



Migration Multi-Partner Trust Fund

**START-UP FUND FOR SAFE, ORDERLY
AND REGULAR MIGRATION**

Operations Manual Annex C and D:
Templates and Guidance Notes

Revision: March 2023

C4. Annual / Final Report Template

Migration MPTF Annual / Final Report

PROJECT INFORMATION	
Joint Programme Title:	Access, Support and, Coordination (ASC) Programme: A Collaborative Approach to Support Survivors of Human Trafficking
Country(ies)/Region (or indicate if a global initiative):	Trinidad and Tobago
Project Identification Number:	00127692
Start and Planned End Dates	Start: 2 nd July 2021 End: 28 th June 2024
Convening Agent (Lead PUNO):	International Organization for Migration (IOM) Trinidad and Tobago
PUNO(s) (PUNOs):	United Nations Children's Fund Office for the Eastern Caribbean Area (UNICEF ECA) United Nations Population Fund (UNFPA)
Key Partners: <i>(include Implementing Partner)</i>	Ministry of National Security (MNS) Ministry of Social Development and Family Services (MSDFS) Ministry of Labour (MoL) Children's Authority of Trinidad and Tobago (CATT) Family Planning Association of Trinidad and Tobago (FPATT) Heroes Foundation Trinidad and Tobago Red Cross Society (TTRCS) Archdiocesan Ministry for Migrants and Refugees (AMMR) Families in Action (FIA)
Project Period (Start – End Dates):	2nd July 2021 to 28th June 2024
Reporting Period:	01st January 2023 to 31st December 2023
Total Approved Migration MPTF Budget: <i>(breakdown by PUNO)</i>	IOM: USD 1,500,000 UNICEF: USD 1,000,000 UNFPA: USD 100,000 Total: USD 2,600,000
Total Funds Received To Date: <i>(breakdown by PUNO)</i>	IOM: USD 1,050,000 UNICEF: USD 700,000 UNFPA: USD 100,000

	Total: USD 1,850,000
Report Submission Date:	01 st April 2024
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List of Acronyms

ASC	Access, Support, Coordination
AMMR	Archdiocesan Ministry for Migrants and Refugees
CATT	Children's Authority of Trinidad and Tobago
CFS	Child Friendly Space
CSO	Civil Society Organization
FIA	Families in Action
FPATT	Family Planning Association of Trinidad and Tobago
GCM	Global Compact for Migration
IOM	International Organization for Migration
JP	Joint Programme
MHPSS	Mental Health and Psychosocial Support
M-MPTF	Migration – Multi Partner Trust Fund
MNS	Ministry of National Security
MOL	Ministry of Labour
MSDFS	Ministry of Social Development and Family Services
NGO	Non- Governmental Organization
OPM	Office of the Prime Minister
PSEA	Prevention of Sexual Exploitation and Abuse
PUNOs	Partner United Nations Organizations
SA	Situational Assessment
SDG	Sustainable Development Goal
SoTs	Survivors of Trafficking
TiP	Trafficking in Persons
TNA	Training Needs Assessment
TTRCS	Trinidad and Tobago Red Cross Society
UASC	Unaccompanied and Separated Children
UN	United Nations
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
VoTs	Victims of Trafficking
VST	Vocational Skills Training

Executive Summary

This joint Access, Support and Coordination (ASC) Programme focuses on strengthening the capacities of national and community-based partners (Access), caring for and empowering survivors (Support) and coordinating efforts (Coordination) in response to the needs of survivors of trafficking (SoTs) in Trinidad and Tobago. The primary objective of the 3-year programme is for SoTs to have access to comprehensive and integrated, survivor centred specialised services and support through coordinated efforts by national protection systems and community-based organisations with support from the United Nations (UN).

Over the reporting period 01st January 2023 to 31st December 2023, partnering UN organizations (PUNOs) along with their implementing partners continued the roll-out of several key activities under the ASC Programme, to provide support to survivors of trafficking and unaccompanied and separated children. More specifically, through its implementing partner, Families in Action (FIA), a total of sixty-four (64) victims of trafficking (VoTs) and persons at risk of trafficking were able to access mental health and psychosocial support services. These services were provided to both adult and children VoTs and sought to contribute to their comprehensive care and recovery through improved support for their mental and emotional well-being. FIA also continues to support with the provision of vocational skills training (VST) to both VoTs and persons at-risk of trafficking. To date, forty (40) beneficiaries have participated in the project with fifteen (15) persons successfully completing all three (3) skill components in the areas of English as a second language, Cosmetology Arts and Micro-entrepreneurship.

While a total of ninety-six (96) VoTs have received support via direct assistance from the programme's inception, in 2023, thirty-nine (39) newly identified VoTs were assessed to determine their eligibility for assistance. Additionally, a total of eighty-two (82) VoTs were provided with direct assistance while fifty-two VoTs received short-term accommodation. Transition Plans were also completed for fifty-four (54) beneficiaries with forty-five (45) VoTs having successfully transitioned to self-sufficiency.

During the reporting period, a *Situational Assessment on Assistance Efforts to Survivors of Human Trafficking* was published while a Training Needs Assessment (TNA) was finalized highlighting the critical training gaps for government stakeholders working in the trafficking in persons (TiP) landscape. The findings of these studies allowed for the building of an "Introduction to Trafficking in Persons" curriculum which was carried out with over two hundred (200) participants in both the public and private sector. In addition to the aforementioned, the JP has also conducted capacity building in key areas such as Child Protection, Gender Based Violence, Life Skills and Mental Health for over fifteen hundred (1500) participants in both Trinidad and Tobago, as well as regionally.

In line with the National Plan of Action Against Trafficking Persons, the ASC programme continues to support increased coordination among TiP stakeholders in the joint development of a referral mechanism and resource map with the Counter Trafficking Unit. The joint programme has also supported national prevention efforts by way of an Awareness Walk which commemorated "World Day Against Trafficking in Persons" on 30th July 2023. Notably, over eight hundred (800) participants from both the migrant and local communities were present to demonstrate their support in the fight against trafficking in persons.

Under the child protection coordination mechanism, government, UN agencies and civil society organisations continue to work collaboratively to provide comprehensive preventative and response services to children and their caregivers through the ASC programme. In 2023, the Archdiocesan Ministry for Migrants and Refugees (AMMR) provided over six hundred (600) children and caregivers with mental health and psychosocial support, two hundred and fifty (250) caregivers actively participated in peer

support groups, and five hundred and twelve (512) caregivers benefitted from parental education sessions. Additionally, over two thousand (2,000) women and children were reached with gender-based violence risk mitigation community outreaches. Over twenty-five hundred (2,500) people were reached with awareness activities and community mobilisation interventions on prevention of sexual exploitation and abuse (PSEA).

Children's Authority of Trinidad and Tobago supported one hundred and thirty-five (135) children on the move in need of care and protection including child VoTs. This was done specifically through the support of a case worker provided under the JP. Child friendly spaces (CFSs) continue to support out-of-school children with intersectoral programming. Fifteen (15) physical CFSs were functional, benefitting over twelve hundred (1,200) children with child protection, education, and integration. Ten (10) roving CFSs have been held to reach underserved populations in rural hard-to-reach areas. In May 2023, implementing partner - Trinidad and Tobago Red Cross Society in collaboration with members of the Alternative Care sub-working group, successfully launch a cash intervention as part of a package of services for UASC. The intervention supported fifteen (15) families with cash to ensure the basic needs of UASC were met. The programme was complimentary to the broader work of the case management officer in AMMR who supported the reunification, referral, and alternative care of sixty-one (61) UASC, interventions for nineteen (19) at-risk families and training of thirty-nine (39) care supporters in 2023.

While significant achievements continue to be noted throughout the period, challenges still exist with obtaining the relevant approvals which have impacted the timelines for implementing key activities such as the piloting of an interagency case management system and the refurbishment of an emergency shelter to support VoTs. Additionally, to date, there continue to be delays with obtaining approval from the Cabinet of the Government of Trinidad and Tobago despite many efforts to follow up with various Ministries and direct interventions by PUNOs with relevant Ministers and other senior executive members.

Annual (or End-of Project) Progress

1. Summary and Context

Trinidad and Tobago is regarded as an attractive destination for migratory flows primarily because of its oil and gas resources, its high levels of foreign investment and an expanding tourism industry. As such, it is considered as a country of source, transit, and destination for victims of human trafficking as well as a destination for smuggled migrants. This was further corroborated by the findings of the 2022 *Situational Assessment (SA) on Assistance Efforts to Survivors of Human Trafficking* which classified the island as both a destination and transit country, given Trinidad and Tobago's proximity to the South American mainland (specifically Venezuela) as well as its porous borders and vulnerable unofficial entry points. The assessment also identified the country as a source country for trafficking in persons and referred to cases of missing persons, particularly young, local girls.

While women and girls continue to be the primary victims of trafficking, the 2022 SA reported the existence of male VoTs. Demographic data further revealed that VoTs in Trinidad and Tobago were predominantly single, female Venezuelans who were generally in the 20-29 age range. This however, differed in 2023, as there was a larger number of child victims between the ages of 16 and 17 being identified. The SA also reconfirmed that the urgent needs of survivors of trafficking include, shelter, medical/health care, psychological support, education, training, legal assistance, protection/safety, employment, translation, information, re-integration, freedom, and documentation.

Despite the efforts of both national and civil society actors, there continues to be major challenges in the provision of support services to VoTs, including, shortage of professional and technical bi-lingual staff, unclear and unstructured referral mechanisms, victim safety concerns, victims' lack of trust in authorities, and inadequate placement facilities for both adult and child survivors. Although in the previous reporting period it was noted that the Government officially opened a facility to house vulnerable minor migrants (including victims of trafficking) in December 16th, 2022¹, this facility has been unutilized since mid-2023, due to challenges with licensure. Other key challenges impacting children specifically, were the absence of alternative care mechanisms, along with language and cultural barriers which have led to further disadvantages, including lack of access to educational support and increased psychological distress.

Considering the aforementioned, there continues to be a compelling need to urgently strengthen the technical capacity of national authorities and community systems. Accordingly, the International Organization for Migration (IOM), United Nations Population Fund (UNFPA), and United Nations Children's Fund (UNICEF) developed a joint programme, 'Access, Support and Coordination (ASC)' which focuses on capacitating national and community-based partners (access), caring for and empowering survivors (support) and coordinating efforts (coordination), in response to the needs of survivors of human trafficking in Trinidad and Tobago. The joint programme seeks to build on the comparative advantage of each organization, recognizing the inter-section between child protection, gender-based violence and human trafficking responses and the need to strengthen modalities for cooperation to address the issue.

It should be noted that, in June 2023, Trinidad and Tobago remained ranked on the Tier 2 Watchlist for the third consecutive year on the TIP Report of the United States Department of State, as the government

¹ <https://www.guardian.co.tt/news/home-for-migrant-girls-opened-6.2.1593180.9e30c2af27>

had reportedly devoted sufficient resources to a written plan that, if implemented, would constitute significant efforts to meet the minimum standards. Such efforts allowed for the granting of a waiver to Trinidad and Tobago as per the Trafficking Victims Protection Act from an otherwise required downgrade to Tier 3. Some of the key recommendations highlighted in the 2023 report were the need for increased efforts to investigate and prosecute traffickers, as well as increased proactive victim identification, screening and protection among vulnerable communities. These recommendations further endorse the need for programmes such as the ASC which seeks to strengthen the local capacity of governmental and civil society agencies to effectively support VoTs. While the aforementioned have positively impacted and endorsed the need for the ASC programme, Cabinet approval from the Government of Trinidad and Tobago remains outstanding despite many attempts by the lead agency to follow up. Without the necessary approvals and endorsement from the Government of Trinidad and Tobago, project implementation continues through the individual endorsement of the key ministries highlighted in the project proposal. These challenges with approvals, along with the strong recommendation for increased coordination and capacity development, have also resulted in the submission of a change request, which was approved by the MPTF committee in December 2023. While project activities remained the same, funding allocations were altered given the shift in the priority needs and the resumption of face-to-face engagements following the lifting of COVID 19 protocols.

2. Result

The ASC Programme is designed as a multi-stakeholder, demand-driven initiative that encourages cooperation and synergies with government agencies, builds capacity, addresses the protection needs of survivors of trafficking, and results in the sustainable (re-)integration of survivors. The primary objective of the programme is for survivors of trafficking to have access to comprehensive and integrated survivor-centred specialised services and support through coordinated efforts by national protection systems and community-based organisations with support from the United Nations. The objective of the ASC Programme encompasses three (3) main outcomes which are further developed into 4 key outputs.

Outcome 1 National and community-based protection systems demonstrate the ability to apply the knowledge to screen, identify, assist and integrate/re-integrate survivors of trafficking and UASC.

During the reporting period, 91% of the national and community-based protection actors trained, were able to demonstrate their ability to apply the knowledge to screen, identify and assist survivors of trafficking. Notably, when compared to their pre-tests scores, participants scored 15% higher in the post-test, with the average pre-test scores ranging between 68% - 83% and the average post-test scores ranging between 79% - 97%. Additionally, for questions which required persons to select multiple answers, all participants selected at least one correct answer in their post-test assessment. Participants' improved performance was also further endorsed by in-class assessments conducted by facilitators which challenged students' abilities to correctly identify the 3 elements that constitute trafficking and indicate the support required, along with the agencies to contact when providing care to victims. Notably, outcome 1 contributes to Sustainable Development Goal 5.2,² 8.7,³ and 16.2⁴, as the improved knowledge of the Government and Community Actors can lead to the early detection and identification of victims of trafficking, as well as other related offences against women and girls, thereby resulting in a reduction in physical, sexual or psychological violence. The realization of the output in this outcome, specifically training sessions held, led to increased capacities to assist and integrate/re-integrate survivors of trafficking and UASC. Therefore, it also contributes to SDG 3.7⁵, as assistance measures will increase access to health-care services and other trauma-informed care for trafficking survivors.

This outcome also applies measures from Objectives 7 (address and reduce vulnerabilities in migration) and 10 (prevent, combat and eradicate trafficking in persons in the context of international migration) of the Global Compact for Safe, Orderly and Regular Migration (GCM), given the development of a national and community-based protection system which strengthens the capacity of public officials, law

² SDG 5.2 - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

³ SDG 8.7 - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

⁴ SDG 16.2 - End abuse, exploitation, trafficking and all forms of violence against and torture of children.

⁵ SDG 3.7 - By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.

enforcement and community actors to identify signs of trafficking in persons and leads to action on protection and assistance for migrants who have become victims of trafficking.

Outcome 1 will be actioned by the following output:

Output 1.1. National and community-based protection systems demonstrate improved knowledge to screen, identify, assist and integrate/re-integrate survivors of trafficking and UASC.

In 2023, through the support of research consultants, an assessment of the training needs of TiP actors was completed noting the training gaps and proposed recommendations for addressing same. The assessment identified that there are several groups within the government and civil society that need to be reached with training and sensitization. High priorities among these groups include ministers of government, senior managers and supervisors in ministries, stakeholders in Tobago, health care workers, the public prosecution office, and the judiciary. Increased training is also required for various divisions of law enforcement, national security and social services. Additionally, the assessment revealed that other content gaps in trafficking in persons include, *inter alia*, Prevention of Sexual Exploitation and Abuse, Labour Exploitation, Victim Care, Exploitation through the Internet, Interagency Case Management, Public Awareness and Media Monitoring and Reporting. These findings are currently being utilized to draft a training plan to ensure all key agencies are equipped with the necessary skills to adequately combat trafficking in persons and provide comprehensive victim care. It also lays the foundation for a train-the-trainers programme which seeks to train several officers within the local government agencies to ensure continued learning at the national level. While these activities would come to fruition in the final year of the project, to address some of the immediate capacity building needs, an introductory training on TiP and Victim Care was drafted and conducted in 2023. This resulted in a total of three hundred and eight (308) government and CSO actors being trained.

Image 1: Participants of Cohort Six (6) of the Introduction to Trafficking in Persons Training conducted in Tobago.



Capacity building sessions on Victim Care, Psychological First Aid and Programme Monitoring were also conducted during the period with over three hundred and fifty participants. Regarding the Victim Care component, the JP specifically supported national and regional fora with key TiP stakeholders, in conjunction with inter-governmental agency, CARICOM IMPACS and international NGO, Free the Slaves. These sessions sought to improve the victim support efforts of national and regional actors for newly identified victims of trafficking to ensure a rights-based and victim-centred approach to intervention. Following the trainings conducted with CARICOM IMPACS, regional smuggling and TiP operations were conducted resulting in the identification of over one hundred (100) victims of trafficking.



Image 2: Former Chief Immigration Officer, Ms. Charmaine Ghandi-Andrews Facilitating: Introduction to TiP Session with Participants.



Image 3: Project Manager and IOM's Head Office, Ms. Jewel Ali, Presenting at CARISICA 2023 Pre-Operational Meeting

National stakeholders also participated in a two-day workshop on Age Assessment Practices and Principles targeting frontline workers from immigration, national security, judiciary and child protection sectors who handle cases involving undocumented children who are unable to provide evidence of their age. The session was successful in introducing participants to existing guidance and standards applicable to assessing age; raising awareness of the challenges associated with attempting to determine the age of a child; exploring a child focused approach to age assessment; and highlighting what constitutes good practice when conducting an age assessment. As a result, forty-seven (47) stakeholders gained greater understanding of age assessment procedures and are better placed to take a child focused approach when seeking to establish the age of a child.



Image 4: Participants of the Age Assessment Training Completing a Group Activity

In order to improve assistance and integration support for VoTs, Case Management is of utmost importance as it helps to establish mechanisms that ensure the timely

delivery and monitoring of support to vulnerable populations. By digitizing case management systems, this aids in reducing the margin of human error that can result in the duplication of efforts or even worse, the neglect of cases due to the lack of follow-up. These systems can further be strengthened if interoperable, thus allowing key stakeholders timely access to referrals, support services and case workers on one database, which would ensure maximum utilization of resources and for effective victim care management. Although it was initially envisioned that the JP would pilot its own case management system for victims of trafficking, following a review of existing databases, it became apparent that it was more feasible to expand the existing systems to cater for the needs of victims. As such, during the year, PUNOs and the Counter Trafficking Unit began engagements to expand the case management system created under the Spotlight Initiative to include primary stakeholders in TiP and victim response. The project scope not only includes the expanding of the existing database to support VoTs but the completion of the final phase project to support Survivors of Gender Based Violence. Also complimentary, was the launch of National Inter-Agency Protocol for Child Abuse Prevention and Management developed under the Spotlight Initiative. The Protocol highlights the roles and responsibilities of agencies in addressing cases for child VoTs. This also demonstrates the synergistic approach of the ASC Programme as it seeks to compliment and build on existing structures rather than recreate siloed systems.

Community-based child protection committees continue to function throughout Trinidad in supporting the identification and referral of children at risk, including those unaccompanied and separated. These committees serve as an active network at local levels with direct links to the case management officers, who provides direct services or makes referrals to comprehensive services based on the child protection referral pathway.

Through a partnership with AMMR and within the broader Child Friendly Spaces Network, CFSs continue to be a risk mitigation measure and key intervention in the early identification and referral of trafficked and UASC. Implementing a hybrid approach, virtual CFSs continued to support children at home, while fifteen (15) physical CFSs were functional, benefitting over twelve hundred (1,200) children with intersectoral programming. Ten (10) roving CFSs have been held to reach underserved populations. These children benefit from continued access to intersectoral programming such as child protection case management, psychosocial programming, prevention of sexual abuse and exploitation, life skills, education, and integration activities.

As part of the strategy to increase access to comprehensive services, two thousand two hundred and two (2,202) women and children were reached with gender-based violence risk mitigation through ten (10) community outreaches. These community outreaches, although targeting the wider population, would have nonetheless yielded results for UASC and trafficked women as they were conducted within at-risk communities.

Outcome 2 Increased collaboration among government, CSOs and UN Agencies to effectively coordinate, mitigate risks, identify solutions and tackle xenophobia, discrimination and exploitation.

As previously stated, in 2023, there continued to be challenges with obtaining approval at the level of the Cabinet for the JP. This has an ongoing impact on the development of the Joint Programme Steering Committee, which was initially envisioned as a coordination and monitoring mechanism for the implementation of the activities under the ASC, as well as the national coordinating mechanism for TiP related activities. Despite these shortcomings, there have been strides at the national level with the commencing of a working group with local actors in areas of Prevention, Protection and Prosecution. Although UN agencies have not officially been included as members of the working group, PUNOs have been consulted on several areas of its functioning, particularly in the area of protection. Additionally, monthly coordination meetings are conducted with the CTU to discuss case management of referrals submitted for support under the ASC programme, and to strategize on how to increase the efficiency of the services provided to VoTs and improve the existing structures available for support. The JP also continues to support with the development of the referral mechanism for victim care which requires engagement with stakeholders that provide direct assistance to VoTs.

Outcome 2 contributes to SDG Targets 3.7, 5.6, 8.7 and 8.8.⁶ The assessment and recommendations from the research efforts, such as a Situational Analysis on Assistance Efforts to Survivors of Human Trafficking,

⁶ SDG 3.7 - By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.

SDG 5.6 - Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

has the potential to contribute to universal access to sexual and productive health and reproductive rights and provide valuable information to inform programming and policies for the elimination of all forms of violence and eradication of forced labour, modern slavery and human trafficking in conjunction with the promotion of safe working spaces. Moreover, the actions planned for coordination efforts for victim care would lead to the promotion of secure working environment for all. Through communication campaigns and joint advocacy, contributions are made to promote the rule of law and build awareness leading to behavioural change that can contribute to a reduction abuse and exploitation, thereby contributing to SDG Targets 16.2 and 16.3.⁷

The research conducted under this outcome contributes to GCM Objective 1, specifically, the collection and utilization of accurate and disaggregated data as a basis for evidence-based policies. Through such research and associated communication campaigns to increase public awareness on xenophobia, discrimination and exploitation, contributions are made to GCM objective 17 on eliminating discrimination.

The outputs under outcome 2 are:

Output 2.1 Knowledge products to support evidence- based programming and coordination developed.

Following the completion of a Situational Assessment on Assistance Efforts to Survivors of Human Trafficking in 2022, the findings were officially published on 20th July 2023. During the period, the JP also supported with the drafting of a Guidance Document on Trafficking in Persons for CARICOM and SICA countries when conducting operations focusing on Smuggling and TiP. Additionally, several consultations were held with the Counter Trafficking Unit (CTU) in support of the drafting of the Referral and Resource Map for Victim Care. While the projected date of completion for this activity was December 2023, the existing directorate of the CTU was placed on end of contract leave, thus preventing the fulfilment of this task. As such, it is expected that the Referral and Resource Maps would be completed within the first quarter of 2024 and officially launched for utilization of key stakeholders. Additionally, referral pathways and Standard Operating Procedures (SoPs) for alternative care of unaccompanied and separated children and CFSs were also updated during the reporting period.

Output 2.2. Awareness on xenophobia, trafficking in persons, MHPSS, SRH, discrimination and exploitation, enhanced through joint advocacy.

The Communication Plan for the project has been revised given the lifting of Covid restrictions. As a result, more in-person activities are being implemented as opposed to the initial proposed virtual approach. In 2023, there was a great emphasis on awareness, as the ASC Programme hosted the first ever Walk Against Trafficking in Persons in Trinidad and Tobago. On 30th July 2023, over 800 migrants and members of the host community joined together to walk against trafficking in persons. The event also sought to address

SDG 8.7 - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

SDG 8.8 - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

⁷ SDG 16.2 - End abuse, exploitation, trafficking and all forms of violence against and torture of children.

SDG 16.3 - Promote the rule of law at the national and international levels and ensure equal access to justice for all

issues of xenophobia by showcasing the talents and skills of both members of the national and migrant communities, which created opportunities for income generation and social cohesion.

Image 5: Members of the Local and Migrant Communities Join Together to Walk Against Trafficking in Persons



Issues of xenophobia and discrimination were further addressed through the Love Languages Programme which was conducted via a partnership with NGO, CEDAW Committee of Trinidad and Tobago (CCoTT). This evidence

and relationship-based programme provided a space for youths to interact with each other in ways that encouraged examination and reflection on who they are, how they are in relationships and what they want out of same. The initiative further explored within the group setting, meaningful expectations, communicating clearly, as well as holding and respecting boundaries. Despite the delay in the projected timeline for execution due to navigating the government schooling schedule and obtaining the relevant authorizations, twenty (20) young adults successfully graduated the programme in December 2023. In her feedback on the impact of the “Love Languages” initiative on the participating students, the school's Principal shared:

“It has given them a more positive outlook, positive interactions between each other.”



Image 6: Participants of the Love Languages Initiative Receiving their Tokens of Completion

Information kits were shared with members of vulnerable and at-risk groups during outreach and direct assistance distribution exercises. These kits included key information on health care, emergency hotline numbers, disaster preparedness, migrant rights, the legal minimum wage, and trafficking in persons. They were also produced in both the English and Spanish languages and were provided to persons in vulnerable positions belonging to the local and migrant communities. In 2023, a total of three hundred and twenty-eight kits (328) were distributed as part of the JP's joint efforts with NGO partner, AMMR. Three thousand, one hundred and three (3,103) people were also reached with awareness activities and community mobilisation interventions on PSEA, thereby reducing the risks of further exploitation.

Additionally, communication efforts focusing on Trafficking in Persons included the publishing of a video product highlighting the protection and support provided to victims of trafficking at the national level. Since its publishing, the video has been viewed by over ninety thousand persons. At the regional level, the ASC programme also supported with the design and dissemination of posters in the Spanish, English and French languages, to raise awareness on TiP at ports of entry/exit for over 20 CARICOM and SICA countries.

Notably, following the launch of the JP's social media campaign, there has been an increase in the number of calls received by the public reporting possible cases of trafficking, as well as those made by persons identifying themselves as victims. Out of these reports, six (6) victims were confirmed and referred to the Counter Trafficking Unit for further intervention.

Outcome 3 states that Survivors of Trafficking and UASC receive comprehensive interventions and support utilizing a victim-centred and trauma informed approach by Government, CSO and UN Agencies to aid their successful recovery and reintegration.

During the reporting period, a total 71.7% of beneficiaries reported being satisfied with the quality of service they received for Mental Health and Psychosocial support. Additionally, 86% of participants enrolled in the vocational skills training and empowerment programme stated that they were either very satisfied or satisfied with the quality of services they received in PSS and Livelihoods Support Services.

Outcome 3 contributes to the targets 8.7 under SDG 8 on Decent Work and Economic Growth given the output which seeks to reduce the vulnerabilities of survivors of trafficking by providing support which encourage entrepreneurship and job creation which are measures to eradicate forced labour, modern slavery and human trafficking through livelihood and vocational training. Notably, 90% of participants reported an increase in their confidence to pursue economic activities following their enrolment in the vocational skills training programme. The provision and access to other services, such as mental health and psychosocial support and options for empowerment, including comprehensive sexuality education contribute to SDG targets 5.6 as it relates to ensuring universal access to sexual and reproductive health-care services, including for family planning, information and education.

Outcome 3 has 1 key output.

Output 3.1. Survivors of trafficking and UASC have increased access to comprehensive services including:

- *SRH*
- *MHPSS services*
- *Accommodation*
- *Direct Assistance*

- *Livelihood and vocational trainings*

During the reporting period, a total of thirty-nine (39) new VoTs were screened and assessed following referrals from both government and civil society organizations. While screenings were conducted for all referred cases, there were instances where the beneficiaries were repatriated to their country of origin or absconded from the state's care prior to their receipt of intervention. Additionally, in line with the JP's continued efforts to empower and transform the lives of victims, a total of fifty-four (54) transition plans were completed which allowed forty-five (45) persons to progress towards self-sufficiency. Although there were a few instances of VoTs returning to assistance, many beneficiaries have continued to successfully meet their needs and the needs of their families.

In 2023, NGO & implementing partner, Families in Action (FIA), provided Mental Health and Psychosocial Support as well as Vocation Skills Training to VoTs and persons at risk of violence, abuse and exploitation. To date, the JP has allowed for the provision of four hundred and seventy-one (471) counselling sessions to seventy-three (73) survivors of trafficking and vulnerable migrants. During this reporting period – January to December 2023 – a total of three hundred and thirty (330) counselling sessions were utilized by sixty-four (64) beneficiaries which included survivors, as well as at-risk migrants who were included as beneficiaries in November 2023. In 2023, survivors accessed an average of seven (7) sessions each, with the range varying from one (1) to twenty-two (22) sessions accessed per beneficiary. Migrants at risk of violence, exploitation and abuse, on the other hand, attended an average of one session each, with a minimum of one (1) and a maximum of four (4) sessions accessed per person in November and December 2023. The majority of beneficiaries were female, predominantly Venezuelan girls under 18 years (31.3%) or women aged 18-59 years (62.5%). While anxiety was the most common issue presented by beneficiaries, the vast majority (92.2%) also exhibited concurrent issues such as depression, distress, fear, helplessness, and financial strain. Consequently, treatment plans were tailored to individual needs, with a focus on anxiety and self-esteem management for 67.2% of beneficiaries.

Despite significant progress towards increasing access to culturally and linguistically relevant mental health and psychosocial support services for trafficking survivors, several challenges continue to arise during project implementation. Key obstacles included some beneficiaries' reluctance to fully utilize the service and the repatriation of interested clients to their country of origin, resulting in missed appointments and unused counselling slots. In spite of this, 71.7 % of beneficiaries reported satisfaction with the quality of services received with one beneficiary providing the following feedback:

"I have benefitted a lot from the sessions, for now I am able to understand when I am having anxiety and what are things I should do, like to sit down, breathe in and breathe out."

Regarding the vocational training aspect, to date, a total of forty (40) VoTs have participated in the project – either in the first or second cohort – though active participation in the various modules / elements varies based on the feedback received from the beneficiaries. During this reporting period, activities with the 1st Cohort were completed and the 2nd Cohort commenced and neared completion. Beneficiaries of the 2nd Cohort however, expressed that while they enjoy classes, they face consistent challenges attending due to conflicting activities, work commitments, illness, mental health issues, low motivation, and changes in living and employment circumstances. Contacting participants via calls and WhatsApp messaging was difficult, with some lacking internet access or working devices. Thus, while the key activities that were intended for each cohort were:

- 10 Cosmetology Arts sessions/cohort

- 10 Micro-entrepreneurship sessions/cohort
- 20 English as a Second Language (ESL) sessions (10 linguistic & 10 practical) sessions/cohort
- 6 Empowerment sessions/cohort
- Internships for eligible participants at service partner organizations
- Individual coaching sessions for each beneficiary/cohort

the challenges of beneficiaries' fluctuating attendance and their unavailability on most days due to their work schedules, as well as slow uptake by partner organizations, has resulted in the revisions of some activities as outlined below:

- Internship activity replaced by in-person Practical Application & Assessment sessions for Cohort 1 beneficiaries, totalling 8-hours of direct contact.
- Addition of asynchronous elements through recorded videos for Micro-entrepreneurship, ESL and Empowerment sessions to replace live sessions for which there was low attendance.

Although not an ultimate fix, positive changes were observed, resulting in the graduation of 15 beneficiaries from Cohort 1 and the anticipated graduation of ten (10) beneficiaries from Cohort 2, provided they maintain a minimum attendance rate of 60% throughout their continued involvement in the project activities. In light of the aforementioned, while the project is on target to have at least fifty (50) beneficiaries participate in the activity, the number of persons successfully completing and meeting the established criteria may fall short of the initial projections. Despite this, 86% of participants reported satisfaction with the programming while 83% demonstrated increased proficiency in the acquired skill. Also of significance, on aggregate, 90% of respondents reported increased confidence to pursue economic activities.

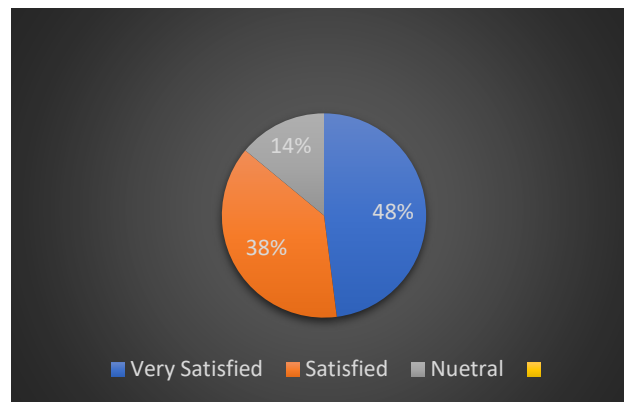


Figure 1: Showing Participants Feedback on their Satisfaction with the services received for Vocational Skills Training.

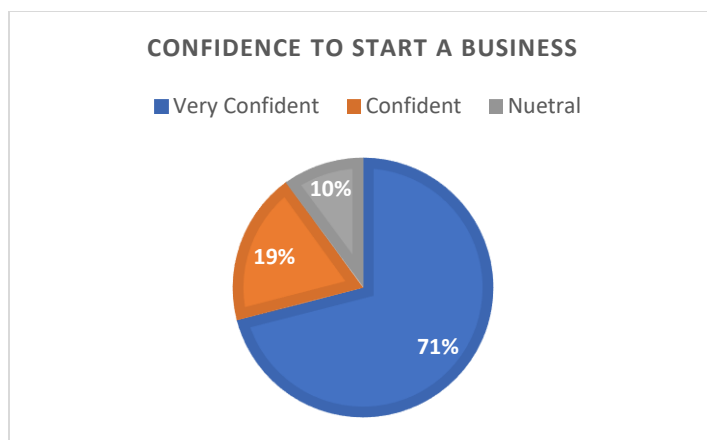


Figure 2: Showing Participants Feedback on their Confidence to start a Business.

Regarding direct assistance, in 2023, a total of eighty-two (82) VoTs were provided with support. These services included the provision of food, NFI (non-food items), information kits and Case Management support and clothing. While the project envisioned short to medium term assistance, many VoTs remain unemployed which negatively impacted their ability to adequately meet their needs. However, following the implementation of transition plans, case workers have been able to establish goals with survivors to support their progress to self-sufficiency. This activity has also been supported by the Counter Trafficking Unit (CTU), as the organization has been working with various agencies to assist with the identification of possible employment opportunities for victims. While forty-seven (47) survivors continued to receive assistance from 2022, there was a reduction in over 30% of the persons from previous years accessing direct assistance in 2023. Additionally, thirty-five (35) newly identified victims were supported with food and NFI during the reporting period.

Case Management services were also provided to all eighty-two (82) VoTs as they were supported with the services of a Migrant Protection Assistant to ensure access to direct assistance and the facilitation of referrals to other partner organizations. This officer also followed up on VoTs' progress towards the goals outlined in their Transition Plans. By 31st December 2023, a total of fifty-four (54) VoTs had completed transition plans, with forty-five (45) persons successfully transitioning to self-sufficiency.

With respect to accommodation, a total of fifty-two (52) VoTs received assistance for 2023. Similar to direct assistance, while a significant number of beneficiaries received intervention for more than a period of 12 months, following the implementation of the transition plans, approximately 30% have successfully transitioned toward independence. As such, in 2023, only twenty-two VoTs continued receiving assistance from 2022, while thirty (30) newly identified victims were supported with accommodation. Additionally, during the period, the Ministry of National Security identified two government owned houses to be utilized as shelters for adult victims of trafficking. As outlined in the proposal, the JP committed to supporting with the refurbishment, and initiated the procurement process to obtain a suitable contractor to complete the works. It should be noted that although an initial budget was forecasted for this activity, the time taken to identify a suitable shelter would have resulted in the depletion of the budgeted amount due to recurring monthly rental costs. Consequently, a change request was submitted to the M-MPTF Committee in November for a reallocation to increase the budget to ensure that the relevant works could be completed, thus ensuring VoTs access to sustainable medium-term accommodation.

Another key area which the JP seeks to address is Gender Based Violence and the promotion of sexual reproductive health. During the period, 90 well-being kits were provided to support the recovery of survivors of gender-based violence via a partnership with the Gender Based Violence Unit of the Trinidad and Tobago Police Service. The Family Planning Association of Trinidad and Tobago (FPATT) also continued their work to enhance the well-being, resilience and protection of migrants, including those vulnerable to violence, exploitation and abuse, by building their capacity in life skills and comprehensive sexuality education (CSE) to support independent living. Over the period, FPATT engaged one hundred and twenty-nine (129) beneficiaries in thirty-seven activities. These included three cohorts of First Aid, Cardio-pulmonary Resuscitation (CPR), and the use of an Automated External Defibrillator (AED). The training was initially divided into two cohorts, but cost-efficient practices led to three cohorts and 32 webinar series on basic life skills. The training focused on eight useful life-skills for migrants, with 28 held online and four in person. The project also included a community-building activity for Spanish-speaking migrant community members. In addition to the training cohorts conducted, FPATT commissioned a training consultant, Mr. Adrian Winter Atwell, on June 14, 2023, to revise and enhance their existing curriculum. Following this revision, a total of fifty-four (54) persons attended the workshop and based on participants' feedback, and in an effort to expand their reach, FPATT created a family day called "Sunday de Familia" to deliver the last educational sessions for the module. Twelve persons attended "Sunday de Familia" with 100% of attendees indicating that the content was well presented and impactful.

Image 7: Project Manager Handing over Donated Well-Being Kits to the Gender-Based Violence Unit as Part of the 16 Days of Activism.



FPATT strategically implemented remote GBV services via a technology platform, opting for a helpline model due to resource constraints. The helpline received 691 calls by December 10th, 2023, demonstrating increased demand. Calls primarily came from women (ages 17 to 40) and men (ages 20 to 45). Beyond GBV, the helpline assisted individuals with suicidal ideation, mental health issues, and loneliness, acting as a gateway to partner organizations. WhatsApp usage enhanced accessibility, privacy, and real-time support, proving invaluable for survivors. The helpline facilitated collaboration between FPATT, NGOs, and clients, offering psychosocial support and triaging relevant agencies for diverse needs, ensuring comprehensive and tailored assistance for survivors. As the last effort of the MPTF project, FPATT composed two (02) human-interest stories detailing the real-life applications of the skill sets and knowledge acquired during these activities.

Children's Authority of Trinidad and Tobago (CATT) has provided comprehensive services to one hundred and thirty-five (135) children in need of care and protection with various concerns including neglect (52%), trafficking (19.4%), teenage pregnancies (17%) and abuse (13.1%). A dedicated bilingual case management officer provides the direct intervention for all of these children, including supporting children whose matters are before the court or children who present as being in imminent danger.

Another case management officer within AMMR works to support community level interventions and supported the reunification, referral, and alternative care of sixty-one (61) UASC, interventions for nineteen (19) at-risk families and training of thirty-nine (39) care supporters in 2023. Both work collectively to provide protection and assistance to trafficked and UASC, including seeking to establish family and community-based alternative care arrangements, direct assistance, MHPSS and referrals to education and vocational training. Support was also provided to children from CFSs and unaccompanied and trafficked children's enrolment into the DAWERE education programme.

As part of the CFSs, children are provided with intersectoral programming including MHPSS, education, child protection, life-saving messages and integration. Altogether 605 children and caregivers were provided with direct mental health and psychosocial support through group and individual sessions, and art therapy.

Under the ASC Programme, fifteen (15) families benefitted from cash interventions as part of the Alternative Care initiative which seeks to support family and community-based alternative care arrangements for unaccompanied and separated children. The programme combines cash transfers with other interventions to support vulnerable children and their extended families and caregivers to meet their basic needs. The programme marks the first of its kind in the Caribbean region and integrates approaches in social protection and child protection. Extended families and caregivers of reunified unaccompanied children, including child headed households will receive monthly cash grants for a period of six months. This support is part of their overall case management to support their ability to meet basic needs and is linked to other programmes such as education, life skills and livelihood to support their journey to self-sufficiency.

The Heroes Foundation continues to develop digitised psychosocial programming that will benefit both host and migrant populations with the aim of supporting integration and the development of social and emotional life skills and learning to children. The development and design of the programme curriculum were informed through feedback and consultations with host and migrant children and families to establish their needs and interests, and to mobilize their support for the co-delivery of the programme.

- One major challenge facing victims of trafficking is their access to support and resources to successfully integrate into society. Therefore, one of the key initiatives under the ASC Programme is the provision of vocational skills training sessions which provides opportunities to improve VoTs chances of sustainable reintegration by enhancing employment prospects and life skills. This Vocational Skills Training (VST) for Victims of Trafficking (VoTs) project addresses these needs by offering marketable skills training, language learning, and confidence-building initiatives.

Feedback from one of the participants on the impact of the JP was as follows:

"I would like to thank all the staff who made this possible, from the IOM, Families in Action, migration multi-partner trust fund, to each one of the tutors... despite all the mental barriers caused by my episodes of anxiety and depression, I thought that 6 months would be impossible, I came to think that I would give up everything...I know that many of us or all of us have not been easy, but the people who created this project gave us human trafficking survivors an opportunity to learn and develop, this program has been an important tool for every aspect of our lives, today I thank you for sharing your knowledge with each one of us, because for me knowledge is truth, knowledge is power, knowledge is freedom...A word that defines me and that I can assure you defines each one of the participants is RESILIENCE."

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results <i>Note: For Y1 report, this will be the same; For Y2 report, it will be Y1+Y2; and for Y3 report, it will be Y1+Y2+Y3</i>	Notes
		Y1	Y2	Y3		
Outcome 1						
National and community-based protection systems demonstrate the ability to apply the knowledge to screen, identify, assist and re/integrate survivors of trafficking and UASC						
Outcome Indicator 1a % of training participants indicating in the post test that they are feeling able to apply the learned knowledge	0	0	0	91%	91%	
Outcome Indicator 1b % of training participants who demonstrate the ability to apply the knowledge gained in the training.	0	0	0	80.5%	80.5%	

OUTPUT 1.1						
National and community-based protection systems demonstrate improved knowledge to screen, identify, assist and re/integrate survivors of trafficking and UASC						
<p>Output Indicator 1.1a</p> <p>Number of government actors trained to:</p> <p>a) Screen and identify survivors of trafficking and UASC</p> <p>b) Assist and re/integrate survivors of trafficking and UASC</p> <p>Disaggregated by: Sex</p>	0	0	219	552	771	<p>This target has been surpassed by 308% given the original target of 250. This is directly as a result of the findings of the Training Needs Assessment which highlighted identification and screening as priority training needs. Further, several organizations during the execution of the training requested additional participants be included.</p>
<p>Output Indicator 1.1b</p> <p>Number of community actors trained to:</p>	0	0	98	108	206	<p>This target was also exceeded following the requests of key stakeholders to be</p>

a) Screen and identify survivors of trafficking and UASC b) Assist and re/integrate survivors of trafficking and UASC Disaggregated by: Geographic location (Regional Corporations), sex and age						included in the training.
Output Indicator 1.1c # of users trained and registered on inter-agency case-management system	0	0	0	0	0	Activity to be implemented in 2024.
Output Indicator 1.1.d % of government actors showing improved knowledge in post questionnaire	0	0	0	93%	93%	Based on assessments conducted, participants performed exceptionally well in the post-test when compared to the pre-test.
Output Indicator 1.1.e	0	0	0	93%	93%	Based on assessments conducted, participants performed

% of community-based actors showing improved knowledge in post questionnaire						exceptionally well in the post-test when compared to the pre-test.
Output Indicator 1.1.f % of beneficiaries stating that government officials have treated them in a respectful and dignified manner	0	0	0	0	0	Information still to be obtained from beneficiaries
Output Indicator 1.1g # of children, adolescent, and women received GBV response services, including risk mitigation interventions and prevention Disaggregated by: Geographic location (Regional Corporations), sex and age	0	0	4970	2202	7172	Following the lifting of Covid-19 restrictions, the JP was able to expand their in-person reach which allowed for greater access to participants.
<p>OUTCOME 2</p> <p>Increased collaboration among government, CSOs and UN Agencies to effectively coordinate, mitigate risks, identify solutions and tackle xenophobia, discrimination and exploitation.</p>						
Indicator 2a	0	0	0	3	3	<ul style="list-style-type: none"> Draft Referral Mechanism

Existence of an in/formal system for sharing information and coordination system						<ul style="list-style-type: none"> Alternative Care Working Group Case Coordination Meeting with the Counter Trafficking Unit
<p>Indicator 2b</p> <p>% of stakeholder feedback reporting improved coordination in programme implementation and service delivery</p>	0	0	0	0	0	Information to be obtained in next reporting period.
<p>Output 2.1</p> <p>Knowledge products and tools to support evidence- based programming and coordination developed</p>						
<p>Output Indicator 2.1</p> <p>Number of knowledge products developed to support evidence-based programming and coordination of access to services.</p>	0	0	2	3	5	Target achieved

Output 2.2						
Awareness on xenophobia, trafficking in persons, MHPSS, SRH, discrimination and exploitation, enhanced through joint advocacy.						
Output Indicator 2.2a # of people reached with messages on xenophobia, trafficking in persons, MHPSS, SRH, and exploitation and discrimination	0	0	0	92,000	92,000	Target exceeded based on reach via social media.
Output Indicator 2.2b # of campaign participants indicating that they acquired new knowledge on xenophobia, trafficking in persons, MHPSS, SRH, discrimination and exploitation.	0	0	0	180	180	Activity on going
Output Indicator 2.2c Number of persons in targeted communities who benefit from survivors of trafficking sensitization	0	0	1,263	5,292	6,555	Activity on going
Outcome 3						

Survivors of Trafficking and UASC receive comprehensive interventions and support utilizing a victim-centred and trauma informed approach by Government, CSO and UN Agencies to aid their successful recovery and reintegration.

<p>Indicator 3a</p> <p>% of identified survivors of trafficking who report increased access to at least 1 of the specialised services:</p> <ul style="list-style-type: none"> i. SRH ii. MHPSS services iii. Accommodation iv. Direct Assistance <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>	0	0	0	81.2%	81.2%	Target exceeded based on the overwhelming positive feedback of beneficiaries.
<p>Indicator 3b</p> <p>% of identified survivors of trafficking who report satisfaction in the quality of service received in:</p> <ul style="list-style-type: none"> i. SRH ii. MHPSS services iii. Accommodation iv. Direct Assistance 	0	0	87.5%	78.9%	83.2%	Target exceeded based on the overwhelming positive feedback of beneficiaries.

Disaggregated by: Geographical regions (Regional Corporations), sex and age						
<p>Indicator 3c</p> <p>% of survivors who report feeling empowered in participating in trafficking prevention and response.</p>	0	0	91.7%	90%	90.9%	Target exceeded based on the overwhelming positive feedback of beneficiaries.
<p>Output 3.1</p> <p>Survivors of trafficking and UASC have increased access to comprehensive services including:</p> <p>SRH, MHPSS services, Accommodation, Direct Assistance, Livelihood and vocational trainings</p>						
<p>Output Indicator 3.1a</p> <p>No. of referred women, men, boys and girls accessing psychosocial support.</p> <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>	0	0	2144	669	2749 (1362 males, 1387 females)	Following the lifting of covid-19 restrictions, community-based, in-person interventions were also conducted allowing for a greater reach of participants.

<p>Output Indicator 3.1b</p> <p>No. of referred VoTs receiving direct assistance.</p> <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>	0	0	68	35	103 (101 females, 2 male)	47 VoTs continued assistance from y2 into y3.
<p>Output Indicator 3.1c</p> <p>No. of referred survivors benefiting from at least one of the following services:</p> <p>a) sexual and reproductive health services</p> <p>b) education</p> <p>c) life skills development</p> <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>	0	0	438	820	1,258	

<p>Output Indicator 3.1d</p> <p>No. of referred UASC and VoTs accessing alternative care and short/medium term accommodation.</p> <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>	0	28	88	91	207 (158 females, 49 males)	It should be noted that 28 VoTs from y1 continued to receive support in y2 and 22 from y2 into y3.
<p>Output Indicator 3.1e</p> <p>No. of referred VoTs participating in livelihood, vocational and empowerment programmes.</p> <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>	0	0	20	20	40 (40 females)	Activity ongoing

3. Partnerships

The ASC Programme utilizes a whole-of-society approach which includes partnerships with Government stakeholders, Civil Society Organizations and Non-Governmental Organizations. Over the reporting period, the following partnerships continued to be strengthened:

The Ministry of National Security, more specifically, the Counter Trafficking Unit (CTU), which is the government agency charged with screening and identifying victims of trafficking as well as ensuring that VoTs have access to comprehensive victim care has continued to support and collaborate on activities under the JP. During the reporting period the CTU continued to be an active participant in the case management process by ensuring that VoTs obtain the relevant documentation to safely access employment in Trinidad and Tobago. The unit also made significant effort in identifying possible options for employment and met regularly with PUNOs to follow up on case progress. During the period referrals for direct assistance for newly identified VoTs specifically for food, accommodation, non-food items, MHPSS, medical support and case management continued, along with engagements to explore options for improving the existing gaps in victim care. One of the gaps identified, was the need for government run shelters to provide emergency placement for victims upon initial confirmation. As such, under the JP, two three-bedroom homes would be refurbished to ensure victims have access to safe accommodation when rescued and identified. The partnership also seeks to digitize the case management process on a shared platform with all key stakeholders as this would reduce the possibility of revictimization and ensure the time delivery of services to victims. In 2023, CTU also supported awareness raising activities such as the Walk against Trafficking in Persons and capacity building sessions where they delved into the TiP legislations with key stakeholders.

The Ministry of Social Development and Family Services (MSDFS) was identified as the main implementing government partner for the ASC Programme. As a signatory on the ASC's Joint Programme Document, the agency was tasked with submitting the Programme to Cabinet for Government approval which was completed in November 2021, however, final approval for the programme is still pending. Despite these advancements by the Ministry, several inter-ministerial restructurings have resulted in the placement of senior officials who appear to be unaware of the Ministry's role in victim care. This has negatively impacted the implementation of activities specifically designated for the MSDFS, including the piloting of the case management system and both the establishment and envisaged co-chairing of the Joint Programme Steering Committee (JPSC). Given these continued challenges, ministerial level approval has been granted by the Ministry of National Security who is leading the aforementioned activities. Notably, MSDFS has however, engaged PUNOs for technical guidance during the period to support with the design and layout of a proposed shelter for VoTs.

The Ministry of Labour (MOL) is charged with the responsibility of promoting decent work which includes but is not limited to monitoring the workplace environment and enforcing local labour laws. This ministry continues to be a key partner in ASC Programme and have been very instrumental in the role of capacity building initiatives. The organization also provides insight into the role of the ministry as it relates to victim care and is willing to ensure that all front-line officers have strengthened capacity to identify victims of trafficking.

The Office of the Attorney General and Legal Affairs (AGLA) has also been an instrumental partner in the roll out of initiatives under the ASC Programme. More pointedly, the Ministry has in the past, followed up on the progress of the cabinet approval and has provided support in reviewing the

situational analysis to ensure findings were in line with the local legislation. During the reporting period, the Ministry also provided a training room for the conducting of capacity building sessions and committed several of their staff to attend the sessions.

The Children's Authority of Trinidad and Tobago (CATT), the leading child protection agency within the country aimed at strengthening the child protection framework for unaccompanied, separated and trafficked children has also been a key partner of the ASC Programme. During the period of review, the CATT continued to receive support with Case Management and other interventions to support UASC.

Programme agreements are also ongoing with five civil society organisations:

The Catholic Commission for Social Justice (Archdiocesan Ministry for Migrants and Refugees), that continues to provide direct services to the migrant population including safe spaces, mental health and psychosocial support, alternative care for unaccompanied and separated children and gender-based violence prevention through community outreaches involving migrant volunteers and stakeholders.

The Heroes Foundation that provides psychosocial programming to both host and migrant populations with the aim of supporting integration and the development of social and emotional life skills and learning to children. The development and design of the programme curriculum were informed through feedback and consultations with host and migrant children and families to establish their needs and interests, and to mobilize their support for the co-delivery of the programme.

The Trinidad and Tobago Red Cross Society (TTRCS) is an auxiliary in the humanitarian field to the Government of the Republic of Trinidad & Tobago. As a non-profit humanitarian organization, the TTRCS focuses our resources on providing communities with disaster preparedness and quality health programmes designed to empower the most vulnerable in our society. Under the ASC Programme, the TTRCS will support the roll-out of a cash-intervention to support unaccompanied children and child-headed households.

The Family Planning Association of Trinidad and Tobago (FPATT) has continued to provide sexual and reproductive health and life skills education, counselling, medical and GBV services to both victims and potential victims of trafficking.

Finally, the Families in Action (FIA) continued with the implementation of two main activities under the ASC Programme. FIA currently provides Mental Health and Psychosocial Support Services to VoTs and conducts a Vocational Skills Training Programme with built in components on empowerment, micro-entrepreneurship and English as a Second Language. Based on the organization's expertise in the area of mental health, they have also assisted with the delivery of trainings in Mental Health and Psychosocial Support to key stakeholders working in the TiP landscape.

Implementation Agreements			
Name & Type of Partner	Type of implementation agreement (please specify if any MOU or agreement was formally entered)	Relevant outcome and/or output; PUNO counterpart	Financial value (if any)
Local government and/or related entities			
Children's Authority of Trinidad and Tobago	Basic Cooperation Agreement	Output 1.1 UNICEF	62,792.54
Non-governmental stakeholders			
Families in Action	Implementing Partnership Agreement	Output, 1. 3.1 IOM	167,150.00
Catholic Commission for Social Justice/Archdiocesan Ministry for Migrants and Refugees	Programme Cooperation Agreement	Output 1.2, 3.1 UNICEF	490,567.83
Heroes Foundation	Programme Cooperation Agreement	Output 3.1 UNICEF	38,045.08
Trinidad and Tobago Red Cross Society	Programme Cooperation Agreement	Output 3.1 UNICEF	24,814.04
Family Planning Association Trinidad and Tobago	Implementing Partnership Agreement	Output 3.1 UNFPA	72,637.94

4. Cross-Cutting Issues

The JP reflects the human rights obligations contained in the Universal Declaration of Human Rights and in accordance with Trinidad and Tobago's ratification of the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination Against Women and the Convention on the Rights of the Child. While it addresses the sustainability of actions through institutional capacity development and partnerships, it also ensures that targeted beneficiaries are directly involved in the decision making and implementation process. This was specifically noted in the completion of the training and situational assessments conducted, as VoTs were interviewed to ensure that the perspectives were included. Additionally, in the completion of the individualized needs assessments, transition plans and treatment plans, all beneficiaries are given the opportunity to identify their needs and goals as well

as indicate the type of support they require. Further, the beneficiary's perspective, views and feedback are also of paramount importance in the vocational training sessions to ensure that such activities are meeting the needs and expectations of the target population.

With regard to gender responsiveness, the issue of human trafficking is highly gendered as the primary victims are usually women and girls. The ASC programme continues to seek to equip vulnerable populations with the necessary information needed to migrate safely and access assistance where necessary. This is mainstreamed into protection initiatives as newly identified victims are provided with information kits which include brochures on human and labour rights, covid-19 guidelines, tips on disaster preparedness and emergency resources available in Trinidad and Tobago. Another aim of the programme is to establish life-skills training to build the capacity of women and adolescents and increase their opportunities for integration into host communities as training strategically focus on topics such as language exchange, communication, negotiation skills, wellness, self-care and self-esteem, gender, sex, sexuality and STDs, trauma, money management and budgeting.

Achieving equitable and improved prevention of and response to violence, exploitation and harmful practices is central to realizing the rights of every child, as set out in the Convention on the Rights of the Child and its Optional Protocols. Under the JP, child friendly spaces, alternative care and psychosocial support programmes are integral initiatives where age-appropriate and child sensitive approaches are utilised understanding the unique needs and circumstances of boys, girls and children with disabilities, as well as learning styles, capacities, socioeconomic and age differences. Children participate in programme design and play a dynamic role in encouraging their peers and wider communities to become active social agents in programme implementation and sustainability.

5. Constraints, Adjustments, Lessons and Good Practices

One of the risks highlighted in the Joint Programme document was the uncertainty over political support on migration issues in Trinidad and Tobago. This does not only occur when there is a change in government but also when there is a reshuffle of high-level officials such as ministers, permanent secretaries and chief technical officers among government ministries. During the drafting of the ASC project proposal, the Ministry of Social Development and Family Services (MSDFS) agreed to be the lead government partner in the roll out of the programme. This was further confirmed by the then Permanent Secretary's endorsement of the final project proposal document on 29th April 2021. However, following the Permanent Secretary's endorsement, she was reassigned to another ministry which resulted in a delay in the drafting of the Note for Cabinet as well as the formalization of a partnership to implement relevant activities under the joint programme. Additionally, official requests for courtesy calls to both the Ministry of Social Development and Family Services as well as the Ministry of National Security were submitted in March 2022, however, while a meeting was held with the Minister of National Security on 06th March 2023, to date no feedback has been forthcoming from the MSDFS. At the courtesy call with the Minister, approval was granted for the CTU to collaborate with PUNOs on the development of a resource map and referral mechanism to guide the interventions for identified VoTs. Additionally, the Minister also indicated the Ministry's willingness to support the JP in the roll out of other key initiatives such as, Case Management, Capacity Building and the identification of safe shelters to house newly identified VoTs.

The piloting of a Case Management System though initially envisioned as a novel database which followed the Contra Trata platform created for use in Northern, Central America and Southern Mexico, was reassessed and linked to the existing system established to support survivors of GBV

under the Office of the Prime Minister. This system ensures greater synergy among all the key stakeholders as it seeks to streamline processes and increase interoperability with all first responding agencies at both the community and government level. Additionally, by building on the existing platform, it is expected that the timeframe for completion would be greatly reduced as the framework has already been designed and established. This has also impacted the projected budget as the costs would also be significantly lessened given the existing structures for the database. Notably this reduction has also allowed for the expansion of the budgets for both Capacity Building and the refurbishment of the state's shelters.

During the reporting period, low attendance continued to be a challenge for both the Vocational Skills Training and Mental Health and Psychosocial Support activities. Following discussions with beneficiaries, it was noted that some of their key challenges with attendance included:

- low or no access to internet to access synchronous sessions.
- changes to their work schedule over the reporting period (including the Christmas season),
- changes in their living arrangements, geographical relocations,
- later working hours,
- illness or medical issues,
- unavailability of a babysitter for newborns and existing children.

In order to address these challenges, daily contact was made with participants by the Project Officer as a reminder of scheduled classes. However, some participants were not fully engaged and required stronger reminders from both the implementing partner and the relevant PUNO. Additionally, a revised asynchronous approach was utilized for the delivery of the remaining modules of Cohort 2. This allowed participants to access the sessions at a time most convenient to them given their competing priorities. Further, in an attempt to address the issue of low completion rate for both activities, migrants at risk of violence, abuse and exploitation were included as part of the target group.

Another key challenge of note was the absconding of newly identified VoTs from their assigned State accommodation. It was observed that the beneficiaries that often absconded had very limited access to support and consistent case management following their placement due to the confiscation of their personal phones for investigative purposes. This negatively impacted the case worker's ability to follow-up and complete timely referrals for the victims to access urgent care. During the reporting period a total of eleven (11) VoTs absconded from the State's care. In order to rectify this matter, contact with newly identified VoTs are now being facilitated through the landlords or other support staff at the location. As a longer-term intervention, it is proposed that sim-cards be provided for victims upon their identification to ensure that they are accessible by the case management team and service providers.

Notably over the past year, there were several good practices observed, which included the partnering with key government agencies to implement project activities. By allowing government Ministries to take the lead in certain activities, this helped to increase the reach of the event as promotions were conducted at both the community and national level. This was clearly observed at the Walk Against TiP which saw over 800 participants showing to support the cause. Another good practice was the partnering with the government in the rollout of capacity building sessions. By including both NGOs and Government officials as facilitators for the training, it provided opportunities for participants to gain an understanding of local efforts at the community and national level. This

also practically demonstrated the whole-of-society approach which is required to effectively counter trafficking in persons.

As the joint programme enters its final months of implementation, a closer relationship with the Counter Trafficking Unit has continued in preparation for the successful handover of activities. This is being facilitated mainly through the PUNOs efforts to step back and allow Government partners to be the face of the activities while providing technical guidance and support when required. Additionally, through the train-the-trainer initiative, it is anticipated that certified trainers would be established at the local levels to continue capacity building for community and government actors, thus ensuring continued learning in the key areas of TiP.

Conclusion and Next Steps

Over the years of implementation there have been many challenges that have impacted the timely completion of proposed activities. Despite this, PUNOs have been able to successfully navigate the national landscape to ensure the JP meets its objective. To date, all activities with the exception of the development of an app have been initiated with the majority on track for completion by the Project end date. The Case Management system, however, would have to go through several layers of review before it goes live, which can negatively impact the projected timeline. As such, constant follow-up would be undertaken with all parties involved to ensure that the project goes as planned. In the event that this cannot be completed within the timeline, a request for a three-month no-cost extension may be considered for the JP.

In 2024, it is anticipated that the refurbishment of the two shelters, the finalization of the referral and resource map as well as the Case Management system would be completed and handed over fully to the government of Trinidad and Tobago. These activities are expected to improve the care provided to victims by ensuring timely, individualized assistance to holistically meet their needs. Additionally, in the first quarter, an Instructor Development Course is planned to train several government actors to become facilitators in TiP. A total of 35 participants are expected to complete the training programme and a training manual developed to address the key areas outlined in the Training Needs Assessment. Ultimately, it is foreseen that the JP would be successfully completed in this calendar year, having positively impacted and improved the quality of care for both victims as well as unaccompanied and separated children at the national and community level.

ANNEX

ANNEX A

Vocational Skills Training - Beneficiary Testimonials.

Cohort 1 - Participant 1:

“This entrepreneurship course is very important since people to develop a project... previously I was not 100% of him as an entrepreneur but thanks to IOM, Family in action for this opportunity it gives us. I could understand how to start a business, because my goal is to be able to have a mini bakery or a mini beauty salon. To in the future be able to help people in need and give them motivation...”

Cohort 1 - Participant 2:

“I would like to thank all the staff who made this possible, from the IOM, Families in Action, migration multi-partner trust fund, to each one of the tutors... despite all the mental barriers caused by my episodes of anxiety and depression, I thought that 6 months would be impossible, I came to think that I would give up everything...I know that many of us or all of us have not been easy, but the people who created this project gave us human trafficking survivors an opportunity to learn and develop, this program has been an important tool for every aspect of our lives, today I thank you for sharing your knowledge with each one of us, because for me knowledge is truth, knowledge is power, knowledge is freedom...A word that defines me and that I can assure you defines each one of the participants is RESILIENCE.”

Cohort 2 - Participant 1:

“This course was beneficial for my knowledge both in English pronunciation and in life skills especially in terms of Resilience which I did not know much about. Managing conflicts, stress and anxiety was important to deal with daily challenges at home and at work as things here are different to what we are accustomed to in our country. Speaking with people that have a lot of knowledge on these topics helps us to be better and makes the transition less jolting. The course was very well executed and offered all the necessary information. I do hope that a follow-up course can be done to get more knowledge and practice in English and all other areas of the Make-up, Entrepreneurship that can be taught.”

Cohort 2 - Participant 2:

“The truth is that I am not very good at expressing myself but in my opinion the course was very good. Personally, I learnt new things. I liked the English course a lot and in the make-up sessions I learnt a little bit as well. Thank you to everyone for helping me because I have goals to take care of my family and myself. This course will help me to that.”

ANNEX B

Beneficiary Feedback on Mental Health and Psychosocial Support Sessions.

One Spanish-speaking beneficiary also shared how her experience made a positive impact on her life:

“Tomar la decisión de ir al psicólogo no es fácil. Somos personas adultas y nos han educado de manera que pensamos que debemos resolver nuestros problemas solos. Debemos ser autónomos e independientes y eso incluye ser capaz de, como se dice popularmente, ...sacarse las castañas del fuego....Si no es así parece que algo va mal, eres un “adulto defectuoso”..... Personalmente, puedo decir que me brindó la ayuda necesaria para cambiar mi vida. A través de técnicas como la reestructuración cognitiva, la psicología me ayudó a identificar y modificar los patrones de pensamientos automáticos que me estaban produciendo malestar emocional. No voy a decir que soy una persona nueva, porque soy más yo que nunca. Quizás era más bien antes cuando no era yo misma. Al final, a grandes rasgos, creo que todos enfermamos por ser otra persona diferente a quienes somos realmente. En cierto modo, se podría decir que nos perdemos a nosotros mismos. La psicoterapia, por tanto, sería para mí, el camino hacia la búsqueda de uno mismo y un reencuentro final..... la psicoterapia nos ayuda a encontrar nuestras propias herramientas para después poder utilizarlas en nuestro día a día y en situaciones de crisis. Saca, por tanto, todo aquello que ya somos y nos empodera. De esta forma, es bastante obvio pensar que la mejora de la autoestima es inherente. Todo esto es fundamental a la hora de afrontar tanto pequeñas como grandes situaciones de estrés, si alguien está pasando por alguna situación o algo parecido puedo recomendar con los ojos cerrados a Familias en Acción para que le den una cita con la Psicóloga Livia Rincón, sin duda es la mejor. Quiero darle las gracias por todo, feliz día y bendiciones,”

English Translation:

“Making the decision to go to a psychologist is not easy. We are adults and we have been socialized to believe that we must solve our problems alone. We must be autonomous and independent and that includes being able to, as is popularly said, ...pull our chestnuts out of the fire....If not, it seems that something is wrong, you are a “defective adult”..... Personally, I can say that it gave me the help I needed to change my life. Through techniques such as cognitive restructuring, psychology helped me identify and modify the automatic thought patterns that were causing me emotional distress. I am not going to say that I am a new person, because I am myself more than ever. Rather, maybe before I wasn't myself at all. All in all, broadly speaking, I think we all get sick from being someone other than who we were really meant to be. In a way, you could say that we lose ourselves. Psychotherapy, therefore, would be, for me, the path towards the search for oneself and a final reunion..... psychotherapy helps us find our own tools so that we can then use them in our daily lives and in situation of crisis. Therefore, it brings out everything that we already are and empowers us. In this way, it is quite obvious to think that the improvement of self-esteem is inherent. All this is essential when facing both small and large stressful situations. If someone is going through a situation or something similar, I can recommend with my eyes closed, Families in Action to organize an appointment with the Psychologist, Livia Rincón, she is undoubtedly the best. I want to thank you for everything, have a good day and blessings.”

ANNEX C

Table Showing Capacity Building Sessions Conducted Under the JP

Subject and Purpose	Hosts/ Co-hosts/ Facilitators/ Trainers	Participants and Organization	Total Participants	Gender Disaggregation		Training Start	Training End
				F	M		
Track for TiP Approaches with Migrant Victims	UNODC	TTPS CTU	22	10	12	Wed, July 20, 2022	Wed, July 20, 2022
Screening PoCs for Specific Needs and GBV- Psychological First Aid	UNHCR; UNFPA; UNICEF; LWC; IOM	TTCG / TTDF	41	6	35	Fri Sept 2nd 2022	Fri Sept 2nd 2022
Regional training on Capacity Building on Human Trafficking	Project Officer Zeke Beharry, Case Manager Tinstia Haynes, and CARICOM Implementation Agency for the Crime and Security (IMPACS)	Officials from CARICOM Member States assigned to ministries responsible for foreign affairs, labour inspectors, customs and excise, law enforcement and social workers.	92			Nov-22	Nov-22
Enabling Local Engagements and Global Synergies for Addressing Modern Slavery in the Caribbean	Free the Slaves Caribbean Forum	Various stakeholders including government officials, CSOs, etc	72	48	24	Mon Feb 6th 2023	Wed Feb 8th 2023
Trafficking in Persons	Tinstia Haynes, Case Coordinator IOM; Ministry of Labour	Various government officials	26	21	5	Thur Feb 9th 2023	Thurs Feb 9th 2023
Pre-Operational Meeting – Operations CARISICA (OCASI)	Tinstia Haynes, Case Coordinator IOM	CARICOM IMPACS	54	19	35	Mon April 24th 2023	Wed April 26th 2023

Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	TTCG	21	5	16	16th June 2023	16th June 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	Gov't officials	24	23	1	28th June 2023	30th June 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	Ministry of National Security	33	20	13	05th July 2023	07th July 2023
Monitoring and Evaluation for IOM Staff	and for	Martin Schmitt, IOM M&E Officer	IOM POS Staff	15	12	3	17th July 2023	17th July 2023
Monitoring and Evaluation for Ips	and for	Martin Schmitt, IOM M&E Officer	CSOs	28	20	8	18th July 2023	18th July 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	Gov't officials	31	26	5	2nd Aug 2023	4th Aug 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	Ministry of National Security	25	13	12	16th Aug 2023	18th Aug 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	CSOs	22	18	4	23rd Aug 2023	25th Aug 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM and Zeke Beharry, Project Officer, IOM	Society St Vincent de Paul	52	42	10	29th August 2023	29th August 2023
Trafficking Persons	in	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	CSO and Gov't Officials	30	25	5	11th Sep 2023	13th Sep 2023

Trafficking in Persons	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	TTPS- Tobago Division	18	10	8	13th Sep 2023	15th Sep 2023
Screening PoCs for Specific Needs and GBV- Psychological First Aid	UNHCR; UNFPA; UNICEF; LWC; IOM	TTCG / TTDF	81	15	66	28th Sep 2023	29th Sep 2023
Trafficking in Persons	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	CSOs	26	21	5	4th Oct 2023	6th Oct 2023
Trafficking in Persons	Tinestia Haynes, Case Coordinator IOM; Charmaine Gandhi-Andrews, Consultant	Gov't officials- MNS, AGLA	26	14	12	11th Oct 2023	13th Oct 2023
International Protection of Refugees Workshop	Gina Maharaj, UNHCR; Ganesh Rampersad, LWC; Alaina Boochoon, IOM	TTPS	16	8	8	9th Oct 2023	9th Oct 2023
International Protection of Refugees Workshop	Gina Maharaj, UNHCR; Alaina Boochoon, IOM	TTPS	8	2	6	21st Nov 2023	21st Nov 2023
Mental Health Awareness Workshop	Gerard Baptiste, FIA	TTPS- Special Victims Department	54	34	20	6th Dec 2023	6th Dec 2023
		Total	817				

ANNEX D

CARISICA OPERATIONS Awareness Campaign Posters



TiP Awareness Poster – English



REJOINS LA LUTTE CONTRE
LA TRAITE DES ÊTRES HUMAINS

TA VOIX PEUT SAUVER DES VIES



CONTACTE LES FORCES DE L'ORDRE SI TU SUSPECTES QUE QUELQU'UN SOIT
VICTIME DE TRAITE DES ÊTRES HUMAINS OU PRÉSENTE DES
SIGNES DE TRAITE DES ÊTRES HUMAINS.

- 

Il/elle n'est pas autorisé(e) à parler
pour lui/elle-même ou semble réciter
un discours qu'il/elle a appris
- 

Il/elle est "Juste en
visite" et ne peut pas
dire où il/elle loge
- 

Sembler mal nourri(e)
et/ou montre des signes
de violence physique
- 

N'a pas le contrôle sur
son propre argent ou ses
documents d'identité
- 

N'a pas de liberté de
mouvement
- 

Craintif/ve ou anxieux/se,
surtout en présence des
forces de l'ordre

SCANNE ET **APPRENDS-EN PLUS** ►



TiP Awareness Poster – French



— ÚNETE EN CONTRA DE LA TRATA DE PERSONAS —

TU VOZ PUEDE SALVAR VIDAS



COMUNÍCATE CON LAS AUTORIDADES SI SOSPECHAS QUE ALGUIEN PODRÍA
SER VÍCTIMA DE TRATA DE PERSONAS O ESTÁ MOSTRANDO

INDICADORES DE TRATA DE PERSONAS.

- 

No se le permite hablar por sí mismo o parece estar siendo instruido sobre qué decir
- 

"Viene de visita" y no puede decir dónde se encontrará hospedado/a
- 

Parece desnutrido/a y/o muestra signos de abuso físico
- 

No tiene control sobre su propio dinero o documentos de identificación
- 

No tiene libertad de movimiento
- 

Temeroso/a o ansioso/a, especialmente en presencia de las

ESCANEA Y **APRENDE MÁS** ►



ANNEX E

Links to Social Media Posts on ASC Activities

- ♦ 15 participants of the Vocational Skills Training Project that targeted migrants in vulnerable situations celebrated their graduation after having completed a six-month training course. (July, 2023).
Facebook
[\(10\) On Sunday 9th July 2023, 15 participants of... - Families in Action | Facebook](#)
- ♦ Sunday 30th July, hundreds gathered at the Queen's Park Savannah, Port of Spain to commemorate World Day Against Trafficking in Persons with a 5K Fun Walk, Aerobics Burnout. (August, 2023)
Facebook
[\(10\) Last Sunday 30th July, hundreds gathered at... - IOM Port of Spain | Facebook](#)
Twitter
<https://x.com/IOMPOS/status/1686435323713114125?s=20>
Linkedin
<https://www.linkedin.com/feed/update/urn:li:activity:7092193039493816320>
- ♦ Training sessions were conducted with the support of the Migration Multi-Partner Trust Fund. (September, 2023)
Facebook
[\(10\) Combatting Trafficking in Persons requires... - IOM Port of Spain | Facebook](#)
Twitter
<https://x.com/IOMPOS/status/1704935173140127944?s=20>
Linkedin
<https://www.linkedin.com/feed/update/urn:li:activity:7110699895920939008>
- ♦ IOM Port of Spain continues to deliver comprehensive Trafficking in Persons training to its government and NGO partners throughout Trinidad and Tobago. (September, 2023)
Instagram.
https://www.instagram.com/p/Cxs2sv8LDb7/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Facebook
[\(10\) IOM Port of Spain continues to deliver... - IOM Port of Spain | Facebook](#)
Twitter
<https://x.com/IOMPOS/status/1707061449644769416?s=20>
Linkedin
<https://www.linkedin.com/feed/update/urn:li:activity:7112823404688195584>
- ♦ This year close to 300 Trinidad and Tobago Government officials and NGO representatives attended IOM's capacity-building sessions on Trafficking in Persons (TIP). (November 2023)
Instagram



Migration
Multi-Partner
Trust Fund

https://www.instagram.com/p/Czt7KE0LcrN/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==

Facebook

[\(10\) This year close to 300 Trinidad and Tobago... - IOM Port of Spain | Facebook](#)

Twitter

<https://x.com/IOMPOS/status/1725226248970883470?s=20>

LinkedIn

<https://www.linkedin.com/feed/update/urn:li:activity:7135256050072481792>

- IOM ended the [#16Days](#) of Activism with a donation of 90 well-being kits to the Gender-Based Violence (GBV) Unit, Trinidad and Tobago Police Service on 6th December 2023. (December 2023)

Instagram

https://www.instagram.com/p/C0wd6XgrvHa/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==

Facebook

[\(10\) IOM Port of Spain ended the #16Days of... - IOM Port of Spain | Facebook](#)

Twitter

<https://x.com/IOMPOS/status/1734590751151931672?s=20>

ANNEX F

Training Needs Assessment – For Internal Use ONLY