not only enhance the supply of services but also the demand based on a legitimate expectation by communities that quality services are a human right.

The direct beneficiaries of Pillar 4 highlight the persons who will contribute to and will be positively impacted by the improvement of essential services within the police, health and justice sectors. An estimated average number of senior police officers per 6 police stations in each of the 3 municipal regions plus the number of women and girls' women and girls that have made reports on rape, incest and sexual offences (see footnote 1). Figures also provide estimates of service providers whose capacity will be increased, survivors and families of victims. The indirect beneficiaries are based on the populations of the municipal regions in which the Spotlight Trinidad and Tobago project will be focused. That is Rio Claro-Mayaro, Tunapuna-Piarco and Tobago (see footnote 2).

Indicative numbers	Direct	Indirect
Women	746	112,346(AGE 20+)
Girls	533	44,286(AGE 0-19)
Men	315	104,729(AGE 20+)
Boys	142	44,881(AGE 0-19)
<b>TOTAL</b>	1452 <sup>57</sup>	309,2423 <sup>58</sup>

**Outcome 5 - Quality, disaggregated and globally comparable data on different forms of violence against women and girls, including family violence, collected, analysed and used in line with international standards to inform laws, policies and programmes**

There are 2018 quantitative and qualitative studies on prevalence of intimate partner violence (a sub-set of family violence) in Trinidad and Tobago. In 2016, the Office of the Prime Minister also commissioned a study on knowledge and attitudes to gender-based violence that focused on violence against children. These are therefore adequate baseline for tracking changes in prevalence and attitudes to these forms of family violence.

The state has a number of entry points for improving the understanding of incidence, dimensions and

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<sup>57</sup> Estimated average number of senior police officers per 6 police stations in each of the 3 municipal regions plus the number of reports on rape, incest and sexual offences from 2018, CAPA statistics. No singular categorization on Domestic Violence in CAPA online database. The assumption has been made that of 180 police officers 150 have been estimated to be male and 30 female. These estimates have been made in the absence of specific data on the gender make up of police officers in the municipal regions.

<sup>58</sup>[https://www.undp.org/content/dam/trinidad\\_tobago/docs/DemocraticGovernance/Publications/TandT\\_Demographic\\_Report\\_2011.pdf](https://www.undp.org/content/dam/trinidad_tobago/docs/DemocraticGovernance/Publications/TandT_Demographic_Report_2011.pdf) For total and breakdown by age and gender.





dynamics of family violence. However, tracking incidence of family violence is complicated by the fact that agencies to which survivors seek support all have different rationales and methods for collection of administrative data. This fragmentation is well acknowledged and is being addressed through the centralised Domestic Violence Registry managed by the OPM GCA.

Spotlight will therefore focus on **support to strengthening the methodologies and management of the registry and expanding its reach** to include data from a wider range of sources. In this regard, Spotlight will support key NGOs and institutions<sup>59</sup> (the Central Statistical Office, Police Service, the Judiciary, health sector and civil society organizations) to contribute to the Registry ensuring the incorporation of ethical principles and guidelines for data collection. Capacities will be built through training, provision of equipment, tools and information technology (software) to collect, analyze, and disseminate quality, comprehensive and globally comparable data and statistics on all forms of VAWG.

Opportunities to track prevalence and attitudes also exist, for example, through the UNICEF MICS survey which will also be strengthened to incorporate a module on family violence.

The evidence gathered by the health sector can provide vital information to several other sectors. **Health information systems will be further strengthened to capture family violence data.** Trinidad and Tobago is currently implementing the Perinatal Information System (SIP); a comprehensive electronic perinatal clinical record (PCR) that also captures data on violence in pregnancy and is being scaled-up throughout the health system using a web-based platform which enables real-time data capture, storage, analysis and availability. This PCR can be customised and expanded to capture a full data set on family violence that can be readily available to the health and multi-sectoral stakeholders and can support the referral pathway and guide multi-sector programmes and strategies. Similarly, variables concerning family violence will be added to the MICS.

Strengthening the use of data will require that data be disaggregated by sex, age, disability, race, ethnicity, marital and migration status, socioeconomic background, education, geographical location, and other criteria. This will help to better target interventions by allowing for a better understanding of the specific needs and experience of women and girls facing intersecting forms of discrimination. Therefore, there is the need for enhanced resources to consistently collect data on family violence across state institution, the development of methodologies and information/ technology platforms to increase comparability and sharing of data across agencies; and to produce, analyse and disseminate high quality data and statistics in a timely manner.

The Spotlight initiative aims to standardize the collection and reporting of disaggregated data on all forms of VAWG (including family violence) in Trinidad and Tobago, improve measurement through methodological and strengthen monitoring and evaluation, including the follow-up and review of SDG target 5.2 indicators.

**Theory of change:** If (1) Measurement and methodologies for VAWG, including family violence, data collection are improved and strengthened (including monitoring and reporting requirements for SDG target 5.2 indicators) (2) the capacity of national institutions to collect disaggregated VAWG, including family violence, data in line with globally agreed standards is strengthened and (3) disaggregated data (including to extent possible on age, ethnicity, location, socio-economic status, disability) are made accessible and disseminated to be used by decision makers and civil society (4) then laws, policies and programmes will be based on evidence and better able to respond to the specific context and realities of women and girls, including those most marginalized (5) because they will be based on quality, disaggregated and globally comparable data

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<sup>59</sup>Both government and civil society.





Acknowledging the importance of data in evidence-based decision making, the Spotlight initiative will focus on the following:

**Table 8. Outcome 5 proposed output approaches and activities**

<b>OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls, including family violence, collected, analysed and used in line with international standards to inform laws, policies and programmes</b>	
<b>Output 5.1 - Key partners, including relevant statistical officers, service providers in the different branches of government<sup>60</sup> and women’s rights advocates have strengthened capacities to regularly collect data related to VAWG, including family violence, in line with international and regional standards to inform laws, policies and programmes</b>	
<b>Indicator</b>	<b>Activities</b>
<b>5.1.1</b>	Activity 5.1.1. Comprehensive baseline assessment of status of family violence/VAWG data systems and processes in T&T building on knowledge of the use of the existing domestic violence registry
<b>5.1.3</b>	Activity 5.1.2 Support the collection and inclusion of family violence data in health information, audit and surveillance systems and in MICS
<b>5.1.5</b>	Activity 5.1.3 Collaborate with CSOs to use technological innovation to improve collection of community-based data on family violence to inform accountability mechanisms for service delivery and policy implementation
<b>5.1.3</b>	Activity 5.1.4 Enhance availability of sex disaggregated data on family violence by strengthening the capacity and systems of key ministries (health, national security) on collection and analysis and distribution of data

In order to identify where data collection improvements are needed, an assessment of data systems of NGOs and state agencies that provide key essential GBV services will be undertaken, this assessment will document and assess on how they are maintaining their data with the objective of updating information systems for better case management of services and tracking of incidence of family violence.

Community-based organisations and NGOs providing family violence services will be provided with computers and relevant software and training to allow the NGO community to communicate and refer as well as to collect data on access to NGO services.

As some key service providers have different databases from the DV registry, once the DV registry is updated to facilitate case management, interfaces with other key databases (such as those held by the police and the health sector) will be developed to facilitate appropriate case management.

**The modalities of support will include:**

- Direct technical assistance to national institutions to strengthen capacity in survey design,

<sup>60</sup> Statistics offices, justice, security and health sector



database design, statistical methodologies, applicable global statistical standards, data collection on VAWG, and data analysis.

- Organized learning sessions (through workshops and seminars) in the use of disaggregated and globally comparable gender statistics to inform laws, policies, and programmes that are designed to address VAWG, including family violence.
- Financial support to CBOs and NGOs for purchase of computers and integrated data management software

**Beneficiaries:** Activities will mainly target first responders, policy planners and researchers who will be the direct beneficiaries of improvements to data management systems. The development of the HIMS in the regional health authorities (RHAs) within the identified municipalities will directly benefit the resident healthcare professional who will be trained in the use of this technology. The development of a national policy and clinical guidelines will directly benefit the policy planners and healthcare professionals who adopt and are trained in these guidelines. The development of VAWG clinical response curricula will directly benefit healthcare students and professionals.

The indirect beneficiaries were quantified by taking the summation of adult women (ages 20+), adult men (ages 20+), girls (ages 0-19) and boys (ages 0-19) across Trinidad and Tobago who will access first response services and the estimated number of users of the data produced.

Indicative numbers	Direct	Indirect
Women	3,673	89,499 (AGE 20+)
Girls	2,577	45,726 (AGE 0-19)
Men	1,615	119,354 (AGE 20+)
Boys	670	47,222(AGE 0-19)
<b>TOTAL</b>	8,535	301,801

**Outcome 6 - Women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG**

Across all outcomes, Spotlight recognises and builds on the leadership of the women's movement and civil society in programmes to respond and prevent family violence. The primary approach is to support the leadership and influence of these organisations in family violence policy and programmatic interventions. One cross-cutting approach is through the participation of such organisations in the multi-sectoral coordination platform proposed in Outcome 1 to finalise and monitor the implementation of the NSP GBV.

Spotlight will also provide critical financial support to NGOs with a track record in engagement and to support these organisations to build out their networks and share their skills with community-based organisations.

Spotlight offers an opportunity to strengthen capacities in areas where the WOs, and CSO (including child and youth organisations) actions have been sporadic, i.e. holding the state accountable for quality services and response legal and policy frameworks and championing innovative prevention programming. Spotlight will facilitate and encourage structured collaboration amongst CSOs and women's organisations



and between women’s movement and CSO’s and state institutions as well as the private sector.

The primary target groups are women’s organizations, children’s organisations, community-based organizations (CBOs), youth organizations, and organisations representing marginalized groups such as women and girls living with disabilities, LGBTQI in under-served areas such **rural communities, highly populated and insecure urban centres** and **Tobago**. The Spotlight Initiative will also work with men’s networks that advocate for gender equality and work on masculinities in the context of ending gender-based violence.

**Theory of Change:** If (1) the knowledge, expertise and capacities of women’s rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is drawn upon and strengthened, and (2) the space for women’s rights organisations, autonomous social movements and CSOs including those representing youth and groups facing multiple and intersecting forms of discrimination’s expression and activity is free and conducive to their work, and (3) multi-stakeholder partnerships and networks are functioning with women’s rights groups and autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination, then (4) women’s rights organisations, autonomous social movements and CSOs will be able to influence, sustain, and advance progress on GEWE and ending VAWG, including family violence, policies and programmes that respond to the needs of all women and girls, including those facing multiple and intersecting forms of discrimination, because (5) the activism of women’s rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination is a crucial driver of progress on efforts to end VAWG, including family violence

The Spotlight Initiative will deliver the following outputs:

**Table 9. Outcome 6 proposed output approaches and activities**

<b>OUTCOME 6: Women’s rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG</b>	
<b>Output 6.1 - Women’s rights groups and relevant CSOs,<sup>61</sup> have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including family violence, with relevant stakeholders at sub-national, national, regional and global levels</b>	
<b>Indicator</b>	<b>Activities</b>

<sup>61</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

6.1.2	Activity 6.1.1 Provide capacity development support including for CSOs working with underserved communities (LGBTQI persons, women and girls with disabilities, women living in rural communities etc.), to engage with police community councils, service providers, parliamentarians and policy makers to influence law and policy developments and with media to promote gender-responsive messages on prevention, protection and response to family violence
6.1.3, 6.1.2	Activity 6.1.2. Strengthen CBOs and CSOs to better advocate for and monitor FV service delivery with key government stakeholders and the public.
6.1.4	Activity 6.1.3 Facilitate connectivity between gender equality and social justice organisations in Trinidad and Tobago and with such organisations in other Caribbean Spotlight countries for joint strategies, sharing lessons and good practices
<b>Output 6.2 - Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including family violence, and GEWE more broadly</b>	
6.2.1	Activity 6.2.1 Financial grants and technical assistance to women's organisations and community-based organisations in the design and implementation of social accountability tools for service providers, and in particular the justice system (police and judiciary) and to engage in CEDAW, CSW, UPR and CRC processes.
<b>Output 6.3 - Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including family violence</b>	
6.3.1	Activity 6.3.1 Establish a small grant funding modality to support the expansion of technical substantive capacity of women's organizations on issues of FV (with focus on volunteer networks)
6.3.2	Activity 6.3.2 Support to WOs and CSOs to develop programmes based on study on effective approaches to social norms and behaviour change in Trinidad and Tobago

Whilst Spotlight will use WOs and CSOs as implementers of the programme, it is also important that the Initiative secures sustainability through contributing to the organisational development of WOs and CSO. Organisations working on ending family violence have remained active over the last 30 years variously through their own fund-raising efforts with the larger community and the private sector. Some organisations which provide services may receive governmental subventions and others from time to time have been the recipients of programmatic support through the UN and donor community.

But there is no disputing that these organisations are able to continue and thrive because of the volunteer commitment of gender equality advocates. Women's and civil society organisations can assure their sustainability through a mix of paid staff and active solidarity through the engagement of volunteers. The



elements of this mix will be to some extent dependent on the typology of NGOs. Service providers need staff to maintain regular, predictable quality services. Those who are more engaged in advocacy and policy monitoring and influence need networks of committed individuals to engage in community interaction, media work and interactions with state actors.

The Spotlight resourcing should contribute to sustainability of the operations of the NGOs involved. This could include financial support for a time-bound scope of work that will have multiplier and enabling effects for the further work of the NGOs. Examples could include engagement of technical expertise for the development of strategies//action plans on prevention programming and resource mobilisation.

Building on the experience of organisations like the Volunteer Centre, **Spotlight will also support a family violence volunteer outreach and registration programme.** In the first instance, Spotlight resources will be used to pay a stipend to individuals (Volunteer Outreach Advocates) attached to interested and qualified NGOs to facilitate a volunteer management register. This will be done through the main family violence organisations and CBOs in the targeted municipalities.

Volunteers will be categorized by interests and skills and provided training in key areas- advocacy, active listening, individual giving resource mobilisation, peer navigation, communications, website maintenance etc. as needed by organisations hosting volunteers. Volunteer Outreach Advocates can be drawn from the community of survivors, youth organisations and persons who have time availability like retired persons. Such a stipend would provide some level of economic stability and provide working opportunities.

Spotlight will also support **WOs and CSOs (especially at community level) to engage effectively with state institutions to advocate for finalisation and implementation of the NSP GBV; to monitor state actors' delivery of services in a time frame which ensures early alerts and immediate corrective action; to develop social accountability tools** such as annual service score cards; and to engage in social norms change programming.

On this latter area, a study will be undertaken which documents and assesses existing approaches to gender norms change and gives guidance on best practice methodologies to deliver sustainable results at community levels, including interpersonal communication interventions to influence the adoption and maintenance of positive behaviours and practices to end violence against children, with an emphasis on girls, given their gender-based vulnerabilities.

The modalities of support will include:

- Grant making to women's organisations to support programme development and implementation in areas of work that complement Spotlight, including the annual 16 Days of Activism to End Violence against Women and Girls under Pillar 3
- Direct support to women's groups, autonomous social movements and civil society organisations, including youth and groups facing multiple and intersecting forms of discrimination at all levels
- Supporting women's groups and other civil society groups to engage in community and national advocacy campaigns; to collect and analyse data and advocate for programmes and to enhance the knowledge and responses to key law, policy and programmatic developments

**Beneficiaries:** Direct beneficiaries of Pillar 6 will include all individuals receiving direct benefits from the programme within targeted organisations. Indirect beneficiaries were quantified by considering the membership of all CSOs and their constituencies in the three areas that benefit from networking, knowledge management and other related products of the programme.



Indicative numbers	Direct	Indirect
Women	100 (AGE 20-49)	250
Girls	0 (AGE 0-19)	100
Men	35	100
Boys	0 (AGE 0-19)	50
<b>TOTAL</b>	135	500

#### IV. Alignment with SDGs and National Development Frameworks

The 2030 agenda for Sustainable Development is the foundation of the UN’s development support to Trinidad and Tobago and is contained in the Caribbean Multi-Country Sustainable Development Framework (MSDF) 2017-2021. The MSDF, which allows the UN Development System to work at both regional and country levels, was translated into a country implementation plan which is consistent with and reinforces the National Development Strategy ‘Vision 2030’ in 2017.

Through the MSDF, the UN contributes to four priority outcomes: i) an inclusive, equitable, and prosperous Caribbean; ii) a healthy Caribbean; iii) a cohesive, safe, and just Caribbean; and iv) a sustainable and resilient Caribbean. For Trinidad and Tobago, the national development plan outlines 5 themes: 1) Putting People First: Nurturing Our Greatest Asset<sup>62</sup> 2) Delivering Good Governance and Service Excellence 3) Improving Productivity Through Quality Infrastructure and Transportation 4); Building Globally Competitive Businesses 5) Placing the Environment at the Centre of Social and Economic Development.

The Spotlight Initiative is aligned to both the MSDF and the National Development Plan in substance and principles. With its prioritization of quality, accessibility and use of services (health and justice) especially for and by discriminated and marginalised populations, Spotlight will contribute directly to the themes putting people first and good governance and service excellence.

The MSDF and the NDP outline the need to mainstream the core principles of leave no one behind, human rights, gender equality, youth, and development of national capacity. Further, that data and information to increase evidence-based decision-making is a priority. These principles are incorporated in Spotlight both through the substantive focus of the pillars as well as through the cross-cutting principles of engagement.

##### Spotlight Initiative Contribution to the Achievement of the SDGs

The Trinidad and Tobago Spotlight initiative is grounded on the core principle of the 2030 Agenda for Sustainable Development – **leaving no one behind**. During the inception phase, based on available data, the programme will identify populations most marginalized within municipalities to be selected.

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<sup>62</sup> This theme has six goals: Of relevance here is Goal 1: Our society will be grounded in the principles of social justice; Goal 2: Social Services Delivery will be improved to better serve the needs of vulnerable groups; Goal 4: The Healthcare System of Trinidad and Tobago will be sustainable and modern and deliver higher standards of healthcare; The family will be protected and supported; Goal 7: Trinidad and Tobago will have a modern, relevant education and training system





Criteria for identifying those most marginalised include:

- lack of access to GBV services because social status, exclusion and discrimination;
- community prevalence rates of family violence;
- lack of access to other aspects of social development
- Inadequate legal protective frameworks contributing to vulnerability

Through the interlinked six pillars, the initiative will aim to reduce and ultimately eliminate violence against women and girls. It will also directly address social and cultural norms that are the roots of the persistence of gender inequality and discrimination in keeping with SDG 5, targets 5.1, 5.2, 5.5, 5B and 5C.

With its attention to social norms change for primary prevention, Spotlight will contribute to SDG Target 4.7 **as** the programme will directly promote, through educational initiatives, human rights, gender equality and a culture of peace and non-violence. The focus on underserved communities and on marginalised/discriminated populations both as participants in and beneficiaries of Spotlight will further the attainment of SDG target 10.2 and SDG 16.7 which both seek to empower and promote the inclusion of all irrespective of identity or status. To the extent that Spotlight can strengthen the implementations of laws and policies to take account of indirect discrimination which leads to reduced access by those marginalised or under-served populations, there will be a reduction in inequalities of outcome and improved non-discriminatory access to services.

Furthermore, working with private sector organizations so that they will advocate against domestic violence and take measures to mitigate the impact of domestic violence to workplaces will contribute to SDG 8 Target 8.8 on safe and secure working environments.

Finally, because the programme aims to improve the delivery of security and justice services, through building capabilities and improving accountabilities including through NGO monitoring, rule of law will be strengthened and access to justice across diversities of status will be improved. State institutions with responsibilities for ending violence against women and girls will be more transparent and accountable (SDG 16.7).

Overall, the programme should result in a reduction of violence including against children (SDR 16.1 and 16.2)

## V. Governance Arrangements

### Overall oversight and accountability

The Spotlight Initiative will be governed by **a National Steering Committee (NSC), co-chaired by the United Nations Resident Coordinator and the Minister of Planning and Development**. This builds on an existing accountability framework that is currently in place between the UN and Government of Trinidad and Tobago for its UN-Government Country Implementation Plan of the Multi-Country Sustainable Development Framework.

The NSC will consist of senior personnel of all parties to the joint intervention with a similar level of decision-making authority:

- Ambassador of the EU,
- Heads of Recipient UN Organizations (UN Women, PAHO/WHO, UNDP, UNICEF, and UNFPA);



- the Associated Agencies (ILO, ECLAC, UNHCR);
- Office of the Prime Minister Gender and Child Affairs;
- Ministry of Social Development and Family Services;
- Ministry of National Security;
- the Office of the Attorney General;
- Ministry of Health;
- Ministry of Education;
- CSO representatives nominated by the Civil Society National Reference Group (ensuring 20% of civil society representation in this Committee).

Other stakeholders, including large donors in the field of EVAWG, community representatives, and organizations implementing similar programmes, may be invited to participate to ensure synergies among the programmes on a needs-related basis.

The NSC is the highest level of national coordination at the political level. It stipulates national-level strategic policy direction and mobilizes resources for VAWG and SRHR prevention and response. The committee is aligned with the priorities and dynamics of the country, reflecting the initiative's principles of inclusiveness, transparency, accountability, consensus-based decisions, and country participation and ownership.

The role of the NSC is to oversee the overall project implementation, provide strategic direction, review and decide on the recommendations made by the Expanded Theme Group on Gender Equality and Human Rights<sup>63</sup> on changes related to the project implementation or document, and share information on policy and legal decisions affecting VAWG/SRHR response in Trinidad and Tobago. The NSC will meet bi-annually. The NSC will guide and oversee the implementation of the Spotlight Initiative specifically by:

- Ensuring strong communication on and coordination of the Spotlight Initiative at the country level and supporting participatory implementation of the country-level programme, in alignment with national priorities outlined in the Government's Vision 2030 National Development Strategy; sector plans and policies, and the UN Multi country Sustainable Development Framework (UN MSDF 2017–2021).
- Approving annual work plans, reviewing output-level results, and adjusting implementation arrangements as needed.
- Reviewing and approving periodic and annual joint programme narrative reports submitted by the Spotlight Coordinator and the Expanded Theme Group on Gender Equality and Human Rights on behalf of the recipient agencies.
- Approving programmatic and budgetary revisions (up to 25 percent of the total value of budget) within the limits of the approved programme document by the Operational Steering Committee.
- Reviewing risk management strategies and ensuring that the programme is proactively managing and mitigating risk.

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<sup>63</sup> The Expanded Theme Group on Gender Equality and Human Rights consists of the UN, EU, Government Representatives, Civil Society Representative, Academia



- Managing stakeholder relationships and ensuring coordination and synergies between the Spotlight Initiative and other programmes on VAWG in Trinidad and Tobago.

### Expanded UN Theme group on Gender Equality and Human Rights

The existing UN Theme group on Gender Equality and Human Rights will be widened to include Government Representatives, Civil Society Representatives, EU, together with the UN and will now form the “**Expanded Theme group on Gender Equality and Human Rights**” to support the work of the Spotlight Initiative. This group serves as a dialogue structure for the Spotlight Initiative to address issues affecting the most marginalized groups, facing intersecting and multiple discrimination, VAWG and SRHR and more broadly issues of gender inequality.

The group meets on a quarterly basis (additional meetings can be called when required) and will report to the NSC on a bi-annual basis. It is co-chaired by the Director of the Gender Unit, Office of the Prime Minister and UN Women as entities mandated to coordinate VAWG and SRHR prevention and response initiatives in Trinidad and Tobago. The expanded Theme Group on Gender Equality and Human Rights, which is an existing structure, was chosen to strengthen national-level coordination and oversight on issues of gender and VAWG and SRHR. Based on progress reports, it is the responsibility of the Expanded Theme Group to recommend changes in the project implementation or project document. It will be the mandate of the Expanded Theme Group to propose changes affecting the budget of the project document to the NSC and otherwise provide reports and advice as requested.

Furthermore, in line with the requirements of the Spotlight Initiative and embedded in the SDGs, it is mandatory that a 20% CSO representation should be secured in this group and throughout the coordination structure.

The Spotlight Initiative, being a partnership initiative between the UN and the EU, is required to have adequate representation of the EU Delegation across all the governance structures. Therefore, the EU Delegation will constitute part of the Expanded Theme Group, where technical aspects of the initiative are addressed and key recommendations for the NSC’s endorsement will be developed.

Through the **Civil Society National Reference Group**, CSOs will be brought in as members of the various coordination structures, but also as implementing partners. To avoid potential conflicts of interest, CSO representatives in the working groups and/or steering committees will be required to recuse themselves from meetings that relate to the CSO s/he represents.

The roles and responsibilities of the Expanded Theme group on Gender Equality and Human Rights include:

- Assume technical leadership and provide guidance in the effective planning, design, implementation and reporting of the Spotlight Initiative (SI) in Trinidad and Tobago, and serve as a reference point for a comprehensive overview on the achievement of the SI goals and outcomes;
- Coordinate and monitor the SI roll-out for delivery of meaningful, concrete and cost-effective results;
- Establish periodic reporting across the six pillars, ensuring accountability and transparency of the Spotlight process
- Establish a clear division of labor across the 6 pillars, and to ensure a harmonized approach
- Establish linkages and effective integration across the 6 outcomes areas, inclusive of cross-cutting issues and in line with the UN programmatic principles and approaches- in particular the principle of ‘leaving no one behind and reaching those furthest behind first’;
- Identify and outline opportunities to reach optimal levels of collaborative action with other relevant programs and initiatives to enhance synergies and harmonise actions towards the elimination of VAWG;
- Work in close collaboration with all partners across the six pillars to form a holistic support system for effective decision making by the National Steering Committee.



- Provide overall quality assurance over the Spotlight process
- In collaboration with the M&E and Communications team, generate knowledge, good practices and lessons learned in relation to the SI, and for effective application to the programme.
- Maintain strong linkages with other UN inter-agency fora (such as the UNETT, OMT and UNCG) in order to ensure greater cohesion.

The members of the Expanded theme group will include: The RUNOs and Associated Agencies, the EU Delegation to Trinidad and Tobago, the Office of the Prime Minister Gender and Child Affairs, The Ministry of Social Development and Family Services, The Attorney General Office, the Ministry of Education, The Ministry of Health, The Tobago House of Assembly, Members of civil society, academia and youth groups.

### **Civil Society National Reference Group (CSNRG)**

In alignment with the principle of national ownership embedded in the SDGs and the SDGs' guiding principle of 'leave no one behind – reach the furthest first', national and local CSOs, among others, will be prioritized in the membership of the Civil Society National Reference Group to ensure that most marginalized women and girls facing intersecting discrimination are reached with a comprehensive prevention response, including access to justice and VAWG and SRHR services.

Addressing multiple and intersecting discriminations suffered by marginalized women and girls calls for an approach that involves stakeholders with various comparative advantages. CSOs in the context of Trinidad and Tobago include human rights organizations, children's rights groups, women's rights groups, FBOs and networks, youth groups, neighbourhood associations, CBOs, and survivor groups and networks.

#### The Role of the Interim CSNRG

The interim CSNRG is in place, and members include those working in the areas of health, legal services, education, women's empowerment, LGBTQI issues, human rights, etc. The interim group is set up to ensure the inclusion of the voices of CSOs already involved in the initial stages of the Trinidad and Tobago Spotlight Initiative Country Programme formulation. Representatives of the interim CSNRG are invited to all planning meetings and are part of the group that reviews the draft Country Programme document.

At this stage, the interim group is tasked to initiate the process of putting together the formal CSNRG; this has begun with consultation meetings to agree on the terms of reference and selection criteria for joining the formal CSNRG.

#### The Role of the CSNRG

The CSNRG will serve as a policy advocacy network and a common advocacy platform for action. The reference group will work towards achieving the ultimate goal of the Spotlight Initiative, which is a life free of violence for women and girls through concrete contributions.

CSNRG will promote the ownership of the initiative by national partners and will work together with the NSC, the Expanded UN Theme Group, and the Joint Programme Implementation Team to roll out the Spotlight Initiative. Some key roles that the CSNRG is going to play, especially in relation to the governance structure, include the following:

- Facilitating coordination among the various CSOs and other key stakeholders' activities to come up with common strategies to work on VAWG and SRHR
- Mobilizing CSOs and initiating and organizing consultations with women's organizations and networks to engage with Spotlight.



- Influencing lines of action at the national level to accomplish the six Spotlight Initiative outcomes, outputs, and benchmarks.
- Ensuring that a diversity of civil society partners, including women's groups at community level, are involved in the implementation of components of the initiative
- Facilitate marginalised communities to interact and influence strategic multi-sectoral cooperation in the implementation of Spotlight
- Promoting partnerships with women's movements.
- Engaging with FBOs/religious groups as institutions of socialisation
- Engaging with groups who affirm the universal principles of human rights, commit to end VAWG, and recognize its roots in gender inequality in societies.

## VI. Accountability

The UN Resident Coordinator (RC) has the final decision-making authority within the UN and is responsible for the overall strategic direction and oversight of the Spotlight Initiative Country Programme, including its planning, implementation, communication, monitoring and review, as well as facilitation of collaboration amongst all stakeholders. The UN RC will draw on the technical expertise of the UN Recipient Organizations and Associated Agencies.

The UN RC is accountable to the UN Deputy Secretary-General for the overall design, set-up, implementation and reporting on the Country Programme, including ensuring national ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with relevant partners and stakeholders.

The Heads of UN Recipient Organizations are accountable to the UN RC – and are mutually accountable to each other - for the programmatic and financial outputs of the Country Programme. The UN RC will regularly convene a meeting of the Heads of UN Recipient Organizations to periodically review the progress of Country Programme implementation, provide feedback and discuss and agree on issues that require strategic decision-making. These meetings are aimed at continuous improvement of the Country Programme implementation.

The UN Women Representative, as the UN Co-Chair (with the RC) of the Expanded Theme Group on Gender Equality and Human Rights will lead the programmatic and technical coordination of the Country Programme. The UN Women Representative provides day-to-day oversight to the Expanded Theme Group, which is accountable to the UN RC and the Heads of Recipient Organisations.

The Expanded Theme Group will be supported in its work by the Technical Coordination Unit which will provide overall technical and coordination support to the Spotlight Initiative and consists of a full-time Technical Coordinator who heads the Unit, 1 Programme Finance Associate, 1 M&E Officer, and 1 Communications for Development Officer. The Technical Coordinator convenes the Expanded Theme Group, consisting of all UN Recipient Organizations, Associated Agencies, EU and National Civil Society Reference Group representatives.

The RCO supports the oversight function of the UN RC and provides secretariat support to the Country Programme Steering Committee and the CS-NRG. Interactions and communications with the EOSG, Spotlight Initiative Secretariat, Government, EU Delegation, development partners and the CS-NRG are – in principle – streamlined through the RCO.

The RC and the Heads of UN Recipient Organizations and Associated Agencies are jointly accountable to the Government and the people of Trinidad and Tobago for the delivery of strategic results of the Country Programme. In addition to platforms such as the Country Programme National Steering Committee,





communications and regular field monitoring visits, the Country Programme also will introduce beneficiary feedback mechanisms to ensure beneficiary accountability.

## VII. Recipient UN Organizations and implementing partners

In Trinidad and Tobago, five UN Agencies have been selected as Recipient UN Organizations: UNICEF, UNDP, UN Women, PAHO/WHO and UNFPA.

The criteria used for selecting these RUNOs are as follows:

- Their mandate
- The technical expertise that align with Spotlight pillars and priorities for Trinidad and Tobago
- Human resource capacities and physical presence in-country and on the ground
- Past, current, and planned programmes in Trinidad and Tobago addressing the thematic pillar(s) of the Spotlight Initiative
- Annual delivery volume in Trinidad and Tobago (2017 and 2018)
- Experience and capacities in managing (capacity building/ monitoring/ reporting) contracts and agreements and providing funds to CSOs and Government institutions

**Table 10. Recipient UN Organizations and Contributing Outcome**

Annual Programme delivery (USD)	Number of staff working on activities that align with Spotlight priorities in Trinidad and Tobago	Justification for selection
<b>UNICEF will co-lead with UNFPA on Pillar 3</b>		
\$756,800 (2017 and 2018)	<p><b>Six persons:</b></p> <p>P3 Social Policy Specialist;            NoC Child Protection Officer;            International Consultant (Data generation)            NoC C4D Specialist            NoC Adolescent Specialist            NoC Child Protection Specialist            P3 M &amp; E Specialist</p>	<p>UNICEF has diverse technical expertise which is aligned with the Spotlight pillars:</p> <p><b>Legislative and Policy frameworks:</b> UNICEF has a track record of working with various Member States and regional institutions to conduct policy and legislative assessments and situation analyses as well as working for policy and legal reforms addressing violence against children in the Caribbean. UNICEF has supported the Office of the Prime Minister (Gender and Child Affairs) in the development of the first National Child Policy (Green Paper) and Child Protection Implementation Plan. The Policy and Plan were developed through cross-sectoral collaboration with child protection, health, education, social services, legal aid, national security, and justice agencies.</p> <p>UNICEF has been <b>strengthening institutions</b> to provide <b>quality essential services</b> through its work with the Office of the Prime Minister (Gender and Child Affairs, the Ministries of Social Development and Family Services and Education, the Tobago House of Assembly, the Children’s Authority of Trinidad and Tobago, Family and Children Courts, the Child Protection Unit and civil society organizations in Trinidad and Tobago to build capacity in violence prevention and response. This includes an assessment of the child protection systems,</p>





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		<p>development of protocols and strengthening capacity and awareness among key stakeholders including children and young people.</p> <p><b>Prevention and social norms: Support to Break the Silence initiative</b> in Trinidad and Tobago, which addresses child sexual abuse. UNICEF has utilised models of innovative work and contributed towards addressing social norms which perpetuate gender-based violence for both local and migrant populations through Communication for Development and broad partnerships with various sectors including community and faith-based organisations with expertise in and reach to identify vulnerable groups and communities.</p> <p>UNICEF is supporting the implementation of the Safe Schools Initiative in Tobago and is initiating the Care for Child Development programme aimed at increasing the knowledge, skills and capacities of parents and caregivers to effectively support responsive caregiving in safe, nurturing and stimulating environments.</p> <p>UNICEF's expertise in data generation, analysis and evidence-based programming has supported the development of government data sources. This includes data from the Multiple Indicator Cluster Surveys (MICS) and the Poverty Analysis. UNICEF has supported the government of Trinidad and Tobago in the development of a Situation Analysis on Women and Children which enables the generation of data for violence against women and girls. MICS will support data on SDG indicator 16.2.1 on violent disciplining of children (emotional, physical) and provide evidence on safety, victimization and crime reporting (SDG indicators 16.1.4, and 16.3.1). UNICEF also has innovative platforms such as U-Report a social messaging tool and data collection system which can to support timely information and data analytics through SMS polls and alerts, collecting real-time responses and serving as a safe space to discuss sensitive issues around social norms on violence against women and girls.</p>
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**UNDP will co-lead with PAHO on Pillar 4**

<p>2017:  <b>4,445,178</b>          2018:  <b>6,259,901</b></p>	<p><b>Six persons</b>          Programme Officer, Poverty &amp; Social Policy;          Programme Assistant;          Technical expert on Violence prevention;          Governance IC;          Procurement Associate;          Finance Associate;</p>	<p>UNDP has considerable expertise in programmes and capacity in in Trinidad and Tobago that make it well positioned to implement the Spotlight Initiative.</p> <p>In relation to Pillar 1 (<b>Laws and Policies</b>), UNDP has expertise in the drafting and review of legislation (including the Sexual Offences Bill and children's legislation related to violence prevention), governance/parliamentary and election policy reform and supporting development of the National Strategic Plan- Vision 2030. For Pillar 2 &amp; 4 (<b>Institution Strengthening</b>), UNDP has worked across the government in a variety of sectors including supporting the judiciary to establish two children's courts to support a move from retributive to restorative justice. In addition, the agency has provided expert advice/support to various Joint Select Committees of Parliament (e.g. campaign financing; Parliamentary financial scrutiny; public procurement reform), advisory services on the development of governmental policies (e.g. Draft Gender Policy, Social Mitigation Plan of Trinidad and Tobago, Poverty</p>
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		<p>Reduction Strategy) and provided technical expertise to governmental counterparts (e.g. supporting UNV doctors at PHC institutions providing medical services to vulnerable rural populations/women).</p> <p>In Pillar 3, UNDP has provided strategic advisory services and project implementation for violence <b>prevention</b> programmes at community level, prevention of violent extremism through capacity building at the institutional level and community engagement and a pilot project on positive deviance to promote civic pride and reduce recidivism.</p> <p>In Pillar 5 (<b>Research &amp; Data</b>), UNDP has experience conducting research mapping of the national data ecosystem and technical review of national surveys (e.g. Surveys of Living Conditions) and provided recommendations on Central Statistical Office reform. For Pillar 6 (<b>Women’s Movement</b>), UNDP has experience coordinating the exchange of information between women’s CS organization (CEDAW CoP) and between them and the government counterparts.</p>
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**UN Women will lead on Pillars 1, 2 and 6**

<p>2017:  <b>\$288,000</b></p>	<p>No current post in Trinidad and Tobago but expected post to be established in January 2020.</p>	<p><b>Specific technical expertise that align with Spotlight pillars;</b></p> <p><b>Pillar 1:</b> In T&amp;T UN Women has developed and made available tools such as the CEDAW legislative indicators, and CEDAW Made Easy booklet, as well as supported the Beijing+25 and CEDAW reporting, as well as gender responsive laws and policies.</p> <p><b>Pillar 2:</b> UN Women has translated international standards into global and CARICOM specific tools, which support institutional strengthening including toolkits for national gender machineries, civil society organisations, the police, judiciary and parliament. UN Women has also led in capacity strengthening for institutions that are key stakeholders in GBV prevention and response.</p> <p><b>Pillar 3:</b> Through extensive experience UN Women has gained expertise in bringing traditional and non-traditional (media, artistes) stakeholders on board for successful behavioural change programmes and campaigns.</p> <p><b>Pillar 4:</b> UN Women’s work on behavioural change has been complemented by extensive research and programming on strengthening services within the judicial and policing sectors.</p> <p><b>Pillar 5:</b> The tools developed for services have been informed by UN women led baselines studies on the effect of violence against women and girls, and data produced by UN Women supported CARICOM methodology and country reporting on GBV prevalence and ethical data gathering.</p> <p><b>Pillar 6:</b> As a result of its historical underpinnings UN Women has been the only UN agency to consistently engage and work directly with civil society in the Caribbean and in T&amp;T in particular. This is further outlined below.</p>
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		<p>UN Women has maintained a focus on gender-based violence and violence against women and girls, especially related to family violence, while global interest in and financing for the topic ebbs and flows. UN Women MCO has consistently researched, developed policies and legislation based on research findings and played a critical role in the fundamental understanding of the root causes of GBV and family violence more broadly in T&amp;T. As such, UN Women has a deep understanding of the country context, the partners, what has worked, what doesn't and why. UN Women has demonstrated this significant technical expertise in gender-based violence prevention and response as a core element of achieving gender equality, women's empowerment and sustainable development in T&amp;T.</p>
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**UNFPA will lead on Pillar 5**

<p>2017: approx. <b>215,000</b></p> <p>2018: approx. <b>220,000</b></p>	<p>1 person- Liaison Officer</p>	<p><b>a) Laws and Policies:</b> Addressing Sexual and Reproductive Health and Rights (SRHR) is directly linked to addressing Family Violence (FV) in Trinidad and Tobago (T&amp;T). UNFPA in T&amp;T provides high level advocacy and policy advice around SRH&amp;R including gender-based violence (GBV) and population dynamics to address women's empowerment and gender equality. UNFPA also works directly with other key players such as the First Ladies, Parliamentarians, Civil Society Organizations (CSOs) and young people to support advocacy on addressing issues of FV, particularly in policies, legislation and practices.</p> <p><b>b) Strengthening Institutions:</b> The Liaison Officer and other staff in the SROC are trained to address S&amp;GBV in emergencies and are supporting the strengthening of institutions to serve as first responders and referral sources for addressing GBV, particularly FV among the Venezuelan migrant population.</p> <p><b>c) Prevention and Social Norms:</b> UNFPA is leading work among vulnerable populations in the Caribbean in preventing HIV and changing social norms, which puts these populations at greater risk of HIV and violence. UNFPA also has technical expertise to work with men and boys at community levels to address GBV; build partnerships, including with Faith Based Organizations; working with vulnerable populations (such as sex workers, the differently abled, at risk youth, members of the LGBTQI population and others); UNFPA focuses on comprehensive sexuality education and utilizes innovative communication strategies (i.e. GBV platform and Youth Connect mobile SRH application) and community interventions to prevent and address social norms, including beliefs and practices, that contribute to FV.</p> <p><b>d) Quality Essential Service Provision:</b> UNFPA in collaboration with other UN organizations are advocating and providing technical assistance to address the GBV essential service package (ESP). UNFPA has the tools and technical expertise to address standards of care, protocols for the health sector and is able to facilitate direct SSC in the Sub-region. Being the lead UN agency for addressing GBV in emergencies, particularly the referral pathway, allows UNFPA to</p>
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		<p>strengthen service provision also in the development context.</p> <p><b>e) Data:</b> Support to addressing population dynamics is one of the four (4) pillars of UNFPA’s work globally and in Trinidad and Tobago. Technical expertise is available in the production and analysis of population data, including Big Data, surveys and administrative data.</p> <p><b>f) CSOs Women’s Movement:</b> UNFPA has expertise in building partnerships and strengthening the capacity of CSOs to implement effective and sustainable initiatives to address FV as reflected in capacity building support provided to our CSO Implementing Partners in evidence-based programming, M&amp;E and financial management.</p>
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**PAHO will co-lead on Pillar 4 with UNDP**

<p>2017: approx. <b>255,387</b></p> <p>2018: approx. <b>247,909.20</b></p>	<p><b>PAHO STAFF:</b></p> <p>1 Advisor, Health Systems Services</p> <p>1 Advisor, Non-Communicable Diseases and Mental Health</p> <p>1 Advisor, Disease Surveillance and Epidemiology</p> <p>1 Advisor in Veterinary Public Health</p>	<p>In January 2019, the priorities for Trinidad and Tobago were discussed with the Ministry of Health senior officials and the 5 Regional Health Authorities. Violence against women (VAW) and violence against children (VAC) were addressed as part of the 6-year Strategic Plan activities for PAHO/WHO (2020-2025 inclusive). In September/October 2019, the areas for implementation for Trinidad and Tobago will be refined under the agreed areas as follows:</p> <ul style="list-style-type: none"> <li>• Improved response capacity for comprehensive, quality health services for violence and injuries;</li> <li>• Improved intersectoral action to contribute to the reduction of violence and injuries;</li> </ul> <p>Healthier lives promoted through universal access to comprehensive, quality health services for all women, men, children, and adolescents in the Americas, focusing on groups in conditions of vulnerability.</p> <p><b>Technical Expertise: Health System Strengthening; Development of Clinical and Policy Guidelines, Curriculum Development; and Strategies to address the strengthening the Health System response to Family Violence. These have impacts for:</b></p> <p><b>Spotlight Pillar 3, Prevention; Pillar 4, Services:</b> PAHO/WHO tools guides efforts to prevent VAW and VAC and support the Spotlight ‘Theory of Change’.</p> <p>Details on PAHO/WHO tools and publications can be found at the following link: <a href="http://tinyurl.com/PAHOWHO-VAWVAC">http://tinyurl.com/PAHOWHO-VAWVAC</a></p> <p><b>Spotlight Pillar 5, Quality and Reliable Data:</b> PAHO/WHO can contribute to quality and reliable data through ongoing data gathering activities and state reporting at the global level, which can support the revision of programmes, policies and Plans of Action</p>
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## Implementing Partners

The main counterparts for the government that will assist in the coordination and implementation of the Spotlight Initiative and will be part of the Steering Committee are:

**Ministry of Planning and Development:** This Ministry provides policy guidance and development, technical support, advice and feasibility assessment for national development. Its mandate is national development concentrated on four main pillars – economic development, social development, spatial development and environmental development. The Ministry is the focal point for the United Nations system of agencies and the European Union. Its modalities of working to facilitate national development include coordination of national statistics; national monitoring and evaluation; socio-economic planning, coordinating and monitoring; and technical cooperation on special projects and programmes.

**Office of the Prime Minister, Division of Gender and Child Affairs:** This division which is situated strategically within the OPM is the national focal point for Gender and Development. It promotes gender equity and equality through the process of gender mainstreaming in all Government policies, programmes and projects. The Division also manages and supports a system of gender focal points across all ministries. It seeks to build consultative mechanism with government international and regional agencies, academia, NGOs and private sector partners in advancing gender equality and develops gender policies to in all spheres of development. Particular focus is given to GBV and the Division manages the Domestic Violence Registry.

In addition, given the focus on services, key ministries to be engaged in the Steering Committee include Ministry of National Security (Police Service), Ministry of Education and the Judiciary. Because the implementation will be focused at the local level, Spotlight Initiative will engage with Regional Corporations (the local government structure) in the selected municipalities.

An **Interim Civil Society Reference Group** has been established which will issue a call to CSO's, both national and community-based for them to participate in the CS-NRG. Consideration will be given to establishing local reference groups to provide follow-up on the Initiative. Furthermore, collaboration with CSO's at national and local levels will be pursued, not only to reinforce their capabilities, but also as implementers of various activities throughout the six pillars that conform the Spotlight Initiative

## VIII. Partnerships

The Country Programme (CP) will be implemented on the basis of national ownership through the leadership of public institutions at national and municipal levels and through the engagement of national and community based CSOs, the EU and United Nations agencies. As such, the preparatory process was informed by a series of meetings and workshops convened by the UN to secure buy in, identify priorities and input into the formulation of the initiative. Such participation from formulation, through to implementation, monitoring and evaluation is the key to sustainability.

### The European Union

**The EU is a full and a key partner of the Spotlight Initiative** and has participated in each stage of Spotlight development.

Promoting gender equality and protecting the rights of women and girls are one of the human rights priorities of the EU in Trinidad & Tobago. To this effect, under the European Instrument for Democracy and Human Rights and the allocation for CSOs, two calls for proposals for grants were made over the past two years with a specific focus on GBV. The call for proposals in 2017 resulted in projects on





research, advocacy and capacity-building for CSOs working on GBV-related issues.

Two new projects were launched in 2017 and ongoing in 2018 to support civil society in their efforts to promote human rights and gender equality: a collaboration led by UWI and other leading LGBTQI groups seeking to advance LGBTI rights and protection and forge strategies to end all forms of gender-based violence by mitigating violence, legal discrimination, bullying and homelessness related to sexual orientation. The other project focuses on promoting cultural changes in society and enhancing the capacity of CSOs with regards to GBV and LGBTQI discrimination. Another call for proposals with a focus on GBV is currently ongoing.

In addition, the EU has led an awareness-raising and sensitization campaign jointly with the British High Commission, #LetsTalkTT. The 2018 instalment focussed on providing a platform to the male perspective on gender inequalities and stereotypes, as men both suffer from and perpetrate gender stereotypes and thus contribute to enabling toxic masculinities. The campaign engaged a number of gender activists and was comprised of diverse media segments: radio shows, TV morning shows, an interview and a number of op-eds.

### **Governmental Agencies**

The Ministry of Planning and the OPM GCA have been both consulted for guidance on national priorities and on existing laws, policies and programmes and the government's analyses of gaps. The multi-stakeholder consultation brought together representatives from the ministries responsible for social services, health, and education as well as the Equal Opportunity Commission.

The Gender and Child Affairs division of the OPM, which will have a central role in the Spotlight Initiative, has the mandate to promote gender equity and gender justice through the process of gender mainstreaming across government. Its objectives include promoting change in gender discriminatory attitudes and traditions, building consultative mechanisms within government, international and regional agencies, academia, NGOs and private sector partners towards advancing gender equality, developing gender policies to promote the equitable advancement of women and men, and boys and girls in all spheres of development; and working to prevent, punish and eradicate GBV. In relation to family violence, the Division manages the Domestic Violence Registry. Other institutions whose representatives have been consulted and have made inputs into the programme development include Ministry of Planning, Ministry of Health and Ministry of Education, amongst others.

Further consultation is needed and will be undertaken before finalization of the Programme document with municipal corporation leadership given the community-level focus for implementation.

### **Civil Society Organizations**

CSOs have engaged in programme design input. In the process of preparing the programme, xxx CSOs (including, two women's networks of organisations) were engaged and nine organisations, four of which are networks have been constituted as the Interim CSO Reference Group.

Women's organisations and CSOs will be both beneficiaries of the programmes as well as implementers. The constitution of the Reference Group will provide a structured platform of equal participation of CSOs in the programme governance.

### **Other Partners**

It is anticipated that the private sector and trade union movement will be involved in the pillars focused on prevention and the provision of quality services. This involvement takes account of influence of workplace





culture and work peer groups on social and cultural norms. Most adults of working age spend most of their working hours in the workplace and this is a site for prevention as well as referrals and support.

Programme development was informed by the academic studies undertaken by the Institute of Gender and Development Studies which has also participated in the multi-stakeholder meetings and sits on the Interim CSO Group.

## IX. Programme Results Matrix

Table 11. Spotlight Initiative Results Matrix

<b>OUTCOME 1: Lead Agency- UN Women</b>			
<b>Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans</b>			
<b>Indicators</b>	<b>Data source</b>	<b>Means of verification</b>	<b>Responsible Org.</b>
<b>Indicator 1.1</b> Trinidad and Tobago has updated laws and policies on VAWG, including family violence that adequately respond to the rights of all women and girls, are evidence-based and in line with international HR standards and treaty bodies' recommendations.	Legislation; Policies	Judicial Reports; CSO reports; Oversight reports	UN Women
<b>Indicator 1.2</b> Trinidad and Tobago has a national, evidence-based, costed action plan and monitoring and evaluation frameworks on VAWG, including family violence that respond to the right of all women and girls and are developed in a participatory manner.	Legislation; Policies	NSP Plan NSP Implementation reports	UN Women
<b>Indicator 1.3</b> Trinidad and Tobago has laws and policies that guarantee the ability of women's rights groups, autonomous social movements, CSOs and women human rights defenders/feminist activists to advance the human rights agenda	Legislation; Policies	CEDAW Reports Project implementation Reports	
<b>Output 1.1 National and regional partners<sup>64</sup> have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG including family violence and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations</b>			
<b>Indicator 1.1.1</b> Number of draft new and/or strengthened laws and/or policies on VAWG/SGBV/HP and/or on gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards.	Parliament Government of Trinidad and Tobago/OPM Ministry of Justice	Annual Reports by Government Ministries Spotlight Annual Reports	UN Women
<b>Indicator 1.1.3</b> Proportion of draft laws and/or policies on ending	Ministry of Justice	Training reports	UN Women

<sup>64</sup> Parliamentarians, human rights institutions and women's right advocates



VAWG, including family violence, and/or gender equality and non-discrimination which have received significant inputs from women's rights advocates	Parliament	Consultation Reports  Spotlight Annual Reports	
<b>Indicator 1.1.6</b> Number of assessments completed on pending topics <sup>65</sup> and strategic litigation implemented by women's rights advocates	CSOs  OPM/Ministry of Gender, Youth and Child Development	Consultant Reports  Spotlight Annual Reports	UN Women
<b>Output 1.2 National and/or sub-national partners<sup>66</sup> are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG/SGBV/HP in line with international HR standards with M&amp;E frameworks, responding to the needs and priorities of groups facing intersecting and multiple forms of discrimination</b>			
<b>Indicator 1.2.1</b> Number of draft evidenced-based national and/or sub-national VAWG/SGBV/HP action plans developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks ad proposed budgets	National Action Plan development reports	Assessment report	UN Women
<b>Indicator 1.2.2</b> Number of key government decision makers with strengthened capacities to draft and cost action plans on VAWG including family violence and accompanying M&E frameworks	Institutional reports and ministerial budgets	NSP costing report	UN Women
<b>OUTCOME 2: Lead Agency- UN Women</b>			
<b>National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors</b>			
<b>Indicators</b>	<b>Data source</b>	<b>Means of verification</b>	<b>Responsible Org.</b>
<b>Indicator 2.1</b> Trinidad and Tobago has functioning coordination and oversight mechanisms at the highest levels for addressing VAWG, including family violence, that include representation from marginalized	Office of the Prime Minister/ Gender and Child Affairs	Coordination and Oversight Team Reports	UN Women

<sup>65</sup> Each country will identify these topics at the beginning, for e.g. disappearances, economic violence and violation of economic rights, political violence, etc.

<sup>66</sup> Key government/national decision-makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates



groups			
<b>Indicator 2.2</b> Trinidad and Tobago allocates an agreed upon and acceptable proportion of the national budgets to the prevention and elimination of all forms of VAWG, including family violence	Ministry of Finance	National Budget	UN Women
<b>Indicator 2.3</b> VAWG, including family violence, is integrated in 6 other sectors (health, social services, education, justice, security, culture)	OPM/Gender Affairs Division Agencies' programme reports	National Development Plans	UN Women
<b>Output 2.1 Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors</b>			
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG including family violence, including for those groups of women and girls facing multiple and intersecting forms of discrimination	OPM/Gender Affairs Division Agencies' programme reports	Organizational Reports	<b>Un Women</b>
Indicator 2.1.3 Number of strategies, plans and programmes of other relevant sectors that integrate efforts to end VAWG, including family violence, developed in line with international HR standards	OPM/Gender Affairs Division	Organizational Reports; Capacity assessment reports	<b>UN Women</b>
Indicator 2.1.8 Number of key government officials with strengthened capacities to integrate efforts to end VAWG including family violence into the development plans of other sectors	CSOs/Relevant government partners	Training Reports; Survey data on knowledge and attitudes	<b>UN Women</b>
<b>Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</b>			

Indicator 2.2.1 Proportion of supported multi-stakeholder coordination mechanisms established at the highest level and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans	Government documents on coordination mechanisms  CSO & National Family Services	Coordination mechanisms structures and reports, annual work plans  Minutes from Monthly meetings	UN Women  UNFPA
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**Output 2.3 Partners (Parliamentarians, key government officials and women’s rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including family violence**

Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG including family violence	Agencies’ programme reports	Economic costing study	UN Women, ILO
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**OUTCOME 3: Lead Agency- UNICEF and UNFPA**

**Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG/SGBV/HP and promote women and girls’ SRHR**

Indicators	Data source	Means of verification	Responsible Org.
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age	Feedback Surveys  Ministry of Education	Feedback Surveys  Pre and Post Assessment of those exposed to CHAMP and for teachers trained;	UN WOMEN; UNICEF; UNFPA
Indicator 3.3 Proportion of countries with at least 3 evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized and are developed in a participatory manner	Spotlight Reports  Mid-Term Evaluations	Spotlight Reports  Mid-Term Evaluations	UN WOMEN; UNICEF; UNFPA

**Output 3.1 National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours for in and out of school setting**

Indicator 3.1.2 Number of young women and girls, young men and boys who participate in and out of school programmes that promote	Ministry of Education	Reports on the national and sub-national programmes developed for inclusion in	UNICEF; UN WOMEN; UNDP; UNFPA
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gender equitable norms, attitudes, and behaviours and exercise of rights, including reproductive rights		educational curricula  Updated HFLE curricula	
<b>Indicator 3.1.3</b> Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination			
<b>Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities</b>			
<b>Indicator 3.2.1</b> Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	UNFPA and UNICEF community programme reports, community data collection tools	UNFPA and UNICEF community programme reports, community data collection tools	UNFPA; UN WOMEN; UNDP
<b>Indicator 3.2.3</b> Number of men and boys who regularly attend gender transformative programmes addressing violent masculinities and men's violence towards women and girls in community centres, schools and other relevant spaces	Agencies' programme reports  CSOs implementing the initiative	Campaign reports  Activity Reports	UNICEF; UN WOMEN; UNDP; UNFPA
<b>Indicator 3.2.5</b> Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated	Agencies' programme reports	CSO partners' reports	UN Women



**Output 3.3:** Decision makers in relevant non-state institutions<sup>67</sup> and key informal decision makers<sup>68</sup> are better able to advocate for implementation of legislation and policies on ending VAWG, including family violence, and for gender-equitable norms, attitudes and behaviours and women and girls' rights

<b>Indicator 3.3.2</b> Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG, including family violence, and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards	Existing Gender and SGBV/HP policies and strategies in non-state institutions	Non-state institutions' reports and examples of policies and strategies developed	UN Women
<b>Indicator 3.3.5</b> Number of key informal decision makers and decision makers in relevant non-state institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on VAWG including family violence and for gender-equitable norms, attitudes and behaviours and women and girls' rights	CSO reports	CSOs reports	UNICEF

**OUTCOME 4: Lead Agency- UNDP and PAHO/WHO**

**Women and girls who experience VAWG, including SGBV/HP, use available, accessible, acceptable, and quality essential services including for long-term recovery from violence**

Indicators	Data source	Means of verification	Responsible Org.
<b>Indicator 4.1</b> Proportion of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector <sup>69</sup>	Hospital reports; Clinic reports; Ministry of Health Data	Ministry of Health Reports	PAHO/WHO; UNDP; UN WOMEN

<sup>67</sup> Including the media, sports, workplaces, etc.

<sup>68</sup> Will differ from region to region and includes decision makers from informal institutions, e.g. traditional, religious and community leaders

<sup>69</sup> This indicator should be measured for women seeking services *within the past 12 months*, in order to measure progress and change over time—as lifetime prevalence of violence is not a sound measure of change over time.



<p><b>Indicator 4.2.</b> Number of cases of VAWG, including family violence, reported to the police, b. proportions of cases reported to the police that are brought to court, c. proportions of cases reported to the police that resulted in convictions of perpetrators, all during a specific time period (e.g. past 12 months)</p>	<p>Police reports</p>		<p>PAHO; UNDP;</p>
<p><b>Indicator 4.3</b> Proportion of countries which have a dedicated management information system (MIS) on VAWG, including family violence, at the national level which can measure the number of women/girl survivors of violence (and their families, when relevant) that have received quality, essential multi-sectoral services</p>	<p>Hospital records  OPM</p>	<p>MOH Basic Indicator report from HIMS-VAW</p>	<p>PAHO, UNFPA</p>
<p><b>Output 4.1:</b> Relevant government authorities and women’s rights have better knowledge and capacity to deliver quality and coordinated essential services, especially those facing multiple and intersecting forms of discrimination</p>			
<p><b>Indicator 4.1.1</b> Proportion of countries with centralized risk assessment systems and/or early warning systems in place bringing together information from police, health and justice sectors</p>	<p>Copies of current Guidelines and Protocols that are in line with the guidance and tools for essential services developed.  Contingency/Emergency Plans</p>	<p>Copies of Guidelines and Protocols that are in line with the guidance and tools for essential services developed.</p>	<p>UNFPA</p>
<p><b>Indicator 4.1.4</b> Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls’ victims/survivors of VAWG including family violence (and their families, when relevant)</p>	<p>Ministry Capacity Building Reports  OPM Gender Affairs</p>	<p>Community reports; CSOs reports  Training Reports</p>	<p>UN WOMEN; UNFPA; PAHO</p>
<p><b>Indicator 4.1.5</b> Number of women’s rights organizations who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls’ victims/survivors of VAWG including family violence (and their families, when relevant)</p>	<p>Organizational Reports  OPM Gender Affairs/ILO</p>	<p>MOH reports  Directory/Catalogue of services and programmes for economic empowerment</p>	<p>UN WOMEN; UNFPA; PAHO</p>

**Output 4.2: Women and girls' survivors of VAWG, including SGBV/HP, and their families are informed of and can access quality essential services<sup>70</sup>, including longer term recovery services and opportunities**

<b>Indicator 4.2.1</b> Number of women and girls' survivors of VAWG, including SGBV/HP, that have increased knowledge of and access to quality essential services <sup>71</sup>	OPM Gender Affairs/CSO reports on number of survivors who accessed essential services	Organizational reports MOH reports	PAHO; UNFPA; UN WOMEN; UNDP; UNICEF
<b>Indicator 4.2.2</b> Number of women and girls' survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased knowledge of and access to accompaniment/support initiatives, including longer-term recovery services	Shelter reports; Organizational Reports  CSOs	Organizational Reports MOH reports  Reports on those accessing services	PAHO; UNFPA; UN WOMEN; UNDP; UNICEF  UNFPA

**OUTCOME 5: Lead Agency- UNFPA**

**Quality, disaggregated and globally comparable data on different forms of VAWG, including SGBV/HP, collected, analysed and used in line with international standards to inform laws, policies and programmes**

Indicators	Data source	Means of verification	Responsible Org.
<b>Indicator 5.1</b> Trinidad and Tobago has globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including family violence, collected over time in all target areas.	Central Statistical Office Perinatal Information System Police and Court records Domestic Violence Registry Reports from OPM	Women's Health Survey and the DV/GBV Database  MOH Basic indicators for SIP and HIMS - VAW	UNFPA, PAHO/WHO
<b>Indicator 5.2</b> Trinidad and Tobago has publicly available data, reported on a regular basis, on various forms of VAWG, including family violence, at the country level	Central Statistical Office Perinatal Information System Police and Court records Domestic Violence Registry	Reports from OPM  MOH Basic Indicators and HIMS VAW	PAHO/WHO

<sup>70</sup> Including those representing groups facing multiple and intersecting forms of discrimination

<p><b>Indicator 5.3</b> Trinidad and Tobago has national statistics related to VAWG, including family violence, incidence and prevalence are disaggregated by income, sex, age, ethnicity, disability, and geographic location and other characteristics relevant in national contexts</p>	<p>Central Statistical Office Perinatal Information System Police and Court records Domestic Violence Registry</p>	<p>MOH Basic Indicators for SIP and HIMS-VAW</p>	<p>PAHO/WHO</p>
<p><b>Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government<sup>72</sup> and women’s rights advocates have strengthened capacities to regularly collect data related to VAWG, including SGBV/HP, in line with international and regional standards to inform laws, policies and programmes</b></p>			
<p><b>Indicator 5.1.1</b> Number of National Statistical Offices that have developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG, including family violence</p>	<p>Central Statistical Office Office of the Prime Minister</p>	<p>Standardised family violence data collection protocols and manuals</p>	<p>ECLAC/PAHO</p>
<p><b>Indicator 5.1.3</b> Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG including family violence, and incidence where appropriate</p>	<p>Capacity assessment reports</p>	<p>Data management reports including Ministries’ training reports on generation, analysis and dissemination of incidence data</p>	<p>ECLAC/PAHO</p>
<p><b>Indicator 5.1.5</b> Number of women’s rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG including family violence</p>	<p>Organizational Reports; Programme Annual Reports  OPM Gender Affairs</p>	<p>Training Reports</p>	<p>UNFPA</p>
<p><b>OUTCOME 6: Lead Agency- UN Women</b></p>			
<p><b>Women’s rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and VAWG, including SGBV/HP</b></p>			
<p><b>Indicators</b></p>	<p><b>Data source</b></p>	<p><b>Means of verification</b></p>	<p><b>Responsible Org.</b></p>
<p><b>Indicator 6.1</b> Trinidad and Tobago’s women’s rights organisations,</p>	<p>CS-NRG</p>	<p>Organization Report; Programme Annual</p>	<p>UN WOMEN</p>

<sup>72</sup> Statistics offices, justice, security and health sector

autonomous social movements and relevant CSOs, <sup>73</sup> increase their coordinated efforts to jointly advocate on ending VAWG, including family violence	CSO	Reports	
<b>Indicator 6.2</b> Increased use of social accountability mechanisms by civil society in Trinidad and Tobago in order to monitor and engage in efforts to end VAWG, including family violence	Agency Programme Reports	Organization Report; Programme Annual Reports  User surveys	UN WOMEN
<b>Indicator 6.3</b> Trinidad and Tobago's women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG, including family violence	CSOs/NGOs	Organization Report; Programme Annual Reports	UN WOMEN
<b>Output 6.1: Women's rights groups and relevant CSOs<sup>74</sup>, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including SGBV/HP, and promoting SRHR, with relevant stakeholders at sub-national, national, regional and global levels</b>			
<b>Indicator 6.1.2</b> Number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination	CSOs	Programme reports	UN Women
<b>Indicator 6.1.3</b> Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women's rights groups and civil society working on ending VAWG	CSOs  OPM	Programme reports CEDAW Reports	UN Women

<sup>73</sup> Including those representing youth and groups facing intersecting forms of discrimination/marginalization

<sup>74</sup> Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalisation

including family violence			
<b>Indicator 6.1.4</b> Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG including family violence at local, national, regional and global levels			
<b>Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including SGBV/HP, and GEWE more broadly</b>			
<b>Indicator 6.2.1</b> Number of supported women's rights groups and relevant CSOs using the appropriate accountability mechanisms for advocacy	Existing social accountability tools	Programme review reports  Spotlight Assessment Reports	UN Women
<b>Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on VAWG, including SGBV/HP, and promote women and girls' SRHR</b>			
<b>Indicator 6.3.1</b> Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on VAWG, including SGBV/HP and on women and girls' SRHR	RUNOs  OPM	Training reports  Capacity assessment report	UNFPA
<b>Indicator 6.3.2</b> Number of women's rights groups and relevant CSOs using knowledge products developed by the participating UN agencies in the design of their own programmes on ending VAWG, including family violence	CSOs	Baseline studies  Agency Implementation Reports  Feedback surveys	UN Women

## IX. Intersectional Approach





The Spotlight Initiative is committed to identifying and prioritizing the needs of marginalized and underserved communities in Trinidad and Tobago. While sex and gender discrimination contribute to the vulnerability of all women and girls to gender based violence, there are additional factors that exacerbate that vulnerability and limit access to protection, services and justice. These limitations undermine personal autonomy and constrain voice, choice, and safety. Vulnerability and marginalisation can be caused by social status (poverty, migrant status, economic dependency, geographic location), by structural discrimination on the basis of gender identity and sexual orientation and/or by dependency as in the case of girls, adolescents and youth, women and girls living with disabilities and elderly women.

It is acknowledged that there are real implementation gaps in service provision, protection and prevention approaches. These implementation gaps are experienced even more severely by individuals and communities that may not have the social capital or political influence to seek remedies and make demands for accountable and quality services. The Spotlight Initiative aims to secure accountability for accessible quality services for women and girls, and in particular for those most marginalised because compounded inequalities.

The target populations for services and prevention programming include: 1) women and girls living in rural areas 2) Women and girls living in impoverished and insecure areas in urban communities; 3) women and girls living with disabilities; 4) LGBTQI persons; 5) adolescent girls and youth especially those experiencing the intersecting forms of discrimination; and 6) refugee, asylum seekers and migrant women.

The table below displays population sizes of groups 1, 2 and 3 in Trinidad and Tobago based on 2011 Population census data. Data for group 2, communities living in impoverished urban areas, have been quantified by taking the average population proportion of all urban municipalities that have one or more unmet basic need (19.48%). These data have not been disaggregated by individual municipality in this report, though groupings of municipalities according to rural and urban have been specified. Using the 2011 Population Census database, program managers may identify the population proportions of geographically specific target groups among rural and urban municipalities disaggregated by age, sex, labour participation, and poverty level (indicated by proportions of unmet basic needs).

**Table 12. Intersectionality Framework: Relevant risk groups - population size and methods for inclusion**



## Spotlight Initiative

To eliminate violence against women and girls

Relevant “at risk” groups	Outcome areas where specific approaches are required	Key challenges for inclusion	Indicative approaches and methodologies for inclusion	Total numbers disaggregated by women, girls, men and boys when possible <sup>75</sup>			
				AGE	M	F	
Group 1: Population living in rural areas/Tobago	1-6	Lack of disaggregated data on the prevalence of GBV and VAWG according to municipality; Poor infrastructure and distances from available services	Mapping community-based organisations for inputs into problem identification and strategic planning; inclusion of organisations representing marginalized groups as implementers of the programme	Population			Municipality
				AGE	M	F	
				0-19	5,681	5,333	
				20-59	12,402	9,814	
				60+	1,983	1,974	Tobago
				AGE	M	F	
				0-19	9,350	8,863	
				20-59	17,088	17,436	
60+	3,938	4,199					
Group 2: Population living in impoverished urban communities	2,3,4,6	Stigma and discrimination; vulnerability especially among women and girls due to economic dependency; exposure to GBV.	Mapping community-based organisations for inputs into problem identification and strategic planning; inclusion of organisations representing marginalized groups as implementers of the programme	Population			Municipality
				AGE	M	F	
				0-19	5,122	5,049	
				20-59	10,783	10,823	
60+	2,363	2,688					
Group 3: Women and girls with disabilities	2-6	Access to beneficiaries as they may depend on others; Lack of	Establish partnerships with The Disability Affairs Unit of the	Total population in Trinidad and Tobago with disabilities: 52,243			
				Population with disabilities by suggested target			

<sup>75</sup> Data obtained from The Central Statistical Office: 2011 Population Census. Retrieved from: <http://cso.gov.tt/census/2011-census-data/>



		knowledge regarding the SRHR experiences and needs of women and girls with disabilities.	Ministry of Social Development and Family Services and the National Centre for Persons with Disabilities as key program design and implementing partners.	areas (assuming 50% are women and girls): Princes Town: 3,983 Tobago: 1,858 Tunapuna/Piarco: 7,436
<b>Group 4: LGBTQI persons</b>	1-6	Stigma and discrimination; lack of data on the prevalence of GBV in the LGBTQI community	Establish partnerships with LGBTQI advocacy groups including the Coalition Advocating for the Inclusion of Sexual Orientation (CAISO) and youth groups as key communication campaign design partners	No available population data
<b>Group 5: Youth</b>	2-6	Parental permission; lack of existing comprehensive SRH curricula in the public education system; lack of personal autonomy; peer pressure; ageism/anticipation of ageism	Mapping community-based organisations for inputs into problem identification and strategic planning; inclusion of young women and men for guidance on culturally relevant approaches to prevention programming	Total Males; Ages 0-19; All urban municipalities: 94,847 Males, Ages 0-19; Urban Dwelling; One or more unmet basic need: 18,476  Total Males; Ages 0-19; Rural Dwelling: 94,449 Males; Ages 0-19; Rural Dwelling: One or more unmet basic need: 21,345  Total Females; Ages 0-19; Urban Dwelling: 92,278 Females; Ages 0-19; Urban Dwelling; One or more unmet basic need: 17,975



				Total Females; Ages 0-19; Rural Dwelling: 90,688 Females; Ages 0-19; Rural Dwelling; One or more unmet basic need: 20,495
<b>Group 6: Refugee, asylum seekers and migrant women</b>	2,3,4,6	Vulnerability to extreme exploitation and abuse because of lack of documentation; economic dependency; distrust of service providers; and fear of deportation; lack of formal access to state services because of undocumented status; language barriers	Involvement of UNHCR and its NGO providing specialized services to asylum seekers and migrants	

## X. Risk Management

This section sets out the main risks that may jeopardize programme implementation, their likelihood, severity, and risk management, including responsibility for risk management/ mitigation. Include protection considerations related to those engaged in the programme either at grassroots level or at high visibility levels.

**Table 13. Risk Management Matrix**

Risks	Risk Level:	Likelihood:	Impact:	Mitigating measures	Responsible Unit/Person
	Very high	Almost Certain - 5	Extreme – 5		
	High	Likely - 4	Major - 4		
	Medium	Possible - 3	Moderate - 3		
	Low	Unlikely - 2	Minor - 2		
			Insignificant		



		Rare – 1	- 1		
<b>Contextual risks</b>					
Reversals in priority initiatives in the face of elections	High	3	5	Ensure alignment of Spotlight Project Document to National strategies, policies and plans. Establish inclusive platform for continuous dialogue and consultations with the government. Provide quick wins targeted at demonstrating result from the beginning of project implementation. Ensure the sensitization of Members of Parliament on the Spotlight Project.	RUNOs
Deeply entrenched harmful and inequitable social norms resistant to change	High	4	4	Ensure effective sensitization for all stakeholders in targeted communities. Encourage an inclusive approach to the design and implementation of evidence-based intervention models, campaigns, strategies and programmes. Prioritize adaptation of strategies that have worked in previous behavioural change programming within the country (e.g. on HIV). Use human stories as catalyst to continue to encourage outliers to become less resistant and more involved in implementation.	RUNOs, Associated/ Implementing Agencies.
Some institutional actors are resistant to change in capability	High	3	5	Engage in consultation with institutional leaders in project document development. Mainstream incentives, rewards and sanctions for institutional actors to implement reforms. Encourage phased and incremental approaches to change, with clear gains for stakeholders at each phase.	RUNOs, Associated/ Implementing Agencies.
High turnover of trained staff within institutions and service	Medium	2	3	Develop training of trainer approach and encourage intra-institutional learning culture and knowledge transfer. Prioritize the training of staff with long-term commitment to	RUNOs, Associated/ Implementing Agencies.



providers				institutions.	
Natural disasters, insecurity and hostilities in designated municipalities slow down implementation	Medium	3	3	Baseline analysis to identify risk factors and discuss with community stakeholders before the start of implementation.	RUNOs, Associated/ Implementing Agencies
<b>Programmatic risks</b>					
Inadequate access to data likely to reduce the impact of interventions on project beneficiaries.	Medium	3	3	Mainstream the generation of baseline data into the inception phase of project implementation. Support the monitoring and data management capacity of key institutional and civil society actors. Support the integration of disparate data sources. Ensure the integration of a 'learning culture' through the utilization of evidence from phase 1 to inform prioritization of phase 2 of the project.	RUNOs
National stakeholders refuse to utilise services due to fear of stigmatization	High	3	5	Project contextual analysis to guide the design of interventions in a way that guarantees the dignity of victims of domestic violence. Focused advocacy and campaign, as well as counselling on anti-stigmatization should be implemented in focused communities throughout the project cycle.	RUNOs, Associated/ Implementing Agencies
Services not available after initiatives end due to lack of resources	Medium	3	3	In collaboration with government, develop a feasible financing strategy with conditions that secure a financial sustainability plan from the outset, and ensure ownership through civil society engagement.	RUNOs, Associated/ Implementing Agencies
Acquired capacity and knowledge is not translated into transformative action by civil	High	3	5	Undertake an assessment to understand why knowledge is not translated into action and work closely with national stakeholders to address the issues. Develop follow-through support for the project beneficiaries to enhance transformative action. Utilise	RUNOs





society				on-going M&E to track behavioural change and inform result-oriented discussions with project stakeholders.	
Bureaucratic bottlenecks slow down attainment of project milestones	High	4	5	Proactive planning, regular technical sessions to enhance problem-solving and development of clear resource management framework will enhance the efficiency of project implementation.	RUNOs
<b>Institutional risks</b>					
National stakeholders are not willing to support CSOs	Medium	2	4	Engage national stakeholders from the outset and facilitate ongoing forums and spaces for dialogue and advocacy on the importance and benefits of supporting women's rights and civil society organizations and advocates.	RUNOs
Political statements are not translated into action, or there is a lack of political will	Medium	3	3	Foster ongoing dialogue with various sector and contacts within the government, ensuring that family violence features in political agendas at the national and local levels, and there are multiple entry points and allies within government.	RUNOs
Spotlight results are not sustained due to lack of budget allocations at the end of the project	Medium	3	3	Ensure implementation based on explicit expression of interest by government (with objective criteria such as: government fund allocation; prioritization in plans of action/strategies; clear institutional lead on specific areas, etc.). This should be complemented by CSOs monitoring mechanisms and advocacy.	RUNOs, Associated/Implementing Agencies
Weak institutional and governance structures inhibit data collection on Family Violence	Medium	3	4	Advocate with government stakeholders to demonstrate the importance and benefits of having strengthened data on Family Violence. Work closely to develop capacities on data collection, analysis and use.	RUNOs, Associated/Implementing Agencies
Lack of authority by key	Medium	3	4	Ensure effective coordination and buy-in through the Ministry of National	UNDP



government institutions to make decisions on project implementation				Security. Utilise the project steering committee and technical committees to facilitate quick decision-making.	
<b>Fiduciary risks</b>					
Disbursement of resources to small stakeholders (CSOs) and national IPs have the potential to lead to leakages and incurring of ineligible costs.	Medium	4	3	Capacity building for beneficiary CSOs/ National Institutions on project management and financial management which is tailored to EU requirements shall be undertaken. Follow-through support from the Project Management Unit shall be available to all beneficiaries in managing their procurement and other related activities. Open and transparent processes shall be utilised to channel funds to CSOs.	RUNOs, Associated/ Implementing Agencies
<p><b>Assumptions:</b></p> <ul style="list-style-type: none"> <li>✓ Family violence shall continue to be a major issue in violence prevention in Trinidad and Tobago</li> <li>✓ No major change in the government strategic documents</li> <li>✓ There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts.</li> </ul>					

## XI. Coherence with Existing Programmes

Agency	Program/Initiative	Result alignment with Spotlight(s)	Beneficiaries	Brief Description	Geographic Coverage
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## Spotlight Initiative

To eliminate violence against women and girls

<b>UNDP</b>	The Primary Healthcare Initiative	2, 4, 5	Users of the health system in Trinidad and Tobago	The objective of this project is to bring about positive changes to the client's experience within Regional Health Authorities (RHAs). This is being done through improving governance capacity, leadership and management skills; and by improving Emergency Room protocols and practices. The latter component aligns most closely with Spotlight Initiative. As one of the first points of access for victims of Domestic and Sexual Violence, the ER is essential in the treatment of survivors but also in the evidence chain when seeking justice (directly related to Output 4). This project provides a good entry point for interventions related to the collection of disaggregated data on violence against women and girls.	Primary health care facilities in Trinidad
<b>UNDP</b>	Trinidad and Tobago Resilience and Inclusive Peace Project	3. 6	Women and girls in all national and sub-national scopes linked to the chain of justice	This project aims to strengthen community resilience through the promotion of inclusive approaches to peacebuilding for populations most affected by and vulnerable to the challenges of violent crime and extremism, specifically women and youth. The project will focus on consultation with women's rights CSOs and the government to conduct a needs assessment on the current system, which stymies reporting, treatment support and judicial throughput for survivors of GBV. Consultations will also be held with first responders and other key stakeholders, including but not limited to the police, medical professionals and members of the judiciary.	National focus
<b>UN Women</b>	GBV National Strategic Plan	1	.	Technical and financial support for the formulation of a national strategy on gender-based violence.	National.



<b>UN Women</b>	The Foundations Programme	3		Technical and financial support to develop the Foundations Programme and Partnership for Peace. This program is designed for young people ages 13 to 24. <b>The Foundations Programme</b> is aimed at the prevention of Gender-Based Violence (GBV). With Cabinet's approval, this curriculum-based programme is being piloted in Trinidad and Tobago in state-run institutions and then wider roll out in the schools.	National
<b>UN Women</b>	Gender Protocol for judiciary.	2, 4	Judiciary	Development and training in use of a gender protocol for judges and magistrates	National
<b>UN Women</b>	HeForShe	3	Police officers	The purpose of this is to engage police officers as role models of positive masculinities and advocates for gender equality	National
<b>UNFPA</b>	Implementation of the Essential Services Package for Women and Girls who were victims of violence	2.4	Sexual and reproductive health providers	Supports the strengthening of institutions to serve as first responders and referral sources for addressing GBV, particularly FV among the Venezuelan migrant population	National
<b>UNFPA</b>	Data management systems	5	Statistical offices	Support to addressing population dynamics through technical expertise is available in the production and analysis of population data, including Big Data, surveys and administrative data.	National
<b>UNFPA</b>	Prevention of VAWG	3		UNFPA focuses on comprehensive sexuality education and utilizes innovative communication strategies (i.e. GBV platform and Youth Connect mobile SRH application) and community interventions to prevent and address social norms, including beliefs and practices, that contribute to FV	National



PAHO	Technical Cooperation to the health sector	1, 2,4	Health sector	PAHO is providing technical cooperation to the Ministry of Health and the Office of the Prime Minister in several areas including policies and programmes on Maternal, Neonatal, Child and Adolescent Health, Sexual and Reproductive Health, HIV, TB, STI, Hepatitis, Violence against women and girls, children, non-communicable diseases, communicable diseases, mental health, health systems strengthening.	National
PAHO	Support to the implementation of the Perinatal Information system	4, 5	Pregnant women who access services in RHAs where SIP has been established  RHAs where SIP has been implemented	The perinatal Information system collects data on experiences of domestic and sexual violence among pregnant women.	National
PAHO	Healthier lives promoted through universal access to comprehensive, quality health services for all women, men, children, and adolescents focusing on groups in conditions of vulnerability.	3, 4		The areas for implementation are  Improved response capacity for comprehensive, quality health services for violence and injuries; and improved intersectoral action to contribute to the reduction of violence and injuries;	National



	Health System Strengthening; Development of Clinical and Policy Guidelines, Curriculum Development; and Strategies to address the strengthening the Health System response to Family Violence.	5		PAHO/WHO will contribute to quality and reliable data through ongoing data gathering activities and state reporting	
EU	Cultural Rights to Foster Respect for Human Rights and Freedoms against DV and LGBTQI discrimination	3,4	Local and national communities, LGBTQI community, children, students, CSOs and networks dealing with GBV and LGBTQI rights, vulnerable groups, victims of discrimination and abuse.	<p>The proposed action ' Cultural Rights to Foster respect for human rights and freedoms against Gender based violence and LGBTQI discrimination – DECIDES Trinidad and Tobago', is designed to address the issue of GBV and LGBTQI discrimination, as well as women's and LGBTQI communities' common needs, constraints and challenges in Trinidad and it developed in the framework of the DECIDES programme.</p> <p>The objective is to contribute to reduce gender-based violence and LGBTQI discrimination in T&amp;T by promoting societal cultural changes and enhancing the capacity of civil society organisations (to counter them.</p>	Trinidad and Tobago
EU	A Sexual Culture of Justice: Strengthening LGBTQI & GBV Partnerships, Capacity & Efficacy to Promote & Protect Rights in Trinidad & Tobago	3,4	Media workers and managers, students, scholars, members of the public, other social justice advocates, and those planning programmes, policy and advocacy; •People in intimate	The overall action will have the impact of mitigating violence, legal discrimination, bullying and homelessness related to sexuality and to gender norms and stereotypes.	Trinidad and Tobago





			relationships, at risk of domestic violence, LGBTQI people, people affected by HIV; •Human rights guarantors, senior public decision makers, and the voting public.		
EU	#LetsTalkTT	3	Youth, men and women	The EU has led an awareness-raising and sensitization campaign jointly with the British High Commission, #LetsTalkTT. The 2018 instalment focused on providing a platform to the male perspective on gender inequalities and stereotypes, as men both suffer from and perpetrate gender stereotypes and thus contribute to enabling toxic masculinities. The campaign engaged a number of gender activists and was comprised of diverse media segments: radio shows, TV morning shows, an interview and a number of op-eds 2019 will focus on Youth and violence prevention in conjunction with the Ministry of Education	Trinidad and Tobago

## XII. Monitoring & Evaluation

A monitoring and evaluation (M&E) system will be designed to track time-bound activities concerning the effective and relevant implementation/strengthening, delivery, uptake, management and short-term impact of primary and secondary prevention, response and treatment services for VAWG established in identified vulnerable and underserved target populations. In keeping with a human-rights based approach to programming, participatory M&E techniques will be integrated to ensure that all stakeholders of identified communities – including rights holders and duty-bearers – actively participate in the monitoring, learning and decision-making processes. This is in line with the Spotlight principles of intersectionality and the theme of “Leaving No One Behind”. The results from M&E reporting will be used to ensure accountability, for example to confirm delivery and uptake of services in underserved target populations, specifically among women and girls in identified municipalities where certain program components will be



implemented. M&E reporting will also be used toward the proactive and continuous improvement of program design, delivery and capability building among duty-bearers towards the impactful uptake of these services.

Government representatives will collate and provide national and available baseline data will be obtained from the Perinatal Information System (SIP), the Central Statistical Office, the Office of the Prime Minister Gender and Child Affairs, the Trinidad and Tobago Police service, the Trinidad and Tobago Prison Service, the Judiciary and Civil Society Organizations. Data on case reporting and service usage will be disaggregated according to demographic characteristics that may indicate different levels of vulnerability, marginalization and exclusion such as geographic location, cultural background, age, socioeconomic status and sexual orientation.

The Resident Coordinators Office will identify and train a full time M&E specialist and administrative staff will be recruited to coordinate monitoring and evaluation activities for response, treatment and protection programs, including the development of data collection and analysis infrastructure as outlined in the Spotlight Programme Strategy. These individuals will be identified Support will be provided to the monitoring and evaluation of that which upholds prevention and response services, i.e. laws and policies, which will be led by state institutions.

The mid-term assessment will evaluate outputs such as the development of GBV-Geographic Information System, training in GBV-GIS software, training of first responders in the reporting of domestic violence cases and in the referral process, increased reporting in target areas, compared to baseline and service usage among victims and perpetrators. The end of programme evaluation will assess outcomes including the improved capabilities of law enforcement and health care providers in case reporting, protection and referral; improved attitudes towards victims among duty-bearers; and improved confidence in seeking services and experiences with HCPs and law enforcement among victims of violence. Monitoring and evaluation strategies will include quantitative methods such as surveys and structures interviews as well as qualitative observational methods by M&E specialists and staff.

### **XIII. Innovation**

The Trinidad and Tobago Spotlight Initiative will pursue innovative approaches to surveillance and data collection, early intervention, multi-stakeholder coordination, targeted service implementation and collaborative accountability mechanisms.

#### **Programmatic Innovation:**

- a. Predictable resourcing for women's organisation: Given the under-funding of women's organisations, Spotlight's innovation of dedicated funds for civil society as both implementer of programmes and for building capacity is innovative. It will facilitate an inclusive and accountable mutual relationship between government and civil society at both local and national levels.
- b. Mobile technology will be used towards the surveillance of gender-based violence. Easy to use applications will be designed to allow for real time alerts by survivors that are submitted with confidentiality for timely responses by the police.
- c. The focus on geographically specific target populations, i.e. urban and rural municipalities in Trinidad and Tobago for intensive and reinforcing work to improve service delivery in health and the justice sectors as well as promote social norms change is an innovation. By narrowing the geographic target of the programme, the intervention model is more likely to have measurable impact as it will be responding directly to the specific needs of a community, which in this case is shaped by their social, cultural and geographical context. Monitoring and evaluation efforts will focus on tracking the delivery and uptake of services provided in these areas.



- d. Programme coordinators will establish mechanisms for grass roots participation in baseline data collection, needs assessment and program design at the local level such that the broader determinants of gender-based and family violence are identified. This will ensure that the programme is designed to address the specific needs of each community.
- e. Protection, response and treatment services and activities will address the needs and experiences of communities facing compounding and intersecting vulnerabilities. The identification and participation of these groups in program design and monitoring will work to ensure that these groups, traditionally left behind, are at the forefront of program impact. Monitoring and evaluation efforts will focus on the uptake of services, especially among women and girls in identified communities.
- f. Spotlight will also develop for the first time a consistent approach to using service entry points for primary prevention. Through health clinics such as ante-natal and child clinics for example, Spotlight investments will facilitate the embedding of messaging around social norms and gender equality. Monitoring and evaluation efforts will focus on measuring the impact on knowledge and understanding of these issues among clinic attendants.
- g. Information on services at community level will be readily available to survivors through the use of appropriate information technology. This may include the use of social media and SMS services to which survivors may subscribe upon contact with relevant primary prevention and response services.
- h. The multi-stakeholder oversight mechanism will ensure coordination among beneficiaries of the program. This will facilitate case management linkages, information and resource sharing, support and monitoring of responder agencies. The success of this coordination will be measured through survey analysis of survivor experiences with case management coordination and the relative impact on certain reported grievances, namely the frequentative process of reporting a domestic violence incident which may be traumatizing for the victim.
- i. The informational sessions that address legal literacy will be designed using an innovative format, with the use of culturally relevant media and content, and will be implemented in spaces that are directly accessible by the target populations. This activity will be subject to monitoring and feedback to encourage real time improvements to information delivery.
- j. The Spotlight prevention interventions at community-level will be based on a life cycle approach and will focus at the community level on target populations at critical development phases- early childhood, adolescents, youth, new parents.
- k. The private sector and trade union movement will be involved in the pillars of prevention and quality services.

### **Operational Innovation:**

The General Assembly Resolution A/RES/72/279 on the Repositioning of the United National development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system, approved the establishment of a new generation of UNCT's, which include the advancement of common business operations, including common back offices and common premises.

In line with the UN development system reform, it is proposed that the Spotlight Country Programme Technical Coordination Unit be co-located within the RC Office. The monitoring activities for all agencies will be conducted jointly, for which pooling of vehicles will be the norm. Procurement for the Spotlight country programme will be done jointly, including through the existing provisions for common services. These operational measures are intended to ensure greater economies of scale and reduce the burden of RUNO administrative costs



## XIV. Knowledge Management

Knowledge Management is a central component of the Spotlight Initiative in Trinidad and Tobago. Key principles include a people-centred rather than a document-centred approach, the dissemination of knowledge to the public and a participatory method to programme delivery. As such, the Trinidad and Tobago country team has identified specific tools and techniques which will effectively manage knowledge sharing towards prevention and timely response to family violence within specific contexts. These approaches will be further developed in the Trinidad and Tobago Knowledge Management Framework. Activities will include:

- **Knowledge capture:** Collating the evidence-base on Spotlight Pillars from existing national and global resources and conducting a situation analysis improve understanding of the GBV in Trinidad and Tobago.
- **Addressing gaps:** Activities will be designed to specifically meet identified needs.
- **Monitoring and Evaluation:** Strategizing innovative, context-specific monitoring and evaluation strategies (case studies, video, other media) of all Spotlight activities to determine 'what works' and 'what does not work'. This knowledge gleaned may be shared on regional and global knowledge platforms to encourage peer support, collaborative problem-solving and strategizing; and the sharing of tools and other resources.
- **Public Engagement:** Establishing participatory mechanisms with multiple stakeholders to continually assess and discuss implementation of legislation and national action plans (civil society and women's groups as well as relevant government entities).
- **Build Knowledge Management Capacities:** Conducting national and/or regional knowledge exchange workshops on particular topics/practice to strengthen institutional capacity to generate disseminate and use knowledge products.

The Trinidad and Tobago Spotlight Initiative will use external knowledge resources to expand the initiative's perspective, build on partners' capacity, and respond to client demand for public knowledge management. Internal knowledge will be used strategically to support the Spotlight Initiative's substantive expertise and operational efficiency.

## XV. Communication and Visibility

The national advocacy and visibility plan for the Trinidad and Tobago Spotlight Initiative will support the overall goal of the project: **ensuring implementation of integrated, quality and accessible services and prevention approaches to eliminate family violence.**

While the communications and visibility interventions will have reach across the general population, the Trinidad and Tobago Spotlight Intervention has identified four under-served communities, based on geography and factors of discrimination and marginalisation.

The plan will employ age appropriate, context- and culturally relevant social messaging on ways of eliminating harmful social norms. Awareness on the prevalence and drivers of family violence will be promoted by referencing existing studies. Awareness messaging will promote positive attitude change consistent with gender equality and non-violence. In this regard, a "communications for change" strategy will be developed, based on evidence on what works to motivate positive behaviour change for zero tolerance of family violence. The programme will advance the message that institutions and individuals have a role to prevent violence.



The communications plan will document impact stories, capturing the perspectives, voices and feedback of its beneficiaries. It will increase visibility of the project work by duty bearers and service providers, the UN agencies and the EU through multimedia channels, including through engagement with traditional media partners. The Communications and Visibility Plan will seek to capitalise on the extensive media presence in Trinidad and Tobago, including social media, to generate wide national impact. Popular culture influencers at community and national levels (artistes, dramatist, bloggers and vloggers) will be engaged as advocates, including during significant national cultural moments, like carnival, Diwali, Emancipation Day, and Eid. Efforts will be made to coordinate with EU delegation on communication and visibility of the Spotlight programme.

The global [Communication and Visibility Guide](#) also recommends for formalization of national Spotlight Initiative communication groups who membership include communication focal points of UN agencies, the EU delegation and other relevant partners to coordinate content development, messaging, pool resources and other activities.

At the community level, communications strategy may also employ creative arts approaches such as educational theatre and music, including outreach to and through steel band spaces (pan yards), where young women and men congregate.

The Communication and Visibility Manual for the global Spotlight Initiative has been used to establish the Communication and Visibility Plan of the Country Programme (see Annex 2)

## **XVI. Budgets – See excel document attached**

**Table A – 3-YEAR WORK PLAN**

**Table B – BUDGET BY UNDG CATEGORY**

**Table C – BUDGET BY OUTCOME**

## XVI. Annexes

### ANNEX 1: Multi-stakeholder engagement in the Country Programme development process Consultation 1: Engagement with Government (Office of the Prime Minister- Gender and Child Affairs Consultation)

#### Key recommendations for Spotlight focus:

- Improved inter-agency coordination;
- Establishing support systems for those who have to go to court so that they can navigate the system.
- Case Management system for the Children’s Authority;
- Each agency providing social services should be able to liaise and walk through the services with the clients, including home visits. The protocols should help improve the referral system.
- Standardization of qualifications for those who provide social services
- Use the Gender Focal Points as the starting points to advocate and implement the case management system.
- Working with service providers to address the needs of persons with disabilities.
- Step-up the Break the Silence curriculum with HFLE necessary at each level emphasising the messaging in school curriculums. Incorporate the done by CADV is with TTUTA in the Break the Silence Curriculum.
- Public Education campaigns are critical, particularly around prevention, and women’s empowerment to circumvent unhealthy relationships. It is important to develop diverse and sustainable campaigns.
- Research initiatives that investigate the association between financial dependence and the longevity of unhealthy and abusive relationships.
- A central agency who will take responsibility for coordinating and facilitating the information sharing.
- Initiatives that address toxic masculinity, re-define gender roles and emphasize the goodness of men and boys.

**Table 14. Sectors and Agencies involved in Multi-stakeholder engagement in the Country Programme development process.**

Name of organisation/agency	Name of representative	Title of Representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Office of the Prime Minister- Gender and Child Affairs	The Honourable Ayanna Webster-Roy	Minister	Gender and Child Affairs	Government	12-06-2019
Office of the Prime Minister- Gender and Child Affairs	Antoinette Jack Martin	Director	Gender and Child Affairs	Government	12-06-2019
Office of the Prime Minister- Gender and	Shelly Ann Hart	Officer	Gender and Child Affairs	Government	12-06-2019





<b>Child Affairs</b>					
<b>UNFPA</b>	Aurora Noguera-Ramkissoon	Liaison Officer	Gender Equality, Population Dynamics, Sexual and Reproductive Health	UN Agency	12-06-2019
<b>UN RCO</b>	Marina Walter	Resident Coordinator	Development	UN Agency	12-06-2019
<b>EU</b>	Ann Kemmer	Political Officer	Development	UN Agency	12-06-2019

**Consultation 2: Engagement with government (Ministry of Planning and Development Consultation)**

**Key recommendations:**

An integrated approach in which prevention through social norms and improved, accessible services are priorities for Trinidad and Tobago. Primary prevention approaches should:

- Advance social norms change through institutions which have a major influence on socialization, ideologies and social and cultural practices. These include families, schools, communities, faith-based institutions, peer groups (sports and youth clubs etc.) and popular culture.
- Be premised on a life cycle approach and focus on key intervention opportunities for creating, re-creating of social norms consistent with gender equality, human rights and non-violence.
- Be incorporated in service provision and by institutions – state and non-state – charged with the protection, prevention and punishment of family violence.

Available, accessible, acceptable, and quality essential services must address:

- Treatment, care, protection and empowerment of victim/survivors
- Secondary prevention (prevention of continued violence and recidivism) through improved delivery of protection and justice services based on victim safety and perpetrator accountability
- Sites of service provision also offer opportunities for social norms messaging
- Strengthen existing coordination platforms and partnerships among government, CSOs, and development partners towards building collective advocacy, and joint interventions, including monitoring programmes on ending family violence
- Map civil society organizations, women’s groups, youth organizations, groups representing marginalized populations,
- Strengthen technical capacities of CSOs and women’s and youth organizations at community levels, related to monitoring and advocate state responses
- Strengthen technical capacities of CSOs on monitoring family violence through the court system and in law enforcement by police.
- Provide capacity development support for groups representing marginalized populations, including FSWs, LGBTQI persons, PWDs, women living in rural communities, youth-based organisations etc.
- Strengthen women’s, adolescent girls’, and youth associations’ capacity to advocate for the implementation of laws, policies, and programmes to end family violence

- Support the development of community scorecards, opinion polls, grievance and redress structures, and other social accountability mechanisms for family violence related reporting and monitoring.

**Table 15. Key Ministries and international agencies for government engagement**

Name of organisation/agency	Name and title of representative	Title of Representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of Planning and Development	Morline Hamilton		Planning and Development	Government	14-06-2019
Ministry of Planning and Development	Ms. Joanne Deoraj	Permanent Secretary	Planning and Development	Government	14-06-2019
Ministry of Planning and Development	Meera Ramesar	Ag Director - SOCIO-ECONOMIC POLICY PLANNING DIVISION (SEPP)	Planning and Development	Government	14-06-2019
Ministry of Planning and Development	Davin Jagessar	EDF Unit	Planning and Development	Government	14-06-2019
UNFPA	Aurora Noguera-Ramkissoon	Liaison Officer	Gender Equality, Population Dynamics, Sexual and Reproductive Health	UN Agency	14-06-2019
UN RCO	Marina Walter	Resident Coordinator	Development	UN Agency	14-06-2019
EU	Ann Kemmer	Political Officer	Development	UN Agency	14-06-2019
UN RCO	Narissa Seegulam	Coordination Analyst	Development	UN Agency	14-06-2019

**Consultation 3: 1<sup>st</sup> Spotlight Multi-stakeholder meeting (Consultation with the EU, UN agencies, Government, Civil Society, International Donor Agencies and Private Sector)**

**Key recommendations:**

**Legislative and policy frameworks**

- Support the adoption and implementation of a costed, comprehensive and multi-sectoral policy approach to addressing family violence
- Support research on the implementation of the Domestic Violence Law and relevant criminal law to identify barriers to women's access to justice
- Support law and administration of justice reform to ensure a responsive justice environment that addresses protection and ends impunity.



- Advocate for the adoption and implementation of policies which will directly strengthen prevention approaches such as parenting, family and child protection policies and in the workplace

### **Institutions**

- Support coordination among service institutions and road maps to implement their work, with targets and progress indicators, including online knowledge platform for sharing resources
- Institutional programmes including the development of a robust monitoring and feedback system
- Structured linkages between civil society and police to facilitate active support to victims at the moment of reporting and to monitor police responses, including the development of a robust monitoring and feedback system.
- Develop peer support and learning communities within the police service and between police and civil society
- Support establishment of DV Unit
- Support Police Complaints Authority and Ombudsman and Equal Opportunities Commission to improve their capabilities in monitoring state responses to victims of family violence
- Support regional corporations to integrate family violence programming into local government development plans.
- support implementation of private sector domestic violence workplace policy

### **Prevention**

- Specific outreach to families (national scale or selected communities):
- Develop and implement a behavior change strategy to address corporal punishment and GBV in homes through strengthening parenting and family programmes (especially in communities of high prevalence areas)
- Integration of violence prevention messaging in parenting programmes that target teens and fathers
  - Capacity development/sensitization for institutions of socialization of infants, children and adolescents to build understanding and commitment to messaging and modeling gender equality, respect, empathy, non-violence (schools, faith-based institutions, culture, music and sports clubs)
  - Promotion of healthy masculinities (including conflict prevention (men on men violence-youth)
  - Compilation and dissemination and scaling up of assessed good schools-based practices supporting zero tolerance for violence
  - National public education campaign to change harmful gender norms and promote human rights.
  - Creating platform for dialogue, information sharing, advocacy, coordination, partnership and implementation on preventative programming
  - Step-up the Break the Silence curriculum with HFLE.

### **Services**

#### **Policing:**

- Predictable, responsive and accountable enactment of the criminal law (including breaches of protection order);
- Review of barriers to implementation of police service standing orders



- Capacity development for police: training which targets i) first responders, ii) police station supervisors and iii) senior management.
- Development and implementation of lethality assessments for perpetrators (during investigative and/or arrest phase to inform police action)
- Rapid response oversight (to ensure effective and timely policing (victim use of IT for urgent alerts)
- Accompaniment programmes- civil society linkages with police stations to support victim reporting and referral processing and perpetrator interventions
- Police outreach for prevention messaging, especially through police youth clubs
- Civil society police response scorecard developed and implemented

#### **Administration of Justice:**

- Human rights and legal literacy materials widely disseminated (development of app)
- **Identification and removal of barriers** to timely court ordered and enforced protection orders;
- **introduction of restorative justice dimensions** (a victim-centered, dialogue-based practice that attempts to repair the harm caused by crimes, based on perpetrator accountability and victim safety)

#### **Health Sector:**

- Developing/strengthening the implementation screening and treatment protocols with particular attention to **pregnant children and teenage girls, boys experiencing abuse**
- Development and implementation of referral protocols for victims to social services, shelters, police, mental health services
- Health sector as site of prevention advocacy (e.g. family planning centres, ante-natal clinics for parenting practices; children's clinics; school health education programmes)

#### **Social services:**

- Development of standardized counselling approaches for victims and children of victim/survivors
- Development and implementation of protocol for treatment, protection and referrals of children of victims/survivors of family violence
- Implementation of psycho-educational interventions for perpetrators
- Capacity development for active listening for community volunteers and first responders
- Strengthening of social protection approaches for unemployed and/or low-income victims

#### **Housing/shelter:**

- Support to shelters, including development of quality assurance and certification for shelter management standards
- Technical support to the establishment of state shelters and coordinated with the NGO sector
- Transition housing advocacy

#### **Possible innovative approaches:**

Development of animations, short clips, and mobile phone–friendly infographics to disseminate

awareness on family violence related laws and policies through social media platforms

**Data**

- Support review and strengthening of OPM data collection and data base (based on data from social services, shelters, health institutions but NOT courts)
- Support establishment and use of Domestic Violence Register within the Police Service (perhaps IT based)

**1. Women's rights groups and civil society**

- Strengthen existing coordination platforms and partnerships among government, CSOs, and development partners towards building collective advocacy, and joint interventions, including monitoring programmes on ending family violence
- Map civil society organizations, women's groups, youth organizations, groups representing marginalized populations,
- Strengthen technical capacities at community levels for CSOs and women's and youth organizations related to monitor and advocate state responses
- Strengthen technical capacities of CSOs on monitoring family violence cases through the court system and in the enforcement of laws by police.
- Provide capacity development support for groups representing marginalized populations, including FSWs, LGBTQI persons, PWDs, women living in rural communities, youth-based organisations etc.
- Strengthen women's, adolescent girls', and youth associations' capacity to advocate for the implementation of laws, policies, and programmes to end family violence
- Support the development of community scorecards, opinion polls, grievance and redress structures, and other social accountability mechanisms for family violence related reporting and monitoring.

**Table 16. Spotlight Multi-stakeholder meeting participants (Consultation with the EU, UN agencies, Government, Civil Society, International Donor Agencies and Private Sector)**

Name of organisation/agency	Name and title of representative	Title of Representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of Education	Theresa Neblett-Skinner	Curriculum Coordinator	Education	Government	21-06-2019
Ministry of Finance	Odessa Armstrong	Research Specialist	Finance	Government	21-06-2019
ILO	Shingo Miyake	Labour Law and International Labour Standards	Labour	UN Agency	21-06-2019



		Specialist			
Ministry of Education	Natalie Robinson Arnold	Social Worker	Education	Government	21-06-2019
Ministry of Education	Sule Dyer	Social Worker	Education	Government	21-06-2019
IDB	Denesh Baboolal	International Lending	Development	UN Agency	21-06-2019
UNDP	Samantha Khan	Consultant	Development	UN Agency	21-06-2019
UNFPA	Aurora Ramkisoon	Liaison Officer	Gender Equality, Population Dynamics, Sexual and Reproductive Health	UN Agency	21-06-2019
Ministry of Health	Makeya Cummings-Luke	Chemical Auditor	Health	Government	21-06-2019
ChildLine	Leevun Soloman	Programme Facilitator	Child Protection		21-06-2019
EU	Karen Sheppard	Press and Information Officer	Development	EU Delegation	21-06-2019
PAHO/WHO	Erica Wheeler	Head of Office	Health	UN Agency	21-06-2019
National Muslim Women's Organisation of Trinidad and Tobago	Safeeya Mohammed	Chair	Women Rights	Civil Society Organization	21-06-2019
UNFPA	Kimberly Gilbert	Co-Chair	Gender Equality, Population Dynamics, Sexual and Reproductive Health	UN Agency	21-06-2019
University of the West Indies	Kimberly-Ann Gittens-Baynes	JR. Research Fellow	Research	Academia	21-06-2019
PAHO/WHO	Safiya Clarke-Mendes	Intern	Health	UN Agency	21-06-2019
Coalition Against Domestic Violence	Roberta Clarke	President	Domestic Violence	Civil Society Organization	21-06-2019
Ministry of Social Development and Family Services	Lyra Thompson-Hollingsworth	Senior Research Officer	Social Development	Government	21-06-2019
UWI- Institute for Gender and Development Studies	Sue-ann Barratt	Lecturer	Gender and Development Studies	Academia	21-06-2019
UWI- Institute for Gender and	Tricia Basdeo	Researcher	Gender and Development	Academia	21-06-2019





Development Studies			Studies		
Ministry of Education	Boyde Vinchester	Guidance Officer	Education	Government	21-06-2019
NCPD- National Centre for Persons with Disabilities	Beverly Beckles	CEO	Inclusion of persons with disabilities	Civil Society Organization	21-06-2019
UNFPA YAG	Nikoli Edwards	Co-Chair	Gender Equality, Population Dynamics, Sexual and Reproductive Health (Youth)	UN Agency	21-06-2019
Family Planning Association TT	Stacey Locke Munich	N/A	Sexual and Reproductive Health	Civil Society Organization	21-06-2019
CariMAN	Peter Weller	Executive	Sexual and Reproductive Health	Civil Society Organization	21-06-2019
Office of the Prime Minister	Ian Ramdahin	PS AG	Child Rights and Child Protection	Government	21-06-2019
UNICEF	Candice Wallace	Child Protection Officer	Child Rights and Child Protection	UN Agency	21-06-2019
Coalition Against Domestic Violence	Chabeth Haynes	Communication s Officer	Domestic Violence	Civil Society Organization	21-06-2019
Ministry of Planning and Development	Morline Hamilton		Planning and Development	Government	21-06-2019
UN Women Mexico	Natalia Calero	Programme Manager	Gender Equality and the Empowerment of Women	UN Agency	21-06-2019
UNDP	Sharifa Ali-Abdullah	Officer in Charge	Development	UN Agency	21-06-2019
UNDP	Kwesi-Maxwell Hamilton	Programme Assistant	Development	UN Agency	21-06-2019
International Children's Academy for Neurological Health	Dara Healy	Founder	Child Care	Civil Society Organization	21-06-2019
Ministry of Education	Lisa Henry-David	Director of Planning	Education	Government	21-06-2019
Office of the Prime Minister	Ms. Jacqueline Johnson	Permanent Secretary	Gender Development and Child Rights	Government	21-06-2019
Office of the Prime	Carolanne	Assistant	Gender	Government	21-06-2019



## Spotlight Initiative

To eliminate violence against women and girls

Minister	Agard		Development and Child Rights		
UNDP	Isele Robinson-Cooper	Programme Officer	Development	UN Agency	21-06-2019
UN RCO	Kehinde Bolaji	Political Advisor	Development	UN Agency	21-06-2019
Ministry of Health	Cherries Lopez	HIV and AIDS Coordinator	Health	Government	21-06-2019
IDB	Lodewijk Smets	Economist	Development	International Donor	21-06-2019
Ministry of Social Development	Lisa Ifill	SPO	Social Development	Government	21-06-2019
Ministry of Social Development	Shivonne Ali	SID	Social Development	Government	21-06-2019
Ministry of Social Development	Farisha Mohammed	Social Worker	Social Development	Government	21-06-2019
Ministry of Social Development	Gregory Mieres	Inspector II	Social Development	Government	21-06-2019
Children's Authority of Trinidad and Tobago	Sharlene Jaggernauth	Legal Manager	Child Protection	Government	21-06-2019
Ministry of Social Development	Lydia Ali	M&E Officer	Social Development	Government	21-06-2019
Ministry of Social Development	Jacinta Bailey-Sobers	Permanent Secretary	Social Development	Government	21-06-2019
Ministry of Planning and Development	Meera Ramesar	Ag Director - SOCIO-ECONOMIC POLICY PLANNING DIVISION (SEPP)	Development	Government	21-06-2019
Ministry of Social Development	Dionne Auguste-Gill	M&E Officer		Government	21-06-2019
Ministry of Social Development	Angelique Taylor	Senior Planning Officer		Government	21-06-2019
Children's Authority of Trinidad and Tobago	Safiya Noel	Director		Government	21-06-2019
Ministry of Planning	Ric Javed Ali	DPS		Government	21-06-2019
Coalition Against Domestic Violence	Sabrina Mowlah Baksh	General Manager		Civil Society Organization	21-06-2019
OPM Gender	Marina Smith			Government	21-06-2019
OPM NACC Secretariat	Beverly Andrews	Deputy Technical Director		Government	21-06-2019
OPM	Patricia Hackett	Gender Affairs		Government	21-06-2019
Children's Authority	Gail Sooknarine	Officer DDCS		Government	21-06-2019

THA	Dr. Agatha Carrington	Secretary		Government	21-06-2019
AG	Ian Rampersad	Director		Government	21-06-2019
AG	Ravita Babwah	Head- Child Rights		Government	21-06-2019
TTPS	Joseph Chandool	Supervisor		Government	21-06-2019
Ministry of Planning and Development	Davin Jagessar	EDF Unit		Government	21-06-2019

#### Consultation 4: Validation Meeting (Ministry of Planning and Development Consultation)

##### Key recommendations:

##### Items that were re-iterated from previous consultation

- Strengthening of Institutional programmes with monitoring and feedback system
- Structured linkages between civil society and police to facilitate active support to victims at the moment of reporting
- Support Police Complaints Authority and Ombudsman and Equal Opportunities Commission to improve their capabilities in monitoring state responses to victims of family violence
- Support regional corporations to integrate family violence programming into local government development plans.

**Table 17. Validation meeting participants**

Name of organisation/agency	Name and title of representative	Title of Representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of Planning and Development	Morline Hamilton		Planning and Development	Government	18-07-2019
Ministry of Planning and Development	Meera Ramesar	Ag Director - SOCIO-ECONOMIC POLICY PLANNING DIVISION (SEPP)	Planning and Development	Government	18-07-2019
Ministry of Planning and Development	Ms. Joanne Deoraj	Permanent Secretary	Planning and Development	Government	18-07-2019
Ministry of Planning and Development	Davin Jagessar	EDF Unit	Planning and Development	Government	18-07-2019
UNFPA	Aurora Noguera-Ramkissoon	Liaison Officer	Gender Equality, Population Dynamics, Sexual and Reproductive	UN Agency	18-07-2019



			Health		
UN RCO	Marina Walter	Resident Coordinator	Development	UN Agency	18-07-2019
EU	Ann Kemmer	Political Officer	Development	UN Agency	18-07-2019
UN RCO	Narissa Seegulam	Coordination Analyst	Development	UN Agency	18-07-2019

### **Consultation 5: Validation Meeting (Office of the Prime, Gender and Child Affairs), 18 July 2019**

The Resident Coordinator and representatives of the European Delegation met with the Permanent Secretary and key officials within the Office of the Prime Minister. The zero draft of the Trinidad and Tobago Country Programme was presented. The approach on building capabilities and accountability for accessible services and comprehensive prevention was endorsed. The approach to focus on specific communities was also agreed as a means of working in a consolidated way over the programme cycle.

## **ANNEX 2: Communication and Visibility Plan**

### A- Objectives

#### **1. Overall communication objectives**

#### **Objective #1: Raise awareness on the prevalence of family violence including gender-based violence and child sexual abuse in Trinidad and Tobago and the selected communities:**

By publicizing data and supportive facts, creative messaging to key audiences, exhibiting thought leadership on violence against women and girls and media sensitization.

Key indicator(s)

- i. Percentage of audience with accurate knowledge on the prevalence of family violence.

#### **Objective #2: Illustrate and promote the impact and results of Spotlight-supported interventions:**

By finding, sharing and promoting the stories of women and girls whose lives have been positively transformed by Spotlight-supported interventions.

Key indicator(s)

- i. Percentage of identified audiences with accurate knowledge of the Spotlight Initiative
- ii. Percentage of identified audiences with a positive perception of the Spotlight Initiative
- iii. Output Indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly

#### **Objective #3: Provide communications for development support to strengthen Spotlight**

**Initiative's programme design and implementation:** By influencing the creation and delivery

of behaviour-change and culture-shift activities, campaigns and initiatives.

Key indicator(s)



- i. Output Indicator 3.2.2: Number of people reached by campaigns challenging harmful social norms and gender stereotyping
- ii. Output Indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated

**Objective #4: Ensure visibility for the Spotlight Initiative, its donors and partners:** By coordinating consistent and coherent branding, high-profile endorsements from social influencers, top-tier media placements, organising publicity events and campaigns.

Key indicator(s)

- i. Percentage growth of Spotlight audiences (segmented)
- ii. Percentage increase in Spotlight brand recognition

## 2. Messages

- The global SLI messages will be adapted and incorporated. Specific initiatives' messaging for SLI Trinidad and Tobago will be fleshed out as communications activities are developed. These will be guided by the Spotlight overall goals and the country-specific and audience-related objectives to resonate with the Trinidad and Tobago target groups with guidance by the EU.

## 3. Audiences

Examples of audiences to segment:

- Spotlight Initiative programme beneficiaries (women, girls, boys, men) in the selected communities and nationally.
- Traditional and religious leaders,
- Women's rights groups and relevant civil society organisations including peer networks and umbrella groups,
- Government entities
- Youth groups and networks,
- Cultural influencers including UNiTE Artists and other agency partners,
- Media, Journalists and Editors,

Communications objectives per target group will be detailed in upcoming versions.

### B- Communication Activities

## 4. Content production

Main activities that will take place during the period covered by the communication and visibility plan include:

**Table 18. Communication and Visibility Plan**

Activities	Description
Develop	The Trinidad and Tobago SLI communications strategy will guide the implementation of the



communications workplan	communications and visibility workplan
Message development	<ul style="list-style-type: none"> <li>• Develop and disseminate consistent, clear and evidence-based messages on family violence and Spotlight's in support of the identified objectives per pillar e.g.:</li> <li>• awareness and advocacy initiatives in support of the adoption and implementation of the NSAP-GB &amp; SV and the Child Policy and Child Protection Plan.</li> <li>• “Did you know” series to inform of the services available</li> <li>• Support to the development of Family violence prevention messaging for display and dissemination at the service providers locations</li> </ul>
Innovative content creation, development and dissemination via mass media and social media	<p>Creation of videos, infographics, capturing photos and preparing human interest stories in partnership with relevant civil society organizations to deliver meaningful, targetted audience-led solutions.</p> <ul style="list-style-type: none"> <li>• Survivor testimonials on benefits of improved service, access to justice and transformational change as a result of Spotlight initiatives.</li> <li>• Visual representation of concepts to displace harmful social norms.</li> <li>• Infographics content developed from quantitative and qualitative surveys on GBV, CSA and SRH.</li> <li>• Judicial, law enforcement and community influencers testimonials on the important of gender-responsive adjudication and law enforcement response. N.B. the Trinidad and Tobago Police Force has a community arm and an active communications programme including use of social media. <a href="https://www.facebook.com/PoliceServiceTT/?_tn=%2Cd%2CP-R&amp;eid=ARAwU1KsxmufX3rEJIW9lvV1e1a1h6nn1mAilxzG5i2nrJz1mYi1E4hiaYbbpsegUuH-LbdNVuoRGevf">https://www.facebook.com/PoliceServiceTT/?_tn=%2Cd%2CP-R&amp;eid=ARAwU1KsxmufX3rEJIW9lvV1e1a1h6nn1mAilxzG5i2nrJz1mYi1E4hiaYbbpsegUuH-LbdNVuoRGevf</a></li> <li>• Support CSO comms and advocacy capacity building and development of a strategy and 3-year work plan</li> </ul>
Facilitate Public dialogue and outreach	<ul style="list-style-type: none"> <li>• Engagement and SLI Visibility in conjunction with CSOs and cultural influencers to be defined around selected international days of observance such as:</li> <li>• International Women’s Day (March 8th),</li> <li>• International Day of the Girl Child (October 11),</li> <li>• International Day for Rural Women (October 15th),</li> <li>• 16 Days of Activism to End Violence Against Women and Girls (25th Nov- 10 Dec);</li> <li>• International Human Rights Day (December 10th) etc.</li> </ul>





<p>EU and UN visibility on the Spotlight to end violence against women and girls' initiative and other interlinked development support to Trinidad and Tobago.</p>	<p>Brand the Spotlight initiative and the role of EU and UN along the global guidelines for visibility of the Initiative.</p>
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## 5. Channels

- Social Media channels: The most used social media platforms will be identified (Instagram, Facebook, YouTube, Twitter etc.).
- Multi-Media- videography and photography
- Regular updates to the spotlight website and global spotlight newsletter
- Media Engagement- regional media training across Caribbean Spotlight Countries (Grenada, Guyana, Jamaica, Trinidad & Tobago, Belize\*), community radio segments, radio talk-shows, local news
- Engagement with national celebrities, cultural artistes and media personalities (some may be included as Spotlight Champions) – others
- Billboards tied to C4D initiatives
- Series of perforated infographic poster cards (that can be separated as single cards or mounted as a poster) usually in higher demand around international days of observance.
- App for GBV Referral pathway

## 6. Monitoring and evaluation

Channels proposed	Measures
<p>Online platforms and social media (Facebook, YouTube, Twitter etc.)</p>	<p>Number of unique visitors, followers and viewers.</p> <p>Number of videos posted, subscribed and liked.</p> <p>Number of likes, posts, retweets and uses of hashtags</p> <p>Feedback from online survey</p>



Regular updates for global spotlight newsletter	Number of stories republished to global newsletter
Media engagement	<p>Pre and post workshop KAP surveys</p> <p>Number of contents generated (statements, press releases, op-eds, features etc.) and stories generated</p> <p>Number of broadcasts in electronic media.</p> <p>Number of radio and TV interviews conducted.</p>
Profiling of national celebrities	Number of stories in media and other platforms on celebrities/champions

Additional indicators will be further detailed with the support of the Monitoring and Evaluation expert.

### 7. Provisions for feedback (when applicable)

Give details of assessment forms or other means used to get feedback on the activity from participants.

### C- Resources

### 8. Human Resources

#### Spotlight Communications Officer –

Add in job description from ToR

**UNRCO** Associate Development Coordination Officer - Programme Communications and Advocacy who:  
 1. Contributes to strategic advocacy and programme communications in support of the Multi-Country Sustainable Development Framework (MSDF) and Countries Implementation Plans (CIP); 2. Assists in partnership building and media relations; 3. Provides substantive support for digital communications; 4. Supports publications and branding management and 5. Assists in the local promotion of the United Nations in other key thematic areas.

**The United Nations Communications Group (UNCG) TT:** This Inter-Agency group works to spearhead and forge a common identity for the UN system and to speak with a common voice on important development issues.

### UNIC

The UN Information Centre for the Caribbean area is part of the Department of Global Communications, charged with the responsibility of telling the story of the United Nations to the World.

The RCO Associate Development Coordination Officer - Programme Communications and Advocacy, with the Spotlight Communications officer, will be responsible for the implementation and reporting on the Spotlight communications and visibility plan with implementation support from the UNIC, UNCG, and particularly Spotlight Agencies.



## 9. Financial resources

Budget required to implement the communication activities (in absolute figures and as a percentage of the overall budget for the Country Programme).

## 10. Partnerships

List communications partners, including RUNOs, private sector, UNICs etc.

- Trinidad and Tobago Government online - <http://www.news.gov.tt/>
- Radio and Television stations including Caribbean Media Corporation
- Cultural influencers including the UNiTE
- UN Resident Coordinator's Office for Trinidad and Tobago
- Delegation of the European Union to Trinidad and Tobago
- Ministry Gender focal points
- UN Women MCO Caribbean
- UNICEF
- UNFPA
- UNDP
- PAHO
- UNHCR
- United Nations Information Centre for the Caribbean Area
- UWI TV
- Civil Society Organisations
- Faith Based Organisations

**Table A - WORK PLAN (Years 1-4)**

SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	PHASE I (Year 1-2)			PHASE II (Year 3)	TOTAL		
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions	ESTIMATED TOTAL COST, USD (year 1-3)		
<b>A. PROGRAMME OUTCOME COSTS</b>												
<b>1</b>	<b>OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans</b>											
1	1.1	Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations	x	x	x	164,950	-	164,950	39,000	203,950	UN WOMEN, UNICEF, UNDP	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
1	1.2	Output 1.2: National and/or sub-national partners are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV, in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination	x	x	x	24,000	-	24,000	20,000	44,000	UN WOMEN	Government (Office of the Prime Minister, Gender Affairs, Planning and Development)
<b>Sub-total Outcome 1:</b>						<b>188,950</b>	<b>-</b>	<b>188,950</b>	<b>59,000</b>	<b>247,950</b>		
<b>2</b>	<b>OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors</b>											
2	2.1	Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors	x	x	x	146,250	-	146,250	40,000	186,250	UN Women, UNICEF	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
2	2.2	Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups	x	x	x	35,000	-	35,000	30,000	65,000	UNFPA	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
2	2.3	Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV	x	x	x	25,200	-	25,200	40,000	65,200	UN Women, UNFPA	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
<b>Sub-total Outcome 2:</b>						<b>206,450</b>	<b>-</b>	<b>206,450</b>	<b>110,000</b>	<b>316,450</b>		
<b>3</b>	<b>OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices</b>											
3	3.1	Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings	x	x	x	359,000	40,000	399,000	40,000	439,000	UNFPA, UNICEF, UN Women	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
3	3.2	Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful	x	x	x	455,500	70,000	525,500	40,000	565,500	UNFPA, UNICEF, UN Women	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
3	3.3	Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including DV/IPV, and for gender-equitable norms, attitudes and behaviours and women and girls' rights	x	x	x	52,000	-	52,000	40,000	92,000	UNFPA	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
<b>Sub-total Outcome 3:</b>						<b>866,500</b>	<b>110,000</b>	<b>976,500</b>	<b>120,000</b>	<b>1,096,500</b>		
<b>4</b>	<b>OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence</b>											

**Table A - WORK PLAN (Years 1-4)**

**SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO**

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	PHASE I (Year 1-2)			PHASE II (Year 3)	TOTAL		
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions	ESTIMATED TOTAL COST, USD (year 1-3)		
4	4.1	Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination	x	x	x	297,048	-	297,048	419,998	717,046	UNFPA, UNDP, UNICEF, PAHO	Government (Office of the Prime Minister, Gender Affairs, Health Planning and Development) and Civil Society
4	4.2	Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities	x	x		421,060	-	421,060		421,060	UNDP, UNFPA	Government (Office of the Prime Minister, Gender Affairs, Planning and Development) and Civil Society
<b>Sub-total Outcome 4:</b>						<b>718,108</b>	<b>-</b>	<b>718,108</b>	<b>419,998</b>	<b>1,138,106</b>		
5	<b>OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes</b>											
5	5.1	Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes	x	x		261,599	10,000	271,599	50,000	321,599	PAHO, UNFPA	Government (Office of the Prime Minister, Gender Affairs, Health Planning and Development) and Civil Society
<b>Sub-total Outcome 5:</b>						<b>261,599</b>	<b>10,000</b>	<b>271,599</b>	<b>50,000</b>	<b>321,599</b>		
6	<b>OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG</b>											
6	6.1	Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels	x	x		121,000	-	121,000	60,000	181,000	UN Women	Civil Society
6	6.2	Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including DV/IPV, and GEWE more broadly	x	x		184,000	-	184,000		184,000	UN Women	Civil Society
6	6.3	Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV	x	x		75,000	-	75,000		75,000	UN Women	Civil Society
<b>Sub-total Outcome 6:</b>						<b>380,000</b>	<b>-</b>	<b>380,000</b>	<b>60,000</b>	<b>440,000</b>		
<b>TOTAL PROGRAMME OUTCOME COSTS</b>						<b>2,621,606</b>	<b>120,000</b>	<b>2,741,606</b>	<b>818,998</b>	<b>3,560,604</b>		
<b>B. PROGRAMME MANAGEMENT COSTS (Project Office Costs)</b>												
<b>UNDP (incl RCO)</b>												
N/A	N/A		x	x	x	604,748	85,008	689,756	246,423	936,179	UNDP	N/A
<b>UN Women</b>												
N/A	N/A		x	x	x	40,448	123,840	164,288	25,000	189,288	UN WOMEN	N/A
<b>UNFPA</b>												
N/A	N/A		x	x	x	42,000	366,362	408,362	50,000	458,362	UNFPA	N/A
<b>UNICEF</b>												
N/A	N/A		x	x	x	24,984	-	24,984	20,000	44,984	UNICEF	N/A
<b>PAHO</b>												
N/A	N/A		x	x	x	55,000	120,000	175,000	20,000	195,000	PAHO	N/A
<b>EVALUATION</b>												
N/A	N/A	Evaluation	x	x	x	69,158	-	69,158	34,579	103,737	UN WOMEN	N/A
<b>TOTAL PROGRAMME MANAGMENT COSTS</b>						<b>836,338</b>	<b>695,210</b>	<b>1,531,548</b>	<b>396,002</b>	<b>1,927,550</b>		

**Table A - WORK PLAN (Years 1-4)**

SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET				Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)	
			Y1	Y2	Y3	PHASE I (Year 1-2)			PHASE II (Year 3)			TOTAL
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions			ESTIMATED TOTAL COST, USD (year 1-3)
<b>TOTAL DIRECT PROGRAMME COSTS*</b>						3,457,944	815,210	4,273,154	1,215,000	5,488,154		
<b>Total Indirect Support Cost (7%)*</b>						242,056		242,056		242,056		
<b>TOTAL COSTS</b>						3,700,000	815,210	4,515,210	1,215,000	5,730,210		

Please note that as the figures for Phase II are estimates, we have not included the 7% Indirect Support Costs for year 3. They will be added when the detailed budget for Phase II is finalised.



**Table B - BUDGET by UNDG CATEGORIES and SUMMARY BY OUTCOME (Phase I: Years 1-2)**

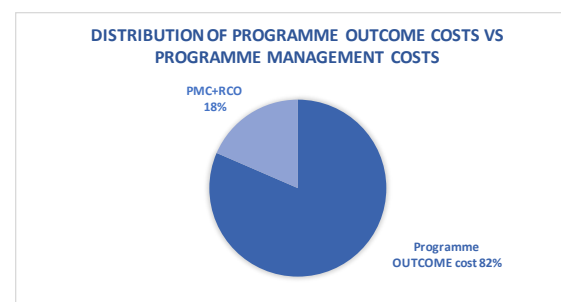
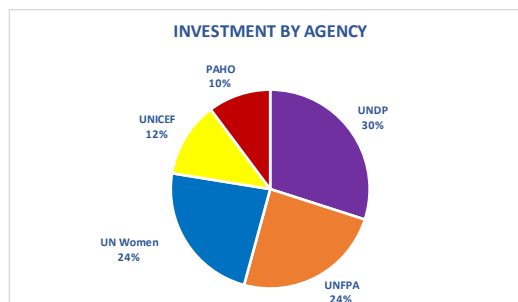
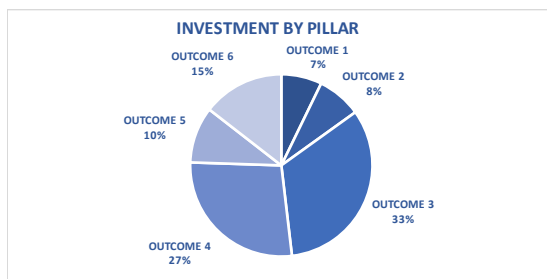
SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO

UNDG BUDGET CATEGORIES	UNDP		UNFPA		UN WOMEN		UNICEF		PAHO		TOTAL USD		% by UNDG category
	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	
1. Staff and other personnel	454,447	85,000	42,000	366,360	40,448	123,840	24,984	-	42,000	120,000	603,879	695,210	17%
2. Supplies, Commodities, Materials	27,200	-	5,000	-	-	-	-	-	44,764	-	76,964	-	2%
3. Equipment, Vehicles, and Furniture (including Depreciation)	18,801	-	-	-	-	-	-	-	-	-	18,801	-	1%
4. Contractual services	222,800	-	77,000	-	179,658	-	-	10,000	123,180	-	602,638	10,000	17%
5.Travel	55,000	-	-	-	16,500	-	-	-	-	-	71,500	-	2%
6. Transfers and Grants to Counterparts	225,000	-	655,260	-	551,500	-	392,200	110,000	-	-	1,823,960	110,000	53%
7. General Operating and other Direct Costs	32,500	-	60,536	-	18,000	-	6,000	-	143,167	-	260,203	-	8%
<b>Total Direct Costs</b>	<b>1,035,748</b>	<b>85,000</b>	<b>839,796</b>	<b>366,360</b>	<b>806,106</b>	<b>123,840</b>	<b>423,184</b>	<b>120,000</b>	<b>353,111</b>	<b>120,000</b>	<b>3,457,944</b>	<b>815,210</b>	<b>93%</b>
8. Indirect Support Costs (Max. 7%)	72,502	-	58,786	-	56,427	-	29,623	-	24,718	-	242,056	-	7%
<b>TOTAL Costs</b>	<b>1,108,250</b>	<b>85,000</b>	<b>898,581</b>	<b>366,360</b>	<b>862,533</b>	<b>123,840</b>	<b>452,807</b>	<b>120,000</b>	<b>377,828</b>	<b>120,000</b>	<b>3,700,000</b>	<b>815,210</b>	<b>100%</b>

**SUMMARY BY OUTCOME**

OUTCOME/PILLAR	UNDP	UNFPA	UN Women	UNICEF	PAHO	TOTAL USD
	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)
OUTCOME 1	60,000	-	77,250	51,700	-	188,950
OUTCOME 2	-	60,200	81,250	65,000	-	206,450
OUTCOME 3	-	467,000	154,000	245,500	-	866,500
OUTCOME 4	361,000	220,596	-	30,000	106,512	718,108
OUTCOME 5	-	50,000	20,000	-	191,599	261,599
OUTCOME 6	10,000	-	364,000	6,000	-	380,000
<b>TOTAL PROGRAMME OUTCOME COSTS</b>	<b>431,000</b>	<b>797,796</b>	<b>696,500</b>	<b>398,200</b>	<b>298,111</b>	<b>2,621,606</b>
PROGRAMME MANAGEMENT COSTS	95,501	42,000	40,448	24,984	42,000	244,933
RCO (without COMMs)	350,119	-	-	-	-	350,119
EVALUATION and COMMs	139,128	-	69,156	-	-	208,284
PREFUNDING	20,000	-	-	-	13,000	33,000
<b>Total Direct Costs</b>	<b>1,035,748</b>	<b>839,796</b>	<b>806,106</b>	<b>423,184</b>	<b>353,111</b>	<b>3,457,944</b>
8. Indirect Support Costs (Max. 7%)	72,502	58,786	56,427	29,623	24,718	242,056
<b>TOTAL Costs</b>	<b>1,108,250</b>	<b>898,581</b>	<b>862,533</b>	<b>452,807</b>	<b>377,828</b>	<b>3,700,000</b>

Programme OUTCOME cost	2,621,606
PMC+RCO	595,052
<b>TOTAL</b>	<b>3,216,658</b>



**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO

u t c o m	O u t p u t	A c t i v i t y	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)	
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)			
<b>OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans</b>															
<b>Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations</b>															
<b>Activity 1.1.1: Support the reform Domestic Violence Act based on findings of study on implementation challenges.</b>															
1	1.1	1.1.1	Contractual Services	UNWomen	1.0	\$400	60	Days	4	24,000	24,000		To complete implementation gaps study and make recommendations for reform.	Payment to an Individual Consultant	
1	1.1	1.1.1	Travel	UNWomen	1.0	\$150	7	days	5	1,050	1,050		Travel for Consultant to visit 3 target communities	Other	
1	1.1	1.1.1	General Operating and Other Direct Cost	UNWomen	3.0	\$1,000	1	days	7	3,000	3,000		Workshop Costs for parliament and THA, as well as CSOs in T&T: Venue and Catering	Other	
<b>Sub-Total Activity 1.1.1:</b>										<b>28,050</b>	<b>28,050</b>	<b>0</b>			
<b>Activity 1.1.2: Develop a strategy for consultations, lobbying and communication to promote the finalisation and adoption of the National Strategic Plan on Gender-based and Sexual Violence and the Sexual and Reproductive Health and Rights Policy, Child Policy and Child Protection Plan as well as an operational plan for its implementation and financing.</b>															
1	1.1	1.1.2	Transfers and Grant to Counterparts	UNWomen	1.0	\$1,750	2	Year	6	3,500	3,500		Transfer to Gender Affairs OPM to lead consultations and lobbying. This will include costs for workshops (venue and catering).	Transfer to Government/Regional Body	
1	1.1	1.1.2	Travel	UNWomen	2.0	\$350	6	Days	5	4,200	4,200		For UN System staff to support the consultations in at least 3 communities.	Other	
1	1.1	1.1.2	Contractual Services	UNWomen	1.0	\$350	50	Days	4	17,500	17,500		Contract Communications Firm to develop strategy for national campaign which highlights strategic interventions with target communities.	Payment to a Consultancy Company	
1	1.1	1.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$15,000	2	years	6	30,000	30,000		Transfer to CSO to partner with OPM Child Affairs to conduct working sessions for finalization and costing of Child Policy and CP Implementation Plan.	Payment/Transfer to a CSO	
1	1.1	1.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$10,850	2	years	6	21,700	21,700		Transfer to CSO to support the development a strategy to support cross-sectoral adoption, implementation and monitoring.	Payment/Transfer to a CSO	
<b>Sub-Total Activity 1.1.2:</b>										<b>76,900</b>	<b>76,900</b>	<b>0</b>			
<b>Activity 1.1.4: Undertake an exploratory study on the appropriateness and utility of a restorative justice approach and possible incorporation within the Domestic Violence Act framework</b>															
1	1.1	1.1.4	Contractual Services	UNDP	1.0	\$500	60	Days	4	30,000	30,000		Contract Gender and Justice Expert to complete assessment	Payment to an Individual Consultant	
1	1.1	1.1.4	Transfers and Grant to Counterparts	UNDP	1.0	\$15,000	2	months	6	30,000	30,000		Transfer to CSOs to complete complimentary assessment and hold consultations with government.	Payment/Transfer to a CSO	
<b>Sub-Total Activity 1.1.4:</b>										<b>60,000</b>	<b>60,000</b>	<b>0</b>			
<b>Sub-Total Output 1.1:</b>										<b>164,950</b>	<b>164,950</b>	<b>0</b>			
<b>Output 1.2: National and/or sub-national partners are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV, in line with international HR standards with M&amp;E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination</b>															
<b>Activity 1.2.1: Promotion of the creation of a multi-stakeholder accountability platform to promote the adoption and implementation of National Strategic Plan and harmonisation with other relevant policy frameworks.</b>															
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$8,000	2	Year	6	16,000	16,000		Quarterly Meeting Costs	Transfer to Government/Regional Body	
<b>Sub-Total Activity 1.2.1:</b>										<b>16,000</b>	<b>16,000</b>	<b>0</b>			
<b>Activity 1.2.2: Technical support for costing of National Strategic Plan</b>															
1	1.2	1.2.2	Contractual Services	UNWomen	1.0	\$8,000	1	year	4	8,000	8,000		Technical support for costing of National Strategic Plan	Payment to an Individual Consultant	
<b>Sub-Total Activity 1.2.2:</b>										<b>8,000</b>	<b>8,000</b>	<b>0</b>			
<b>Sub-Total Output 1.2:</b>										<b>24,000</b>	<b>24,000</b>	<b>0</b>			
<b>Sub-Total OUTCOME 1:</b>										<b>188,950</b>	<b>188,950</b>	<b>0</b>			
<b>OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors</b>															
<b>Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors</b>															
<b>Activity 2.1.1: Support security and justice sectors in collaboration with accountability institutions to build capacity and systems of oversight to design and meet due diligence response programme standards</b>															
2	2.1	2.1.1	Contractual Services	UNWomen	1.0	\$2,800	5	months	4	14,000	14,000		Consultant to Judiciary for (i) implementation of Gender Protocol and trainings; (ii) develop tools and adapt training for police.	Payment to a Consultancy Company	
2	2.1	2.1.1	Contractual Services	UNWomen	1.0	\$17,500	2	Year	4	35,000	35,000		Transfer to OPM to coordinate with TTPs on the finalisation of the Due Diligence Standards	Transfer to Government/Regional Body	
2	2.1	2.1.1	Contractual Services	UNWomen	1.0	\$4,000	3	Months	4	12,000	12,000		Consultant contracted to develop tools and adapt training for police.	Payment to an Individual Consultant	
2	2.1	2.1.1	Travel	UNWomen	1.0	\$350	15	Days	5	5,250	5,250		T&T based staff as well as MCO staff expert support in facilitation of training sessions for trainers, and general training as needed, as well as oversight of training tool finalisation, and negotiation with TTPS and Judiciary re inclusion in core curricula.	Other	
2	2.1	2.1.1	Transfers and Grant to Counterparts	UNICEF	1.0	\$15,000	2	Year	6	30,000	30,000		Transfer to CSOs to support TTPS support coordination mechanism/strategy between CPU and VWSU to respond to family violence	Payment/Transfer to a CSO	
<b>Sub-Total Activity 2.1.1:</b>										<b>96,250</b>	<b>96,250</b>	<b>0</b>			
<b>Activity 2.1.2: Develop and implement a strategy to integrate family violence response and prevention into the strategies, plans and programmes of local government/municipal corporation authorities</b>															

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO

Outcome	Output	Activity	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
2	2.1	2.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$15,000	1 Year		6	15,000	15,000		Consultancy to mainstream and provide ongoing support to FV responses in municipal planning and programming in 3 regions.	Transfer to Government/Regional Body
2	2.1	2.1.2								0	0			
			<b>Sub-Total Activity 2.1.2:</b>							<b>15,000</b>	<b>15,000</b>	<b>0</b>		
<b>Activity 2.1.3: Support to OPM Gender and Child Affairs gender focal point system in their role as gender advisors to monitor and support the development of family violence policy and programmes in relevant ministries</b>														
2	2.1	2.1.3	Transfers and Grant to Counterparts	UNWomen	1.0	\$300	30 days		6	9,000	9,000		Transfer to CSOs to support TTPS support the development of the strategy.	Payment/Transfer to a CSO
2	2.1	2.1.3	Travel	UNWomen	2.0	\$300	10 days		5	6,000	6,000		MCO based staff travel and travel for Tobago and non POS colleagues.	Other
			<b>Sub-Total Activity 2.1.3:</b>							<b>15,000</b>	<b>15,000</b>	<b>0</b>		
<b>Activity 2.1.4. Enhance capacity of the Family Court to strengthen access to justice and support case management of DV matters including for those groups facing intersecting and multiple forms of discrimination</b>														
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNICEF	1.0	\$10,000	2 year		6	20,000	20,000		Technical support for training of Family Court staff	Payment/Transfer to a CSO
			<b>Sub-Total Activity 2.1.4:</b>							<b>20,000</b>	<b>20,000</b>	<b>0</b>		
			<b>Sub-Total Output 2.1:</b>							<b>146,250</b>	<b>146,250</b>	<b>0</b>		
<b>Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</b>														
<b>Activity 2.2.1: Establish multi-stakeholder coordinating mechanism to facilitate case management linkages, information, resources sharing, support and monitoring of policies first responder agencies (development of terms of reference, preparatory training etc.)</b>														
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNFPA	7.0	\$5,000	1 Lumpsum		6	35,000	35,000		Grant to CADV to work with National Family Services in 3 communities;	Payment/Transfer to a CSO
			<b>Sub-Total Activity 2.2.1:</b>							<b>35,000</b>	<b>35,000</b>	<b>0</b>		
			<b>Sub-Total Output 2.2:</b>							<b>35,000</b>	<b>35,000</b>	<b>0</b>		
<b>Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV</b>														
<b>Activity 2.3.1: Study on the economic impact of family violence to inform public and private decision- makers and as an input into GRB training for ministries</b>														
2	2.3	2.3.1	Transfers and Grant to Counterparts	UNFPA	1.0	\$630	40 days		6	25,200	25,200		Grant to complete Economic Costs of Violence Survey to inform programmes and policies to address/respond to FV (including entrepreneurs) and to improve productivity. ILO (AA) will collaborate on the private sector component of the study. Other agencies, UN Women and UNFPA will also contribute particularly to the public sector part of the study.	Payment to a Consultancy Company
			<b>Sub-Total Activity 2.3.1:</b>							<b>25,200</b>	<b>25,200</b>	<b>0</b>		
			<b>Sub-Total Output 2.3:</b>							<b>25,200</b>	<b>25,200</b>	<b>0</b>		
			<b>Sub-Total OUTCOME 2:</b>							<b>206,450</b>	<b>206,450</b>	<b>0</b>		
<b>OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices</b>														
<b>Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings</b>														
<b>Activity 3.1.1: Collaborate with CSOs and youth peer groups to design and implement adapted primary prevention programming (Foundations and CSE) which promotes gender equality and violence prevention behaviour change programmes for out of school youth.</b>														
3	3.1	3.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	\$43,000	2 Year		6	86,000	86,000		Grant to FPATT to implement the CHAMP Programme in 3 communities	Payment/Transfer to a CSO
3	3.1	3.1.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$39,500	2 Year		6	79,000	79,000		Transfer to Governments for workshops and trainings	Transfer to Government/Regional Body
			<b>Sub-Total Activity 3.1.1:</b>							<b>165,000</b>	<b>165,000</b>	<b>0</b>		
<b>Activity 3.1.2: Scale up successful safe schools model including girls' empowerment and boys' transformation programmes with enhanced HFLE component</b>														
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$40,000	2 years		6	80,000	60,000	20,000	Grants to NGOs to support Technical support for leadership training, advocacy skills development and mentorship for Students Councils; and mini-grants to School Clubs/Student Councils in secondary schools to implement violence prevention programming; parent mobilisation and engagement	Payment/Transfer to a CSO
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$30,000	2 years		6	60,000	40,000	20,000	Transfers to Government to support principals and teacher training and school planning workshops for schools in two targeted communities	Transfer to Government/Regional Body
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$47,000	2 Year		6	94,000	94,000		Grant to assess and amend HFLE curriculum; and to conduct 3 teacher training workshops using the BTS model;	Payment/Transfer to a CSO
			<b>Sub-Total Activity 3.1.2:</b>							<b>234,000</b>	<b>194,000</b>	<b>40,000</b>		
			<b>Sub-Total Output 3.1:</b>							<b>399,000</b>	<b>359,000</b>	<b>40,000</b>		
<b>Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities</b>														
<b>Activity 3.2.1: Development of tools and materials for key institutions (health, social services) that interface with parents and primary caregivers to incorporate family violence prevention messages within their services (ante-natal and child clinics, parenting programmes, PTAs etc.)</b>														
3	3.2	3.2.1	Transfers and Grant to Counterparts	UNFPA	4.0	\$26,750	1 Lump sum		6	107,000	107,000		Development of communication tools and materials	Payment/Transfer to a CSO
3	3.2	3.2.1								0	0			

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

**SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO**

u t c o m	O u t p u	A c t i v	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
3	3.2	3.2.1	Transfers and Grant to Counterparts	UNICEF	1.0	\$25,000	2	Year	6	50,000	30,000	20,000	Grant to CSO to develop culturally relevant communication materials for parents on prevention of child abuse and on positive behavioral management	Payment/Transfer to a CSO
3	3.2	3.2.1	Transfers and Grant to Counterparts	UNICEF	1.0	\$20,000	2	Year	6	40,000	30,000	10,000	Grant to CSO to sensitize social workers and community health workers on how to incorporate prevention of sexual abuse and positive behavioral management messages in their interactions with parents	Payment/Transfer to a CSO
<b>Sub-Total Activity 3.2.1:</b>										<b>197,000</b>	<b>167,000</b>	<b>30,000</b>		
<b>Activity 3.2.2: Provide financial grants to women's organisations and civil society to implement 16 Days of Activism to End Violence against Women and Girls that highlight FV programmes.</b>														
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNWomen	10.0	\$2,500	1	Year	6	25,000	25,000		Transfers to Government to enhance and continue PFP in 4 main communities.	Transfer to Government/Regional Body
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$1,000	2	year	6	2,000	2,000		Transfers to CSOs to lead advocacy initiatives in the 3 regions.	Payment/Transfer to a CSO
<b>Sub-Total Activity 3.2.2:</b>										<b>27,000</b>	<b>27,000</b>	<b>0</b>		
<b>Activity 3.2.3: To support community advocacy with a focus on adolescent girls to promote positive social norms and practices on gender equality, healthy relationships and self-esteem</b>														
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNWomen	1.0	\$25,000	2	years	6	50,000	50,000		Support Foundations programme beneficiaries to act as social ambassadors on FV in Trinidad and Tobago in collaboration with CSOs and OPM (linked to 3.1.1.)	Payment/Transfer to a CSO
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNFPA	4.0	\$31,500	1	Lump sum	6	126,000	126,000		implementation of Communication Campaign, utilizing edutainment and key influencers	Payment/Transfer to a CSO
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNICEF	1.0	\$15,000	1	Year	6	15,000	5,000	10,000	Grant to CSO to conduct study to understand social norms and other norms that perpetuate violence against women and girls	Payment/Transfer to a CSO
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNICEF	2.0	\$20,250	1	Year	6	40,500	20,500	20,000	Grant to CSO to sensitize and mobilize key influencers around prevention of VAWG	Payment/Transfer to a CSO
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNICEF	2.0	\$35,000	1	year	6	70,000	60,000	10,000	Grant to CSO to develop and implement social norm campaign	Payment/Transfer to a CSO
<b>Sub-Total Activity 3.2.3:</b>										<b>301,500</b>	<b>261,500</b>	<b>40,000</b>		
<b>Sub-Total Output 3.2:</b>										<b>525,500</b>	<b>455,500</b>	<b>70,000</b>		
<b>Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including DV/IPV, and for gender-equitable norms, attitudes and behaviours and women and girls' rights</b>														
<b>Activity 3.3.1: Development of strategy for the engagement of private sector businesses and trade unions to be champions in the workplace:</b> <ul style="list-style-type: none"> <li>o Identify business champions and assist them to advocate against domestic violence and promote violence free workplaces</li> <li>o Develop and implement workplace education and awareness campaign</li> <li>o Awareness-raising and education for trade unions</li> <li>o Training of union stewards to negotiate specific measures for victims of domestic violence</li> </ul>														
3	3.3	3.3.1	Contractual Services	UNFPA	1.0	\$5,000	1	Lump sum	4	5,000	5,000		Private sector education - Consultant to design education materials - in collaboration with the ILO	Payment to an Individual Consultant
3	3.3	3.3.1	Contractual Services	UNFPA	1.0	\$5,000	1	Lump sum	4	5,000	5,000		Trade union education - Consultants to develop and implement a campaign, and to develop campaign materials	Other
3	3.3	3.3.1	Supplies, Commodities, Materials	UNFPA	1.0	\$5,000	1	Lump sum	2	5,000	5,000		Private sector education - Printing and dissemination of education materials - in collaboration with the ILO	Other
3	3.3	3.3.1	General Operating and Other Direct Cost	UNFPA	1.0	\$5,000	1	Lump sum	7	5,000	5,000		Union steward training - Training session of 2 days	Other
3	3.3	3.3.1	Contractual Services	UNFPA	1.0	\$2,000	1	Lump sum	4	2,000	2,000		Union steward training - Consultancy to develop and implement the training	Payment to an Individual Consultant
<b>Sub-Total Activity 3.3.1:</b>										<b>22,000</b>	<b>22,000</b>	<b>0</b>		
<b>Activity 3.3.2: Design and implement targeted outreach interventions for community leaders and influencers (cultural artists, media, businesses, faith-based leaders etc.) as champions gender equality and zero tolerance for family violence against women and girls.</b>														
3	3.3	3.3.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$500	60	days	6	30,000	30,000		Roll out of community leaders and influencers Sensitization by SISU Global Wellness (trained through Foundations Programme)	Payment/Transfer to a CSO
<b>Sub-Total Activity 3.3.2:</b>										<b>30,000</b>	<b>30,000</b>	<b>0</b>		
<b>Sub-Total Activity 3.3.5:</b>										<b>0</b>	<b>0</b>	<b>0</b>		
<b>Sub-Total Output 3.3:</b>										<b>52,000</b>	<b>52,000</b>	<b>0</b>		
<b>Sub-Total OUTCOME 3:</b>										<b>976,500</b>	<b>866,500</b>	<b>110,000</b>		
<b>OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence</b>														
<b>Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination</b>														
<b>Activity 4.1.2: Develop and train in the use of implement inter-agency protocols and tools for institutions, in particular health sector, to screen, treat and refer survivors of family violence</b>														
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$55,000	1	Year	6	55,000	55,000		Implemented by Rape Crisis and technically guided by UNHCR and UNFPA	Payment/Transfer to a CSO
4	4.1	4.1.2	General Operating and Other Direct Cost	UNFPA	1.0	\$25,000	1	Year	7	25,000	25,000		Delivery of SRH, including SGBV to persons with disabilities and other key populations	Payment/Transfer to a CSO
4	4.1	4.1.2	Contractual Services	UNFPA	1.0	\$5,000	1	Lump sum	4	5,000	5,000		Catalogue of services and programmes for economic empowerment - consultancy to develop the catalogue; Supported by the ILO	Payment to an Individual Consultant
4	4.1	4.1.2	General Operating and Other Direct Cost	UNFPA	1.0	\$15,536	1	Lump sum	7	15,536	15,536		Catalogue of services and programmes for economic empowerment - printing and dissemination, Supported by the ILO	Other

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

**SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO**

u t c o m	O u t p u	A c t i v	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNICEF	1.0	\$30,000	1 year		6	30,000	30,000		Transfer to CSO to partner with OPM and CATT to conduct working sessions for the finalization and adoption of National Child Abuse Protocol	Payment/Transfer to a CSO
4	4.1	4.1.2	Contractual Services	PAHO	1.0	\$5,693	6 months		4	34,158	34,158		Consultant hired to support MoH to develop national policy and clinical guidelines based on relevant PAHO/WHO guidelines on inter-partner violence and sexual violence against women, adolescents and children, child maltreatment etc.	Payment to an Individual Consultant
4	4.1	4.1.2	General Operating and Other Direct Cost	PAHO	1.0	\$16,000	2 years		7	32,000	32,000		Taught sessions to support UTT, COSTATT, UWI and UWISON, Trinidad and Tobago Association of Midwives, Trinidad and Tobago Medical Association to implement family violence curricula	Other
4	4.1	4.1.2	General Operating and Other Direct Cost	PAHO	1.0	\$20,177	2 years		7	40,354	40,354		Develop relevant courses on family violence/VAWC on the Virtual Campus for Public Health (VCPH), accessible to health care providers, interprofessionals and other stakeholders	Other
4	4.1	4.1.2								0	0			
<b>Sub-Total Activity 4.1.2:</b>										<b>237,048</b>	<b>237,048</b>	<b>0</b>		
<b>Activity 4.1.3: Training on the use of police standing orders and tools including training on aspects of gender-sensitive policing (e.g. support listening, reducing re-traumatization, etc.). The training should targets i) first responders, ii) police station supervisors and iii) senior management</b>														
4	4.1	4.1.3	Contractual Services	UNDP	1.0	\$5,000	3 months		4	15,000	15,000		Conduct gap analysis in use of police standing orders and tools on gender-responsive policing.	Payment to an Individual Consultant
4	4.1	4.1.3	Contractual Services	UNDP	1.0	\$5,000	2 months		4	10,000	10,000		Develop/adapt training materials on police standing orders.	Payment to an Individual Consultant
4	4.1	4.1.3	Transfers and Grant to Counterparts	UNDP	1.0	\$12,500	2 years		6	25,000	25,000		Transferred to CSOs to execute trainings	Payment/Transfer to a CSO
4	4.1	4.1.3	Travel	UNDP	1.0	\$3,000	2 years		5	6,000	6,000		Transportation costs related to conducting training sessions (across 4 municipal regions)	Other
4	4.1	4.1.3	Supplies, Commodities, Materials	UNDP	1.0	\$2,000	2 years		2	4,000	4,000		Materials for execution of training (across 3 municipal regions)	Other
<b>Sub-Total Activity 4.1.3:</b>										<b>60,000</b>	<b>60,000</b>	<b>0</b>		
<b>Sub-Total Output 4.1:</b>										<b>297,048</b>	<b>297,048</b>	<b>0</b>		
<b>Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities</b>														
<b>Activity 4.2.1: Improve human rights and legal literacy (including information on complaints procedures, information on available services; access to protection orders, etc.) of underserved communities such as persons living with disabilities, HIV and the LBTQI population, migrant populations</b>														
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNFPA	1.0	\$4,060	1 Year		6	4,060	4,060		Establishment of a bilingual hotline to serve populations of concern, while utilizing the language skills of refugees and asylum-seekers under a cash-for-work initiative to facilitate the functioning of the hotline	Payment/Transfer to a CSO
4	4.2	4.2.1	Contractual Services	UNFPA	1.0	\$10,000	2 Year		4	20,000	20,000		Development of a bilingual app to access services	Payment to a Consultancy Company
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNFPA	1.0	\$10,500	2 Year		6	21,000	21,000		Translation of key information products in braille, Spanish and videos with sign language or geared towards specific communities;	Payment/Transfer to a CSO
4	4.2	4.2.1	General Operating and Other Direct Cost	UNFPA	3.0	\$5,000	1 lumpsum		7	15,000	15,000		Printing and production (videos) of communication products	Other
4	4.2	4.2.1	Contractual Services	UNDP	1.0	\$6,000	4 months		4	24,000	24,000		Identification and empowerment of civil society organization to lead and implement communication/outreach activities. (across 3 municipal regions)	Payment to an Individual Consultant
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNDP	1.0	\$15,000	2 year		6	30,000	30,000		Implementation of communication/outreach activities by CSOs across 3 municipal regions.	Other
4	4.2	4.2.1	Supplies, Commodities, Materials	UNDP	1.0	\$6,000	2 year		2	12,000	12,000		Promotional materials and supplies purchased	Other
<b>Sub-Total Activity 4.2.1:</b>										<b>126,060</b>	<b>126,060</b>	<b>0</b>		
<b>Activity 4.2.2: Development of a GBV GIS Mapping prototype for provision of information on and referrals to health, security, justice, social services and economic empowerment at the community level displaying disaggregated GBV data and statistics</b>														
4	4.2	4.2.2	Transfers and Grant to Counterparts	UNFPA	4.0	\$15,000	1 lumpsum		6	60,000	60,000		Development of a GBV GIS Mapping prototype	Payment/Transfer to a CSO
<b>Sub-Total Activity 4.2.2:</b>										<b>60,000</b>	<b>60,000</b>	<b>0</b>		
<b>Activity 4.2.3: Capacity development and implementation of a civil society led police and court accompaniment programmes (peer navigators) - with linkages with police stations and police station councils to support victim reporting and perpetrator interventions</b>														
4	4.2	4.2.3	Contractual Services	UNDP	1.0	\$8,000	3 months		4	24,000	24,000		Development of accompaniment programmes in consultation with police, justice sector and civil society .	Payment to an Individual Consultant
4	4.2	4.2.3	Travel	UNDP	1.0	\$3,000	2 years		5	6,000	6,000		Transportation costs related to consultations.	Other
4	4.2	4.2.3	Supplies, Commodities, Materials	UNDP	1.0	\$3,000	2 years		2	6,000	6,000		Materials for consultations	Other
4	4.2	4.2.3	Contractual Services	UNDP	1.0	\$5,000	3 months		4	15,000	15,000		Training and support to civil society on accompaniment programmes	Payment to an Individual Consultant
4	4.2	4.2.3	Transfers and Grant to Counterparts	UNDP	1.0	\$45,000	2 years		6	90,000	90,000		Implementation of accompaniment programmes, with key stakeholders, inclusive of training Peer Navigators. Resulting in a cadre of trained peer navigators in the 3 municipal regions.	Payment/Transfer to a CSO
4	4.2	4.2.3	Contractual Services	UNDP	1.0	\$8,000	1 month		4	8,000	8,000		Analyse Police Station Community Councils (PSCCs) and provide recommendations on re-invigorating this community engagement framework.	Payment to an Individual Consultant

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO

Outcome	Output	Activity	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
4	4.2	4.2.3	Transfers and Grant to Counterparts	UNDP	1.0	\$25,000	2	years	6	50,000	50,000		Support to empower and increase capabilities of civil society in 3 municipal regions to actively participate in engaging with PSCCs in these regions.	Payment/Transfer to a CSO
4	4.2	4.2.3	Travel	UNDP	1.0	\$2,500	2	years	5	5,000	5,000		Transportation costs related to consultations and other efforts related to engaging with PSCCs.	Other
4	4.2	4.2.3	Supplies, Commodities, Materials	UNDP	1.0	\$2,000	2	years	2	4,000	4,000		Purchasing of material for promotion of PSCCs	Other
4	4.2	4.2.3	Contractual Services	UNDP	1.0	\$4,500	6	months	4	27,000	27,000		To provide oversight to the implementation of the accompaniment programmes and the Police Station Community Councils (PSCCs).	Payment to an Individual Consultant
<b>Sub-Total Activity 4.2.3:</b>										<b>235,000</b>	<b>235,000</b>	<b>0</b>		
<b>Sub-Total Output 4.2:</b>										<b>421,060</b>	<b>421,060</b>	<b>0</b>		
<b>Sub-Total OUTCOME 4:</b>										<b>718,108</b>	<b>718,108</b>	<b>0</b>		
<b>OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes</b>														
<b>Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes</b>														
<b>Activity 5.1.1: Comprehensive baseline assessment of status of family violence/VAWG data systems and processes in T&amp;T building on knowledge of the use of the existing domestic violence registry</b>														
5	5.1	5.1.1	Contractual Services	UNFPA	1.0	\$3,000	5	months	4	15,000	15,000		Assess what systems are presently being used by first responders to store family violence related data	Payment to an Individual Consultant
<b>Sub-Total Activity 5.1.1:</b>										<b>15,000</b>	<b>15,000</b>	<b>0</b>		
<b>Activity 5.1.2: Support the collection and inclusion of family violence data in health information, audit and surveillance systems and in MICS</b>														
5	5.1	5.1.2	Contractual Services	UNFPA	1.0	\$3,000	5	months	4	15,000	15,000		Facilitate the interface of the health information system with the DV/GBV Registry	Other
5	5.1	5.1.2	General Operating and Other Direct Cost	PAHO	1.0	\$35,406	2	year	7	70,813	70,813		Build out electronic Medical history and examinations form (VAWC-HIMS) for sexual assault	Other
5	5.1	5.1.2	Contractual Services	PAHO	1.0	\$5,574	6	months	4	33,444	33,444		Train health care providers in VAWC HIMS and provide on going change management support	Payment/Transfer to a CSO
5	5.1	5.1.2	Contractual Services	PAHO	1.0	\$4,152	6	months	4	24,912	24,912		Consultants to assess VAWC HIMS, train IT professionals and guide the procurement of IT, implement change management strategies, monitor and evaluate the implementation of VAWC HIMS	Payment to an Individual Consultant
5	5.1	5.1.2	Supplies, Commodities, Materials	PAHO	1.0	\$15,882	2	year	2	31,764	31,764		Procurement of IT equipment- computers, servers, printers	Other
5	5.1	5.1.2	Contractual Services	UNICEF	1.0	\$5,000	2	years	4	10,000	0	10,000	To support data collection and analysis on family violence in the 2019 Multiple Indicator Cluster Survey.	Transfer to Government/Regional Body
<b>Sub-Total Activity 5.1.2:</b>										<b>185,933</b>	<b>175,933</b>	<b>10,000</b>		
<b>Activity 5.1.3: Collaborate with CSOs to use technological innovation to improve collection of community-based data on family violence to inform accountability mechanisms for service delivery and policy implementation</b>														
5	5.1	5.1.3	Transfers and Grant to Counterparts	UNFPA	1.0	\$5,000	2	Year	6	10,000	10,000		Transfer to CSO for equipment and training	Payment/Transfer to a CSO
<b>Sub-Total Activity 5.1.3:</b>										<b>10,000</b>	<b>10,000</b>	<b>0</b>		
<b>Activity 5.1.4: Enhance availability of sex disaggregated data on family violence by strengthening the capacity and systems of key ministries ( health, national security) on collection and analysis and distribution of data</b>														
5	5.1	5.1.4	Contractual Services	PAHO	1.0	\$5,111	6	months	4	30,666	30,666		Produce basic indicators and analyze disaggregated data on family violence to guide policy programmes and behaviour communications strategies	Payment to an Individual Consultant
5	5.1	5.1.4	Transfers and Grant to Counterparts	UNWomen	1.0	\$20,000	1	Lumpsum	6	20,000	20,000		Transfer to government for Equipment, consultancy training for data collection.	Transfer to Government/Regional Body
5	5.1	5.1.4	Contractual Services	UNFPA	1.0	\$2,000	5	months	4	10,000	10,000		Training of users of the DV/GBV Registry in the production and analysis of data (approximately for 4 months each year)	Payment to an Individual Consultant
<b>Sub-Total Activity 5.1.4:</b>										<b>60,666</b>	<b>60,666</b>	<b>0</b>		
<b>Sub-Total Output 5.1:</b>										<b>271,599</b>	<b>261,599</b>	<b>10,000</b>		
<b>Sub-Total OUTCOME 5:</b>										<b>271,599</b>	<b>261,599</b>	<b>10,000</b>		
<b>OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG</b>														
<b>Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels</b>														
<b>Activity 6.1.1: Provide capacity development support including for CSOs working with underserved communities (LBTQI persons, women and girls with disabilities, women living in rural communities etc.), to engage with police community councils, service providers, parliamentarians and policy makers to influence law and policy developments and with media to promote gender-responsive messages on prevention, protection and response to family violence</b>														
6	6.1	6.1.1	General Operating and Other Direct Cost	UNWomen	5.0	\$1,000	3	Days	7	15,000	15,000		Workshop Costs for 3 communities (venue rental catering etc)	Other
<b>Sub-Total Activity 6.1.1:</b>										<b>15,000</b>	<b>15,000</b>	<b>0</b>		
<b>Activity 6.1.2: Strengthen Peer Networks among CBOs and CSOs to better advocate for and monitor FV service delivery with key government stakeholders and the public</b>														
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWomen	5.0	\$18,000	1	Lumpsum	6	90,000	90,000		Transfer to CSOs for peer-to-peer support network strengthening and mechanisms	Payment/Transfer to a CSO
6	6.1	6.1.2	General Operating and Other Direct Cost	UNDP	1.0	\$5,000	2	Lumpsum	7	10,000	10,000		National Civil Society Reference Group Meetings- UNDP to chanel funds to RCO for refreshments, venue rentals, etc.	Other



**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

**SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO**

Outcome	Activity	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
									Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
6	6.1	6.1.2	General Operating and Other Direct Cost	UNICEF	1.0	\$250	24 months	7	6,000	6,000		Workshops to support strengthening of CSOs to develop and implement behavior change communication strategies.	Other
			<b>Sub-Total Activity 6.1.2:</b>						<b>106,000</b>	<b>106,000</b>	<b>0</b>		
			<b>Sub-Total Output 6.1:</b>						<b>121,000</b>	<b>121,000</b>	<b>0</b>		
<b>Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including DV/IPV, and GEWE more broadly</b>													
<b>Activity 6.2.1: Financial grants and technical assistance to women's organisations and community-based organisations in the design and implementation of social accountability tools for service providers, and in particular the justice system (police and judiciary) and to engage in CEDAW, CSW, UPR and CRC processes.</b>													
6	6.2	6.2.1	Transfers and Grant to Counterparts	UNWomen	20.0	\$9,200	1 Lumpsum	6	184,000	184,000		Grants to be provided to CSOs based on a call for proposal for the design and piloting of innovative social accountability tools for key FV services including M&E and reporting.	Payment/Transfer to a CSO
			<b>Sub-Total Activity 6.2.1:</b>						<b>184,000</b>	<b>184,000</b>	<b>0</b>		
			<b>Sub-Total Output 6.2:</b>						<b>184,000</b>	<b>184,000</b>	<b>0</b>		
<b>Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV</b>													
<b>Activity 6.3.1: Establish a small grant funding modality to support the expansion of technical substantive capacity of women's organizations on issues of FV (with focus on volunteer networks)</b>													
6	6.3	6.3.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$75,000	1 year	6	75,000	75,000		Small Grants to support the expansion of technical substantive capacity of women's organizations on issues of FV (with focus on volunteer networks)	Payment/Transfer to a CSO
			<b>Sub-Total Activity 6.3.1:</b>						<b>75,000</b>	<b>75,000</b>	<b>0</b>		
			<b>Sub-Total Output 6.3:</b>						<b>75,000</b>	<b>75,000</b>	<b>0</b>		
			<b>Sub-Total OUTCOME 6:</b>						<b>380,000</b>	<b>380,000</b>	<b>0</b>		
			<b>Total PROGRAMME OUTCOME COSTS:</b>						<b>2,741,606</b>	<b>2,621,606</b>	<b>120,000</b>		
<b>B. PROGRAMME MANAGEMENT COSTS (Project Office cost) Cost for all outcomes combined. Should not exceed 18% of total Programme Outcome Costs</b>												<b>Narrative description of budget lines</b>	
<b>UNDP</b>													
N/A	C	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$3,000	1 year	3	3,000	3,000	0	Video Camera and Videography equipment (tripod, light, storage) for Spotlight Staff	
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	\$3,542	24 months	1	85,008	0	85,008	Back office support and technical assistance on tenders, financial management (5%), reporting and IT (5%) and technical oversight for TORs for the implementation of the UNDP component (Prog Officer 30%)	
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	\$1,750	24 months	1	42,000	42,000		Dedicated support for Spotlight implementation for RCO, UN Women, and UNDP for procurement functions (19% per annum).	
N/A	P	N/A	Contractual Services	UNDP	1.0	\$4,000	5 months	4	20,000	20,000		Prefinancing for Consultant (CDP Development) - RC Office	
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP	4.0	\$2,000	1 year	3	8,000	8,000		Laptops for 4 Spotlight Staff	
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$2,000	1 year	3	2,000	2,000		Office Stationery and Miscellaneous Items (Tonor, notepads, etc)	
N/A	C	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$2,000	1 year	3	2,000	2,000		Projector, speakers and projector screen for community consultations	
N/A	C	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$1,000	1 year	3	1,000	1,000		Adobe suite software for Communications officer	
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$2,801	1 year	3	2,801	2,801		Office equipment (Printer, printing paper, guilotine, laminating machine) for Spotlight Staff	
N/A	N/A	N/A	Travel	UNDP	1.0	\$10,000	2 years	5	20,000	20,000		Transport Costs for Spotlight Staff (Trinidad and Tobago)	
N/A	C	N/A	Staff and Personnel	UNDP	1.0	\$4,047	24 months	1	97,128	97,128		Communications for Development Specialist - Service Contract (SB4-1) located in the RCO for overall Spotlight coordination, implementation and monitoring	
N/A	RCO	N/A	Staff and Personnel	UNDP	1.0	\$4,047	24 Months	1	97,128	97,128		M & E Officer Service Contract (SB4) located in the RCO for overall Spotlight coordination, implementation and monitoring	
N/A	RCO	N/A	Staff and Personnel	UNDP	1.0	\$5,504	24 months	1	132,103	132,103		Spotlight Coordinator (SBS) located in the RCO for overall Spotlight coordination, implementation and monitoring	
N/A	RCO	N/A	Staff and Personnel	UNDP	1.0	\$3,587	24 months	1	86,088	86,088		Finance Specialist - Service Contract (SB4) located in the RCO for overall Spotlight coordination, implementation and monitoring	
N/A	RCO	N/A	Contractual Services	UNDP	1.0	\$4,000	6 months	4	24,000	24,000		Capacity building consultant for overall Spotlight Implementation- to help build, strengthen the capabilities of civil society and improve overall sustainability efforts. These funds will be implemented by the RCO.	
N/A	RCO	N/A	Contractual Services	UNDP	1.0	\$1,800	6 months	4	10,800	10,800		Community assistant (Capacity building) for overall Spotlight Implementation- will assist the consultant to further build and strengthen the capabilities of civil society and improve overall sustainability efforts at the grassroots level. These funds will be implemented by the RCO.	
									<b>0</b>				

**Table C- BUDGET BY OUTCOME - Phase I (year 1-2)**

**SPOTLIGHT COUNTRY PROGRAMME: TRINIDAD AND TOBAGO**

Outcome	Output	Activity	Budget Lines	RUNO (drop down menu)	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
										Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
N/A	N/A	N/A	Travel	UNDP	1.0	\$7,000	1	Lumpsum	5	7,000	7,000		Monitoring: Field visits, monitoring missions. 4 municipalities over two years	
N/A	N/A	N/A	Travel	UNDP	1.0	\$5,000	1	Lumpsum	5	5,000	5,000		Quarterly joint programme and finance spot checks	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$2,500	1	Lumpsum	7	2,500	2,500		Monitoring: coordination meetings, annual planning meetings, etc.	
N/A	N/A	N/A	Supplies, Commodities, Materials	UNDP	1.0	\$1,200	1	Lumpsum	2	1,200	1,200		Monitoring: printing of tools and procurement of supplies	
N/A	N/A	N/A	Contractual Services	UNDP	1.0	\$5,000	1	Lumpsum	4	5,000	5,000		Monitoring: Knowledge product development based M&E results	
N/A	C	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$10,000	2	Lumpsum	7	20,000	20,000		Communication: Production of multimedia and communication products	
N/A	C	N/A	Travel	UNDP	1.0	\$3,000	2	Lumpsum	5	6,000	6,000		Communication: Travel including field visits for EU, Govt, and the UN	
N/A	C	N/A	Contractual Services	UNDP	1.0	\$5,000	2	Lumpsum	4	10,000	10,000		Communication: Production of Web/Radio/TV jingles and special programs	
<b>Sub-Total UNDP:</b>										<b>689,756</b>	<b>604,748</b>	<b>85,008</b>		
<b>UN WOMEN</b>														
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$1,750	24	months	1	42,000	20,448	21,552	50% of the time of National Programme Coordinator (SBS). Will support Spotlight activities across all Pillars particularly Pillar 1, 2 and 6.	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$12,086	2	months	1	24,172	0	24,172	5% of Deputy Representative (P4) support to Spotlight activities particularly Pillar 6	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$15,256	2	years	1	30,512	0	30,512	20% of Programme Associate - G6 (based in Barbados) support to project implementation	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$3,500	2	years	1	7,000	0	7,000	Support to quarterly meetings and costing for sustainability (Activity 1.2.1)	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$5,318	2	years	1	10,636	0	10,636	5% of Comms Specialist (NOA) based in Barbados to Communications and Visibility	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$2,082	24	months	1	49,968	20,000	29,968	10% of Regional Spotlight Staff (P4) based in Barbados. Mainly supports the Regional Programme but will also support the Technical/Lead role of UNW in Trinidad and Tobago	
E	E	N/A	Contractual Services	UNWomen	1.0	\$34,579	1	Lumpsum	4	34,579	34,579		Mid term evaluation (as recommended by Secretariat)	
E	E	N/A	Contractual Services	UNWomen	1.0	\$34,579	1	Lumpsum	4	34,579	34,579		Thematic/periodic evaluation (as recommended by Secretariat)	
<b>Sub-Total UNWOMEN:</b>										<b>233,446</b>	<b>109,606</b>	<b>123,840</b>		
<b>UNFPA</b>														
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$55,606	2	Yearly	1	111,212	0	111,212	In-kind staff support	
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$21,350	2	months	1	42,700	0	42,700	Staff commitment (ILO) for Activity 1.1.2 on a component of the NSP GBV on workplace	
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$21,350	3	months	1	64,050	0	64,050	Staff commitment (ILO) for activity under Outcome 1 on the study on economic impact of domestic violence	
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$1,750	24	months	1	42,000	42,000		Technical support for Spotlight implementation for UNFPA, ILO, and UNHCR for coordination and implementation functions (86%)	
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$18,550	4	months	1	74,200	0	74,200	Staff commitment (ILO) for activity 3.3.2 for private sector advocacy and training	
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$18,550	4	months	1	74,200	0	74,200	Staff commitment (ILO) for activity 3.3.2 for trade union training	
<b>Sub-Total UNFPA:</b>										<b>408,362</b>	<b>42,000</b>	<b>366,362</b>		
<b>UNICEF</b>														
N/A	N/A	N/A	Staff and Personnel	UNICEF	1.0	\$1,041	24	months	1	24,984	24,984		15% of cost of Programme Officer for technical oversight of TORs for the implementation of the UNICEF component.	
<b>Sub-Total UNICEF:</b>										<b>24,984</b>	<b>24,984</b>	<b>0</b>		
<b>PAHO</b>														
N/A	N/A	N/A	Staff and Personnel	PAHO	1.0	\$60,000	2	years	1	120,000	0	120,000	In kind support	
N/A	N/A	N/A	Staff and Personnel	PAHO	1.0	\$1,750	24	months	1	42,000	42,000		33.58% contribution to Staff Support Cost, Administrator, P2 - USD 134,000 (over two years). The Administrator will manage the finance, procurement and administrative staff re Spotlight deliverables, i.e., contracts, financial reports, procurement etc.	
N/A	P	N/A	Supplies, Commodities, Materials	PAHO	1.0	\$13,000	1	Lumpsum	2	13,000	13,000		Pre financing: mult stakeholder consultations for all RUNOs	
<b>TOTAL PROGRAMME MANAGEMENT COSTS:</b>										<b>1,531,548</b>	<b>836,338</b>	<b>695,210</b>		
<b>TOTAL DIRECT PROGRAMME COSTS</b>										<b>4,273,154</b>	<b>3,457,944</b>	<b>815,210</b>		
<b>Indirect Programme Support Costs (7%)</b>										<b>242,056</b>	<b>242,056</b>			
<b>TOTAL COSTS</b>										<b>4,515,210</b>	<b>3,700,000</b>	<b>815,210</b>		