



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

Trinidad and Tobago

Annual Narrative Programme Report

01 January 2020 – 31 December 2020

Initiated by the European Union and the United Nations:



Programme Title & Programme Number

Programme Title: Spotlight Country Programme in Trinidad and Tobago

MPTF Office Project Reference Number:
00119135

Priority Regions/Areas/Localities for the Programme

Tunapuna/Piarco
Mayaro/Rio Claro
Tobago

Recipient Organization(s)

UNFPA
UN Women
UNICEF
PAHO
UNDP

Key Partners

Office of the Prime Minister Gender and Child Affairs Division
Ministry of Health
Regional Health Authorities
Ministry of Planning and Development
Ministry of Social Development and Family Services
Ministry of Education
Ministry of National Security
Trinidad and Tobago Police Service (Gender-Based Violence Unit, Emergency Response Unit, Victim and Witness Support)
The Judiciary of Trinidad and Tobago
Tobago House of Assembly
Children's Authority of Trinidad and Tobago
Tunapuna/Piarco Regional Corporation
Mayaro/Rio Claro Regional Corporation
National and grassroots organisations
Women's rights organisations
Academic Institutions

Programme Cost (US\$)

Total Phase I approved budget as per the Spotlight CPD/RPD: USD \$4,515,210

Phase I Spotlight funding:¹ USD \$3,700,000

Agency Contribution: USD \$815,210

Spotlight Funding and Agency Contribution by Agency:

Name of RUNO	Spotlight Phase I (USD)	UN Agency Contributions (USD)
UNFPA	\$898,581	\$366,362
UN Women	\$862,533	\$123,840
PAHO/WHO	\$377,828	\$120,000
UNDP	\$1,108,250	\$85,008
UNICEF	\$452,807	\$120,000
TOTAL:	\$3,700,000	\$815,210

Programme Start and End Dates

Start Date:
01.01.2020

End Date:
31.12.2022

Report Submitted By: Marina Walter
United Nations Resident Coordinator
Trinidad & Tobago, Suriname, Aruba, Curacao and Sint Maarten

Table of Contents

Acronym List	4
Executive Summary	5
Contextual Shifts and Implementation Status.....	9
Effects of COVID-19.....	10
Programme Governance and Coordination.....	12
National Steering Committee	12
Civil Society National Reference Group (CS-NRG).....	13
Inter-agency coordination, technical committees and other governance mechanisms	14
Programme Partnerships.....	16
Government	16
Civil Society	18
EU	20
Cooperation with other UN agencies.....	21
Other Partners	21
Results	23
Capturing Broader Transformations Across Outcomes	23
Capturing Change at Outcome Level.....	24
Rights Holders (“Beneficiaries”)	36
Challenges and Mitigating Measures.....	37
Lessons Learned and New Opportunities	40
Lessons Learned	40
New Opportunities	40
Innovative, Promising or Good Practices.....	41
Communications and Visibility	42
Next Steps	51
Annexes	54

List of Acronyms and Abbreviations

CADV	Coalition Against Domestic Violence
CCoTT	CEDAW Committee of Trinidad and Tobago
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CHAMP	Collaborative HIV Prevention and Adolescent Mental Health Programme
CPIMS	Child Protection Information Management System
CRC	Convention on the Rights of the Child
CS-NRG	Civil Society-National Reference Group
CSOs	Civil society organisations
CSW	Commission on the Status of Women
DV	Domestic Violence
ECA	Employers' Consultative Association
EUD	European Union Delegation
FPATT	Family Planning Association of Trinidad and Tobago
FV	Family Violence
GIS	Geographic Information System
GBV	Gender-Based Violence
HFLE	Health and Family Life Education
HIMS	Health Information Management System
IMC	Interministerial committee
IP	Implementing Partner
IPV	Intimate Partner Violence
LGBT	Lesbian, Gay, Bisexual and Transgender
MoE	Ministry of Education
MoH	Ministry of Health
MSC	Multi-stakeholder Case Management Coordination Committee
NACC	National Aids Coordinating Committee
NATUC	National Trade Union Centre
NSAP	National Strategic Action Plan
NSC	National Steering Committee
OPM GCA	Office of the Prime Minister Gender and Child Affairs Division
OSC	Operational Steering Committee
PPE	Personal Protective Equipment
PSEA	Prevention of Sexual Exploitation and Abuse
RUNOs	Recipient United Nations Organisations
SDGs	Sustainable Development Goals
SIP	Perinatal Information System (acronym in Spanish)
SoPs	Standard Operating Procedures
SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health and Rights
THA	Tobago House of Assembly
ToR	Terms of Reference
TTPS	Trinidad and Tobago Police Service
TTT	Trinidad and Tobago Television
UPR	Universal Periodic Review
UWI IGDS	University of the West Indies Institute of Gender and Development Studies
VAWG	Violence Against Women and Girls

Executive Summary

The Spotlight Initiative is a global, multi-year partnership to eliminate all forms of violence against women and girls by 2030. In Trinidad and Tobago, the focus of Spotlight Initiative is to address family and domestic violence with specific focus on the three target communities: Tunapuna/Piarco, Mayaro/Rio Claro and Tobago. During this reporting period, the Spotlight team has contributed to a national conversation which has elevated gender-based violence on the agenda of the Government of Trinidad & Tobago and raised overall visibility for the programme and its stakeholders. The programme received Government recognition and cabinet approval in March 2020 for an implementation period of 2020-2022.

Despite the constraints resulting from the pandemic and restrictions imposed by the Government as a result, the Spotlight Initiative was successfully launched officially in Trinidad and Tobago through a series of virtual presentations from May 18 - 22 with participation from the Minister of State of the Office of Prime Minister Gender and Child Affairs Division (OPM GCA), the EU Ambassador, representatives from the civil society-national reference group (CS-NRG) and the UN Resident Coordinator. This virtual launch was followed by a press conference (live streamed on social media platforms), which included a panel discussion on the COVID-19 response plan with representation from civil society organisations, Permanent Secretary for the OPM GCA, EU Ambassador, UN Resident Coordinator and recipient UN organisations (RUNOs). Panelists were able to offer a variety of perspectives on violence against women and girls (VAWG) and how women and girls were most critically affected during COVID-19 due to government-imposed lockdown measures. The panel also touched on upcoming plans to sustainably address family violence in the country through Spotlight. The event and an overview of the Spotlight Initiative in general were featured in two national newspapers.

In addition to the public launch of the programme, the governance structures of the Spotlight Initiative were established in 2020 including the National Steering Committee (NSC) co-chaired by the Minister of State of the OPM GCA and the UN Resident Coordinator. The committee has representation from the Ministries of Health (MoH), National Security, Planning and Development, Social Development and Family Services, Education as well as the Tobago House of Assembly, civil society and the EU Delegation. The NSC, which held its first meeting on August 5th and meets bi-annually, provides strategic direction, oversees the overall implementation of the Spotlight programme, and shares information on policy and legal decisions affecting the gender-based violence response in Trinidad and Tobago. The NSC approved the Spotlight Initiative 2020 annual work plan and budget in addition to the performance monitoring and results frameworks.

The second level of governance established is the Operational Steering Committee (OSC) co-chaired by the Permanent Secretary in the OPM GCA and the UN Women Acting Representative. The OSC, which meets on a quarterly basis, serves as a dialogue structure to reach optimal levels

of collaborative action with other relevant programmes and initiatives to enhance synergies and harmonise actions towards the elimination of VAWG. The OSC hosted an introductory meeting on 21st October 2020.

Finally, the CS-NRG came together with 13 members representing a cross-section of diverse actors with extensive experience in GBV, youth engagement, women's empowerment and positive masculinities'. This varied membership includes expertise in working with marginalised populations thereby keeping the Spotlight team accountable to 'leave no one behind.' This group serves in an advisory capacity for the meaningful engagement of civil society and to hold Spotlight teams accountable for programme results. To date, representatives have been involved in consultations on the development of an electronic medical history form for use by front-line health service providers treating GBV survivors; the development of terms of reference (ToR) for engagement with civil society; planning 16 Days of Activism events and inter-agency joint community missions.

To deliver on this historic SDG partnership, these programme management structures have been resourced for key Spotlight Initiative roles including programme coordination, technical coherence, monitoring and evaluation and communications.

Under the direction of the UN Resident Coordinator, Spotlight focal points launched joint inter-agency field visits to the three target communities of Tunapuna/Piarco, Mayaro/Rio Claro and Tobago; meeting with relevant local government stakeholders as well as hosting information sessions for community groups, grassroots and women's organisations and the general public. From these sessions, recommendations for incorporating meaningful engagement from civil society inclusive of grassroots organisations were streamlined into agency work plans. These missions also served as an important opportunity for joint action under the UN reform highlighting cooperation and collaboration.

Given the significant and continued impact of COVID-19 on the country, agencies jointly developed a COVID-19-response plan with guidance from the UN Resident Coordinator's office and in consultation with national counterparts and the EU Delegation. This COVID-19 response was designed integrating the core Spotlight principle to leave no one behind: to prioritise critical continued service provision for survivors of violence as well as communications activities to highlight prevention, care and support strategies during stay-at-home measures. Additional response plans included strengthening data systems to incorporate family violence and COVID-19 data, as well as sensitisation campaigns for civil society organisations to integrate crisis and pandemic responses into advocacy work. The Spotlight Initiative in Trinidad and Tobago was well-placed to respond to the service delivery challenges posed by COVID-19 for survivors by facilitating the provision of remote services by case managers, supporting women's organisations who provide psychological support and clinical management of rape services which benefitted more than 300 survivors; through the provision of PPE for first responders, and by commencing the development of National Clinical Guidelines on Family Violence, including guidance on care and support for survivors during COVID-19 and other health emergencies.

Despite the constraints which created implementation delays and challenges, significant progress was made by the agencies in selecting grantees and contracting partners inclusive of numerous local grassroots and national organisations, Government partners and technical consultants to execute the various activities.

As of the end of the reporting period, an assessment of women's movements and grassroots organisations from each community has taken place providing a snapshot of the groups' operational, financial and technical capacity to mobilise resources and deliver services and programmes for survivors of violence. Nine (9) grassroots organisations have received grant funding to implement projects ranging from bolstering shelter services, implementing workplace harassment policies, empowering young girls from within the state system to become entrepreneurs and strengthening access to legal aid. Additionally, the Institute of Gender and Development Studies at UWI (St. Augustine Campus) has completed an assessment of the gaps within the health and family life education ("HFLE") curriculum with a view to enhancing this programme to incorporate comprehensive sexuality education, family violence modules and to facilitate teacher training specifically in the three communities.

The Child Policy was laid in Parliament in November 2020, the Spotlight team will now support the digitization of this policy as well as monitoring of implementation in 2021. Work also commenced with Children's Authority with the completion of the Inception Report to inform the development of an Inter-Agency Child Abuse Protocol. A case management review committee was established and completed the review of internal case management procedures and forms and explored the interoperability needs in readiness for the new child protection information management system.

Further, from December 2020 and continuing into January 2021, Spotlight Initiative partnered with the Judiciary of Trinidad & Tobago to provide training programmes to strengthen access to justice and support case management of domestic violence matters. Over 75 judges and judicial officers as well as more than 200 interdisciplinary team members have received training in the areas of Gender-Based Violence and The Law and Judicial Temperament and Gender Equality Protocols among other relevant themes.

During 2020, the Spotlight Initiative team supported the Inter-Ministerial Committee (IMC) convened by the OPM GCA on domestic violence, which serves as the advocacy platform to adopt and implement a National Strategic Action Plan on Gender-Based Violence. Additionally, the proposed membership of the Multi-stakeholder Case Management Coordination Committee (MSC) by Implementing Partner, the Coalition against Domestic Violence (CADV), received the necessary approval from the OPM and will be convened in 2021. Spotlight also closely collaborated with the OPM to create messages targeting parents aimed at the prevention of violence against girls and boys in the home and community settings.

Finally, Spotlight Initiative received significant visibility through 16 Days of Activism events inclusive of five (5) virtual panel discussions moderated by various UN agencies with representation from civil society, including one which aired on Trinidad and Tobago Television. Themes included

among others: Harassment and Violence in the Workplace; Evidence for Action on Gender-Based Violence and Strengthening Service Delivery in the Justice System.

Key national stakeholders were brought on board including the Trinidad and Tobago Police Service, Ministry of Local Government, Tunapuna/Piarco Regional Corporation, Mayaro/Rio Claro Regional Corporation, the Judiciary of Trinidad and Tobago and Tobago House of Assembly. Government relationships were further strengthened as the Chief Medical Officer appointed a Ministry of Health Committee for the Spotlight Initiative with responsibility for advising on Spotlight activities in the health sector, including the Ministry itself and the Regional Health Authorities.

Contextual Shifts and Implementation Status

During this period, GBV has been placed higher on the political and institutional agenda with the establishment of the InterMinisterial Committee to coordinate strategies to reduce Domestic Violence (IMC) under the Office of the Prime Minister Gender and Child Affairs Division as well as a gender-based violence unit within the Trinidad and Tobago Police Service (TTPS) in January 2020. This unit with divisions throughout the country including within the communities of focus of Spotlight consists of specially trained officers tasked specifically with handling cases of GBV. The Spotlight team has engaged officers from this unit to provide information on the programme and to ensure buy-in and support. Technical consultants will be working with the unit through Spotlight to boost accountability measures and training processes.

Additionally, following significant lobbying by the National Alliance for State Action to End Gender-Based Violence, comprised of more than twenty (20) civil society organisations, in partnership with the Law Association of Trinidad and Tobago, the Domestic Violence Act of 1999 was amended in July 2020 to widen the scope of protection orders to include providing for emergency orders during court closure as well as addressing the use of technology by abusers to harass and stalk their victims. These amendments represent the first changes to the legislation in just over two decades and while welcomed by activists may present a risk for Spotlight as gaps remain most notably protection for same-sex couples. Achievement of additional amendments as per objectives set under Pillar 1 during the next two years may be difficult given this trajectory of revisions. This activity under Pillar 1 has therefore been revised to study the gaps specifically related to implementation of the Act and its amendments and to propose recommendations.

The National Child Policy was approved by Cabinet in November 2020 representing a key milestone for child protection advocacy. Under Outcome 4 of the Policy “children are protected from violence, harm and exploitation...”, the Child Protection Action Plan which accompanies the policy, identifies key strategies and priorities to address gaps in the child protection framework and to strengthen the national child protection systems.

Finally, 2020 saw national elections in Trinidad and Tobago with the previous governing party securing an additional five years. The Office of the Prime Minister has however remained steadfast in its commitment to the Spotlight Initiative with the Permanent Secretary co-chairing the Operational Steering Committee and the Minister of State of this Office remaining the co-chair of the National Steering Committee.

The Spotlight team has also worked closely with civil society partners on advocacy which has helped to bring discussions on GBV to the forefront of media coverage through numerous social media campaigns, TV and radio interviews with key stakeholders. These efforts not only provided visibility for the Initiative but will be assessed for contributions towards a change in awareness and possible shifting of public opinion.

Effects of COVID-19

While civil society service providers provided anecdotal information on a reported surge in requests for services from survivors during the national lockdowns related to COVID-19; in 2020, the Trinidad and Tobago Police Service identified through the Crime and Analysis Problem Branch 1,224 reports of domestic violence for the year as compared to 941 in 2019 . This represents a 30% increase in reporting. Although this reporting information cannot determine prevalence and may also be attributed to the January 2020 launch of the Gender-Based Violence unit, it is clear that the wave of lockdowns and stay at home measures in the country have put victims at increased risk of violence and deterred their capacity to access services safely.

In response to this increased risk, on March 26th and April 17th 2020, United Nations Trinidad and Tobago collaborated with the OPM GCA and the National Aids Coordinating Committee to conduct virtual meetings to identify and assess the capacity of gender-based violence response services in light of COVID-19 measures. Participants represented a cross-section of civil society and government entities; many of which indicated an inability to continue critical service provision for survivors of violence due to public health regulations and social distancing restrictions. Many of the first responders initially lacked the means and capacity to provide remote services to survivors of violence. Many also lacked PPE to protect the workers and the clients from exposure. Based on this needs' assessment, the focal points for the Spotlight Initiative developed a response plan to ensure the uninterrupted provision of key essential services for survivors of family violence in Trinidad & Tobago during this pandemic. This translated into adjustments in the Spotlight Initiative implementation plan to facilitate an urgent response.

This included: the incorporation of specific violence prevention strategies to be employed during lockdown measures in the development and dissemination of communication materials under Spotlight including the prevention of child abuse and promotion of positive behavioural management while children are at home as well as the development of communication materials for health front line service providers which provided an evidence-based analysis of the linkages between COVID-19 and family violence to guide service delivery.

Additionally, budgetary resources were reallocated to provide front-line personnel from civil society organisations to continue service provision for survivors.

The Spotlight Initiative team selected FPATT for its technical expertise, reach across the country, including its accessibility to vulnerable populations (migrants, refugees, sex workers, LGBT, rural and urban poor women, persons with disabilities) and commitment to feminist principles in service provision. FPATT was also previously trained by PAHO to provide GBV related services, which it presently provides to the migrant, refugee and host community; and is able to offer a comprehensive package of Sexual and Reproductive Health (SRH)-related services to its clients, including women and girls who may wish to delay pregnancy.

The other partners selected were:

- Rape Crisis Society of Trinidad and Tobago, a women-led and national organisation that provides psychological support to survivors of sexual violence
- CADV, a women-led and feminist organisation that provides GBV counselling and case management services for survivors; and
- The Medical Research Foundation of Trinidad and Tobago, the leading HIV treatment site for the country that provides clinical management of rape services to survivors, particularly those living with HIV.

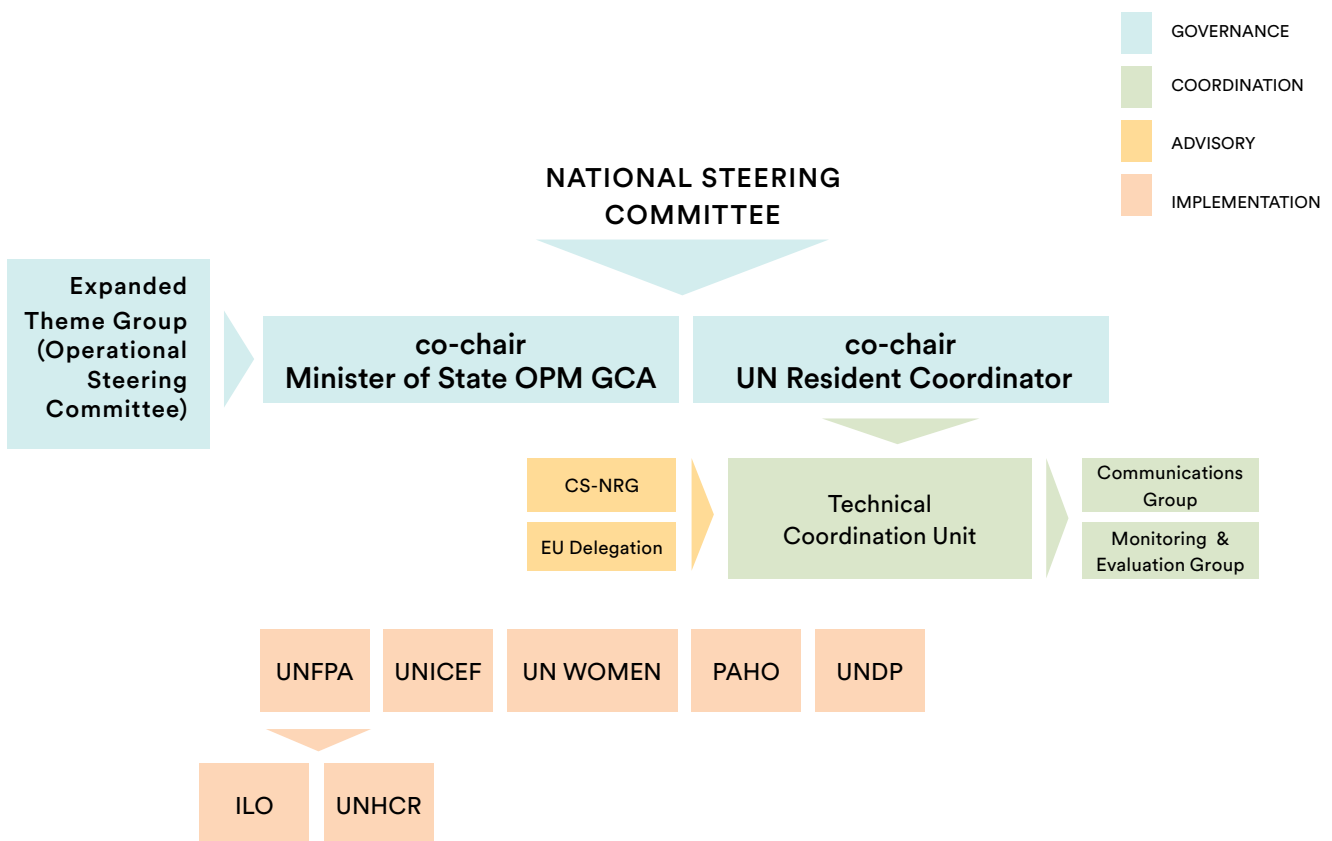
Additional shifts due to COVID-19 include using virtual modalities throughout 16 Days of Activism engaging the public and key stakeholders through social media messaging, panel discussions and artistic videos which were shared online, and through radio and television interviews. The campaign lasted throughout the 16 days, and this was a new medium of engagement, which is traditionally marked by a series of face-to-face events and dialogues.

The EU delegation was a key partner throughout this process and was ultimately consulted for approval of the COVID-19 response plan proposed by the agencies. Key recommendations provided by the EUD were reflected and integrated into the plan.

Although COVID-19 adjustments did create some delays in implementation, the programme is now on track and has developed an annual work plan which reflects the joint commitment to reach the 70% expenditures and commitments of the first tranche by the end of quarter one, 2021.

Programme Governance and Coordination

Figure 1 - Trinidad & Tobago Governance and Coordination Structures Table



a) National Steering Committee (NSC)

Formal approval for the establishment of the National Steering Committee (NSC), co-chaired by the Minister in the Office of the Prime Minister; Gender and Child Affairs and by the United Nations Resident Coordinator, was granted by the Government in March 2020. On August 5th, 2020 the Committee convened its first meeting using a virtual platform and the co-chairs welcomed representatives from the EU Delegation including the Ambassador, Ministry of Planning and Development, Ministry of Social Development and Family Services, Ministry of Health, Tobago House of Assembly and Ministry of Education. Additionally, 3 representatives from the CS-NRG participated alongside all RUNO representatives while the Spotlight Programme Coordinator provided secretariat support. The Committee has since approved the 2020 annual work plan, Spotlight performance monitoring and results frameworks as well as the 2020 budget.

Members have agreed to: provide strategic direction, oversee the overall implementation of the Spotlight Initiative programme with the recognition that adjustments/corrections are possible based on fluctuating realities such as that related to the COVID-19 response, and share information on policy and legal decisions pertinent to the gender-based violence response in Trinidad and Tobago. This structure has created a mechanism for members to serve as Spotlight ambassadors within respective Ministries and to identify additional resources including internal mechanisms to review activities which could impact on their service delivery arms, links to other ongoing programmes in the country and to assist in building stakeholder relationships. The NSC is therefore a critical foundation to ensure sustainability beyond a three (3) year programme which would make an impact in combating GBV. 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 national ownership.

Within the Ministry of Health (MoH), a Committee of the Spotlight Initiative was appointed by the Chief Medical Officer in June 2020 to provide guidance to Spotlight Initiative activities in the health sector, including with MoH and Regional Health Authority personnel. The Committee includes representation from medical services, the Directorate of Women's Health, Corporate Communications, Health Education and Information Technology.

Additionally, an Operational Steering Committee (the Expanded Theme Group on Gender Equality and Human Rights) as outlined in the Spotlight country programme document is co-chaired by the Permanent Secretary of the OPM GCA and UN Women with participation (technical leads) from the Government, UN, civil society and EU. This committee convened its first meeting on the 21st October 2020 with representation from Government, EU and civil society, meets on a quarterly basis and will report to the NSC.

b) Civil Society National Reference Group (CS-NRG)

An interim CS-NRG was established in July 2019 during the programme design phase and much of the suggestions stemming from these consultations on the drafting of the country programme document including supporting the adoption and implementation of a costed comprehensive multi-sectoral plan to address family violence as a major outcome of Pillar 1 were incorporated.

Additionally, the interim group helped to draft the selection criteria and terms of reference for the permanent CS-NRG. The permanent CS-NRG was established in April 2020 with guidance from the Spotlight Secretariat and currently meets on a bi-monthly basis with a quorum of 6 members. Membership comprises a cross-section of 13 diverse individuals with representative experience from grassroots, national and academic civil society organisations and proven track records in the following thematic areas: positive masculinities, sexual and reproductive health and rights, vulnerable populations including those facing multiple intersecting forms of discrimination (LGBTQIA individuals, migrant/refugee women and girls, persons with disabilities, rural populations, etc.),

gender and development, strategic communications, programme management, child protection and at-risk youth, amongst others. These individuals were also evaluated based on project management/advisory or project collaboration experience. Finally, geographic considerations for the membership of the CS-NRG ensured the inclusion of two representatives from Tobago.

The CS-NRG has adopted terms of reference and an annual costed work plan, which includes monitoring visits, communication and community outreach to ensure engagement with grassroots CSOs, women's rights groups and feminist activists. The work plan also includes advocacy activities, full representation on the NSC and OSC and sensitization training of the steering committee members. A total of USD\$10,000 has been allocated in the country programme budget to resource the CS-NRG's work plan, including transportation costs and venue rental costs for bi-annual in-person meetings. However, due to the lack of in-person meetings in 2020, these financial resources have to date not been utilised. One obstacle to ensuring the sustained engagement of the CS-NRG, however, is that this budget may be insufficient for the breadth of engagement that is expected of the group and members have expressed concern of their expertise and time being utilised without requisite compensation.

To encourage more meaningful engagement, documentation of raised concerns and proposed recommendations by the group as well as regular meetings between the CS-NRG and the UN recipient and associated agencies have been established to ensure consultation and input during implementation of the various components of the Programme. To date, members were engaged in the virtual programme launch including in meetings with local government and information sessions for stakeholders; have provided critical input into the electronic medical history form developed in collaboration with the Ministry of Health to be utilised by front line health service providers and linked to the Domestic Violence Registry as well as have provided recommendations to increase civil society and notably grassroots engagement in calls for proposals and finally formed part of the interagency missions to communities.

c) Inter-agency coordination, technical committees and other governance mechanisms

The programme has created a mechanism for regular engagement with civil society and government with EUD involvement through the establishment of the Operational Steering Committee which meets on a quarterly basis. It is expected that this committee will form part of the Expanded theme Group on Gender Equality, HIV and Human Rights. These meetings currently serve as a dialogue structure for the Spotlight Initiative to address issues affecting the most marginalised groups, those facing intersecting and multiple forms of discrimination, VAWG and SRHR, and, more broadly, issues of gender inequality. Additionally, this coordination mechanism provides a platform to ensure accountability to and engagement of civil society at every stage of implementation as well as to jointly address bottlenecks and challenges and build upon and discover areas for collaboration and linkages.

Additionally, under the guidance of the UN Resident Coordinator and in the spirit of UN Reform, monthly meetings of the coordination unit with recipient and associated UN agencies have been operationalized. They serve to identify and outline opportunities to reach optimal levels of collaborative action with relevant activities; to enhance synergies and harmonise actions towards the elimination of VAWG; establish linkages and effective integration across the 6 outcomes areas; generate knowledge; identify bottlenecks and determine action items for the subsequent period.

A Spotlight Initiative communications working group has been established as a subset of the UN communications team with communication focal points from each agency led by the Communications Officer from the coordination unit. This group meets on a monthly basis to discuss the implementation of the communications and visibility plan and to ensure that all implementing partners develop communications materials and campaigns in adherence to the plan and guidelines. Finally, the technical coherence lead and coordination unit meet on a monthly basis to discuss programme progress and to explore areas for additional collaboration and coherence across pillars.

The Spotlight team has developed standard operating procedures (SOPs) which clearly outline the governance and management structures, working relationships, roles and responsibilities related to the implementation of the Spotlight Initiative in Trinidad and Tobago and which serve to enhance collaboration under the UN Reform.

All Spotlight focal points share working and finalised content including annual work plans, communication strategies, materials, ToRs, knowledge products, consultancy reports within a centralised working folder which facilitates joint working relationships. Additionally, all major Spotlight related events once planned or confirmed are shared in a joint calendar.

The Spotlight Initiative Team also ensures that the EU Delegation is regularly briefed on the progress of the Initiative both at technical level and at the level of senior management through monthly meetings between the coordination unit and the Programme team. The EUD is also represented both at the NSC and OSC levels. Additionally, the UN Resident Coordinator and EU Delegation's previous Ambassador would meet periodically to jointly advocate at the highest level to secure political buy-in and support as well as sensitize development partners through their Heads of Missions and technical-level colleagues.

Programme Partnerships

a) Government

Spotlight teams have strengthened existing partnerships with the Minister of State, Permanent Secretary and other staff within the OPM GCA and associated agencies including the Children's Authority. OPM is responsible for coordination of the response to GBV, manages the Domestic Violence Hotline and the Central Registry on Domestic Violence and has been engaged as a Spotlight Initiative implementing partner. This engagement with government at the highest level ensures political buy-in to the Spotlight Initiative, encourages national ownership over the programme to eliminate violence against women and girls.

Collaboration with OPM GCA as implementing partners will achieve the following outcomes:

Outcome 1: Gap analysis of the Domestic Violence Act to support reform; Finalisation and adoption of National Strategic Action plan on gender-based violence and child protection plan

Outcome 2: National and sub-national systems and institutions develop policies and plan, fund 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

Outcome 3: Gender equitable social norms, attitudes and behaviour change at community and individual levels to prevent violence against women and girls and harmful practices

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

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 in the assessment of systems used by GBV first responders to address family violence; equipment, training and the enhancement and inclusion of interfaces for GBV first responders for the updated Registry on GBV.

Although the Spotlight Initiative has effectively established ties with the Government that will benefit programming moving forward, the Spotlight team faced some preliminary obstacles in securing close partnerships with other Ministries within Government.

For example, to secure meetings with the Ministry of Health towards establishing partnerships in light of this Ministry's critical role in the COVID-19 response proved difficult during the inception period and presented some delays to programming. However, this has since been addressed through the establishment of a Spotlight committee of five persons appointed by the Chief Medical Officer. The expertise of these persons includes clinical care for survivors of violence, health promotion, research, communications and information technology. Additionally, the Ministry

of Health is represented in the National Steering and Operational Steering Committees. Under Outcome 4, health service human resource capacity strengthening activities will be conducted, while under Outcome 5, health information systems will be strengthened.

In 2020, a key activity of the Committee was assisting in the design of a Gender-Based Violence Health Information Management System (GBV HIMS) under Pillar 5. This involved participating in consultations with the OPM and the CS-NRG to determine areas of interface and complementarity with the Domestic Violence Registry and other GBV data collection modalities of the Government of Trinidad and Tobago. Members of the Committee also reviewed and revised the draft data collection instrument for the GBV HIMS, prior to further testing and piloting of the instrument scheduled to take place in 2021.

Crucial to securing partnerships with other Ministries was the relationship that the Spotlight team built with the Permanent Secretary of the OPM GCA who plays a key role in securing Government buy-in and was able to ensure representation of the Ministries of Planning and Development, Social Development and Family Services and Education on the National and Operational Steering Committees.

The Spotlight Initiative has also engaged the Permanent Secretary, Ministry of Social Development and Family Services for the assessment and strengthening of National Family Services as well as the Tobago House of Assembly for the implementation of prevention programming and development of referral pathways and expansion of counselling services within communities in Tobago.

Engagement with national security has occurred through Spotlight sensitisation meetings with the focal points nominated by the Commissioner of Police including the Manager of the Gender Based Violence Unit and Sexual Offences Unit, Manager of the Child Protection Unit and the Director of the Victim and Witness Support Unit of the TTPS. These meetings served to streamline communication channels for implementing partners and highlight areas to strengthen the work of the TTPS including community police and the GBV unit.

Although securing engagement and buy-in from the Ministry of National Security has proven to be difficult - perhaps due to increased demands for security and border management protocols and requirements brought by COVID-19 - the programme team remains committed to obtaining its buy-in through 2021. The Ministry of National Security is tasked with managing the inflow/outflow of persons coming into and leaving the country, monitoring adherence to mandatory quarantine, and continuing to uphold general law and order.

One additional challenge to implementation through this critical partner is that Government timelines for approval of documents and implementation of projects and activities may not work feasibly within the narrow time frames provided for Spotlight Initiative implementation. Within the Government, there are specialised functions within units, divisions and Ministries. The approval process often cuts across divisions or ministries, supported by a manual, paper-based system. In one key instance, for the supply of vendor and banking details for the OPM GCA, support was

required from the Central Bank of Trinidad and Tobago, and this process took five (5) months to be completed.

With this in mind, a strategy has been developed in collaboration with the Spotlight Coordination Unit and the OPM GCA, to shift activities being led by the OPM to an expert resource who will work closely with the focal points in Government and other key stakeholders on actions under Pillar 1, including the review and update of the National Strategic Action Plan on Gender Based and Sexual Violence (NSAP-GBV), the study on the Implementation Gaps of the Domestic Violence Act, and the Technical Costing for the NSAP-GBV. This will allow accelerated and quality delivery, while not overburdening the Government counterparts where capacity may be strained.

b) Civil Society

For decades, women's rights groups, autonomous social movements and organisations have advocated and campaigned to address family violence. They have contributed to driving policy change and articulated social perspectives of all groups of women, including youth, marginalised groups and/or groups facing intersecting forms of discrimination and marginalisation. Most recently, civil society advocacy campaigns led to the amendment of the Domestic Violence Act in 2020 to provide for emergency protection orders as well as encompass protection for a wider range of persons within the family unit. In 2021, the Spotlight team will be building on this work to assess and identify persistent gaps in this Act as well as its implementation.

Through its partnership with civil society, the Spotlight Initiative is providing a unique and unprecedented opportunity to demonstrate that a significant, concerted and comprehensive investment in gender equality, placing the principle of "leave no one behind" at the centre and guaranteeing the meaningful participation and leadership of civil society, can make a transformative difference in the lives of women and girls, as well as contribute to the achievement of the SDGs in the country, including by working with grassroots and women-led organisations to ensure that the work of Spotlight reaches all women and girls.

In line with the above-mentioned principles of meaningful engagement of civil society, the UN and the EU have held consultations with CSOs throughout the development of the Country Programme as well as this implementation period. The structure and governance mechanisms of the Spotlight Initiative in the country have been directly influenced by the wide range of recommendations and advice collected during these consultations. Additionally the Spotlight team has supported and strengthened work of civil society partners including the Family Planning Association's Youth Connect App, a platform for young persons to engage in various topics including sexual and reproductive health and the NiNa Leadership programme that has been working with girls from state homes to provide entrepreneurial training and empowerment workshops executed with the Cleopatra Borel Foundation. Effective representation of civil society in the Operational and National Steering committees has been critical to ensure that Spotlight focal points explore these existing programmes and seek areas for collaboration in lieu of duplicating efforts.

The CS-NRG has been established to provide advice on the overall strategic direction of the Programme and on current VAWG/Family violence-related issues where the Spotlight Initiative's advocacy, leadership and support to CSO advocacy is important. The Group also serves as an interactive space and open forum for dialogue between the Spotlight Initiative and organisations working on EAWG and family violence. It supports monitoring of implementation of the Spotlight Initiative and provides feedback and has full membership on the National and Operational Steering Committee. The Reference Group is self-selected and represents the diversity of women and girls.

As previously mentioned, the Spotlight Initiative provided support to civil society organisations that provide key essential services in the response to the uptick of GBV reports such as the Rape Crisis Society of Trinidad and Tobago, CADV, FPATT and the Medical Research Foundation in order to support the remote provision of these services during the social distancing measures put in place during COVID-19 lockdown measures.

The Spotlight team faced some initial delays in jointly procuring Implementing Partners, due to the time and resources necessary to identify appropriate methods for joint procurement. However, in the second half of 2020, 9 civil society organisations received small grants under Act 6.3.1 including: CEDAW Committee of Trinidad and Tobago, CHOICE Foundation, GROOTS Trinidad and Tobago, Jabulous Communications, Myrtle's Place, Roxborough Police Youth Club, The Cleopatra Borel Foundation, The Trinidad Youth Council and WOMANTRA. These organisations all represent either national or local/grassroots NGOs.

Additionally, a number of CSOs signed implementing partner (IP) agreements under Outcomes 2, 3 and 4 including: CADV, UWI IGDS, Arthur Lok Jack Graduate School, Employers' Consultative Association, National Trade Union Centre and FPATT.

As a result of the joint inter-agency missions to each target community, a list of grassroots and women's organisations from each area has been compiled which receives all correspondence related to Spotlight including calls for proposals, updates to the programme, upcoming newsletters and community outreach plans. These organisations will also be targeted for the capacity building efforts of a consultant hired under Spotlight in 2021.

Notwithstanding the positive contributions as outlined above from civil society to the Initiative, there are systemic challenges that impact capacities. These include the limited number of CSOs within a small island developing state that are mobilised to support GBV. This may lead to potential conflicts of interest as civil society representatives serve as both implementing partners, grantees and advisors to the Spotlight Initiative. Additionally, given the resource constraints of many of these groups, utilising the expertise, efforts and time of such persons without requisite compensation has brought challenges in securing meaningful engagement most notably with respect to ensuring representation for other grassroots organisations not represented in the group. Given a much heavier workload than initially anticipated, and despite immense good will to participate as broadly as possible, there were costs to the working of the CS-NRG which was not able to capitalize on the list of community based CSOs for its own effective outreach.

Finally, given that many of the members were not part of the interim civil society group that was involved in design discussions, there is concern that their input into activities at this stage is not meaningful given the pressures to implement within very tight timeframes. To mitigate this, the UN agencies decided to invite members of the CS-NRG to participate in various events, particularly involving the engagement with communities, and to provide critical design feedback. CS-NRG members provided voluntary expert knowledge to the process, despite all leading efforts in their own areas of work across a range of women's, family and LGBTI issues and despite the unequal impact of COVID-19 on the most precarious of CSOs (most of which do not receive government subvention) and the shift many made to provide emergency COVID relief.

The CS-NRG has also voiced concern over the onerous procurement processes of the UN, which in turn vary across agencies, and serve as a barrier to effective grassroots' engagement. This is being mitigated by offering small grants to CSOs at the grassroots level to access funding and by conducting a capacity assessment within the three Spotlight target communities with a view to provide training in 2021.

c) EU

The Spotlight Team, under the leadership of the RC, considers the partnership with the EU Delegation as a prerequisite for the success of the Spotlight Initiative. At all levels, the UN is establishing formal and informal opportunities for coordination and exchange of information to ensure that both partners remain "on the same page" and can develop joint strategies in their interactions with national stakeholders.

To improve information flow and communication and to more successfully manage the partnership with this critical stakeholder, the coordination unit has established monthly meetings with the EUD, specifically its programme and communications staff, to provide implementation updates as well as to seek guidance and support in addressing challenges. The EUD has helped to improve activities and foster more cohesive programming by offering its institutional knowledge, technical expertise, and other resources including networks for dissemination of communication materials.

The UN-EU partnership has also proven instrumental in planning and executing events, such as the Spotlight Initiative virtual launch and subsequent press conference, which were organised in tandem with the EUD and with participation from the EU Ambassador in the panel and a video presentation as well as series of media bookings on radio and television to bring visibility to the Initiative. Additionally, the EUD participates in the Operational Steering Committee meetings and bi-annual National Steering Committee meetings. This participation will strengthen collaboration between the UN and EU and enable the EUD to support the Spotlight Initiative in engaging civil society.

d) Cooperation with other UN agencies

UNFPA has engaged the ILO as an associated agency given its specialisation in labour rights and expertise in human rights in the workplace to support the implementation of the study on the economic cost of family violence to the workplace in support of the achievement of outcome 2; in the prevention and awareness activities within the workplace in support of achieving outcome 3; and in the development of a catalogue of services for economic empowerment for women subject to or at risk of family violence in the achievement of outcome 4. In addition to the ILO's specialisation, it is also able to reach a great number of persons through the labour force for both prevention and in facilitating access to services.

UNFPA has engaged UNHCR as an associated agency because of its experience working with refugees and displaced populations in the provision of psychological support to stakeholders in Tobago and to migrants and refugees through a bilingual hotline, through direct service provision in Tobago and through the development and dissemination of communication products in Spanish in the achievement of outcomes 3 & 4. UNHCR has a direct link to the migrant and refugee population since they support the Government in the registration of refugees and asylum seekers. As there are roughly over 30,000 refugees, asylum seekers and migrants from Venezuela in Trinidad and Tobago, who in addition to trafficking, often experience family violence, the relationship with UNHCR allows the Spotlight Initiative to include this vulnerable population as beneficiaries, leaving no one behind.

The UN ECLAC has also given critical support in planning meetings and in the development of terms of reference related to the economic costs study under Outcome 2 and organised in conjunction with UNICEF and civil society partner, FeminiTT, one of the Spotlight 16 Days of Activism panel discussions.

This partnership with UN agencies has improved the quality of Spotlight programming by leveraging the expertise and resources of the UN system and further facilitated a sense of the Spotlight Initiative working under the UN Reform.

e) Other Partners

During 2020, the Spotlight Initiative laid the groundwork for a partnership with the National AIDS Coordinating Committee (NACC). NACC is a multi-sectoral coordination committee which includes participation of major stakeholder groups such as NGOs, Persons Living with HIV, CSOs, the UN and Key Population Advocates. The NACC co-ordinates the national multi-sectoral response, sets priorities, goals and targets, advises and guides the Government of Trinidad and Tobago on HIV and AIDS Policy. Its mission is to challenge and encourage the national community to work in partnership to prevent and treat HIV and to mitigate its negative impacts in an environment that promotes respect, care and support for all. The Spotlight Initiative is working with the NACC on the prevention of GBV and in the facilitation of access to services for young people, persons with

disabilities, migrants and other key populations. This partnership enables the Spotlight Initiative to better reach populations of women and girls that are traditionally left behind and that face intersecting forms of discrimination.

The Spotlight team has also engaged with the private sector by contracting Employers' Consultative Association (ECA) and the National Trade Union Centre of Trinidad and Tobago (NATUC) that works with trade unions throughout the country as implementing partners. The Spotlight team has been building on these strategic partnerships to more effectively and cohesively implement activities in the workplace including the development and implementation of a sexual harassment workplace policy.

As the Spotlight Initiative aims to strengthen the rule of law in Trinidad and Tobago, an independent and knowledgeable judicial system based on justice and human rights principles, efficient procedures and judicial decisions contribute to increased public trust in its judicial systems. The Spotlight team commenced its partnership with the independent Judiciary of Trinidad and Tobago as it seeks to train judges, lawyers, prosecutors and other legal professionals on international human rights and the dynamic of family violence as well as to strengthen the justice chain by supporting cooperation and networking between institutions – including courts, prosecution, police and correctional services. COVID-19 containment measures forced this interdisciplinary training to go online. While technology provides the opportunity to develop connections, it can never replace the impact or benefits of face-to-face communication, especially when exploring sensitive issues in the cultural exploration of gender-based violence. Nevertheless, facilitators sought to mitigate these disadvantages through creative methodological approaches and small group sessions as feasible.

In 2021, the Spotlight team has laid plans to engage other development partners in Trinidad & Tobago in an effort to mobilise resources and supplement Spotlight funding thus ensuring greater sustainability of programmatic results.

Results

Capturing Broader Transformations Across Outcomes

As the programme's rollout started at the height of the COVID-19 lockdown and implementation has only moved into the second year, the programme Outcome results are limited at this stage. However, the Spotlight Initiative in Trinidad and Tobago is the first such programme which has brought together UN agencies at this level of collaboration. This collaboration lays a critical foundation for the achievement of the SDGs, most notably Goals 5 and 17. Through a Technical Coherence review of the programme, synergies have been highlighted where agencies are engaging the same stakeholders and/or working towards objectives therefore avoiding duplication of effort. For example, multiple agencies are working with the OPM GCA and these activities are coordinated through the Inter-Ministerial Committee (IMC) and joint meetings. A joint strategy has been discussed to strengthen Family Violence policies within central and local Government, and agencies have collaborated to engage stakeholders within the Ministry of Social Development, and local government bodies. Similarly, for the law enforcement and justice sectors, there has been strong coordination between RUNOs working on capacity building and strengthening of these sectors, through joint review of Inception and other reports, and joint discussions with consultants and actors. This strategy along with implementation of a Response Plan across Government, will enable Government entities and related agencies to be effective duty bearers and to provide timely, effective and appropriate responses, in their duty of care to survivors facing work-related spillovers of Family Violence.

Through CS-NRG engagement, feedback has been sought on activities under Pillar 6, including the design and execution of activities. Feedback has been open and reflects the reality which civil society faces in lobbying for change with limited resources and support. This feedback has impacted the modality of engagement typically proposed by the UN system, and considerations have been given to simplifying processes and ensuring meaningful engagement. This programme seeks to support and scale up existing initiatives by civil society, and this requires being flexible in the ways we work and through progressive discussions. It has provided an opportunity to connect the UN and civil society in a way not previously done, and it is hoped that the end result will be greater collaboration, support and understanding across the system as joint entities working toward ending violence against women and girls.

With regard to the principle of Leaving No One Behind, the mapping exercise of the CSOs in the three municipal regions of implementation applied the principle of inclusivity in the process of locating active operational CSOs, their assessment and in the sharing of the findings and information of CSOs and their capacities with the other RUNOS. This has proven to be a good resource for the RUNOS, all of whom have to work with CSOs throughout the project.

Capturing Change at Outcome Level

Outcome 1: Pillars and Legislation

Key legislative measures were taken at the national level to alleviate the incidence of family violence during the year 2020 which were not directly attributable to the Spotlight Initiative but which the Spotlight team will be supporting moving forward. These measures include: the passage of Act No. 18 of 2020 on 3rd July 2020, which amended the Domestic Violence Act; the adoption of the Ministry of Health's National Sexual and Reproductive Health Policy and the laying of the country's first National Child Policy and Child Protection Plan in Parliament. This Child Policy will contribute to a whole of government approach to managing child protection, mainstreaming and integrating across all public policy. UN agencies provided technical support throughout the consultative and legislative amendment processes. The Government of Trinidad and Tobago and Spotlight Initiative partners have begun consultations to ensure that these laws and policies adequately respond to the rights of all women and girls, including exercise/access to Sexual and Reproductive Health Rights (SRHR), and are in line with international human rights (HR) standards and treaty bodies' recommendations.

Amendments to the Domestic Violence Act include revisions of several key definitions, including broadening that of 'Domestic Violence' which now includes physical, sexual, emotional or psychological or financial abuse committed by a respondent against a person, who is in a domestic relationship with the respondent. The Act provides for emergency Protection Orders; formal establishment of the Central Registry for Domestic Violence inclusive of electronic forms and the expansion of the category of persons who can apply for a Protection Order. This expansion will ensure more persons from marginalised populations can seek protection. The amendments also empower the Court in the issuing and enforcement of Protection Orders and Interim Orders. Under the Spotlight Initiative, a research study on the review of the implementation of the Domestic Violence Act and its amendments will commence in 2021. The effectiveness of this Act's implementation and the implementation of its amendments will be addressed as a study under Pillar 1 of the Spotlight Initiative in 2021.

The National Sexual and Reproductive Health Policy which was initially drafted in 2014, seeks to facilitate universal access to SRH through: the delivery of an integrated package of SRH services including during emergencies or times of crisis; placing emphasis on educating the public on SRH; focusing on quality of care and evidence-based decision making; capacity building of health care providers; addressing post miscarriage care; promoting community empowerment and ownership; providing adolescent SRH information and services; recommending legislative reforms; addressing issues of sexual and other forms of gender based violence; and facilitating the development of protocols and guidelines to improve the quality of services and the health system overall.

Sexual and other forms of GBV, HIV and other STIs are a growing concern, particularly with media coverage of GBV related homicides. Sexual violence is often not treated in the healthcare setting as a primary SRH issue but assigned to the domain of the police services. There are limited counselling services available at the primary care level. There is limited functionality of the referral system, and while health is addressed in the present emergency/disaster system, healthcare providers are not fully aware of the key SRH live-saving interventions that need to be offered during an emergency/disaster. The SRH policy therefore seeks to address these issues. As the Government moves towards ensuring healthy lives and the promotion of well-being for all at all ages consistent with the SDGs, this policy is quite timely as it will provide policy direction to the Government and the stakeholders to achieve these goals. An action plan will be developed for the implementation of this SRH policy, which will be monitored through a National Committee, with the recently created Directorate of Women's Health at the Ministry of Health, taking the lead.

The National Child Policy provides an overarching framework focused on addressing specific evidence-based gaps in the child development architecture in Trinidad and Tobago. It focuses on six priority areas: Early Childhood Development, Social Protection, Health, Special Needs, Education, and Child Protection. The Policy includes an extensive child protection implementation plan and comprehensive communication strategy which will be supported by Spotlight in 2021. This will contribute to multi-sectoral collaboration and co-operation to ensure that there are no silos but instead a common goal, clear objectives, well-stated outputs and outcomes. These outputs will be assessed via systematic evaluations of the Spotlight Initiative to determine effectiveness and outcomes for target populations according to the Spotlight Initiative theory of change.

At the highest level of governance, the Office of the Prime Minister, a National Strategic Action Plan (NSAP) had been developed for the period 2016-2020 but did not receive Cabinet approval. Under the Spotlight Initiative, consultations are ongoing for its review, update and Cabinet approval. The NSAP aims to provide a multi-sectoral, coherent strategic policy and programming framework to strengthen a coordinated national response to the crisis of gender-based violence by the country. The NSAP will allow for better coordinated and cross-sectoral integrated responses to successfully tackle the strong cultural, social and economic obstacles to the attainment by women of a life free from violence. This would mean an end to fragmentation and the start of a fully comprehensive strategy, which addresses justice and security sectors, social services, health, education, housing and community advocacy. The plan aims to produce a combination of responses such as protection policies, service provision, justice and prevention to combat all forms of violence, drawing on a range of governmental and non-governmental agencies, beyond the confines of the national gender machineries, in order to improve the quality of services provided on the ground. The document describes an evidence-based strategy derived from research conducted with stakeholders with a view to identifying systemic loopholes at every level with targeted solutions.

Outcome 2: Institutions

In 2020, a national coordination and oversight mechanism was established at the highest governance level for addressing violence against women and girls/harmful practices (VAWG/HP) in Trinidad and Tobago. This takes the form of an Inter-ministerial Committee (IMC) comprised of government focal points and civil society actors to advocate for the adoption as well as operationalise the NSAP on Gender Based Violence mentioned in Outcome 1. Under Spotlight, technical support and funding has been provided for the establishment of a multi-stakeholder accountability mechanism to promote the adoption and implementation of NSAP and harmonisation with other relevant policy frameworks. This mechanism has been integrated into the IMC, whose mandate overlaps. Utilising this existing committee encourages national ownership and sustainability of programme results.

Subsequently, a sub-committee, the Multi-Stakeholder Case Management Committee (MSC) has also been established with representation from multiple sectors and marginalised groups to provide technical support to the IMC and further enact coordinated efforts to prevent and respond to VAWG, including those groups of women and girls facing intersecting and multiple forms of discrimination. This intervention should result in a strengthened case management system and a referral pathway for GBV survivors in alignment with the Essential Services Package. The proposed membership of the MSC submitted by the implementing partner CADV received approval from the OPM GCA in December 2020. The first meeting of this committee, which includes representatives from civil society, shelters, regional corporations, and government agencies, is expected to be convened in 2021.

During the past year, other institutions such as the Ministry of Health, the Judiciary of Trinidad and Tobago and the Ministry of Education started developing strategies, plans and programmes to prevent and respond to VAWG including family violence as part of the Spotlight Initiative.

The Ministry of Health in collaboration with the Office of the Prime Minister and the Spotlight Initiative started discussions on the strengthening of the national Domestic Violence Registry. It has been agreed that the health sector serves as an important source of information relevant to addressing GBV and therefore, it is important to develop ways to integrate health with other information sources. A data collection instrument is in the process of being designed to be used in the health system for data entry by health service providers which can then be linked to the Domestic Violence Registry. This data will provide the evidence needed to strengthen prevention and response plans and initiatives. Efforts will also be made to include data from the police and other first responders once an assessment of these users is completed.

The Children's Authority and the Spotlight Initiative have established a case management implementation committee that has reviewed the internal case management procedures, mapped workflow processes and amended forms for a new Child Protection Information Management

System (CPIMS). The committee held initial discussions with the Ministry of Social Development and Family Services Division and the Ministry of National Security to assess the interoperability between the CPIMS and other case management systems. The CPIMS will enhance case management from initialization until case closure with referral features to support information sharing with other partners such as government ministries, government agencies, NGOs, hospitals, police, and other child protection actors in Trinidad and Tobago.

With the increased powers ascribed to the Court through legislative amendments to the Domestic Violence Act, the Judiciary of Trinidad and Tobago is now able to strengthen its capacity and response to DV. This broadened legal framework provides clarity and removes limitations in many areas, thereby equipping the courts and other justice sector actors with greater measures to address domestic violence matters. The Judiciary enhanced its response by developing measures to handle family violence cases and implement gender-responsiveness within the justice sector with the support of the Spotlight Initiative.

During an analysis, gaps in the treatment of DV matters within the judicial system include:

1. The need for greater understanding of the dynamics of DV,
2. Increased sensitivity to DV issues,
3. A better understanding of the impact of DV on victims including re-traumatisation,
4. Systemic bias of thinking women are the only victims of DV,
5. Adjudicating DV matters without bias, and
6. A critical need to break down the barriers that hinder access to justice for DV victims.

As such, under the Spotlight Initiative, the Judiciary of Trinidad and Tobago has started a series of training workshops aimed at a change in attitude, recognition and management of bias and the development of the requisite skills to handle DV at all levels, including at the Judiciary and amongst justice partners. The training is not only addressing gaps in knowledge, attitude and skills but is also helping to further identify gaps, which must be addressed in the future. It is envisaged that the training will improve the Court's performance and will in turn contribute to enhancing customers' trust and confidence, reducing barriers to access to justice and improving the treatment of men, women and children. Five training workshop sessions were conducted during 2020, targeting over 75 judges and judicial officers and over 200 judicial staff. Training workshop sessions will continue during the first quarter of 2021.

Outcome 3: Prevention and Norm Change

Under outcome three, a strategy utilising the Collaborative HIV Prevention and Adolescent Mental Health Programme (CHAMP) model, is in the process of being developed to implement primary prevention programming for out-of-school youth. CHAMP strengthens parental decision-making,

increases communication between parents and youth around sensitive issues and increases knowledge of family violence and SRH-related issues within families. Although previously used to address HIV prevention, including GBV, it has proven to positively impact preadolescent youth through education, who are less likely to respond to peer pressure or become involved in adolescent sexual activity.

The UN is jointly working with the Ministry of Education to support online training for teachers in the use of the NotesMaster platform and the relevant creation of engaging and interactive lessons. Within this context, over 3,000 teachers are to be trained. To guide 2021 programming, NotesMaster facilitators worked with relevant persons to develop a 2021 Training, Sensitization and Support plan which was shared with schools in Trinidad and Tobago to guide 2021 programming. The Spotlight team will be building on the existing training modalities and in 2021 a module on GBV will be added to the training. This will seek to raise awareness of GBV, within the context of a blended learning environment and influence attitudes and practices of teachers and students accordingly. To engage students and build their awareness and knowledge on GBV a child friendly space will be configured accessorising the same with educational information, interactive videos, materials and interactive games. The team is currently exploring options for their effective promotion, utilisation and engagement.

Additionally, the Ministry of Education in collaboration with the Spotlight Initiative launched the HFLE curriculum enhancement project in September 2020. An assessment of the primary and secondary school HFLE curriculum was completed by implementing partner, University of the West Indies Institute of Gender and Development Studies (UWI IGDS) and peer reviewed by UN agencies. This will provide the basis for the curricula to be updated in 2021 to ensure that key modules related to family violence, comprehensive sexuality education and sexual health are included, and teachers trained.

These initiatives will support a change in gender inequitable social norms, attitudes and behaviour change at the community and individual levels to prevent violence against women and girls by working with young people in and out of school, including revising curricula, training teachers and engaging young people and parents to change social norms. Within the COVID-19 context, Spotlight has supported the development of and production of behaviour change communication products and tools that are culturally-based and related to child abuse prevention initiatives and promotion of positive behavioural management while children are at home. In this regard, in partnership with OPM, 3 videos were completed, 19 social media messages and 3 messages for billboard were completed which will commence dissemination in 2021. It is anticipated that the messages will enhance the knowledge of parents and caregivers on what actions they can take to protect children as well as change perceptions and attitudes towards childrearing practices that may perpetuate violence.

The Spotlight team also engaged with the private sector in 2020 with the contracting of ECA and NATUC as implementing partners. ECA began development of a draft model workplace policy

with data gathering and research. While traditional Human Resource policies have a singular focus, this innovative draft model workplace policy will address several core issues, including family violence and GBV in the workplace, as well as sexual harassment. It will also provide best practice approaches for establishing a complaints mechanism for reporting of alleged violations. An employer survey to measure the level of knowledge of employers on the issue of GBV and domestic violence, as well as to obtain information on current measures in place to manage this issue in the workplace, was designed in 2020 and will be issued in 2021 to the ECA's membership.

NATUC conducted its first GBV sensitization workshop in December 2020 which was attended by forty-five (45) trade union representatives, including twenty-six (26) women and nineteen (19) men. Participants included shop stewards and members of negotiating teams, who were engaged in a discussion on gendered norms within the trade union setting and solutions for creating a safe work culture, free from harassment and violence. Through the Spotlight Initiative, these two organisations, typically on opposing ends of the negotiating spectrum for the private sector, have mutually recognised that GBV has to be prioritised and efforts collaborated.

Additionally, under this Pillar, CADV was engaged to produce communication products in response to COVID-19, particularly addressing child and elder abuse.

Finally, the Spotlight Initiative hosted a series of digital discussions to commemorate the 16 Days of Activism against gender-based violence. Aired live via the UN Trinidad & Tobago Facebook page and with one panel televised on Trinidad and Tobago Television (TTT), the discussions in collaboration with representatives from government, civil society organisations and UN agencies covered a range of issues including child abuse, violence in the workplace, data on gender-based violence and service delivery in the justice system. A feature article and summary video on these panel discussions including highlights and audience reactions can be viewed [here](#).

Outcome 4: Quality Services

As a result of COVID-19 lockdown measures, front-line service providers were obliged to halt in-person activities despite the increased reports of GBV received. As outlined in the COVID-19 response, the Government of Trinidad and Tobago, in partnership with civil society organisations, mapped the existing services and identified critical gaps in service provision within the COVID-19 context. As such, to fill gaps in service provision, the Spotlight Initiative supported the Government and five (5) civil society organisations and grassroot groups to provide the following interventions under Spotlight:

- Tele-medicine services to include GBV prevention and response, counselling and peer support for young people utilizing a mobile app
- Remote GBV case management services

- Remote psychological support for survivors of rape and other forms of sexual violence reaching vulnerable populations
- Clinical management of rape services, including testing for sexually transmitted infections and providing post-exposure prophylaxis as well as service provision to persons living with HIV.

The telemedicine services provided by these organisations with Spotlight funding include gender-based violence counselling, consultations and referrals to third parties (legal, health, shelter) via either web or phone applications. Over the three-month period in which this support was provided, more than 300 persons benefitted from these services. In fact, this mode of counselling is now preferred by many survivors.

Further in 2020, a database was created with civil society organisations (CSO) within the three Spotlight geographical areas: Tunapuna/Piarco, Mayaro/Rio Claro and Tobago. Subsequently, three (3) two (2)-day CSO assessment workshops were conducted virtually with CSOs and grassroot groups within the three communities. Registered organisations that work with vulnerable groups were assessed according to their operations, internal governance, administration, financial management, project management frameworks, human rights legal literacy, complaints, available services and communication mechanisms. This assessment was adapted from the USAID sponsored Advocacy Capacity Assessment tool (Initiatives Inc and PATH, 2017). The assessment report produced would then be used to design a strategy to enhance the capacities of CSOs to implement communication and outreach activities to ‘Improve human rights and legal literacy (including information on complaints procedures, information on available services, access to protection orders, etc.) of underserved communities’. These activities will contribute to a collaborative approach across the three communities using human-rights based gender-responsive language to leave no one behind.

Spotlight also supported through FPATT ‘Youth Connect T&T’, a SRH mobile application designed to provide an opportunity for young people in Trinidad and Tobago to access key SRH information, including referral services. This application assists in answering questions within a confidential, safe space that young people may have about their sexual health, provides them with accurate information and through the clinic finder, supports the facilitation of service provision. Additionally, this app provides autonomy for young persons over their bodies and the sexual decisions they may make including for persons within the LGBTQI community as well as persons with disabilities and other marginalised groups providing equal access to all. Throughout 2020, more than two thousand (2,000) young persons accessed information through this app.

Under this pillar, in ensuring that survivors, first responders and state agencies have access to comprehensive information on available services, UWI’s Arthur Lok Jack Global School of Business successfully completed the inaugural Catalogue of Services for Economic Empowerment of Women. For this first edition of the Catalogue, the Data Collection Team interfaced with more than ninety (90) organisations, fifty-four (54) of which met the selection criteria and submitted their details. Data was collected over a three-month period, supported by intense marketing campaigns

through public advertisement i.e. social media, referrals and targeted phone calls and emails. 400 copies (300 in English and 100 in Spanish) of the catalogue will be printed and disseminated in 2021 with specific emphasis on the three target Spotlight communities. Engagement with the Government to host and manage this catalogue digitally will take place in 2021.

Under Pillar 4, drawing on the actions identified by NGOs that provide services to survivors which must be taken to improve the administration of justice and policing, the Spotlight teams are working quite closely with the justice sector; in particular, a review of the police standing orders, departmental orders, relevant legislation and other procedural documents is being conducted with a view to identifying the gaps in the existing procedural framework and the provision of recommendations to improve their effective utilisation by the TTPS. From these recommendations, training tools and materials related to the use of police standing orders and gender-sensitive policing will be developed. This training aims to increase the use of the relevant standing orders by the police and first responders which would improve the experience of survivors of GBV and is expected to enhance the survivors' interaction with the TTPS in tandem with the Journey to Justice 'A Survivor's Handbook' which highlights the pertinent standing orders associated with GBV. This handbook will be printed and disseminated in both Spanish and English languages to ensure equitable access for migrants and refugees. It is also hoped that these actions would lead to a standardisation of service delivery across the three implementation areas.

The Police Station Community Councils are also currently being analysed to strengthen community engagement frameworks and their relations with the TTPS. Police and court accompaniment programmes are in the development phase in consultation with police, justice sector and civil society. Survivors of domestic and family violence will be supported by persons who are trained in the legal/justice process and psycho-social support and will serve as survivor-support advocates to accompany them through the intensive process of reporting and navigating the challenges as they move through the judicial system. It would also afford for the monitoring of the services being provided, feedback of which can be shared with the service providers to ensure that there is constant improvement in the way that survivors of DV and FV are treated.

The Spotlight Initiative team is also working closely on addressing violence against children and in collaboration with the Children's Authority has commenced the development of an Inter-agency Child Abuse Protocol. This protocol presents a formalised and streamlined multi-agency approach to effectively treat with reports of child abuse and maltreatment within Trinidad and Tobago, under the Children Act 2012 and taking into consideration the recent expansions under the Sexual Offences (Amendment) Act. In 2020, the inception report was completed to provide the background and highlight the gaps and challenges that the protocol will address. The implementation of this protocol will contribute to coordinating the guidelines and responsibilities of all child protection actors in Trinidad and Tobago.

In addressing the delivery and access to quality services, Spotlight team emphasises institutional capabilities development for essential service providers through a consistent and shared

understanding of the gendered nature of family violence. In this vein, evidence-based communication products for use by front line health service providers were developed inclusive of calendars and desk diaries to incorporate FV data and guidance aligned to the COVID-19 context. Each of these communication products drew on WHO good practice guidance for the care and support of survivors of domestic violence in the COVID-19 context. They also incorporated local evidence, for example from the National Women's Health Survey and were presented in a visually appealing, colourful format, with positive images of health care workers, women and girls, reflecting diversity in age, body shape and ethnicity in Trinidad and Tobago.

In continuing to prioritise the health sector given its centrality as first responders, work commenced in 2020 on the development of National Clinical Guidelines on Family Violence. These guidelines will include guidance on identifying survivors, frontline services, medical care, mental health care and referral. To inform the guidelines, consultations are ongoing with health care providers in the government and civil society sectors.

These guidelines and information products will build the capacity of these service providers to improve quality of care, deliver essential services as well as to develop and implement referral systems. This coherent system would ultimately optimise survivors' experiences when accessing care and support services.

Outcome 5: Data

In Trinidad & Tobago, data on 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. In 2020, terms of reference were finalised and a consultancy firm was shortlisted to implement an assessment of these systems being used by first responders to store family violence related data; development of an interface of the health information system, the police service information system and those systems used by other first responders; GIS mapping of services within the Domestic Violence Registry; and the training of users. These activities will strengthen the Registry on GBV so that it not only encompasses data from various first responders, but also provides a case management system for addressing GBV, including family violence.

To facilitate the interface with the health sector, UN and government agencies collaborated across sectors to ensure a cohesive, coordinated approach including through the establishment of the Ministry of Health committee for the Spotlight Initiative.

Information sessions were conducted under the Spotlight Initiative to consult with these Government stakeholders inclusive of the Office of Prime Minister Gender and Child Affairs Division and the Ministry of Health to move towards the design of a data collection instrument to be used in the health system. The evidence gathered by the health sector can provide vital information to several other sectors and Spotlight Stakeholders are collaborating to build an electronic GBV health information management system (GBV HIMS). The WHO's Medical History and Examination Form for Sexual Assault, from the WHO's Health care for women subjected to

intimate partner violence or sexual violence: a clinical handbook is being adapted to provide the main data collection instrument for the GBV HIMS.

Virtual consultations were organised with members of the Ministry of Health Spotlight Committee, representatives of the OPM GCA and the CS-NRG to review the proposed GBV HIMS methodology, including the data collection instrument. This included a comparison of the electronic data capture systems of the OPM's Domestic Violence Registry and the proposed GBV HIMS, which will be based on an existing electronic system for capturing data on maternal health: the Perinatal Information System (SIP). SIP is being set up in Trinidad and Tobago under the direction of the Directorate of Women's Health with assistance from PAHO/ WHO and the Latin American Centre for Perinatology (CLAP/ PAHO/ WHO). There are currently two versions of SIP being used in Trinidad and Tobago. SIP has been deployed in all five regional health authorities in Trinidad and Tobago and selected health centres. SIP Plus which includes a COVID-19 form, is the successor to SIP. This version is being piloted and used in the Eastern Regional Health Authority (Sangre Grande Hospital) and Tobago Regional Health Authority (Scarborough General Hospital). A full national deployment of SIP Plus to all five regional health authorities will be completed by the end of 2021 supported by the Spotlight Initiative. Standardisation can facilitate good clinical practice by nurses and doctors.

Input from the CS-NRG members included advice on ethical and human rights aspects of the GBV HIMS methodology. These interactions helped guide the choice of variables for the GBV HIMS and its integration with the Registry to provide a holistic picture of GBV and avoid unnecessary repetition of information by survivors to different providers. The data collection system will include forms, organised logically from the point of entry of the survivor in the system through care and support to onward referral and plans to optimise safety, which health care providers will complete thus orienting them to good practice in treating survivors. The content of the forms will be arranged in alignment with the National Clinical Guidelines, to be developed under Pillar 4 as previously outlined.

In December 2020, the Chief Medical Officer agreed that consultations with Regional Health Authorities can be organised for early 2021 to review the GBV HIMS and develop practical steps for its implementation on the ground.

Outcome 6: Women's Movement

Civil society organisations and grassroots groups have received funding under the Spotlight Small Grant funding modality within Pillar 6. These organisations include: CEDAW Committee of Trinidad and Tobago, CHOICE Foundation, GROOTS Trinidad and Tobago, Jabulous Communications, Myrtle's Place, Roxborough Police Youth Club, The Cleopatra Borel Foundation, The Trinidad Youth Council and WOMANTRA.

The CEDAW Committee of Trinidad and Tobago (CCoTT) launched 'Re-thinking Violence in Families' on 25 October 2020. Data was collected on the private sector, inclusive of industry and

footprint representation in the target regions and an organisational mapping exercise was carried out. This allowed: the creation of a stakeholder database which identifies training gaps and needs; a workplace visual mapping including the representative sectors/industries in accordance with geographic segmentation (East, South and Tobago regions) and engagement with stakeholder Executives to educate them on overall objectives in the target regions. A desk review was also undertaken which engaged national human resource practitioners to understand current industry processes, and included a review of: regional and international best practices employed by the private sector in achieving its role when addressing DV, existing local model policies on DV in the workplace, and the extent to which private sector companies have implemented DV policies, and procedures or intervention mechanisms for employees experiencing DV.

Under the project “Children with a Future” the Choice Foundation is targeting 30 children who have been exposed to violence, using non-conventional methods. As a result of restrictions on public gatherings within the COVID-19 regulations, the workshops planned for Quarter 4 of 2020, experienced delays. The project team moved ahead with the recruitment of facilitators for the different districts, and gaining the consent and commitment of attendees.

The Cleopatra Borel foundation continued its work through the ‘NiNa Young Women’s Leadership Programme’ which provides financial literacy, entrepreneurial skills and tools to build self-value in young women within the state care system, under the Spotlight Initiative, beginning in December 2020. The workshop series includes yoga sessions and art therapy all anchored around a licensed child psychologist who guides the discussion in an open informal safe space. Specially invited experts are invited to share their stories and lessons in a safe open space allowing young women and girls to ask questions, interact, learn and share. In December, a workshop was held, engaging fifteen (15) young women girls from the St. Jude’s Home for Girls to help them to cope with past abuse and to become entrepreneurs. The Home houses young women up to the age of 18 who have either been appointed by the Family Court due to disputes at home as a result of family violence, sexual abuse or being deemed “beyond control”.

The grantee Jabulous is in the process of planning the launch of the ‘That’s Not Love’ campaign which will include media appearances in 2021. The campaign will establish clear definitions of tools used by abusers to trap, isolate, silence and remove the identity of the survivor of abuse.

The Roxborough Police Youth Club began their project, “Project Power’ a project aimed at protecting women and the elderly, by training enumerators who will be facilitating communication with the target group of respondents in Roxborough, Tobago, to collect relative statistics on how many elders (aged 60 and above) who suffer from Alzheimer’s and other health conditions, may be victims of abuse. The data will be strategically used to provide the best-suited intervention. Training will then be conducted within the fields of social work, psychology, counselling and community policing with members of the Roxborough Police Youth Club.

The WOMANTRA legal clinic project seeks to: provide legal advice and representation to domestic violence victims, design and implement an administrative data processing protocol to extract key

insights into the gaps in the inter-agency national response mechanisms and how these can be improved, build/acquire an online recommender system that can receive information from clients and match them to relevant services, and to implement a client advocate network of navigators who can support victims in their service-seeking efforts. Introductory meetings and orientation have been planned to prepare interested attorneys. The process of finalising documents and databases for client case-management and formalising volunteer agreements including a Client Intake Form and lawyer Memorandum of Understanding has begun. An orientation process will include a Gender Sensitivity Workshop, Trauma-Informed Service-Provision Workshop, and Digital Tools Workshop.

During 2020, the Spotlight Initiative Team also collaborated with members of the CS-NRG to develop a strategy to allocate grants to strengthen peer networks amongst community-based organisations and CSOs to better advocate for and monitor family violence service delivery with key government stakeholders and the public. CSOs receiving these funds will develop a strong CSO Peer Network within the Women's Movement at all levels, to deliver quality and coordinated services, advocacy, prevention and to hold state actors accountable.

Additionally, the team developed a strategy and issued calls including scope of work and selection criteria for proposals for women's organisations and community-based organisations to design and implement 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. Social accountability tools will monitor and hold state actors accountable for service delivery. Improved levels of service delivery will lead to the increased use of services. Providing this feedback to service providers will allow the continuous improvement of critical services, essential in the response to matters of family violence.

Rights Holders (“Beneficiaries”)

Indicative numbers	Direct for 2020	Indirect for 2020	Comments/Justifications
Women (18 yrs. and above)	488	161	Including CSO participants at capacity assessment workshops, survivors accessing telemedicine and remote case management services; trade union participants in a GBV sensitization workshop; persons receiving information related to the Youth Connect app and Judicial officers that received training on Gender protocols and case management.
Girls (5-17 yrs.)	155	4	Workshops held in December for girls and young women in a leadership series on choices (power and implications of choices) as well as persons receiving information related to the Youth Connect app and survivors accessing telemedicine and remote case management services. Indirect beneficiary numbers represent persons accompanying minors.
Men (18 yrs. and above)	133	17	Including survivors accessing telemedicine and remote case management services; trade union participants in a GBV sensitization workshop; persons receiving information related to the Youth Connect app and Judicial officers that received training on Gender protocols and case management.
Boys (5-17 yrs.)	78	4	Including survivors accessing telemedicine and remote case management services and persons receiving information related to the Youth Connect app.
TOTAL	854	3,653	3,467 of these indirect totals represent unique views on social media content during 16 days of Activism. Data cannot be disaggregated.

Challenges and Mitigating Measures

Meaningful interagency collaboration under the UN Reform can be stymied due to the major differences across agencies in programmatic and procurement processes; these differences cannot be addressed at a country level. This is exacerbated by the differences in perceptions among agencies that they are competing for scarce resources from limited State actors in a global environment of reduced funding. Small programme and operational teams at country level are typically quite stretched and implementing numerous projects, inclusive of Spotlight, which could hinder timely implementation. Through mutual recognition and innovative business practices including regular joint meetings and the development of SoPs as well as clear monitoring and evaluation frameworks, major differences across agencies in programmatic and procurement processes, which could hinder meaningful interagency collaboration under UN Reform, have been mitigated. Additionally, the coordination unit has revisited its role and offered additional administrative and implementation support in addition to managing stakeholders.

The Government of Trinidad and Tobago, as a strategic programme partner, is responsible for leading on key activities under Pillars 1 and 5. Where the Government has direct responsibility as an implementing partner, RUNOs have followed the standard UN procurement processes to enter into an agreement with the relevant Government entity. In the case of the Office of the Prime Minister, Trinidad and Tobago, delays in providing the requisite mandatory financial/banking information has impacted the finalisation of agreements with the Government. RUNOs have engaged the administrative officer in charge of the Division (Permanent Secretary) as well as worked with the Central Bank of Trinidad and Tobago, to support the updating of the financial and accounting information required. These issues have also been flagged at the Headquarter level, for guidance and support to facilitate the agreement with the Government. The Government continues to remain an invested partner, and has worked steadily to remedy the delays, and RUNOs have worked to maintain the strong relationship with the Government, to ensure success of the programme. It is expected that agreements will be finalised in early 2021.

The multi-layered governance arrangement of the Spotlight Initiative established in Trinidad & Tobago has supported transparency, accountability and cross-learning but has also been hindered by resource limitations most notably from government and civil society. Government and civil society gender focal points may be representatives of several committees and therefore the Spotlight team has worked to build on and strengthen existing structures including for example, supporting the InterMinisterial Committee to support DV strategies already established by the OPM GCA to serve as the accountability committee on the National Strategic Action Plan on Gender-Based Violence under Pillar 1.

In response to the alarming rise of GBV cases in the latter part of 2020, the Spotlight team headed by the Spotlight Communications Officer launched a series of media bookings to respond to the violence and provide visibility and information on the programme. However, it was frequently

noted in these engagements that the public response often called for more emphasis on men and boys not just as perpetrators but also victims themselves. This type of response was also echoed during the interagency missions to communities. While the focus remains on women and girls, men and boys have to be engaged as champions and role models in their communities. The Spotlight team has addressed this through prevention programmes to be implemented which include focus specifically on all youth as well as male faith-based leaders and both women and men-led organisations. Additionally, Spotlight supported an interactive dialogue on men and boys and creating loving relationships organised by the CEDAW Committee of Trinidad & Tobago during the 16 Days of Activism; one of the panel discussions which had the most public engagement.

Civil society engagement, notably at the community and grassroots level through the CS-NRG, has not been formalised or operationalised effectively. However, the Spotlight team is in the process of recruiting a Capacity Building Consultant whose terms of reference were developed in collaboration with the CS-NRG. A key deliverable for this Consultancy is the establishment of a peer support or buddy system with larger more established CSOs such as those represented in the CS-NRG which would lend support to the smaller grassroots groups from the Spotlight target communities. Support could encompass establishment of consortia for responding jointly to calls for proposals, assistance with financial reporting and the development of M&E frameworks.

The Spotlight Initiative team did suffer some programmatic delays in 2020 due to a variety of reasons. Full implementation commenced in March 2020 following a delay in the receipt of the first tranche, which was received in February 2020. Additionally, the UN did not receive Government approval of the Spotlight Initiative until March 5th 2020 and the relevant formal correspondence only in May 2020. Securing this approval prior to full implementation was critical to ensuring national buy-in and ownership.

Programme delays were also attributed to lockdown measures which prompted office closures and adaptations to new ways of working as well as delays in recruitment of the Spotlight team members. Furthermore, following a joint call for proposals from civil society, identifying and contracting new implementing partners meant ensuring that organisations met due diligence standards, including the adoption and implementation of Prevention of Sexual Exploitation and Abuse (PSEA) policies and processes; which often required the UN to work closely with these organisations to develop capacity plans to meet these gaps. These plans had to be developed prior to the organisation registering formally as an IP and commencing activity implementation.

Under the guidance of the RC, agencies have since developed and implemented acceleration plans which include consolidation of activities across pillars under technical consultancy companies, hosting meetings with implementing partners to establish linkages and areas for coordination and joint action, programmatic revisions to provide additional support to the Government to mitigate delays related to government implementation, etc.

The Spotlight team has also strengthened internal coordination to realise synergies, and mitigate risks by:

- Utilising a standardised approach to Procurement and Consultancies for ease of comparison and to be able to integrate and consolidate Scope of Works, where there are opportunities for such
- Reviewing and evaluating existing ToRs to capture areas of commonality and to identify gaps (deliberate or otherwise), in delivery in the following areas: stakeholders, scope of works, and objectives, outputs and outcomes
- Outputs from one project = inputs for another. For example, utilising a single Consultant to assess the capacities of CSOs within the captioned territories. The outputs of this project will be the inputs for other projects within Spotlight Initiative
- Hosting coordinated meetings with consultants and implementing partners to promote buy-in, foster collaboration, and encourage sharing of knowledge/information and data thereby enhancing overall effectiveness of individual and collective project and programme outcomes respectively
- Utilising existing tools/manuals on GBV when consultants or implementing partners develop their training materials, in order to enhance consistency and time-efficiency.

Given social distancing, limitations on public gatherings and work from home measures, much of the programme implementation has taken place virtually. All preliminary planning meetings with implementing partners, meetings amongst programme staff and those of governing bodies (including the NSC and OSC), trainings, workshops and assessments are now undertaken virtually through various digital platforms. One exception was the interagency missions to the communities which occurred during a brief period before community spread of the virus started in the country. These measures have encouraged a certain level of innovation and adaptation to a new way of working which initially created some delays in programming but which has rapidly been adopted across programme teams.

Lessons Learned and New Opportunities

a) Lessons Learned

Formal mechanisms to foster interagency collaboration are critical to avoid siloed approaches to various projects. Inter-agency missions, joint strategies, meetings, information sharing and the development of SOPs have been effective methods of transitioning to the new way of working under UN Reform. Through the establishment of the Operational Steering Committee with representation from various government ministries, UN agencies and civil society, additional avenues for collaboration, ensuring technical coherence and working together have been explored.

Meaningful civil society collaboration to prevent tokenistic engagement is critical and should incorporate mechanisms for participation in project implementation planning with UN agencies from the onset. In a small island context where many CSO representatives are very likely to be beneficiaries of Spotlight grants and funding as implementing partners, ensuring conflicts of interest are addressed in agreement with the group members is critical. It is important that Secretariat guidelines for civil society engagement are adapted to suit the local context to ensure that this formal mechanism i.e. the CS-NRG is more effective. Additionally, developing a costed work plan should set realistic goals based on the volunteerism nature of the group. Finally, selection criteria should incorporate a recognition of the time requirements and commitment for such a reference group.

b) New Opportunities

Despite the challenges related to in-person gatherings as a result of COVID-19, new opportunities to engage effectively with a multitude of stakeholders through virtual platforms have emerged and have continued throughout 2020 and into 2021. These opportunities provide for a wider reach and participation resulting in cost-savings and synergies through enhanced partnerships. This also has increased the capacity of CSOs in building technological capabilities and has provided greater access for persons with disabilities, for migrants, and those who may face other challenges in face to face participation.

Through regular engagement with the EU Delegation, the UN has received clear guidance and feedback which are then incorporated into Spotlight activities to enhance quality of delivery with resulting impact on women and girls.

Finally, in 2020 there has been increased national attention to GBV, including an increased level of advocacy which calls for action by all stakeholders. This has been extremely beneficial to the Spotlight team in terms of providing a rich environment for the operations of the programme, partnerships and sustainability.

Innovative, Promising or Good Practices

The Spotlight team has identified several innovative practices throughout 2020 which include:

1. The Coordination Unit has established recurring, working meetings with the Technical Lead on the programme, to facilitate joint technical coherence and coordination. The overall programme was reviewed for synergies across Pillars and agencies, and areas for collaboration and optimisation of resources. A Technical Coherence Matrix was developed to assist RUNOs in performing a pre-evaluation of deliverables to ensure alignment with Spotlight objectives and guidelines, and UN Principles, standards and global conventions. This also accelerates the ability to deliver in a more streamlined and efficient way, as it has established criteria for assessment.
2. The hosting of coordinated meetings with consultants and IPs to promote buy-in, foster collaboration, encourage sharing of knowledge/information and data to enhance the overall effectiveness of the outcomes. This practice promotes effective communication and enhances the collaborative process during project implementation.
3. The delivery of psychological services via telephone and virtual means, as carried out by implementing partners: The Coalition against Domestic Violence and the Family Planning Association of Trinidad and Tobago. By utilising telephones and virtual platforms, service provision continued despite lockdown measures mandated by the government to address the COVID-19 pandemic.
4. Collaboration between the National Trade Union Centre of Trinidad and Tobago and the Employers Consultative Association. These organisations are usually on the opposite side of the negotiating table, but have joined forces to work to ensure that a draft workplace policy is adopted to address family violence, abuse, harassment and gender-based violence in the workplace. Once complete this will represent an innovative approach with trade unions and employers working hand in hand.
5. The development of evidence-based communication products for use by front line health service providers. These include calendars for health care workers and desk diaries for health care workers and policy-makers incorporating FV data and guidance aligned to the COVID-19 context. Each drew on WHO good practice guidance for the care and support of survivors of domestic violence in the COVID-19 context. They also incorporated local evidence, for example from the National Women's Health Survey and were presented in a visually appealing, colourful format, with positive images of health care workers, women and girls, reflecting diversity in age, body shape and ethnicity in Trinidad and Tobago.

Communications and Visibility

In accordance with the 2020 Communications and Visibility Action Plan, the Spotlight team executed a large-scale media and visibility communication campaign to raise awareness with a wide audience of the Spotlight Initiative, its donors and partners. The campaign featured representation from civil society, the UN Resident Coordinator and UN agencies and comprised three (3) prime time morning show interviews, three (3) radio programme interviews, four (4) print news media features, two (2) online news media features, two (2) press releases and one (1) media statement. Three (3) video profiles of CSO leaders were also produced showcasing the personal stories of some of the founders, advocating against VAWG and raising awareness of the impact of CSOs in the target communities. These video profiles were disseminated during the 16 Days of Activism. This media and visibility campaign as well as the CSO profile videos are part of ongoing strategy to build brand awareness of the Spotlight Initiative, donors and partners and to showcase the work and stories of Spotlight-supported women-led organisations and their beneficiaries. These activities are expected to grow the size of the Spotlight Initiative audience and positive perception of our work.

Additionally, during 16 Days, the Spotlight team hosted four (4) virtual as well as one (1) [televised panel discussions](#) encompassing issues including: Workplace violence and harassment, managing rejection, strengthening service delivery in the justice system, assessing evidence for action against GBV and re-imagining and rebuilding a world without violence against women and children. Members of the CS-NRG significantly supported this effort.

This effort involved interagency collaboration as well as a partnership with the EU Communications focal point. The Spotlight team works to support and promote communications materials, campaigns and initiatives relative to implementation and implementing partners, which are larger in scope and a key driver of visibility for Spotlight work. EU representation is included in planning and conceptualization of messages as well as communications initiatives within the remit and budget of the Spotlight Coordination team. The EU Delegation has also been critical in providing input to the communications and visibility annual action plans.



Testimonials

From the Spotlight Initiative-supported, NiNa Young Women's Leadership Programme

I was so happy and elated to see the NiNa program at St. Jude's, had we had a program like this when I was a resident it could have saved many girls from going down the wrong path. The program is real and relatable and has made the girls more emotionally intelligent and self-aware.

— Kylise Romain, Student Mentor

From the Spotlight supported "That's Not Love" Campaign, by Jabulous (Edutainment and Developmental Theatre Company)

Loving the theme of this campaign. Too often we misinterpret our partner's attitude and believe it is an act of love when there is another agenda. Educating people especially women through this movement is a much welcome initiative especially at this time where domestic violence is prevalent.

— Seema Boodram

Truly relevant and necessary for these times.

— Lisa Marc

Media Hits

Activity	Objective
3 Prime Time a.m. Morning Show Interviews	Raise Spotlight Visibility & Awareness
3 Radio Program Interviews	Raise Spotlight Visibility & Awareness
4 Print News Media Features	Raise Spotlight Visibility & Awareness
2 Online News Media Features	Raise Spotlight Visibility & Awareness
3 CSO Video Profile Features Disseminated	Highlight Grassroots Organisations and The Work of Spotlight
2 Press Releases	Maintain awareness and show support for survivors of GBV
1 Media Statement	Maintain media awareness and inert Spotlight into the national conversation on family violence and GBV
4 (40 - 60) min Panel Discussions Streamed Live Via Facebook (16 Days of Activism)	Maintain Spotlight visibility and expand the conversation around family violence and GBV nationally
(1) 1 hour Panel Discussion aired LIVE on local Television (16 Days of Activism)	Maintain Spotlight visibility and expand the conversation around family violence and GBV nationally

a) Messages

1. Break The Silence, Violence Against Women Affects Everyone

Target audience: National

Platform: Social Media

Format: Graphics and Video Messages.

Outcome: Estimated reach 11 thousand viewers

Impact: This video content was created and shared in response to a synchronous rise in the reporting of GBV cases at the height of COVID restrictions and received 3840 views, 24 shares and 201 post engagements on Facebook, the primary platform where it was disseminated.

2. The Time To Shine A Spotlight on Family and Gender-Based Violence Is Now

Target audience: Media

Format: Press Releases & Statements emphasising the reported national spike in family violence with the advent of COVID-19

Impact: This message was the cornerstone of a visibility drive comprising a series of media interviews across television and radio accompanied by a press release calling for urgent action and emphasizing the data and increased reports of GBV as a result of COVID-19 restrictions. The purpose of this messaging being to drive public awareness of the Spotlight Initiative, bring attention to the GBV data, position Spotlight as a resource and thought leader, and share emergency information with victims and survivors.

b) Media and visibility events

1. National Launch

Summary: The national launch was co-led by the Minister of Gender and Child Affairs (Office of the Prime Minister), UN Resident Coordinator and EU Ambassador with support by the CS-NRG. The launch kicked off with a social media campaign to drive traffic to the FB page in preparation for the content videos that were produced and featured (see links below and video submission platform) during the launch week from May 18th to 22nd. The full social media report capturing data on engagement and reach of the launch can be found [here](#).

2. National Launch Press Conference

Summary: A blended virtual-in person press conference to provide an overview of Spotlight as well as formally hand over the items that were procured to specific civil society organisations that represent front-line service providers that serve survivors of violence as part of the Spotlight COVID response plan. The event was moderated by the EU delegation Ambassador and UN Resident Coordinator, with support from UNFPA and in-person participation of the CSOs and virtual attendance by the Office of the Prime Minister Permanent Secretary. Additionally, two media houses were represented and subsequently produced featured articles on the event. The event was live streamed on the UN Trinidad & Tobago Facebook page.

3. Inter-Agency Community Missions

Summary: Formal introductions between Tobago House of Assembly, Tunapuna/Piarco and Mayaro/Rio Claro regional corporations and Spotlight coordination unit and UN agencies to: provide an overview of Spotlight Initiative to local government representatives and its implementation in each community; strengthen Partnerships and establish focal points in local government and mechanisms for information sharing and to host informational sessions with other key stakeholders. These events were featured on the UN Trinidad and Tobago Facebook page.

4. 3 Prime Time a.m. Morning Show Interviews

Summary: Both a Civil Society Organisation representative and UN agency representative were featured on live morning television shows to discuss the Spotlight Initiative and the work planned and currently underway in the target communities.

5. 3 Radio Program Interviews

Summary: CSO representatives alongside UN agency partners were interviewed on live radio programmes across morning and afternoon drive times, to discuss the work of Spotlight Initiative.

6. 4 Print News Media Features

Summary: Both a CSO representative and UN agency representative were featured on live morning show television to discuss the Spotlight Initiative and the work planned and currently underway in the target communities.

Activities above correspond to communications objective #4 (per the Spotlight Communications and Visibility Guide) to drive visibility of the Spotlight Initiative, its donors and partners, grow Spotlight's audience and brand recognition.

7. 3 CSO Video Profile Features Disseminated

Summary: Three profile videos were created to highlight the work of Grassroots organisations under Spotlight, receiving a combination of more than 6800 views, 150 shares and 112 comments on Social Media. This activity corresponds with communication objective #2 (per the Spotlight Communications and Visibility Guide) to illustrate and promote the impact and results of Spotlight Initiative supported organisations and their interventions by finding, sharing and promoting the stories of women and girls whose lives have been positively transformed.

8. 5 LIVE Panel Discussions featuring CSO Representative, Government Partners and UN agency experts were streamed live for 16 Days of Activism

Summary: Streamed live via social media and with one panel televised nationally, the panel discussions covered a spectrum of VAWG issues including: Workplace violence and harassment, managing rejection, strengthening service delivery in the justice system, assessing evidence for action against GBV and re-imagining and rebuilding a world without violence against women and children. Total live viewers: 150. Total subsequent views: 4,111.

9. ECA: media release

Summary: A media release was developed in 2020, for dissemination in January 2021. The release outlines the ECA's (the largest Employer Association in T&T) position on the prevalence of GBV and family violence and their impact on the workplace. The Spotlight programme and the role of the ECA as an Implementing Partner were also introduced in the release (attached) which was aired by several media houses:

Link: <https://103fm.tt/news/eca-seeks-to-address-gender-based-violence-in-workplace-with-eu-un-programme/>

d) Campaigns

Media campaign and 16 Days of Activism events as outlined above.

Objective: Promote behaviour change using evidence-based strategies that address social determinants of health.

Communications Campaign to disseminate data-driven visually appealing communication products to health workers to educate them on what they can do to support survivors of domestic violence, via women-centred care, proper screening and medical support. Note that these products were designed in 2020 to be disseminated in 2021.

e) Human interest stories

1. In Trinidad and Tobago, an activist explains how to be an ally to women and girls

Lede: PORT OF SPAIN, Trinidad and Tobago - Family violence can be difficult to address. Domestic abuse often happens behind closed doors, sometimes for years, without family or friends knowing. Many people may also be reluctant to intervene in what they consider 'man and woman business' or lovers' disputes, while others fear becoming involved in a situation that might directly expose them to harm. This story corresponds to pillar six where Spotlight is working with women's organisations and civil society organisations to build their capacity to implement programmes based on best practices for effective approaches to social norms and behaviour change.

Link: <https://www.spotlightinitiative.org/news/trinidad-and-tobago-activist-explains-how-be-ally-women-and-girls>

2. Shattering Myths About Family Violence In Trinidad and Tobago

Lede: PORT OF SPAIN, Trinidad and Tobago - Verbal and physical abuse, child abuse, sexual assault - in Trinidad and Tobago, the varied forms of gender-based violence (GBV) have traditionally been cloaked in shadow and shame. Now, the EU-UN Spotlight Initiative has teamed up with civil society groups to bring family violence into the cleansing light of day. By shining a light on these complex issues, the Initiative hopes to expose and eliminate gender-based violence. This story corresponds to pillar three; prevention. Debunking myths around gender-based violence can serve to increase awareness and shift perceptions that perpetuate misinformation and inhibit prevention and interventions.

Link: <https://www.spotlightinitiative.org/news/shattering-myths-about-family-violence-trinidad-and-tobago>

3. Enlisting all of society in the elimination of gender-based violence in Trinidad and Tobago

Lede: In Trinidad and Tobago, family violence and abuse in the home was once thought of as a domestic matter between spouses - a taboo topic that was spoken about in whispers and widely misunderstood. This story corresponds to pillar three; prevention. The rise in GBV reported cases due to COVID-19 has brought the issue of GBV to the forefront of national discourse making

Spotlight's mission even more relevant and providing opportunities to illuminate and fill gaps in prevention, advocacy, justice and care.

Link: <https://www.spotlightinitiative.org/news/enlisting-all-society-elimination-gender-based-violence-trinidad-and-tobago>

4. Building Independence: Young women are reclaiming their power in Trinidad and Tobago

Lede: St. Jude's Home for Girls has served as a refuge for girls in Trinidad and Tobago's state care system for more than a century. Many of the girls here are adolescents who have been appointed by the family court for reasons ranging from sexual abuse at home to behaviour that is deemed "beyond control". This story corresponds to pillars three and six: prevention and strengthening the women's movement. Through CSOs capacity building efforts and programmes like the NiNa Young Women's Leadership workshops, young women will be empowered to demand lives free from violence and will have information and skills to self-protect.

Link: <https://www.spotlightinitiative.org/news/building-independence-young-women-are-reclaiming-their-power-trinidad-and-tobago>

a) Photos



Caption: Residents at St. Jude's Home for Girls participate in empowerment training facilitated by the NiNa Young Women's Leadership Programme. Photo Credit: Asouka Edwards



Caption: Community-based and migrant focused clinic held in Icacos. Photo Credit: FPATT



Caption: Inter-agency mission to Tobago with representation from PAHO, UN Women, UNFPA and UNHCR that accompanied the UN Resident Coordinator and Spotlight Programme Coordinator to meet with the Secretary, Assistant Secretary and Administrator of the Tobago House of Assembly Division of Health, Wellness and Family Development. Photo Credit: Tobago House of Assembly.

b) Videos

1. <https://www.facebook.com/UNTrinidadandTobago/videos/2841484342762961>

Once a victim, Cavelle Mills successfully navigated her way out of toxic circumstances and started the [Choice Foundation TT](#) to support women and girls who experience abuse.

2. <https://www.facebook.com/UNTrinidadandTobago/videos/213582563558446/>

Civil Society Organisations embody activism in action and their role is crucial now more than ever. Learn more about [GROOTS Trinidad & Tobago](#) and the work they are doing to educate and support victims and survivors of gender-based violence.

3. <https://www.facebook.com/UNTrinidadandTobago/videos/813679602535111/>

Civil Society Organisations have been tirelessly doing the important work against gender-based violence year after year. The [Coalition Against Domestic Violence](#) is just one such organization and we are proud to support them in continuing their efforts to end gender-based violence in Trinidad and Tobago.

Next Steps

The Spotlight team in Trinidad & Tobago is committed to implementing acceleration plans previously highlighted during 2021 to meet the goal of requesting the second tranche of Phase 1 funding in the first quarter. It is expected that the new EU Ambassador would assume the position in the country by the end of the first quarter and the UN Resident Coordinator and Spotlight team are committed to remaining in close collaboration through periodic meetings. This Ambassador will be invited to serve on the National Steering Committee and alongside the UN Resident Coordinator will advocate at a high level for national ownership, prioritisation of GBV and human rights on the national agenda and sustainability of Spotlight Initiative results.

The Spotlight Initiative in Trinidad & Tobago has created a model or standard that future programmes addressing various themes can adopt and adapt to effectively implement and deliver as one under the UN system by building on each agency's comparative advantages.

During 2021, implementing partners will continue to receive the necessary support to implement their respective activities within agreed timeframes outlined in work plans. At the time of writing, terms of reference have already been finalised and/or calls for proposals issued related to the study of social norms underpinning GBV specifically as it relates to violence against children as well as the economic costs of violence in the workplace research. Consultancies related to a review of the implementation of the DV Act and its amendments as well as support to the OPM for the National Strategic Action Plan will commence in the first quarter.

Institutional strengthening, with a strong focus on the health and security sectors, will continue with judiciary training focused on gender protocols under Pillar 2, the development of the court and police accompaniment programmes; gender-sensitive policing training and the establishment of national clinical guidelines to strengthen the delivery of essential services for survivors.

Prevention efforts focused on youth in and out of school and working particularly with faith based organisations and other relevant stakeholders including within the private sector will be kicked into full gear and accompanied by behavioural change communication campaigns.

To ensure that programming is evidence-based, the establishment of interoperability data systems through the DV Registry, GBV HIMS, and other systems of the TTPS, Children's Authority and civil society organisations will be critical and the Spotlight team remains committed to supporting the OPM, Ministry of Health and other relevant stakeholders to facilitating this process.

Finally, civil society engagement will remain a cornerstone of Spotlight programming and the RC Office has contracted a Consultant to build the operational, technical and financial capacity of grassroots organisations within the women's movement. This capacity building will be supplemented by training on gender-responsive care, trauma and behavioural change communications campaigns.

Spotlight teams will be strongly engaged to manage and support all implementing partners through strong monitoring and evaluating frameworks as well as to provide technical expertise and guidance as may be necessary.

Specifically in 2021, the Spotlight Initiative team will accelerate implementation in the areas of:

- Executing evidence and community-based prevention programmes targeting youth in and out of schools, faith based organisations, men and boys
- Strengthening the delivery of services for survivors through the establishment of court and police accompaniment programmes and the training of TTPS
- Completing National Clinical Guidelines on Family Violence; training health care workers and developing communication materials in good practice in care and treatment of survivors
- Ensuring access to quality, disaggregated data within the Central Registry on Domestic Violence to better inform policies
- Developing a Gender-Based Violence Health Information System to promote good practice in health care and develop a profile of health impacts and care received
- Strengthening the women's movement to hold state institutions accountable
- Implementing communication campaigns to tackle harmful social norms, build the human rights literacy of survivors and prevent the violence before it occurs.

ANNEXES

Annex A: Results Framework

Annex B: Risk Matrix

Annex C: CSO Engagement Report

Annex D: Promising or Good Practices Reporting Template

Annex A

Results Framework

Outcome 1 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes	
	Laws on Domestic Violence					
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	0.25	0.25	0.25	0.0	Spotlight in Trinidad and Tobago will seek to identify gaps in the implementation of the Domestic Violence Act and address these in 2021.	
	Laws on Rape					
	0.25	0.25	0.25	0.25		
	Laws on Sexual Harassment					
	0.5	0.5	0.5	0.5		
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	National level					
	Evidence-based Costed Participatory Development	Evidence-based Costed Participatory Development	Evidence-based Costed Participatory Development	Evidence-based Costed Participatory Development	Action plan exists for the period 2016-2020 but was not Cabinet approved.	
	Sub-National Level					
Does not apply/ there is no plan	Does not apply/ there is no plan	Does not apply/ there is no plan	Does not apply/ there is no plan			
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or 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, within the last year.	Developed or Strengthened					
	0	0	3	3	1. Sexual and Reproductive Health and Rights Policy, 2. Domestic Violence Act (amendment), 3. Child Policy and Child Protection Plan. Note that the SRH and DV Act amendments cannot be attributed to the Spotlight Initiative but are as a result of previous advocacy efforts by UN teams and civil society. The SRH policy has not been made public but has been approved for the Ministry of Health.	

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 1.1.6 Number of assessments completed on pending topics and strategic litigation implemented by women's rights advocates, within the last year.	0	0	0	1	
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.	National level				
	Evidence-based Programs & activities costed	Evidence-based Programs & activities costed	Evidence-based Programs & activities costed	Evidence-based Programs & activities costed	No action plans were developed or updated during the last year however a 2016-2020 plan was created in 2016 which was never approved. Spotlight will be working on a 2021-2025 plan from 2021.

Outcome 2 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	Functioning?: No, At the Highest level?: No, Where is it placed?: Includes LNOB?: No	Functioning?: Yes, At the Highest level?: Yes, Where is it placed?: The Office of the Prime Minister (Gender and Child Affairs Division), Includes LNOB?: No	Name of Coordination Mechanism: Inter-Ministerial Committee (IMC) to co-ordinate strategies to reduce Domestic Violence (DV), Where is it located: Office of the Prime Minister (Gender and Child Affairs Division), including LNOB?: No, National	Functioning?: Yes, At the Highest level?: Yes, Where is it placed?: The Office of the Prime Minister (Gender and Child Affairs Division), Includes LNOB?: Yes	Includes representation from civil society representing rural women and girls but no other marginalised groups.
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	Medium integration	Medium integration	Medium integration	High integration	The National Development Strategy 2016-2030
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	0	2	11	Subnational institutions represent those in Tobago. 10 National (The Judiciary of Trinidad and Tobago, The Trinidad and Tobago Police Service, The Children's Authority, Tunapuna/ Regional Corporation, Mayaro/ Rio Claro Regional Corporation, The Office of the Prime Minister; Gender and Child Affairs, , Ministry of Health, Ministry of Education, Ministry of Social Development and Family Services, Ministry of National Security) and 1 Sub-National (The Tobago House of Assembly; Division of Health, Wellness and Family Development)

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 2.1.6 Number of key government officials trained on human rights and gender-equitable norms, attitudes and behaviours towards women and girls, including for those groups facing intersecting and multiple forms of discrimination, within the last year.	Government Officials				
	0	0	354	400	
	Women Government Officials				
	0	0	278	0	
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	N/A there is no coordination mechanism	Established at the highest level	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual work plans	Approval granted under Spotlight for the establishment of a case management multi-stakeholder mechanism in the form of a sub-committee of the Inter-Ministerial Committee (IMC) to co-ordinate strategies to reduce Domestic Violence (DV) .

Outcome 3 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	12.1%	12.1%	12.1%	12.1%	This survey was designed exclusively for women participants.
Indicator 3.3 Existence of 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.	Yes	No	No	Yes	Programmes from the baseline already exist and were piloted previously nationally but are not consistently implemented. Under Spotlight, programmes will be relaunched.
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.	In-School Programmes				Under 6.3.1 , a CSO received funding and was able to provide 15 young girls from the St. Jude's Home for Girls with leadership workshops to help them to cope with past abuse and to become entrepreneurs. 177 young persons benefitted from SRH discussions with a Youth Education through the Youth Connect App supported by Spotlight during the 3 month lockdown in the country.
	0	0	0	150	
	In-School Programmes Girls				
	0	0	0	75	
	In-School Programmes Boys				
	0	0	0	0	
	Out-of-School Programmes				
	0	0	192	122	
	Out-of-School Programmes Girls				
	0	0	127	75	
Out-of-School Programmes Boys					
0	0	65	47		

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	National or Sub-National				
Indicator 3.1.3 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, within the last year.	0	0	0	1	Under Spotlight, a revised version of HFLE will be developed during 2021. This is a national programme, no sub-national programmes.
Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.	0	250	3,467	20,250	Unique views of 16 Days of Activism virtual panel discussions - figures cannot be disaggregated from social media platforms.
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	0	0	0	7	
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.	0	0	0	3	
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG 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, within the last year.	EVAWG Policies				
	0	0	0	2	
	EVAWG Policies including LNOB				
	0	0	0	2	

Outcome 4 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Women				
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	389	389	789	389	
	Girls				
	1,121	1,121	1,275	1,121	
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.	Government Service Providers				
	0	0	361	623	Judiciary training under Act 2.1.4 and PAHO training from Act 5.1.2
	Women Government Service Providers				
	0	0	284	467	
Indicator 4.2.3 Existence of strategies for increasing the knowledge and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination.	Strategies Designed				
	No	Yes	Yes	Yes	Telemedicine proposal is related to the COVID-19 response. Name of Strategy: Family Planning Association of Trinidad & Tobago Telemedicine Proposal, Modality of Intervention: Remote services., including LNOB?: Yes
	Strategies Designed that include LNOB				
	No	Yes	Yes	Yes	Name of Strategy: Catalogue of Services: Dissemination Plan, Modality of Intervention: Hard-copy and e-version, including LNOB?: Yes

Outcome 5 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Prevalence				
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	Yes	Yes	Yes	Yes	
	Incidence				
	Yes	Yes	Yes	Yes	
Indicator 5.1.1 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	Yes	Yes	Yes	Yes	It was not within the National statistical office but the central registry on GBV, which is managed by the Office of the Prime Minister. The 'national statistical officers' were health care workers that increased their capacity to work with data.
Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year	National Statistics Officers				
	0	0	7	245	It was not within the National statistical office but the central registry on GBV, which is managed by the Office of the Prime Minister. The 'national statistical officers' were health care workers that increased their capacity to work with data.
	Women National Statistics Officers				
	0	0	6	185	
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG	0	0	0	10	
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	Knowledge products				
	0	0	0	6	Catalogue developed but disseminated in 2021

Outcome 6 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 6.1 Proportion of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG	0%	0%	0%	27%	
Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG	0	0	0	10	
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	0	4	4	31	
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year	0	0	0	6	
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	0	0	10	
Indicator 6.3.1 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 ending VAWG, within the last year.	CSOs with strengthened capacities				
	0	9	9	33	

Annex B

Risk Management Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: 01 January 2020 - 31 December 2020

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk			Periodicity	Source for monitoring		
Contextual risks						
Reversals in priority initiatives in the face of elections	Unlikely (2)	Moderate (3)	Bi-annually	Regular Consultations with Point Ministry	Team established platforms for continuous dialogue and consultations with Government. Point Ministry of the Office of the Prime Minister Gender and Child Affairs Division assigned to co-chair National Steering Committee. Members of the Steering Committee representing various Ministries have been sensitised on the Spotlight project and GBV. Ensured alignment of Spotlight Project Document to National strategies, policies and plans. National elections held in 2020 - risk no longer applicable.	RC, Coordination Unit, RUNOs
Deeply entrenched harmful and inequitable social norms resistant to change	Likely (4)	Major (4)	Quarterly	Meetings with community and grassroots organisation, workshops and trainings CSOs	Provided sensitization for stakeholders in the targeted communities. Encouraged an inclusive approach to the design and implementation of evidence-based intervention models, campaigns, strategies and programmes. Study on the social norms which contribute to violence against children specifically to be executed in 2021; the results of which would further inform programming.	RUNOs, Associated/Implementing Agencies, RC and Coordination Unit
Some institutional actors are resistant to change in capability	Likely (4)	Moderate (3)	Monthly	Meetings with Government	Strategies are developed in consultation with institutional leaders to mainstream incentives, rewards and sanctions for institutional actors to implement reforms.	RUNOs, Associated/Implementing Agencies.
High turnover of trained staff within institutions and service providers	Possible (3)	Minor (2)	Monthly	Consultations with civil society and Government	Prioritizing the sensitization and engagement of staff with long-term commitment to institutions. With the use of virtual platforms to conduct training and build capacity, a larger number of individuals can and will receive training which can minimize the loss of information due to staff rotation.	RUNOs, Associated/Implementing Agencies. Coordination unit
Natural disasters, insecurity and hostilities in designated municipalities slow down implementation	Possible (3)	Moderate (3)	Once	Meeting	Discussions with Ministry of Local Government and planned meetings for engagement with regional corporations. The virtual platform has allowed greater reach to the number of government officials at various levels that are engaged on the programme.	Coordination Unit, RUNOs, Associated/Implementing Agencies
Global pandemic lockdown measures are reinstated following another wave of COVID-19 cases (NEW)	Certain (5)	Major (4)	Weekly	Continuous engagement with RUNOs	Engaged through consultations with civil society and Government partners on the development of a Covid response plan. Shifted priorities to procurement of emergency supplies to provide telemedicine services for survivors and developed strategies to incorporate COVID-19 response plans in activities. Virtual platforms have been developed and are in regular usage for most activities already.	Coordination Unit, RUNOs, CS-NRG. Associated/Implementing Agencies

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
Risk			Periodicity	Source for monitoring		
Programmatic risks						
Inadequate access to data likely to reduce the impact of interventions on project beneficiaries.	Possible (3)	Moderate (3)	Monthly	Sharing of KM products	Prioritised the generation of baseline data into the project implementation. Ensured the integration of a 'learning culture' through the development and implementation of a knowledge management work plan which will ensure utilization of evidence from Phase I to inform prioritization of Phase II of the project.	Coordination Unit
Bureaucratic bottlenecks slow down attainment of project milestones	Likely (4)	Major (4)	Monthly	Technical coordination meetings; Quarterly OSC meetings.	Regular technical sessions to enhance problem-solving enhances the efficiency of project implementation. Establishment of Operational Steering committee with Government representation and the establishment of Spotlight focal points in relevant Ministries and the Tobago House of Assembly to explore linkages and ensure collaboration with Government priority projects.	Coordination Unit, RUNOs, Government partners
Strong leadership and commitment from government and NGOs to continue with the change in behaviour and social norms delivered by Initiative. (NEW)	Likely (4)	Moderate (3)	Quarterly	Meetings with Government	At the National Steering Committee level, Ministers and Senior Officials can issue mandates for implementation by the operational arms of the ministries and associated agencies that are engaging with improving the procedures and policies through legislative reform.	Government partners, Coordination Unit, RUNOs, CS- NRG. Associated/ Implementing Agencies
Access to data from Government partners and key Government Officials due to perceived victimization or reprimanding associated with the sharing of sensitive data on processes and systems within respective institutions. (NEW)	Likely (4)	Extreme (5)	Quarterly	Meetings with Government	Engagement with high level officials including the Trinidad and Tobago Police Services on the Spotlight Initiative, to obtain buy-in, and demonstrate how Spotlight's work will support the work of the respective institutions and how the anticipated outcomes align with their objectives	RUNOs, Government partners
Lack of government inter-agency alliance and information sharing can impede the implementation process and deter complete analysis on various laws, policies and procedures. (NEW)	Likely (4)	Moderate (3)	Quarterly	Consultation with Government official, Implementing Partners and RUNOs	Through engagement at the Operational Steering Committee meetings bottlenecks can be alleviated for a smooth information sharing by the inter-agency department with the implementing partners.	Coordination Unit, RUNOs, Associated/ Implementing Agencies
Institutional risks						
National stakeholders are not willing to support CSOs	Possible (3)	Major (4)	Monthly	Consultations with civil society and Government; Quarterly meetings.	Engaged national stakeholders from the outset and established both a National and Operational Steering Committees with government and civil society representation facilitating dialogue and advocacy on the importance and benefits of supporting women's rights and civil society organizations. These engagements with government have augmented the programme and allowed CSOs to voice their sentiments on the value of women's rights and the avenues of support they may institute.	Coordination Unit, RUNOs.
Political statements are not translated into action, or there is a lack of political will	Possible (3)	Major (4)	Ongoing	Quarterly Meetings	Ongoing dialogue with various sectors and contacts within the government through both the National and Operational Steering Committees, 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, Coordination Unit, RCO

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk			Periodicity	Source for monitoring		
Spotlight results are not sustained due to lack of budget allocations at the end of the project	Possible (3)	Moderate (3)	Ongoing	Bi-annual NSC meetings	Achievement of formal recognition and expression of interest from Government in Parliament via a Cabinet note with clear assignment of institutional lead OPM GCA. Complemented by CSO representation in Terms of Reference for National Steering Committee providing an advocacy mechanism. Developing strategies for advocacy tools such as the study on the economic costs of violence in the workplace. Resource mobilisation efforts to develop additional partnerships within the private sector as well as including development partners such as mission organisations ensuring national ownership.	RCO, Coordination Unit, RUNOs
Weak institutional and governance structures inhibit data collection on Family Violence	Possible (3)	Moderate (3)	Bi-Weekly	Meetings/Site Visits	Advocated with government stakeholders to demonstrate the importance and benefits of having strengthened data on Family Violence. Worked closely to map data sources and gaps for baseline study.	Coordination Unit, RUNOs
Lack of authority by key government institutions to make decisions on project implementation	Possible (3)	Moderate (3)	Once	Guidance note	Established clear guidance for project steering committee to facilitate quick decision-making.	RCO
Gender bias against men and boys are not addressed because the program is focused on VAWG. Gender bias toward men and boys may have societal repercussions that are difficult to overcome. (NEW)	Likely (4)	Major (4)	Ongoing	Consultations with civil society and Government	Engagement with national stakeholders and CSOs from the outset in the process of addressing VAWG with an understanding of Gender equality and the empowerment of women and girls are central to the 2030 Agenda for Sustainable Development, while the focus is on Family Violence against women and girls, this will highlight the general issues of family violence and improvement in the policies which will benefit men and boys in the community.	Coordination Unit, CS-NRG, RUNOs, Associated/Implementing Agencies
Fiduciary risks						
Disbursement of resources to small stakeholders (CSOs) and national IPs have the potential to lead to leakages and incurring of ineligible costs.	Possible (3)	Major (4)	Quarterly	Site visits and requests for documentation	Drafting of ToRs in consultation with civil society for 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 Technical coherence lead and coordination 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.	Coordination Unit, CS-NRG, RUNOs, Associated/Implementing Agencies
Insufficient funding to continue in-depth assessment on the impact of the policies amended. (NEW)	Possible (3)	Major (4)	Monthly progress meeting updates and Quarterly meetings with the Operational Steering Committee	Agency logframes and Performance matrix were developed with activities indicators and targets to monitor progress.	The outcome and output indicators will show whether implementing budgets was adequately allocated for the activities to measure the impact by the amendments to the legislative framework that supports the elimination of VAWG.	RUNOs / AA

Assumptions:

- No major change in the political situation in the region will affect implementation of the Spotlight Initiative
- The Spotlight Initiative has significant political and administrative support, which facilitates the involvement and commitment of Central and South Asia governments and civil society organisations
- There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts
- There is significant national commitment to the promotion of gender equality and women's and girls' empowerment
- NEW - as per existing dynamics, COVID 19 will not significantly increase in the country, causing breakdown in services and activities and the restrictions caused by the COVID 19 will not increase and will gradually be lifted

Annex C

CSO Engagement Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: 01 January 2020 - 31 December 2020

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
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.									
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.									
2	2.2	Coalition against Domestic Violence (CADV)	National	\$6,348	UNFPA	Implementing Partner (IP)	Yes	Yes	
OUTCOME 3: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices.									
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.									
3	3.1	Family Planning Association	National	\$10,700	UNFPA	Implementing Partner (IP)	Yes	No	Women and girls living with HIV/AIDS
3	3.1	University of the West Indies Institute of Gender and Development Studies	Regional (operates in at least two countries within same region)	\$22,363	UNFPA	Implementing Partner (IP)	Yes	Yes	Adolescent girls
Output 3.3: Decision makers in relevant institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights.									
3	3.3	Employers' Consultative Association	National	\$4,419	UNFPA	Implementing Partner (IP)	No	Yes	
3	3.3	National Trade Union Centre	National	\$9,039	UNFPA	Implementing Partner (IP)	No	Yes	
3	3.3	University of the West Indies Institute of Gender and Development Studies	Regional (operates in at least two countries within same region)	\$8,025	UNFPA	Implementing Partner (IP)	Yes	Yes	

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
---------	--------	--	---	--	--	--	---	---	---

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.

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 violence, especially those facing multiple and intersecting forms of discrimination.

4	4.1	Family Planning Association	National	\$6,318	UNFPA	Implementing Partner (IP)	Yes	No	Rural women and girls
4	4.1	Family Planning Association	National	\$2,809	UNFPA	Implementing Partner (IP)	Yes	No	Women and girls with disabilities
4	4.1	Arthur Lok Jack School of Business	National	\$23,808	UNFPA	Implementing Partner (IP)	No	Yes	
4	4.1	Family Planning Association	National	\$25,763.46	UNFPA	Grantee	Yes	No	

Output 4.2: Women and girls survivors of violence and their families are informed of and can access quality essential services, including longer term recovery services and opportunities.

4	4.2	Family Planning Association	National	\$9,940	UNFPA	Implementing Partner (IP)	Yes	No	Migrant women and girls
4	4.2	Family Planning Association	National	\$2,402	UNFPA	Implementing Partner (IP)	Yes	No	Migrant women and girls

OUTCOME 6: Women's rights groups, autonomous social movements and civil society organisations, 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.

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.

6	6.3	WOMANTRA	National	\$9,173	UN Women	Grantee	Yes	No	
6	6.3	Jabulous	Local/ Grassroots	\$8,930	UN Women	Grantee	No	Yes	
6	6.3	Cleopatra Borel Foundation	Local/ Grassroots	\$8,667	UN Women	Grantee	No	Yes	Adolescent girls
6	6.3	Choice Foundation	Local/ Grassroots	\$8,774	UN Women	Grantee	Yes	Yes	Adolescent girls
6	6.3	Myrtle's Place	Local/ Grassroots	\$9,163	UN Women	Grantee	No	Yes	
6	6.3	CEDAW Committee	Local/ Grassroots	\$9,153	UN Women	Grantee	Yes	Yes	
6	6.3	Trinidad Youth Council	Local/ Grassroots	\$8,903	UN Women	Grantee	No	Yes	Adolescent girls
6	6.3	Groots T&T	Local/ Grassroots	\$9,109	UN Women	Grantee	Yes	Yes	

Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Name of Recipient UN Organisation (RUNO) funding the CSO	Modality of Engagement (see definition below table)	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO? (see definition below table)	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (see definition below table)	Primary Vulnerable/ Marginalised Population Supported by Award (see explanation below table)
6	6.3	Roxborough Police Youth Club	Local/ Grassroots	\$9,121	UN Women	Grantee	No	No	Elderly women
PROGRAMME MANAGEMENT COSTS (including pre-funding)									
N/A	N/A								
			TOTAL AWARDS TO CSOs	\$212,927					

Type of CSOs	<ul style="list-style-type: none"> - <u>International CSOs</u> operate in two or more countries across different regions. - <u>Regional CSOs</u> operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country. - <u>National CSOs</u> operate only in one particular country. - <u>Local and grassroots organisations</u> focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.
Award Amount	In this context, an "Award" is any financial grant, contract, or partnership agreement with a CSO.
Type of Engagement	<ul style="list-style-type: none"> - <u>Implementing Partner (IP)</u>: Programmes may contract out particular activities for a CSO to implement. - <u>Grantee</u>: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding. - <u>Vendor</u>: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activities.
Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs	To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EAWG and gender based violence and work to transform these.
New or Existing Partner	(The rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs) To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme. To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.
Primary Vulnerable/Marginalised Population Supported by Award	Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.

Annex D

Promising or Good Practices Reporting Template

State of a practice: good practice or promising practice?

The following set of criteria will help you to determine whether a practice is a good practice:

	Innovation, experience	Promising practices	Good practices	Policy, principles, norms
Level of evidence	Minimal objective evidence, inferences from parallel experiences and contexts. Lessons learned need to be drawn.	Unproven in multiple settings, anecdotal evidence, testimonials, articles, reports. Existing lessons learned that need to be further elaborated.	Evidence of impact from multiple settings, several evaluations, meta-analysis, expert review, cost-efficiency analysis, good practice criteria. Lessons learned integrated.	Proven in multiple settings, replication studies, quantitative and scientific evidence.
Replicability potential and applicability	New idea, no previous experience, highest risk.	High risk, but potential for further investigation.	Demonstrated replicability, limited risk for replicability.	Consistently replicable, widely applicable.

Adapted from Hancock, J. (2003): *Scaling-up for increased impact of development practice: Issues and options in support of the implementation of the World Bank's Rural Strategy. Rural Strategy Working Paper, World Bank, Washington D.C.*

Guidance and Template on Innovative, Promising and Good Practices

As a Demonstration Fund, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the potential for adaptability, sustainability, replicability and scale-up¹. This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

This brief guidance and template ensures a common understanding of “Innovative, Promising and/or Good Practices” in the Spotlight Initiative. It provides a set of criteria to determine whether a practice is innovative, promising, or good, as well as a template for documentation. Please see the definitions below and the diagram for further clarification.²

Definition of an Innovative Practice

An innovative practice is a new solution (method/idea/product) with the transformative ability to accelerate impact. Innovation can entail improved ways of working with new and diverse partners; can be fuelled by science and technology; or can involve new social and business models, behavioural insights, or path-breaking improvements in delivering essential services and products, among other solutions. It does not have to involve technology; most important is that innovation is a break from previous practice with the potential to produce significant positive impact.^{<?>}

Definition of a Promising Practice

A promising practice has demonstrated a high degree of success in its single setting, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative data showing positive outcomes over a period of time. A promising practice has the potential to become a good practice, but it doesn't yet have enough research or replication to support wider adoption or upscaling. As such, a promising practice incorporates a process of continuous learning and improvement.

Definition of a Good Practice

A good practice is not only practice that is good, but one that has been proven to work well and produce good results and is therefore recommended as a model. It is a successful experience that has been tested and validated, in the broad sense, has been repeated and deserves to be shared, so that a greater number of people can adopt it.

¹ Guidelines on good practices, UNHCR. 2019. Accessible here: <https://www.unhcr.org/5d15fb634>

² Good Practice Template, FAO. 2016. Accessible here: <http://www.fao.org/3/a-as547e.pdf>

Annex D

Promising or Good Practices Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: 01 January 2020 - 31 December 2020

Title of the Innovative, Promising or Good Practice	Technical Coherence Planning/Matrix - Innovative Practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	The Coordination Unit established recurring, working meetings with the Technical Lead to facilitate joint technical coherence and coordination. This practice began in November 2020. The overall programme is reviewed for synergies across Pillars and agencies, areas for collaboration and optimisation of resources. A Technical Coherence Matrix was developed through discussions with RUNOs, led by the Programme Coordination Unit with support from the Technical Lead.
Objective of the practice	The joint technical and programme meetings have led to several joint discussions between RUNOs, external agencies and partners. Synergies have been established across similar work, to maximise resources and impact. Another tool which assists in the technical coherence process, is the matrix which has been designed to assist RUNOs in performing a pre-evaluation of deliverables to ensure alignment with Spotlight objectives and guidelines, and UN Principles, standards and global conventions. This also accelerates the ability to deliver in a more streamlined and efficient way, as it has established criteria for assessment.
Stakeholders involved	RUNOs, IPs, Coordination Unit, Technical Lead
What makes this an innovative, promising, or good practice?	The Matrix facilitates a process for materials and deliverables produced under the Spotlight Initiative to undergo a quality assurance process, while balancing the agility needed for accelerated implementation and delivery. RUNOs often require a short turnaround time for review, which is not always practical given the breadth of the programme.
What challenges were encountered and how were they overcome?	At times, agencies have requested a review of large documents including manuals, handbooks, reports and proposals, within 1-3 working days. Considering that many agencies are simultaneously working on projects and activities which require a review, this does not always allow for a thorough review. By utilising a guided checklist and quality assurance tool, agencies can determine whether they can move to the next stage of a process. The tool also allows for an audit trail of materials which have been certified as within the programme guidelines and standards and conventions.
Outputs and Impact	As the tool has recently been developed, it is still in the early stages of use, and a review of its usage will be done at the monthly meetings.
Adaptable (Optional)	The tool can be modified to include additional criteria, as well as to be automated or extended to include other types of monitoring activities.
Replicable/Scale-Up (Optional)	This tool can be shared with Spotlight and other programmes as a monitoring and evaluation tool
Sustainable	Ensuring the usability and uptake of the matrix as a technical coherence and monitoring tool will ensure its sustainability. To do this, it should become a part of the reporting requirements on the programme
Validated (for a good practice only)	No.
Additional details and contact information	Nikita Mohammed, nikita.mohammed@one.un.org

Title of the Innovative, Promising or Good Practice	Collaboration between opposing positions - Innovative Practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	Trade Unions and employers have traditionally had acrimonious relationships. Under the Spotlight Initiative we have been able to engage both the National Trade Union Centre (NATUC) and the Employers' Consultative Association (ECA) as Implementing Partners. NATUC is an amalgamation of trade unions and the ECA is a private sector organisation representing employers, formed to enable employers to match the strength of the trade unions. Both organisations are working on parallel projects under Pillar 3, to raise awareness of Sexual harassment in the workplace, develop sexual harassment policies and train members in Gender Based Violence prevention to assist women who may be victims of violence. These projects and collaborations represent a significant change in labour-employer attitudes and relationships. This will have a major impact on the national landscape as tensions between employers and unions have occasionally resulted in lower productivity and adverse effects on the national economy. The relationship between these partners will also result in heightened awareness of issues affecting women in the workplace and the impact family violence can have on productivity.
Objective of the practice	Changing the industrial relations climate in support of united positions around common challenges
Stakeholders involved	The membership of the National Trade Union Centre (NATUC) and the Employers' Consultative Association (ECA). Workshops, policy development, surveys and staff training. This collaborative work will have a positive impact on workplace behaviour towards women as well as on industrial relations practices.
What makes this an innovative, promising, or good practice?	This relationship represents a major shift in the way trade unions and employers engage and a new perspective on the role of women in labour and management. The overall impact of EVAWG in the workplace will be institutionalised through policies and continuous training including GBV sensitization, understanding of gender norms, the impact of family violence and sexual harassment on the workplace and designing policies and programmes.
What challenges were encountered and how were they overcome?	Coordinating schedules.
Outputs and Impact	This relationship has just started and therefore there are no major results to report to date.
Adaptable (Optional)	
Replicable/Scale-Up (Optional)	NATUC is the trade union's trade union organisation representing public and private labour. The ECA represents the second largest employer after the government. The movement of persons across sectors should influence the transfer of practices and policies from private to public
Sustainable	Both organisations have committed to its sustainability by the inclusion of policies and training into their annual calendars and induction training.
Validated (for a good practice only)	No.
Additional details and contact information	<p>Michael Annisette (For NATUC) michael.annisette@gmail.com natuctt@gmail.com</p> <p>Stephanie Fingal (For ECA) sfingal@ecatt.org</p>

Title of the Innovative, Promising or Good Practice	Joint Consultants/Implementing Partners (IC/IP) Planning and Coordination Meetings - Innovative Practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	Regular update meetings with all Individual Consultants and Implementing partners, starting with Introductory meetings. The activity cross cuts all pillars as it focuses on effective communication, knowledge sharing and promotion of collaboration for enhanced delivery.
Objective of the practice	To promote collaboration between IPs/ICs; to foster knowledge/information and data sharing; promote learning from each other's strengths; take advantage of synergies between consultancies and to improve overall coordination of the programme.
Stakeholders involved	Direct beneficiaries are the ICs/IPs, and UN Organisations, indirect include all other stakeholders who will benefit due to the enhanced effectiveness of the programme
What makes this an innovative, promising, or good practice?	This activity was an innovative practice because it promoted effective communications and enhances the collaborative process during project implementation. The result of this practice is strengthened communication leading to innovation, problem solving, and enhanced quality of technical output.
What challenges were encountered and how were they overcome?	The conflicting schedules of IPs and ICs was a challenge due to conflicting schedules, noting that parties are working on other initiatives beyond Spotlight. The programme team adopted a flexible approach to scheduling meetings and workshops, including the provision of options for persons to participate at times that fit into their schedules
Outputs and Impact	Enhancement in quality of technical outputs strengthens the overall response to VAWG
Adaptable (Optional)	
Replicable/Scale-Up (Optional)	
Sustainable	Including in M&E schedules and budgeting as needed; Agreement by Agencies to share information and work more collaboratively; ensuring inclusion in standard Spotlight's Operating Procedures and scheduling at fixed dates.
Validated (for a good practice only)	The direct beneficiaries have expressed their appreciation and gratitude of this initiative in contributing to the progress towards their objectives. This was not a formal validation process.
Additional details and contact information	Isele Robinson Cooper, isele.robinson.cooper@undp.org

Title of the Innovative, Promising or Good Practice	Evidence-based communication products to strengthen health sector responses to domestic violence in the COVID-19 context - Innovative Practice
Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address?	Evidence-based communication products have been developed to strengthen health sector responses as an innovative practice. The work corresponds to Spotlight Pillar 4: Essential services and Pillar 5: Quality data. Four products have been developed: 1) A calendar for health care workers, 2) A notebook for health care workers, 3) A notebook for policy makers in the health sector, and 4) A poster for hospital and clinic waiting areas, and for transport/ bus stops, with information for community members on how to assist survivors. Each of these communication products draws on WHO good practice guidance for the care and support of survivors of domestic violence in the COVID-19 context. They also incorporate local evidence, for example from the National Women's Health Survey 2017. They are designed to be presented in a visually appealing, colourful format, with positive images of health care workers, women and girls, reflecting diversity in age, body shape and ethnicity in Trinidad and Tobago. The sources of the information used are presented in each of the products. The idea is to incorporate practical, useful information into things that health care workers and policy makers can see and use every day – calendars and notebooks – or into places where members of the public have easy access to the information – health and transport waiting areas.
Objective of the practice	To promote good practice in the health sector in the care and support of survivors of domestic violence, taking into account the increased risks associated with the COVID-19 pandemic context. Additionally, to provide members of the public with accessible expert guidance on ways they can assist in assuring the safety and health of survivors and finally to increase awareness and use of high-quality data in decision-making in domestic violence care and support.
Stakeholders involved	Direct beneficiaries are the health care workers, health sector policy makers and members of the public; indirect are survivors of domestic violence who will benefit due to the enhanced quality of care and support.
What makes this an innovative, promising, or good practice?	These communication products provide scientifically validated and tested information on good practice in highly accessible and appealing formats. They can potentially enhance the quality of care and support by a wide range of health care providers and by community members.
What challenges were encountered and how were they overcome?	Agency end-of-year deadlines limited the time available for review of the products, but the Spotlight Coordination unit responded quickly with constructive feedback that was incorporated.
Outputs and Impact	The products were developed in November-December 2021 and are being distributed in early 2021. It is too early to assess impact.
Adaptable (Optional)	Similar products could be developed for other countries, combining guidance on good practice from the WHO and other technical agencies with local data such as from National Women's Health Surveys. The artwork and imagery could also be adapted to the local socio-cultural context.
Replicable/Scale-Up (Optional)	The poster is being distributed to health facilities and transport facilities (bus stops) but could be more widely distributed in public places such as workplaces and shops.
Sustainable	Engagement with key stakeholders such as Ministries of Health, CSOs and the media to raise awareness of the products and distribute them.
Validated (for a good practice only)	The products have not yet been validated.

Additional details and contact information
 Caroline Allen, allencar2@paho.org and Gail Thomas, thomasgai@paho.org

Following is a screenshot of the poster:





Spotlight Initiative

