

Access, Support, Coordination

Programme: A Collaborative Approach to Support Survivors of Human Trafficking

Final Report December 2024



**Migration
Multi-Partner
Trust Fund**

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

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 September 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: (include Implementing Partner)	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 September 2024
Reporting Period:	2nd July 2021 to 28th September 2024
Total Approved Migration MPTF Budget: (breakdown by PUNO)	IOM: USD 1,500,000 UNICEF: USD 1,000,000 UNFPA: USD 100,000 Total: USD 2,600,000
Total Funds Received To Date: (breakdown by PUNO)	IOM: USD 1,500,000 UNICEF: USD 1,000,000

	UNFPA: USD 100,000 Total: USD 2,600,000
Report Submission Date:	<i>03rd January 2025</i>
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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
SICA	Central American Integration System (Sistema de la Integración Centroamericana)
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

The joint Access, Support and Coordination (ASC) Programme was awarded to the International Organization for Migration, the United Nations Children’s Fund Office for the Eastern Caribbean Area (UNICEF ECA) and the United Nations Population Fund (UNFPA), in July 2021 to improve the access of survivors of trafficking (SoTs) to comprehensive and integrated, survivor-centred specialised services and support. Over a period of 39 months, from 2nd July 2021 to 28th September 2024, partnering UN organizations (PUNOs) and their implementing partners executed several initiatives to address gaps in victim care, including identification, referrals, safe shelter, access to healthcare, livelihood opportunities, and integration pathways.

The 3-year programme focused 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 SoTs in Trinidad and Tobago. The ASC Programme contributed significantly to building a robust protection framework for survivors of trafficking and unaccompanied and separated children (UASCs). Ultimately, the ASC Programme’s primary objective was to contribute to an enhanced protection environment for SoTs through improved and strengthened national protection systems, including community-based organizations.

In alignment with the United Nations Sustainable Development Cooperation Framework (UNSDCF), Trinidad and Tobago’s National Development Strategy (NDS), Vision 2030, related SDG targets, and Global Compact on Migration (GCM) Objectives, the Programme delivered tangible results in capacity building, policy enhancement, and direct assistance, fostering sustainable and systemic change. Some Programme Achievements, include:

- **Improved National and Community Protection Systems**
 - **Refurbishment of Government Shelters:** Two Government-owned shelters were upgraded to provide safe, dignified, and specialized care for SoTs. These shelters also enabled survivors to attend court sessions while continuing to receive essential services that supported their recovery, healing, and reintegration. This activity directly contributes to SDG 11 (Sustainable cities and communities) and GCM Objective 7 (Address and respond to vulnerabilities in migration).
 - **Situational Analysis:** Comprehensive assessments conducted to identify systemic gaps, culminating in a Training Needs Assessment and a national Training Plan to address trafficking vulnerabilities, in line with GCM Objective 2 (Address and reduce vulnerabilities in migration).
 - **Tier II Upgrade on TiP Report:** Trinidad and Tobago achieved a Tier II ranking on the U.S. Trafficking in Persons (TiP) Report in 2024, following three consecutive years on the Tier II Watchlist. The report highlighted key activities under the ASC Programme which contributed to the upgrade, including infrastructure improvements and enhanced interagency coordination.

- **Enhanced Coordination, Victim Care and Child Protection**
 - **Development of a Comprehensive Referral Mechanism:** A referral and resource map, finalized in collaboration with the Counter Trafficking Unit (CTU) of the Ministry of National Security, established clear terms of reference for agencies and community organizations, enabling streamlined and timely service delivery for SoTs. The Referral Mechanism advances SDG 16 (Peace, justice, and strong institutions).
 - **Case Management System Pilot:** One key deliverable of the programme was the introduction of the first **Case Management System** in the English-speaking Caribbean to support investigative and victim care processes, setting a benchmark for effective victim management and interagency coordination. This digital system centralizes case information, ensuring all parties are updated in real time and eliminating duplication of efforts. By streamlining communication, it fosters stronger collaboration among stakeholders, ultimately enhancing the quality of care provided to victims. ASC directly aligned to GCM Objective 3 (Provide accurate and timely information).
 - **Provision of Support Services:** The ASC Programme adopted a comprehensive, survivor-centred approach to victim care, ensuring that support services addressed not only physical needs but also the various aspects of an individual's well-being. During this period (Jul 2021 – Sep 2024), a total of **328 SoTs** and individuals at risk of abuse, violence, and exploitation were provided with access to food, accommodation, personal items, mental health and psychosocial support (MHPSS), vocational skills training, sexual and reproductive health services, as well as life-skills programming to aid in their recovery and promote empowerment. These actions contributed to SDG 1 (No poverty) and SDG 8 (Decent work and economic growth).
 - **Child Sensitive Programming:** The ASC Programme addressed the needs of children in need of care and protection including trafficked, unaccompanied and separated children (UASC). This initiative provided mental health and psychosocial support to 1929 children (1015 females) through individual and group therapy sessions, as well as case management services to 1147 children (675 females) who were victims of neglect, sexual and physical abuse, and trafficking. Additionally, 2,937 individuals (1,679 females) including both children and women, benefited from community interventions aimed at mitigating gender-based violence risks and preventing sexual exploitation and abuse (PSEA). These efforts included both online activities and physical child-friendly spaces dispersed across 12 locations, offering intersectoral programming such as informal education, protection, MHPSS and integration services. The activities were designed to address the unique challenges encountered by children on the move, thereby reducing the risk of abuse, violence, and exploitation. Furthermore, the UASC alternative care programme promoted enhanced collaboration among PUNOs and national Child Protection and Law Enforcement agencies to adopt a more child-sensitive, rights-based, and humanitarian approach when engaging with at-risk children and families, including supporting family reunification, alternative care arrangements and referrals to essential services. These contributed to SDG 1 and SDG 8.

- **Capacity Building and Sustainability**

- **Training for Government and Civil Society:** Capacity-building initiatives focusing on TiP, victim care, case management, age assessment, prevention of sexual exploitation and abuse (PSEA) as well as self-care were provided to 873 participants, increasing their aptitude to better identify and respond to SoTs. In addition, 19 participants completed Training of Trainer (ToT) sessions, equipping them with the skills to conduct basic training in TiP and Victim Care within their local organizations. These contributed directly to UNSDCF outcomes on institutional strengthening and protection of vulnerable groups, as well as aligned with Trinidad and Tobago's National Development Strategy (NDS) / Vision 2030's goal of building human capital.
- **Survivor-Centered Empowerment:** Survivors received ongoing care and were empowered to pursue healing and integration while maintaining access to legal and psychosocial support through enhanced coordination efforts, aligning with Trinidad and Tobago's National Development Strategy (NDS) / Vision 2030's focus on diversification and SDG.

Impact on Survivor Protection

Through strengthened national systems, safe shelter provisions, and enhanced coordination frameworks, the ASC Programme sought to increase SoTs access to essential services, continued healing, and participation in judicial processes, fostering recovery and reintegration. The holistic approach to protection reinforced the country's capacity to uphold the rights and dignity of trafficking survivors, aligning with international standards and contributing to long-term sustainability in victim care.

During the final year of implementation, Trinidad and Tobago was upgraded to Tier II on the TiP report after three consecutive years on the Tier II watchlist. Notably, the report highlighted key activities under ASC, such as the refurbishment of government owned shelters specifically to house SoTs, as well as initial efforts to improve interagency coordination, as contributing factors towards the nations improved rating. Following the release of the 2024 TiP report in June, through continued collaboration with the state agency responsible for the counter trafficking, a complete referral map along with terms of reference and resource map were finalized to further improve the coordination of specialized services for victims of trafficking.

The Ministry of National Security's, Counter Trafficking Unit, has also played a crucial role in the successful implementation and the sustainability of several other initiatives, including the piloting of the first ever, Case Management System within the Caribbean to explicitly support with investigative and victim care processes for identified SoTs. Additionally, key personnel within the Unit have benefited from capacity building programs focused on victim care and self-care, enabling them to take full responsibility of Case Management for SoTs, with only technical support from UN organizations being required.

The Children's Authority expanded its capacity to treat with the specific and unique needs of children on the move, including enhancing case management practices, launching an integrative foster care

programme targeting migrant populations, and establishing a special unit to ensure dedicated, bi-lingual staff members are available to respond effectively to cases involving migrant children including child SoTs.

Despite numerous achievements, the programme faced challenges, notably the failure to secure initially anticipated national-level approvals. This necessitated a re-strategizing of programming by PUNOs to effectively implement the project's activities. Key learnings included leveraging pre-established relationships and continuous networking and collaboration with government and civil society organizations, which significantly contributed to the programme's success.

Annual (or End-of Project) Progress

1. Summary and Context

Trinidad and Tobago's economic prosperity and geographical proximity have been *inter alia*, main motivators for migratory flows of persons facing political and socio-economic challenges within other Caribbean and Latin American countries. 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.

Although women and girls remain the primary victims of trafficking, the 2022 SA report identified the presence of male victims of trafficking (VoTs). Demographic data indicated that VoTs in Trinidad and Tobago were predominantly single females from Venezuela, typically aged between 20 and 29. However, this trend shifted in 2023-2024, with a higher number of child victims being identified, particularly those aged 16 and 17. The SA also reaffirmed that the urgent needs of trafficking survivors include shelter, medical and health care, psychological support, education, training, legal assistance, protection and safety, employment, translation services, information dissemination, reintegration, freedom, and documentation.

Despite the efforts of both national and civil society actors, there continue 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

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

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 was a compelling need to urgently strengthen the technical capacity of national authorities and community systems to effectively address issues facing both SoTs and UASC. 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 sought 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.

In June 2024, Trinidad and Tobago was upgraded to Tier 2 after being on the Tier 2 Watchlist for the previous three consecutive years, according to the annual assessment by the United States Department of State. The report indicated that while the Government of Trinidad and Tobago does not fully meet the minimum standards for the elimination of trafficking, there have been significant efforts to address the issue. These efforts included increasing investigations and prosecutions, enacting legislation to eliminate the preliminary inquiry process that previously caused delays in the prosecution of trafficking and other crimes and enhancing judicial and police anti-trafficking personnel. The government also continued work on a new transitional shelter and a housing unit specifically for trafficking victims. Additionally, the report noted improvements in victim identification, referral, and protective services, as well as interagency coordination and evidence collection, when compared with previous reporting periods, however, national efforts remained weak and inconsistent. Following the latest TiP report, PUNOs along with the CTU finalized a formal referral mechanism and drafted a terms of reference document to guide the referral process for SoTs.

After 39 months of implementation, the ASC programme successfully completed all proposed activities as outlined in the project proposal. During this time, one project revision was approved in December 2023, along with a three-month extension which was granted in June 2024. Despite the PUNOs' ability to execute the proposed activities, Cabinet approval from the Government of Trinidad and Tobago was never obtained.

2. Results

The ASC Programme was 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 was 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 were 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.

Capacity development of national and community-based actors was identified as one of the key areas to improve the protection environment for SoTs. During the implementation period, **28 capacity building sessions were conducted with over 900 persons being trained to better screen, identify and support potential SoTs and UASC.** Of the participants completing the pre and post-test assessments, 91% were able to demonstrate their ability to apply the knowledge to screen, identify and assist survivors of trafficking. Notably, when compared to their pre-test 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. Based on in-class assessments, 80.5% of participants were able to accurately identify cases of trafficking and outline the act, means and purpose.

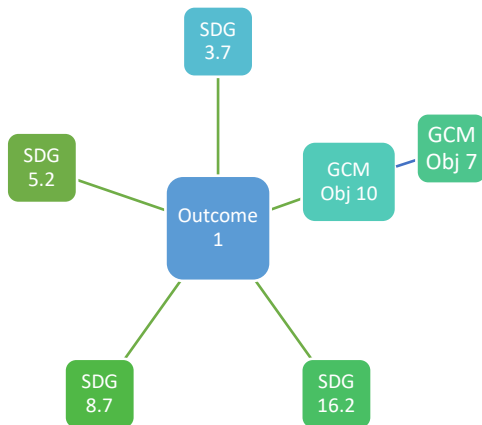
It should also be noted that following the facilitation of training sessions on TiP conducted with law-enforcement officials in Tobago in September 2023, a child trafficking ring was uncovered in November 2023. Although there is no empirical data to suggest a direct correlation between the training and rescue operations, it should be considered that prior to these capacity building initiatives, there were only two law enforcement officers trained to identify SoTs on the island. Additionally, following regional capacity building initiatives with partner, CARICOM IMPACS in 2023, regional smuggling and TiP operations were conducted resulting in the identification of over one hundred (100) victims of trafficking throughout the region.

Outcome 1 contributed 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

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.



of trafficking and UASC. Therefore, it also contributes to **SDG 3.7⁵**, as assistance measures increased 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 strengthened the capacity of public officials, law enforcement and community actors to identify signs of trafficking in persons and led to action on protection and assistance for migrants who have become victims of trafficking.

Outcome 1 was 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.

Capacity development of local actors was one of the key activities contributing to Output 1.1. Through the facilitation of **28 training sessions** covering various subject areas such as TiP, Victim Care, MHPSS, Child Trafficking and Unaccompanied and Separated Children, Age Assessment, Case Management, Psychological First Aid, Self Care and PSEA, over 900 participants from regional and national government and civil society organizations were imparted with increased knowledge to identify and support SoTs. Trainings targeted a cross section of government agencies as participants ranged from law enforcement officials, health care practitioners, judicial officers and social work professionals. The inclusion of personnel from all sectors as well as civil society organizations ensured increased capacity of front-line officers to identify possible SoTs during the execution of their daily duties.



Image 1 Trafficked, Unaccompanied and Separated Children Capacity Building Workshop – Government Stakeholders – July 2024

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.

The selection of participants was also endorsed by findings of the Training Needs Assessment (TNA) of TIP actors conducted by local research consultants in 2023. This assessment identified several groups within



Image 2 Case Coordinator Presenting Participant of TIP Training in Tobago with a Certificate of Participation

the government and civil society that need to be reached with training and sensitization with high priorities among ministers of government, senior managers and supervisors in ministries, stakeholders in Tobago, health care workers, the public prosecution office, and the judiciary. Increased training was 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.

Under the current project, capacity-building initiatives focused mainly on Trafficking in Persons (TIP), Protection from Sexual Exploitation and Abuse (PSEA), and Victim Care. Additionally, one-off sessions were conducted on Monitoring and Reporting as well as Case Management. To address the identified priority needs, a Training Plan was formulated to guide future capacity-building activities, aiming to ensure that each organization's unique needs and roles are considered. Although additional funding is required to implement the activities outlined in the Training Plan, a Training of Trainers (ToT) program was conducted to ensure the sustainability of capacity-building efforts of the ASC Programme. The ToT was conducted in two phases, the first phase required local nominees to be trained as facilitators while the second focused on TIP specific information. Two cohorts of 37 participants completed the Instructor Development Course to prepare them for their role as trainers, equipping them with necessary facilitation skills. Of these, 19 participants completed ToT sessions in Fundamentals of Trafficking in Persons and Victim Care. Each participant was evaluated by IOM and independent certified instructors through group activities and 10-minute individual presentations. Their performance was assessed based on content knowledge, organization, delivery, audience engagement, use of visual aids,



Image 3: Graduates of the Instructor Development Course - May 2024

relevance to the audience, time management, and responsiveness to feedback. Each participant received a grade and immediate feedback to enhance their capabilities.

To further bolster national agencies response to Trafficking, significant emphasis was placed on Case Management as prior to programme’s commencement, the case management of SoTs was primarily managed by UN agencies. As a result, closer partnerships were forged with the country’s leading agency responsible for counter trafficking in an attempt to increase its capacity to effectively manage the intervention for survivors. Notably, during the period October – March 2024, the Unit increased their complement of staff, with specialized officers being assigned to provide support specific to victim care. Regarding access to resources and intervention, the national team has also played a greater role in coordinating services to support survivors, with the Unit assuming full responsibility for Victim Care and Case Management by the project’s closure in September 2024. It should be noted that when interviewed, 94% of SoTs rescued prior to 2024, either never did or did not know if they interacted with law enforcement agencies including the CTU. However, 100% of SoTs identified after February 2024, indicated that that they did have an assigned Case Officer from the CTU and they were very satisfied with the services provided.



Image 4: Participants at the Instructors Development Course - March 2024

The Counter Trafficking Unit (CTU) has also been extremely instrumental in the piloting of the digitized Case Management System (CMS). This joint initiative among the CTU, IOM and contractor, BMAK Business and Technology Consultants INC., revolutionized the victim care and investigative process for SoTs. Through the vision of the current director of the CTU, what was initially envisioned as a platform for tracking interventions to support SoTs, has now morphed into a full-blown Management tool for the Unit’s operations. The CMS was re-designed to facilitate better management of suspected cases of Trafficking from the time a report is made to the point of prosecution of the perpetrator(s). It provides for the Assignment of a report to an investigator and the seamless transfer to the TIP (Trafficking in Persons) screening form where further information can be gathered and reviewed by the authorized person(s) and decisions taken based on the information available. The system also has a number of Alerts that are generated based on certain events whereby the Directors and Head of Investigations are alerted at certain points of an investigation. Cases can be referred to specific authorized Service Provider(s) based on the established referral mechanism and each referral allows the Case Manager or Investigator to keep track of the referral and provide updates via the online CHAT facility. The Service Provider is informed of the referral via email.

The CMS provides:

- ❖ Accessibility for authorized personnel to review and analyze data

- ❖ Geographical identification of available services for First Responders and Service Providers (SP)
- ❖ Facilitation of easy and efficient referral systems and data sharing among all participating organizations
- ❖ Development and incorporation of Geographical Information System (GIS) tools into the CMS with capabilities to track incidents and map services.
- ❖ Generation of key reports in a timely manner.

Ultimately, this novel, first of its kind system within the English-speaking Caribbean, is expected to streamline communication, foster stronger collaboration among stakeholders and enhance the quality of care provided to victims. It will also ensure that all parties are updated in real time and eliminate duplication of efforts. The CMS also critically focuses on data security and privacy as it implements stringent data protection measures, ensuring that sensitive information is accessible only to authorized personnel. By reducing the risk of breaches, it not only safeguards victims from further harm but also strengthens trust in the support systems designed to assist them. Moreover, it facilitates thorough documentation of each case, from initial identification to ongoing support and legal processes, thereby ensuring that victims receive the full spectrum of services necessary for their recovery, while also tracking individual needs, risks, and interventions. This will empower case managers and other key personnel to provide tailored support—whether legal assistance or psychological counselling—ensuring timely and effective responses.

It should be noted that although the ASC Programme has come to its completion, the developers have committed to continuing their engagements with the CTU to ensure the full functionality of the system. To date, 21 credentials have been created under the CMS with 10 officers receiving training on the tool. It is anticipated that once security clearance is obtained through the provision of an independent server for the CTU, the platform would be linked with the GBV and Child Protection systems to ensure the safe and timely transfer of data.

Another primary target group of the JP was Unaccompanied and Separated Children (UASC). Throughout the tenure of the project, in joint collaboration with the Archdiocesan Ministry for Migrants and Refugees (AMMR), Child Friendly Spaces were developed as a risk mitigation measure and key intervention in the early identification and referral of trafficked and UASC. Through the utilization of a **hybrid approach**, **virtual CFSs provided support to children at home, while fifteen (15) physical locations were operationalized, benefitting over twelve hundred (1,200) children with intersectoral programming. Ten (10) roving CFSs were also held to reach underserved populations.** These children benefitted from continued access to intersectoral programming such as child protection case management, psychosocial programming, prevention of sexual exploitation and abuse, life skills, informal education, and integration activities. Additionally, as part of the strategy to increase access to comprehensive services, **two thousand**



Image 5: Children at the child friendly spaces in Arima celebrating Valentines Day

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, one of the greatest challenges encountered by the JP was obtaining approval at the level of the Cabinet for the implementation of the activities. This issue specifically impacted 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 their functioning, particularly in the area of protection.

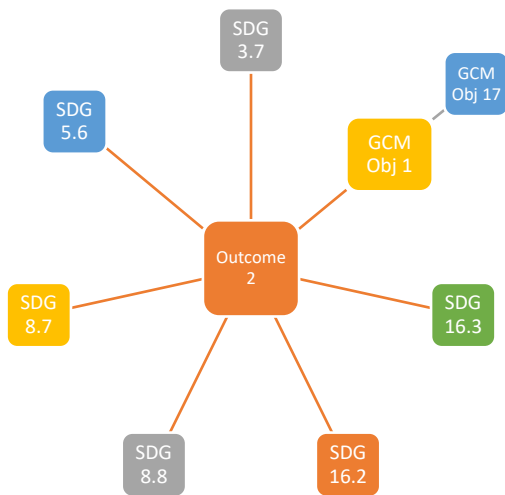


Image 6: Members of UNICEF, IOM, Trinidad and Tobago Police Force and Children's Authority of Trinidad and Tobago

Additionally, during the initial stages of implementation and prior to the handover of case management tasks, monthly coordination meetings were conducted with the CTU to discuss medium and high-risk cases and to strategize on how to increase the efficiency of the services provided to SoTs and improve the existing structures available for support. These conversations later manifested in the development of a formal referral mechanism for SoTs. This mechanism included the creation of a Referral Map, Terms of Reference, a Referral Directory and a Resource Map specifically designed for SoTs.

In 2023, PUNOs were engaged to support with addressing noted concerns of street begging which involved migrant families with accompanying children. In an attempt to protect and safeguard the children from possible harm while on the streets, the Trinidad and Tobago Police Service engaged PUNOs to collaborate on a more humanitarian approach in addressing the issue. PUNOs provided training to law enforcement officials on child-friendly approaches and TiP as well as supported with drafting user-friendly materials which provided information on the law as it relates to begging and child abuse. An informal referral system was also established as families once deemed vulnerable, were referred to UN agencies for further intervention and support.

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 contributed 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 led to the promotion of secure working environment for all. Through communication campaigns and joint advocacy, contributions were made to promote the rule of law and built awareness leading to behavioural change that contributed to a reduction in abuse and exploitation, thereby contributing to SDG Targets **16.2**

and **16.3**.⁷

The research conducted under this outcome contributed 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 were made to **GCM objective 17** on eliminating discrimination.

The outputs under outcome 2 were:

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

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.

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

In 2022, a Situational Assessment on Assistance Efforts to Survivors of Human Trafficking was completed and the findings officially published in 2023. This information provided relevant details on the victim care environment and the gaps that existed in the provision of support services to SoTs. These findings were useful in guiding the activities implemented under the ASC Programme, ensuring that they aligned with the identified needs of survivors. Under the JP, technical support was provided in the drafting of a Guidance Document on Trafficking in Persons for CARICOM and SICA countries when conducting operations focused on Smuggling and TiP.

Consultations were also held with the Counter Trafficking Unit (CTU) and other key stakeholders in the drafting of the Referral and Resource Map for Victim Care. Although the projected date of completion for the activity was December 2023, feedback from various stakeholders required more time than initially anticipated. This was also impeded by the change in leadership of the CTU which took place in 2024. In order to reconnect all players and establish a working relationship with the new directorate, a meet and greet was hosted for all government and civil society agencies working with survivors. This created a catalyst for players to once again re-engage on the referral mechanism and formalize referral processes for SoTs. Following the meet and greet event in February, a stakeholder workshop was conducted in



Image 7 IOM Case Coordinator and Director of Victim and Witness Support Unit at Victim Care Meet and Greet - March 2024



Image 8 IOM TT and CTU at Referral Mechanism Hand Over Ceremony - September 2024

March 2024, with over 50 persons from government and civil society organizations participating. The workshop highlighted the importance of the referral mechanism and created a space for agencies to identify their role in victim care. The referral mechanism was finalized in September 2024 and included collaboration among 16 organizations including NGOs, FBOs, Government partners and international agencies. The finalized documents were also handed over to the CTU in September 2024. 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 was revised given the lifting of Covid restrictions in 2022. As a result, more in-person activities were 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 Walk also showcased migrant and local performers as well as aerobic and Zumba instructors during warm-up and cool down activities.



Image 9: Member of the Migrant and Host Community Participate in the Aerobics Burnout - July 2023

Additionally, the day's proceedings were hosted by well-known emcees, who were representative of both the migrant and host community, highlighting the benefits of integrative and inclusive programming. Spaces were created for eighteen exhibitors from various government, civil society and UN organizations to provide participants with key information on support services in the areas of health, MHPSS, SRH, skills training, child protection, emergency preparedness and social services available to the migrant and host communities. Opportunities for income generation were also facilitated through the support of NGO, Women-Owned Media and Education Network (W.O.M.E.N) who partnered with ten (10) vendors from the migrant community to showcase their art, crafts, jewelry and culinary talents. In 2024, PUNOs again supported awareness raising efforts as part of the World Day Against Trafficking in Persons by partnering with the CTU to host the Guardians of Hope Art Exhibition and the Voices Against



Image 10: Masters of Ceremony at World Day Against Trafficking Event - July 2023

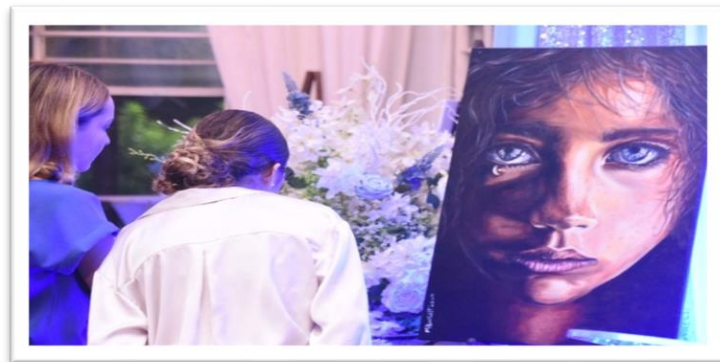


Image 11 Attendees observing one of the art pieces at the Guardians of Hope Art Exhibition - July 2024

Human Trafficking Spoken Word Competition. Cumulatively both initiatives reached over 500 members of the public including students at government education institutions.

Issues of xenophobia and discrimination were also 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. It also created a safe space for them to reflect on the existing gender norms and challenges attitudes that encouraged discrimination and gender biases. In her feedback, one of the teachers noted observable change in the way the students interacted with each other, this was particularly seen between students of the opposite sex. **Twenty (20) young adults successfully graduated from the programme in December 2023.**

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. **A total of 500 kits were distributed as part of the JP's joint efforts with NGO partner, AMMR. 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 90, 000 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. Awareness raising initiatives also included radio and television interviews highlighting the UN's role in the fight against trafficking. 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: 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.

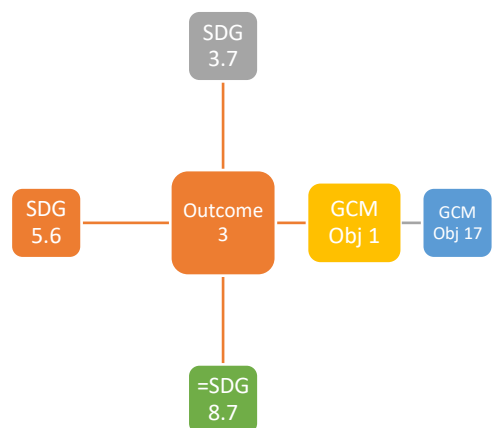
Outcome 3 contributed to the targets 8.7 under SDG 8 on Decent Work and Economic Growth given the output which aimed to reduce the vulnerabilities of survivors of trafficking by providing support which encourage entrepreneurship and job creation which were measures to eradicate forced labour, modern slavery and human trafficking through livelihood and vocational training. **Notably, 91% 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

contributed 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*



From the inception of the ASC Programme a **total of eighty-nine (89) newly identified SoTs were screened and assessed following referrals from government, civil society organizations and members of the public.** 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 JP's efforts to empower survivors, fifty-four (54) transition plans were completed, enabling forty-five (45) people to move towards self-sufficiency.** Although a few SoTs returned for assistance, many have met their own needs and those of their families without requiring external aid. The remaining 9 SoTs either returned to their home country or were resettled before completing the transition activities.

One of the major implementing partners under the ASC Programme was Families in Action (FIA), a local NGO that specializes in Mental Health and Training. This organization provided Mental Health and Psychosocial Support as well as Vocation Skills Training to SoTs and persons at risk of violence, abuse and exploitation. **Over the project's tenure, eight hundred and seventy-one (871) counselling sessions were provided to one hundred and eighty-nine (189) survivors of trafficking and persons at risk of violence, abuse and exploitation.** On average, beneficiaries accessed 5 sessions each, with the range varying from one (1) to forty-four (44) sessions accessed per beneficiary. Most beneficiaries were female, predominantly Venezuelan girls under 18 years (29%) or women aged 18-59 years (59%).

While PTSD was the most common issue presented by beneficiaries, all beneficiaries exhibited concurrent issues such as anxiety, depression, trauma of abuse, irritability, and helplessness. Notably, the latter period of project implementation saw a rise in cases of domestic violence as 35 beneficiaries were affected by this issue between January and September 2024. Consequently, treatment plans were tailored to individual needs, with a focus on management of impulses and emotions together with crisis intervention for 72% of beneficiaries. A total of 31% of beneficiaries reported improvement based on their present treatment plans although it was noted that there are external factors such as the lack of communication with family members or dearth of information on the legal proceedings that stymie their progress.

Additionally, in order to effectively track beneficiaries progress and ensure interventions are being effectively conducted, Beneficiary Feedback Surveys were administered to all survivors who accessed counselling for the entire project. One hundred and fifty (150) of one hundred and eighty-nine (189)

beneficiaries completed the surveys. Findings revealed that 86.7% obtained scores of 40 and above denoting satisfaction with the quality of service received based on our tracking system. While the remaining respondents who were not satisfied with the service according to the scoring system, had total scores ranging from 30 to 39 which comprised of responses such as “Satisfied” and “Neutral” for each positive statement mentioned in the survey. These persons did not express dissatisfaction with the quality of the service but wished that they had more sessions during the reporting period. One comment from someone scoring 37 read: “Everything was very good, thank you for caring about me.” This shows that in fact, they were satisfied but the scores given were as a result of their selections to the key questions.

A testimonial was given by a minor at a shelter for girls on behalf of the entire group receiving counselling,

“I speak on behalf of everyone. Firstly, the sessions conducted by the psychologist helped us a lot by improving our situations and problems. She is a great psychologist, and we would like it if she continued supporting us. We appreciate her help a lot. We recommend her. Thank you!”

During the JP implementation, 96.5% of surveyed beneficiaries felt the interventions met their needs and provided crucial aid when resources were scarce. Additionally, 91.6% were satisfied with Mental Health and Psychosocial Support Services (MHPSS) and Direct Assistance quality. In the Vocational Skills Training and empowerment programme, 84% of participants reported increased access to PSS and livelihood services, and 94% indicated satisfaction with the support received.

Despite significant progress towards increasing access to culturally and linguistically relevant mental health and psychosocial support services for trafficking survivors, the project faced key obstacles including beneficiaries' reluctance to utilize the service fully and the repatriation of interested clients to their country of origin. This resulted in missed appointments and unused counselling slots. To address these challenges, the project opened spaces to persons at risk of violence, abuse and exploitation resulting in a significant increase in attendance. This, however, was still not sufficient to meet the remaining counselling slots and so, in agreement with PUNOs, a Mental Health Training was conducted for members of the Ministry of Foreign Affairs and CARICOM in September 2024. Feedback from training participants revealed that 100% of attendees found the information to be relevant to their job.

Additionally, as several SoTs and persons at risk of violence, exploitation and abuse required ongoing intervention subsequent to project closure, forty-two (42) sessions were allocated to existing beneficiaries in October 2024 to cover all unutilized counselling slots under the project.

FIA also supported the provision of Vocational Skills Training (VST) for SoTs and persons at risk of violence, abuse and exploitation. The VST project sought to create opportunities for participants to improve their chances of sustainable reintegration by enhancing employment prospects and life skills. This was facilitated through initiatives which focused on marketable skills training, language learning, and confidence-building for survivors of trafficking in Trinidad and Tobago.

Over the period of implementation its twenty-four (24) month duration, the project aimed to train, empower and provide access to sustainable livelihood opportunities for a total of fifty (50) male and female survivors of trafficking and vulnerable migrants in Trinidad and Tobago to reduce their dependence on external aid. As such, VOTs' and vulnerable migrants' development have been guided along 3 skills components: English as a Second Language, Cosmetology Arts and Micro-Entrepreneurship.

The VST project also provides psychosocial support, including counseling for trauma recovery and empowerment engagements to build confidence and resilience, and coaching for livelihood development. Initially, the project included internship opportunities for beneficiaries as part of transitioning into the local workforce, but due to operational challenges, these were replaced by practical in-person sessions in the Cosmetology Arts module. The project was launched on September 12th, 2022, and was implemented across three (3) cohorts of beneficiaries that included the VOTs as well as vulnerable migrants.

While the initial target of the activity was 50 participants, only 40 beneficiaries were able to meet the established criteria for graduation (**completed ≥60% attendance at 3 skills components: English as a Second Language, Cosmetology Arts and Micro-Entrepreneurship**). Of these participants, Cohort 1 was conducted with twenty (20) beneficiaries, all women between the ages of 18- 55 years old, virtually between November 2022- May 2023 and **graduated 15 participants** across the skill components in July 2023; Cohort 2 comprised eighteen (18) participants and was conducted between April 2023- January 2024 and **graduated eight (8) beneficiaries on August 18th, 2024** due to challenges faced with their low attendance between August -December 2023; and Cohort 3 comprised twenty-nine (29) beneficiaries (28 females and 1 male) between the ages of 18-59 years– with the exception of one minor female - participating in the program between 1st January – 30th June 2024 and **graduated seventeen (17) beneficiaries on August 18th, 2024**.

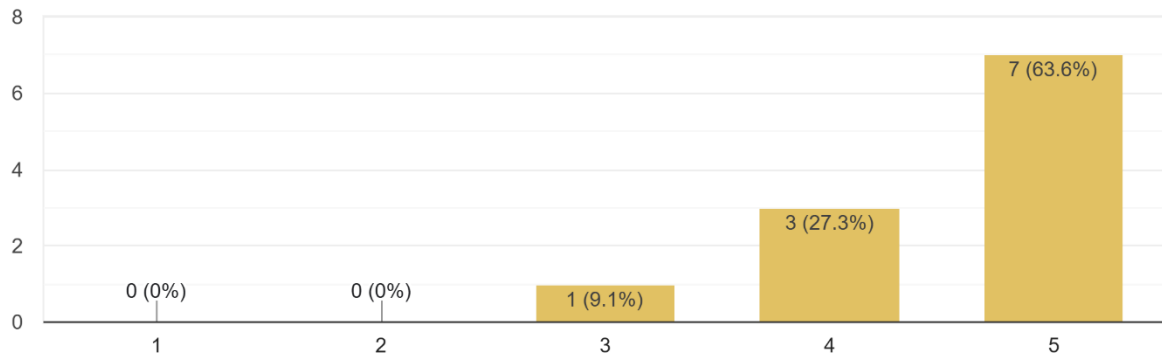
Notably, the VST faced a significant challenge of low attendance by Cohort 2 beneficiaries who reportedly attributed the cause to various factors including limited internet access, competing work schedules, mental health challenges and low motivation. Measures taken to reduce the effects of these challenges included maintaining daily contact with participants, conducting direct outreach, and revising delivery methods and some project components to ensure that beneficiaries gain the necessary skills to support their recovery and reintegration. As such, a significant improvement in attendance was noted for Cohort 3 with **seventeen (17) beneficiaries graduating on August 18th, 2024**.

Feedback surveys conducted with all cohorts revealed, that 84% of participants reported having increased access to PSS and Livelihoods Support Services. 94% of respondents also reported satisfaction with the services received and 91% of respondents indicated increased confidence to pursue economic activities after the program's end.

- *One participant expressed gratitude stating, “I have learned to speak and understand the English language, I have also learned a lot in my micro-entrepreneurship classes which have given me great knowledge of business strategies and finally I have gained knowledge and some experience in waxing.”*

13 a. ¿Qué tan seguro se siente AHORA en su capacidad para representarse a sí mismo como empresario y compartir / vender su producto / serv... entrepreneur and share/sell your product/service?

11 responses



Graph 1: Cohort 3 Confidence to pursue economic activity at the end of project

Regarding direct assistance, a total of one hundred and thirty-nine (139) SoTs were provided with support. These services included the provision of food, NFI (non-food items), information kits, medical intervention, clothing and Case Management. While the project envisioned short to medium term assistance, many SoTs remained unemployed as a result of Covid-19 restrictions 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, this trend also continued into 2024 with a further 25% decrease in the number of repeat beneficiaries. Additionally, **twenty-nine (29) newly identified survivors were supported with food and NFI during the reporting period.**

Case Management services were also provided to all 139 SoTs as they were supported with the services of a Migrant Protection Assistant (MPA) to ensure access to direct assistance and the facilitation of referrals to other partner organizations. This MPA also followed up on SoTs' 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 indicating that they had achieved the established goals of their plans and were no longer dependent on external aid to meet their basic needs.** Further, feedback from beneficiaries revealed that 82.8% of SoTs were either satisfied or Extremely Satisfied with the support provided by their Case worker.

With respect to accommodation, a total of eighty-one (81) SoTs received assistance throughout the period of implementation. Like 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. This was further reduced in 2024 whereby only 9 SoTs continued on assistance from 2023. In addition to the rollout of transition plans, the refurbishment of two government shelters along with the transferring of Case Management tasks to the CTU may have also accounted for this decrease. As previously mentioned, during the final year of implementation, the ASC Programme also supported the refurbishing of two (2) government shelters specifically designated for SoTs. These shelters were the first ever national shelters assigned to house adult SoTs and their families.

Another key area which the JP sought to address was 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) was also an

instrumental partner in responding to gender-based violence as they worked 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 successfully involved more than 129 beneficiaries in Trinidad and Tobago in activities aimed at enhancing skills and knowledge.** These activities included online webinars and in-person interventions focused on the development of Basic Life Skills. FPATT also strategically implemented remote GBV services via a technology platform, opting for a helpline model due to resource constraints. The helpline received 780 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.

Children's Authority of Trinidad and Tobago (CATT) has provided comprehensive services to three hundred and ninety-two (392) children in need of care and protection with various concerns including neglect (52%), trafficking (19.4%), teenage pregnancies (17%) and abuse (13.1%). During project implementation period, a dedicated bilingual case management officer provided direct intervention for



Image 13 Handover of Well-Being Kits to the GBV Unit - December 2023

all of these children, including supporting children whose matters were 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. Both worked collectively to provide protection and assistance to trafficked and UASC, including those 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 were also provided with intersectoral programming including MHPSS, education, child protection, life-saving messages and integration. Altogether 784 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 sought to support family and community-based alternative care arrangements for unaccompanied and separated children. The programme combined cash transfers with other interventions to support vulnerable children and their extended families and caregivers to meet their basic needs. The programme marked the first of its kind in the Caribbean region and integrated approaches in social protection and child protection. Extended families and caregivers of reunified unaccompanied children, including child headed households received monthly cash grants for a period of six months. This support was part of their case management to help them meet basic needs and connect with education, life skills, and livelihood programmes for self-sufficiency.

Another partner agency, The Heroes Foundation also supported with the development of a digitized 3-year psychosocial programme that benefited children from 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's 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. Additionally, the online repository and training site was completed for use by child friendly spaces volunteers. This platform will remain active after the ASC programme and scaled to children within the wider eastern Caribbean region.

Results Reporting Framework						
INDICATORS	Baseline	Results achieved for the reporting period (only provide data for the specified year)			Cumulative Results 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	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%	Significant improvements were noted on the post test evaluations
Outcome Indicator 1b % of training participants who demonstrate the ability to apply	0	0	0	80.5%	80.5%	Feedback obtained from facilitators and assessments of in-class case studies

the knowledge gained in the training.						
<p>OUTPUT 1.1</p> <p>National and community-based protection systems demonstrate improved knowledge to screen, identify, assist and re/integrate survivors of trafficking and UASC</p>						
<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	673	892	<p>This target has been surpassed by 356.8% 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> <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	98	140	238	This target was also exceeded following the requests of key stakeholders to be included in the training.
<p>Output Indicator 1.1c</p> <p># of users trained and registered on inter-agency case-management system</p>	0	0	0	21	21	Initial target of 50 was not achieved due to the security concerns of the Ministry as only authorized staff within the organization were granted access to the system.
<p>Output Indicator 1.1.d</p>	0	0	0	93%	93%	Based on assessments conducted, participants performed

% of government actors showing improved knowledge in post questionnaire						exceptionally well in the post-test when compared to the pre-test.
Output Indicator 1.1.e % of community-based 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.f % of beneficiaries stating that government officials have treated them in a respectful and dignified manner	0	0	0	100%	100%	Following capacity building initiatives, newly identified SoTs reported positive interactions with Case workers and officers attached to the CTU.
Output Indicator 1.1g # of children, adolescent, and women received GBV response	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

services, including risk mitigation interventions and prevention						greater access to participants.
Disaggregated by: Geographic location (Regional Corporations), sex and age						
<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>						
<p>Indicator 2a</p> <p>Existence of an in/formal system for sharing information and coordination system</p>	0	1	1	1	3	<ul style="list-style-type: none"> • National Referral Mechanism for Victim Care • Alternative Care Working Group • Case Coordination Meeting with the Counter Trafficking Unit

Indicator 2b % of stakeholder feedback reporting improved coordination in programme implementation and service delivery	0	0	0	100%	100%	Feedback from partner agencies highlighted the importance of the Referral Map in streamlining the process for service delivery to SoTs..
Output 2.1 Knowledge products and tools to support evidence- based programming and coordination developed						
Output Indicator 2.1 Number of knowledge products developed to support evidence-based programming and coordination of access to services.	0	0	2	7	9	SOP Alternative Care Programme Training Needs Assessment Situational Analysis TOR Victim Care Referral Mechanism Referral Map Resource Map Referral Directory

						Training Plan Needs Assessment - UASC
<p style="text-align: center;">Output 2.2</p> <p style="text-align: center;">Awareness on xenophobia, trafficking in persons, MHPSS, SRH, discrimination and exploitation, enhanced through joint advocacy.</p>						
<p>Output Indicator 2.2a</p> <p># of people reached with messages on xenophobia, trafficking in persons, MHPSS, SRH, and exploitation and discrimination</p>	0	0	0	95,689	95,689	Target exceeded based on reach via social media.
<p>Output Indicator 2.2b</p> <p># of campaign participants indicating that they acquired new knowledge on xenophobia, trafficking in persons, MHPSS, SRH, discrimination and exploitation.</p>	0	0	0	297	297	Target exceeded. Feedback from Outreach activities and Awareness Raising Campaigns via television and radio
Output Indicator 2.2c	0	0	1,263	8,908	10,171	Target of 10,000 obtained.

Number of persons in targeted communities who benefit from survivors of trafficking sensitization						
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	84%	84%	Target exceeded based on the overwhelming positive feedback of beneficiaries.
<p>Indicator 3b</p> <p>% of identified survivors of trafficking who report</p>	0	0	87.5%	91.6%	89.55%	Target exceeded based on the overwhelming

<p>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 <p>Disaggregated by: Geographical regions (Regional Corporations), sex and age</p>						positive feedback of beneficiaries.
<p>Indicator 3c</p> <p>% of survivors who report feeling empowered in participating in trafficking prevention and response.</p>	0	0	91.7%	91%	91.35%	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>						
Output Indicator 3.1a						Following the lifting of covid-19 restrictions,

<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	794	2938 (1375 males, 1563 females)	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	71	139 (135 females, 4 male)	Target not obtained as the number of referrals was less than the proposed target. Additionally, 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>	0	0	438	820	1,258 (756 females, 502 males)	Target of 150 exceeded

Disaggregated by: Geographical regions (Regional Corporations), sex and age						
<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	107	223 (172 females, 51 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	47	67 (66 females, 1 male)	Target not achieved Target proposed by partnering agency was 50 given the intensity of the programme. In all, 67 participants were enrolled, however, only 40 participants met the criteria to graduate the programme.

3. Partnerships

Over the past three years (2021 – 2024), ASC has epitomized a **whole-of-society approach**, strategically building and strengthening partnerships across government, civil society, and community stakeholders to enhance the anti-trafficking framework in Trinidad and Tobago. These partnerships have not only elevated the country's response to trafficking in persons but have also advanced the achievement of the **SDGs**, supported the pillars of **Vision 2030: The National Development Strategy of Trinidad and Tobago**, and contributed meaningfully to the objectives of the **GCM**. Over the reporting period, collaborations under the ASC Programme have been transformative in shaping sustainable, victim-centered responses and systemic improvements.

Government Partnerships: Pillars of National Ownership and Coordination

Ministry of National Security (Counter Trafficking Unit - CTU)

The CTU has been a cornerstone of the national TiP response, reinforcing its mandate to screen, identify, and protect victims of trafficking (VoTs). The partnership has significantly enhanced victim care systems and contributed to aligning Trinidad and Tobago's policies with **GCM Objective 10: Preventing and Combating Trafficking in Persons** and **SDG 16: Peace, Justice, and Strong Institutions**. Key contributions include:

- **Case Management:** CTU ensured VoTs received critical documentation (Minister's Permits) to access safe employment, while driving and/or directly supporting with referrals for food, shelter, MHPSS, medical care, and case management.
- **Infrastructure for Victim Care:** The ASC Programme addressed a pivotal gap in emergency housing by refurbishing **two 3-bedroom homes**, creating a safe and dignified refuge for VoTs upon rescue.
- **Digital Transformation:** Progress was made toward digitizing case management on a shared platform, enhancing inter-agency coordination and reducing the risk of re-victimization, directly supporting **SDG 9: Industry, Innovation, and Infrastructure**.
- **Awareness and Capacity Building:** CTU spearheaded initiatives such as the "Walk Against Trafficking in Persons" in 2023 and the "Guardians of Hope Art Exhibition," in 2024 and co-hosted capacity-building workshops alongside IOM to deepen stakeholders' understanding of TiP legislation thereby improving inter-agency collaboration.

Ministry of Social Development and Family Services (MSDFS)

As the Programme's designated implementing partner, MSDFS contributed to aligning TiP activities with the social protection agenda of Trinidad and Tobago. Despite challenges with inter-ministerial restructuring, MSDFS advanced key elements of victim care, including:

- Collaborating on the **design of a proposed shelter** for approximately 20 female adult VoTs, ensuring infrastructure **aligns with National Development Strategy (NDS) / Vision 2030** objectives.

Ministry of Labour (MOL)

With its mandate to promote decent work and enforce labor laws, MOL strengthened its role in addressing exploitative labor practices linked to trafficking. Its capacity-building initiatives for frontline officers enhanced victim identification and reflected the Programme's alignment with **SDG 8: Decent Work and Economic Growth**.

Office of the Attorney General and Legal Affairs (AGLA)

AGLA played a vital role in ensuring the Programme's activities aligned with national legal frameworks and international obligations. Through its review of the TiP situational analysis and provision of resources for capacity-building sessions, the Office demonstrated its commitment to **SDG 16** and **GCM Objective 6: Access to Justice for Migrants**.

Children's Authority of Trinidad and Tobago (CATT)

The Children's Authority of Trinidad and Tobago (also referred to as the Authority) is a specialised agency with the responsibility for the care and protection of children, especially those who are at risk or have been victims of abuse or neglect. The mandate of the Authority is derived directly from the legislation. As such, the organisation will be responsible for, inter alia:

- ✓ Receiving and investigating reports of mistreatment of children
- ✓ Making applications to the Court for the protection and placement of children received into the care of the Authority
- ✓ Establishing and maintaining places of safety, assessment and support centres, and reception centres
- ✓ Establishing and operating a foster care system
- ✓ Assuming conduct of the adoption process
- ✓ Establishing standards for community residences, foster care and nurseries
- ✓ Monitoring children's community residences, foster care providers, and nurseries
- ✓ Issuing and revoking licences for community residences and nurseries
- ✓ Supporting the youth justice system
- ✓ Providing assistance to the Counter-Trafficking Unit in respect of child victims
- ✓ Maintaining complete records

The Authority is a critical player in protecting migrant children in need of care and protection, including child SoTs and unaccompanied and separated children (UASC). CATT's efforts directly advanced **SDG 5: Gender Equality** and **SDG 10: Reduced Inequalities**, ensuring no child victim is left behind.

Civil Society Partnerships: Amplifying Impact and Sustainability

The ASC Programme engaged civil society organizations to enhance community-driven solutions, foster social cohesion, and co-deliver critical services. These partnerships illustrate the Programme's alignment with **GCM Objective 15: Providing Access to Basic Services for Migrants**.

Archdiocesan Ministry for Migrants and Refugees (AMMR) / Catholic Commission for Social Justice

Implemented child friendly spaces supporting access to MHPSS, GBV risk mitigation, child protection and informal education. AMMR also worked with CATT to support trafficked, unaccompanied and separated children through community child protection networks and case management. Through physical, roving and online modalities this organization empowered migrant and host communities, contributing to **SDG 3: Good Health and Well-being** and fostering inclusive community integration.

Families in Action (FIA)

FIA implemented transformative programs in MHPSS and vocational skills training, equipping VoTs with tools for self-reliance and resilience. Their expertise in mental health also enriched capacity-building sessions for TiP stakeholders, directly addressing **GCM Objective 7: Reducing Vulnerabilities in Migration**.

Family Planning Association of Trinidad and Tobago (FPATT)

FPATT delivered critical services in sexual and reproductive health, gender-based violence prevention, and counseling for survivors and at-risk populations, bolstering **SDG 5** and supporting survivors in regaining dignity and independence.

Heroes Foundation

The Heroes Foundation is a proactive, prevention-based development centre dedicated to nurturing tomorrow's leaders. With psychosocial programming for youth, informed through participatory consultations, Heroes fostered life skills and emotional resilience among migrant and host children, advancing **SDG 4: Quality Education** and promoting social harmony.

Trinidad and Tobago Red Cross Society (TTRCS)

TTRCS supported cash interventions for unaccompanied children and child-headed households, aligning with **SDG 1: No Poverty** and enhancing the resilience of the most vulnerable groups.



Image 14 UN and NGO Partners at the ASC Closing Ceremony - September 2024

Participatory Engagement with Migrants and Communities

Migrants and migration-affected communities were integral to the co-design and delivery of ASC initiatives. Examples of participatory methods included:

- **Community Consultations:** Informing program design to ensure alignment with the needs and aspirations of affected populations, primarily through consultations for the 2022 Situational Analysis.
- **Empowering Migrant Voices:** Involving migrant volunteers in outreach activities, fostering social inclusion, and enhancing community resilience.

Through its robust partnerships, the ASC Programme has fostered systemic improvements that have enhanced the TiP response in Trinidad and Tobago. These efforts have strengthened institutional frameworks, improved access to essential services for VoTs, and advanced the principles of **human**

dignity, equity, and justice. By aligning with the **SDGs, Vision 2030**, and the **GCM**, the Programme has laid a strong foundation for sustainable and inclusive solutions to trafficking and migration challenges, setting a benchmark for future collaborative efforts in the region.

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	138,045.08
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

1. Cross-Cutting Issues

The ASC Programme has systematically integrated cross-cutting principles of **human rights, gender responsiveness**, and **child sensitivity** into its framework and activities, ensuring a holistic and inclusive approach to combating trafficking in persons (TiP). This mainstreaming has not only enhanced the quality

and sustainability of interventions but also improved access to services for victims and strengthened Trinidad and Tobago’s overall response to trafficking, aligning with international obligations and national priorities.

Human Rights-Based Approach

Grounded in the principles of the **Universal Declaration of Human Rights** and the core international treaties ratified by Trinidad and Tobago—including the **International Covenant on Civil and Political Rights**, the **International Covenant on Economic, Social and Cultural Rights**, and the **Convention on the Rights of the Child**—the ASC Programme has embedded a human rights perspective at every stage of its design, implementation, and monitoring. Key actions included:

➤ Victim-Centered Decision-Making

- o **Inclusion of Survivors’ Voices:** Individualized needs assessments, transition plans, and treatment plans have been developed with active participation from SoTs. This ensured that interventions were tailored to the expressed needs, goals, and preferences of beneficiaries.
- o **Situational and Training Needs Assessment:** SoTs were directly engaged for the respective conduct of assessments, enabling their lived experiences to inform program design and implementation.
- o **Feedback-Driven Vocational Training:** Perspectives and feedback from VoTs guided the structure and content of vocational training programs, ensuring that activities met their expectations and addressed real-life challenges.
- o **Institutional Capacity Building and Partnerships**
The Programme strengthened institutional frameworks to uphold human rights through partnerships with key government agencies and CSOs. This collaborative approach built a supportive environment for victims, promoting equitable access to services and fostering accountability.

By prioritizing human rights, the ASC Programme has enhanced victims’ access to essential services, including safe housing, legal assistance, and psychosocial support, ensuring their dignity and fostering long-term recovery.

Gender-Responsive Approaches

Recognizing that trafficking disproportionately affects women and girls, the ASC Programme incorporated gender-responsive approaches to empower vulnerable populations and address gender-specific vulnerabilities. These efforts align with Trinidad and Tobago’s commitments under the **Convention on the Elimination of All Forms of Discrimination Against Women** and **SDG 5: Gender Equality**. Initiatives taken included:

➤ Protection and Prevention Measures

- o **Information Kits** - Newly identified VoTs received comprehensive information kits containing brochures on human and labor rights, emergency resources, COVID-19 guidelines, and disaster preparedness. These resources were tailored to address the specific vulnerabilities of women and girls.
- o **Dignity Kits** - By focusing on the specific vulnerabilities that impact women and girls, the JP also ensured newly identified SoTs were provided with access to necessary personal hygiene items.

- o **Safe Migration Advocacy** - The Programme provided education on safe migration pathways, reducing the risk of exploitation and trafficking, particularly for women seeking employment opportunities.
- **Life Skills Training for Empowerment**
Gender-responsive training sessions were designed to build resilience and foster integration into host communities. Topics included:
 - o Communication and negotiation skills.
 - o Wellness, self-care, and self-esteem building.
 - o Trauma recovery, money management, and budgeting.
 - o Sexual and reproductive health, including gender, sexuality, and sexually transmitted diseases (STDs).

By equipping women and adolescents with these skills, the Programme created pathways for social and economic empowerment, contributing to **GCM Objective 7: Reducing Vulnerabilities in Migration** and enhancing integration into Trinidad and Tobago's communities.

Child-Sensitive Approaches

Children, particularly unaccompanied and separated children (UASC), are among the most vulnerable to trafficking. The ASC Programme has integrated child-sensitive approaches that align with the **Convention on the Rights of the Child** and its Optional Protocols, as well as **SDG 16: Peace, Justice, and Strong Institutions**. These efforts were designed to address the unique needs and circumstances of children, ensuring their protection and participation in meaningful ways. Highlights include:

- **Age-Appropriate Interventions:**
 - o **Age-appropriate sessions** and interviews were conducted. Children were empowered to share their views, which informed tailored interventions, ensuring their unique needs and preferences were prioritized.
 - o **Child-Friendly Spaces** - These environments provided a secure and supportive setting where children could access age-appropriate psychosocial support and educational activities.
- **Targeted Training for Stakeholders**
Frontline workers, including law enforcement and social service providers, received specialized training to recognize and respond to the unique needs of child victims, ensuring trauma-informed care and safeguarding practices.

Impact of Cross-Cutting Principles on Results and the TiP Environment

The systematic mainstreaming of these cross-cutting principles has delivered tangible outcomes that have transformed the TiP landscape in Trinidad and Tobago:

- ❖ **Improved Victim Access to Services**
Victims now benefit from enhanced access to critical services, including safe housing, psychosocial support, and medical intervention. This reflects the Programme's alignment with **GCM Objective 15: Access to Basic Services for Migrants**.
- ❖ **Strengthened Institutional Frameworks**
Capacity building and collaborative partnerships have fortified national systems, fostering a more effective and rights-based response to trafficking.

❖ **Empowerment of Vulnerable Groups**

Gender-responsive and child-sensitive initiatives have empowered victims, particularly women, girls, and children, enabling them to rebuild their lives with dignity and resilience.

❖ **Alignment with National and Global Goals**

The Programme has directly contributed to the achievement of **SDGs 5, 8, 10, and 16**, Trinidad and Tobago's **Vision 2030**, and the **Global Compact for Migration**, positioning the country as a leader in the regional fight against trafficking in persons.

By embedding human rights, gender responsiveness, and child sensitivity into its core, the ASC Programme has not only advanced the fight against trafficking but also created a lasting impact on the lives of victims and the national anti-trafficking framework. These principles continue to drive systemic improvements and ensure that no one is left behind.

2. Programme Management and Coordination

The ASC established robust management and coordination mechanisms that aligned seamlessly with the **Global Compact for Migration (GCM)** principles of **whole-of-government**, **whole-of-society**, and **people-centered approaches**. These mechanisms ensured cohesive implementation, cross-sectoral collaboration, and sustained impact while addressing the multifaceted challenges of trafficking in persons (TiP) in Trinidad and Tobago.

Whole-of-Government Coordination

The Programme prioritized government ownership and leadership to ensure that anti-trafficking efforts were embedded within national systems. The **Ministry of National Security**, particularly the Counter Trafficking Unit (CTU), played a pivotal role as the lead government agency, coordinating victim identification, case management, and referrals to essential services. The CTU also drove to obtain the needed support to develop the case management system as well as the National Referral Mechanism. The CTU also established stronger partnerships with other key government stakeholders who have played pivotal roles in responding to trafficking such as the **Children's Authority of Trinidad and Tobago** and the **Ministry of Labour**. As the national child protection agency, CATT ensured that minor SoTs had access to child-responsive and child-sensitive programming thereby reducing their risk of revictimization. The Ministry of Labour contributed its expertise in enforcing labor laws and monitoring workplace environments, ensuring that trafficking victims received fair and lawful treatment in their recovery journey. The regular exchanges among the stakeholders created opportunities for collaboration, strengthened the coherence of government responses, and aligned activities with the **GCM Objective 10: Preventing and Combatting Trafficking in Persons** and **Objective 15: Access to Basic Services for Migrants**.

Whole-of-Society Engagement

In alignment with **GCM Objective 23: Strengthening International Cooperation and Global Partnerships for Safe, Orderly, and Regular Migration**, the ASC Programme fostered partnerships with non-governmental organizations (NGOs), civil society organizations (CSOs), and the private sector to amplify its reach and impact. NGOs such as the **Archdiocesan Ministry for Migrants and Refugees (AMMR)** / **Catholic Commission for Social Justice**, **Families in Action**, and the **Trinidad and Tobago Red Cross Society**

played vital roles in implementing community-level interventions, providing psychosocial services, vocational training and child-care programming for survivors of trafficking. These partners were also engaged on a monthly basis to ensure the successful implementation of activities under the project. These meetings provided opportunities for timely feedback, period internal assessment and brainstorming to address any challenges that could have potentially derailed the success of ASC. Partners with similar programming were also linked to maximize the impact for beneficiaries and reduce possible duplication and engagement fatigue.

To ensure that the voices of at-risk migrants and survivors informed the Programme's direction, community-based consultations were integrated into planning and monitoring processes. These consultations enabled stakeholders to contribute directly to program design, ensuring that interventions addressed the unique needs of victims and vulnerable populations. Additionally, public awareness campaigns, such as the "Walk Against Trafficking in Persons," fostered broad societal engagement and reinforced the Programme's alignment with **GCM Objective 3: Providing Accurate and Timely Information**.

PUNOs Coordination

The Programme's implementation was anchored by the PUNOs—IOM as the lead agency, **UNICEF**, and **UNFPA**—each bringing specialized expertise to address key aspects of trafficking and migration challenges. IOM led the overall coordination and implementation of the Programme, leveraging its technical expertise in migration management and protection. UNICEF contributed to strengthening child protection systems, particularly for unaccompanied and separated children, ensuring alignment with **GCM Objective 7: Addressing and Reducing Vulnerabilities in Migration**. UNFPA supported gender-sensitive programming and interventions targeting women and girls, reinforcing **GCM Objective 6: Ensuring Migrants' Access to Justice**.

Regular coordination meetings among PUNOs ensured strategic alignment, avoided duplication of efforts, and promoted synergies across initiatives. Collaborative planning processes and shared work plans ensured that resources were deployed effectively, while joint monitoring mechanisms tracked progress against the Programme's goals.

People-Centered Mechanisms

The ASC Programme placed the needs and experiences of trafficking victims at the centre of its activities, fully embracing the **GCM Objective 7** mandate to address vulnerabilities in migration. The case management system, a landmark achievement and the first of its kind in the English-speaking Caribbean, exemplified this people-centered approach. Designed to provide personalized support, the system is expected to streamline service delivery, reduced re-victimization risks, and enable stakeholders to coordinate victim care more effectively.

Survivors were actively engaged in identifying their needs, goals, and aspirations through beneficiary needs assessments and transition plans. Community consultations and vocational training programs further empowered survivors, equipping them with skills for self-reliance and reintegration into society. These people-centered mechanisms not only enhanced the relevance and impact of the Programme but also fostered trust and ownership among beneficiaries.

By embedding the aforementioned principles into its operations, the ASC Programme has demonstrated a model for effective, inclusive, and sustainable anti-trafficking efforts in Trinidad and Tobago, offering a blueprint for replication across the Caribbean.

3. Constraints, Adjustments, Lessons and Good Practices

The ASC Programme (2021–2024) faced constraints that, at times, tested its effectiveness. Despite these challenges, the Programme adapted to evolving circumstances, leveraging lessons learned to strengthen outcomes and improve coordination with national stakeholders. Below is an overview of key constraints, the adjustments made, lessons learned, risk mitigation measures, and strategies for sustainability.

Constraints and Adjustments

1. Case Management System Development and Testing

- Challenge: Designing, developing, and testing the case management system within a tight timeline created hurdles in aligning the system with the operational needs, and user requirements
- Adjustment: weekly consultations with stakeholders and iterative testing helped refine the system to better support victim care and case tracking.

2. Delays in Construction Approval and Consultations

- Challenge - Lengthy discussions with legal and resource management personnel within IOM, as well as compliance requirements with national regulations, delayed construction activities.
- Adjustment - Regular consultations and collaborative expedited approvals were pursued, while maintaining alignment with legal and technical standards.

3. Post-Transition Assistance Requests

- Challenge - Survivors of trafficking frequently sought ongoing support after transitioning off direct assistance, revealing gaps in long-term care mechanisms.
- Adjustments – Survivors were referred to the CTU that provides case management services for assessment and referrals to authorized service providers as outlined in the approval Referral Maps and accompanying Terms of Reference.

4. Prolonged Cabinet Deliberations on ASC Approval:

- Challenge - Despite submission to Cabinet in November 2021, the ASC Programme was never approved. Internal inquiries revealed the issue was stalled on officials' desks, delaying critical decisions and hindering progress.
- Adjustment - While Cabinet approval remained elusive, PUNOs redirected their focus to building momentum through partnerships with operational ministries, including the Ministry of National Security and the Children's Authority. Advocacy efforts emphasized the Programme's alignment with national development goals, though bureaucratic delays ultimately limited government ownership.

Lessons Learned and Good Practices

1. Lesson: Flexibility is Crucial to Overcome Bureaucratic Challenges.

- **Good Practice:** Building strong relationships with government stakeholders and adopting a solution-oriented approach facilitated progress despite delays. Persistence and evidence-based advocacy reinforced the Programme's relevance to national priorities.
- 2. **Lesson: Victim-Centered Design Enhances Relevance.**
 - **Good Practice:** Engaging SoTs in the design and feedback processes ensured that interventions were responsive, culturally sensitive, and impactful. This approach fostered trust and enhanced service delivery.
- 3. **Lesson: Government Led Initiatives.**
 - **Good Practice:** The ASC aligned all activities with national priorities from the start, securing early support from key government stakeholders. The project fostered collaboration between PUNOs and government agencies to achieve national plan outcomes, ensuring a smooth transition while increasing government capacity in case management and victim-centered approaches.

Risk Mitigation Measures

1. **Bureaucratic Delays** - Regular follow-ups with government counterparts and enhanced advocacy efforts aimed at high-level officials mitigated the impact of slow decision-making processes. This included courtesy calls or ad-hoc meetings with key Ministers and/or line Directors highlighting the obstacles as well as suggesting any possible remedies.
2. **Service Gaps for Transitioned Victims** - Strengthened partnerships with civil society organizations ensured long-term care for victims, reducing dependency on direct assistance.

Experiences of Failure and Lessons from Challenges

1. **Cabinet Approval Delay** - The failure to secure Cabinet approval highlighted systemic inefficiencies in government workflows and underscored the need for stronger advocacy and streamlined decision-making processes. Future projects should incorporate proactive engagement strategies to address such risks early on.
2. **Case Management System Timeline** - The ambitious timeline for system development revealed the importance of realistic planning and phased implementation. Iterative adjustments mitigated this challenge and provided valuable learning experience.

Through adaptability and collaboration, the ASC Programme has navigated significant constraints while achieving meaningful outcomes. The lessons learnt and adjustments made have not only strengthened the Programme's relevance and effectiveness but have also laid the groundwork for more sustainable, victim-centered solutions in Trinidad and Tobago's fight against trafficking in persons.

Conclusion and Next Steps

The **ASC Programme is thought to have profoundly strengthened** Trinidad and Tobago's response to trafficking in persons (TiP), achieving systemic milestones that position the country as a leader in the region. Among its most transformative achievements is the **piloting of a comprehensive case management system**, the first of its kind in the English-speaking Caribbean. This innovative platform enables streamlined coordination among stakeholders, ensures timely delivery of victim care services, and reduces the risk of re-victimization and duplication of efforts. As a regional milestone, the system sets

a precedent for other Caribbean nations to emulate, with potential for replication and integration across countries to form a unified regional framework for combating trafficking in persons.

The Programme **also operationalized two emergency shelters, providing safe, dignified, and immediate accommodation for victims upon rescue.** It **built capacity among over 900 government officials, civil society actors, and law enforcement personnel, equipping them with essential skills to identify and protect survivors** effectively. Advocacy and public awareness efforts, such as the “Walk Against Trafficking in Persons,” fostered community engagement and a broader understanding of trafficking issues. Additionally, the Programme empowered survivors through tailored vocational skills training and psychosocial support, helping them rebuild their lives and integrate into communities. By embedding these initiatives into institutional frameworks and aligning with the Global Compact for Migration (GCM) and Sustainable Development Goals (SDGs), the ASC Programme has laid a strong foundation for sustainable and inclusive anti-trafficking solutions.

Sustainability of Results

Sustainability has been a cornerstone of the ASC Programme, with efforts focused on ensuring that its impact endures beyond the Programme’s conclusion. The case management system has been institutionalized within national frameworks, allowing government stakeholders to manage and sustain its operations independently. Extensive training programs have built the technical capacity of government officials, ensuring that the system remains functional and effective.

The shelters refurbished under the Programme have been fully integrated into national victim care systems, offering long-term solutions for safe accommodation from identification as well as during the prosecution process. To date, the shelters have housed both newly identified survivors as well as survivors returning to country to support with the prosecution of traffickers in their case. Partnerships with civil society organizations and community actors formalized through the referral mechanism, have strengthened the support network for survivors, providing continuity of care through community-based services. Moreover, the Programme’s alignment with national policies and international frameworks has embedded its initiatives into Trinidad and Tobago’s broader development agenda, ensuring ongoing commitment and resource allocation from the government and stakeholders.

Exit Strategy

The ASC Programme’s exit strategy was designed to ensure a smooth transition and sustain its key achievements. Assets, including the refurbished shelters and the case management system, have been handed over to the Ministry of National Security and key stakeholders, ensuring their continued operation.

Next Steps

As the ASC Programme has now expired, the next steps should focus on operationalizing the findings from both the situation and training assessments, as well as addressing gaps in victim care, fully integrating the case management system into Trinidad and Tobago’s national framework and strengthening and continuing public awareness campaigns to prevent trafficking. However, securing additional funding is essential to sustain these efforts.

In Trinidad and Tobago, government attention to trafficking in persons (TiP) often aligns with external pressures, such as maintaining a favourable ranking on the U.S. Trafficking in Persons (TIP) Report. When the risk of being downgraded diminishes, financial and political prioritization for TiP initiatives typically declines, limiting resources for critical interventions. The complexity of trafficking in Trinidad and Tobago continues to evolve, with more sophisticated networks and challenges emerging, including labor trafficking and the exploitation of vulnerable migrant populations. Addressing these issues requires sustained and dynamic partnerships, particularly within and among the United Nations system, to provide technical expertise, advocacy, and resources. Without continued international support and collaborative efforts, progress achieved under the ASC Programme may stagnate, undermining efforts to protect victims and prevent trafficking. Additional funding will ensure the implementation of assessment findings, enable the government to address TiP comprehensively, and strengthen long-term capacity for combating trafficking across the nation.

To build on the progress made under the ASC Programme in the past 3 years and ensure a sustainable impact, it is imperative to prioritize a coordinated, well-resourced approach that leverages both national commitment and international partnerships. Only through sustained action and unwavering dedication can Trinidad and Tobago truly achieve a robust and enduring response to trafficking in persons, securing justice and protection for victims while dismantling trafficking networks.

ANNEX

ANNEX A

Access Support Coordination Programme – Stakeholder Testimonials

Excerpts from Remarks at Closing Ceremony by Ms. Dionne Guischard – CEO, Families in Action.

“Let me start by expressing my appreciation to the multi-partner trust fund for investing in this very important project and UN partners for conceptualizing and implementing it. All of us in this room know how much of a global crisis trafficking is. A global crisis that strips people of their dignity, safety, and hope. However, through initiatives like this one, we are reminded that recovery, healing, and restoration are possible when we come together as a community. As part of the ‘community’, Families in Action was honored to provide two core services: Mental Health and Psychosocial Support (MHPSS) and vocational skills training. These two pillars of support were designed to address both the emotional and practical needs of survivors, recognizing that true healing must involve the whole person. It is essential to recognize that this project was never just about providing services; it was about building relationships, trust, and community. Every conversation, every interaction, every workshop was a step toward helping survivors reclaim their identities and their futures. This work is ongoing because the impacts of trauma are long-lasting, and the road to recovery is not always linear. However, what we’ve achieved here gives me hope that, together, we have laid the foundation for lasting change. I want to close by highlighting the courage and resilience of the survivors we have worked with. They will continue to inspire us and remind us why this work is so important—because everyone deserves a life of safety, dignity and opportunity.”

Excerpts from Remarks at Closing Ceremony by Ms. Dane-Marie Marshall – Deputy Director, Counter Trafficking Unit.

“Today, as we draw the curtain on the Access Support Coordination Programme, I am thrilled to recount the transformative journey that the Counter Trafficking Unit has embarked upon, alongside partnering UN Organizations. This collaboration has not just propelled our capabilities, it has reinforced our collective resolve against the scourge of human trafficking in Trinidad and Tobago.

From day one, the IOM has been a beacon of support, enabling us to pioneer ground-breaking initiatives that echo our shared mission. Among these, the Digital Case Management System stands out. A digital fortress that has revolutionized our operations, launching imminently, that ensures victims of trafficking are not just numbers, but individuals with stories and rights. This system doesn’t just collect data, it weaves the very fabric of our strategy, enhancing both our reach and our response. Developed in collaboration with BMAK, we now have a robust mechanism for data collection, which aids in generating crucial intelligence and statistical reports. It also aids with the simultaneous compilation of case files for matters before the court. These reports and files are pivotal for our government and international partners, informing policy and operational strategies.

The Referral and Resource Map Mechanism, meticulously developed with IOM’s assistance, has redefined service coordination for victims. This isn’t just a tool, it’s a lifeline that connects the dots across government and non-governmental organizations, streamlining support, eliminating resource duplicity and ensuring that each victim’s journey towards recovery is not only possible but probable. The impact here extends beyond operational efficiency, it embodies our holistic approach to victim support, which

aligns with international best practices and addresses recommendations from the US Trafficking in Persons Reports.

132 victims and their families have felt the tangible impact of services such as case management, accommodation and essential provisions of food and non-food items, extending well beyond the anticipated three to six months due to the unforeseen challenges of COVID-19. This flexibility isn't just administrative, it is a testament to our commitment to leave no one behind.

The refurbishment of shelters has turned mere structures into sanctuaries, offering more than just a roof, providing a starting point for recovery and hope. Equipped with better facilities, the refurbishment of these two shelters in Trinidad has significantly enhanced our capacity to provide safe spaces for victims.

As we look to the future, the importance of our continued partnership cannot be overstated. The path we have walked together has laid a strong foundation, but the journey does not end here. It is upon us to carry forward this legacy of collaboration and innovation.”

Excerpts from Remarks at Training Graduation Ceremony by The Honorable Fitzgerald Hinds, Minister of National Security.

“I would like to take this moment to acknowledge and express, on behalf of the Government of the Republic of Trinidad and Tobago, our deep appreciation for the continued partnership and support of the UN, in our battle against trafficking in persons. Outfitting state-run shelters for victims of trafficking, victim care services, the development of a digitised case management system, 5k Walk for World Day Against Trafficking in Persons, are but a few of the ways that the Government and the IOM collaborated in the last year, to counter the trafficking in persons.

Capacity building activities, such as the IOM’s Trafficking in Persons Training and the Instructor Development Course, from which you are graduating today, are two additional examples of collaboration between the IOM and Government. These Courses were conducted under the Access, Support and Coordination Programme, funded by the Migration Multi-Partner Trust Fund.”

ANNEX B

Beneficiary Testimonials

Testimonial #1 (Cohort 2 Vocational Skills Training)

“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.”

Testimonial #2 (Cohort 3 Vocational Skills Training)

“During the past few months, I had the opportunity to attend and contribute to this Vocational Skills Training course. I participated in Waxing, Micro-Entrepreneurship, Empowerment and English classes.

I acquired knowledge and experience while learning English. I was taught excellent waxing techniques. Additionally, in the Micro-Entrepreneurship classes I learnt the fundamentals to start a small business. These classes were very interesting, and the teachers were very knowledgeable and at our service. They took their time to respond to all the questions that the group asked. I learnt a lot and I am very grateful for the opportunity to be a part of this program. Thank you!”

Testimonial #3 (MHPSS Beneficiary)

“I started seeing the doctor in 2022 and during that period I was having a lot of health issues. I also did not have a job, and I was under a lot of stress. I attended many sessions. From the start, she helped me identify my stressors, after we worked on how to limit stress and anxiety together. Who knew breathing exercises could work so much magic? But I am grateful for all the techniques that the doctor showed me as I was able to stop sessions within a few months and cope with my anxiety on my own. I am glad that she taught me how to understand myself and those around me.”

Testimonial #4 (MHPSS Beneficiary)

“I did not think that I would feel so comfortable speaking to someone who is not a native English-speaker about such delicate subjects, but the sessions were very calm, and this made me comfortable. She understood me perfectly and was able to help me in my time of need. I would like to continue the sessions because I have a lot more healing to do. Thank you for this opportunity.”

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	IOM 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	IOM; Ministry of Labour	Various government officials	26	21	5	Thur Feb 9th 2023	Thurs Feb 9th 2023

Pre-Operational Meeting – Operations CARISICA (OCASI)	IOM	CARICOM IMPACS	54	19	35	Mon April 24th 2023	Wed April 26th 2023
Age Assessment	UNICEF; Terry Smith, Consultant	Gov’t Officials, UN Partners, CSOs	44	34	10	3 rd May 2023	5 th May 2024
Trafficking in Persons	IOM; Charmaine Gandhi-Andrews, Consultant	TTCG	21	5	16	16th June 2023	16th June 2023
Trafficking in Persons	IOM; Charmaine Gandhi-Andrews, Consultant	Gov’t officials	24	23	1	28th June 2023	30th June 2023
Trafficking in Persons	IOM; Charmaine Gandhi-Andrews, Consultant	Ministry of National Security	33	20	13	05th July 2023	07th July 2023
Monitoring and Evaluation for IOM Staff	IOM M&E Officer	IOM POS Staff	15	12	3	17th July 2023	17th July 2023
Monitoring and Evaluation for Ips	Martin Schmitt, IOM M&E Officer	CSOs	28	20	8	18th July 2023	18th July 2023
Trafficking in Persons	IOM; Charmaine Gandhi-Andrews, Consultant	Gov’t officials	31	26	5	2nd Aug 2023	4th Aug 2023
Trafficking in Persons	IOM; Charmaine Gandhi-Andrews, Consultant	Ministry of National Security	25	13	12	16th Aug 2023	18th Aug 2023
Trafficking in Persons	IOM; Charmaine Gandhi-Andrews, Consultant	CSOs	22	18	4	23rd Aug 2023	25th Aug 2023

Trafficking in Persons	Tinestia Haynes, Case Coordinator IOM and Zeke Beharry, Project Officer, IOM	Society St Vincent de Paul	52	42	10	29th Aug 2023	29th Aug 2023
Trafficking in Persons	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
Instructor Development Course- ToT Cohort 1	Oluyemi Mashama and Wayne Jones, ASMA	IOM, Gov't Officials; CSOs	21	18	3	19th Feb 2024	23rd Feb 2024

Instructor Development Course- ToT Cohort 2	Oluyemi Mashama and Wayne Jones, ASMA	IOM, Gov't Officials; CSOs	16	12	4	26th Feb 2024	1st Mar 2024
TiP Training for IDC Participants	Tinestia Haynes, IOM; Zeke Beharry, IOM; Oluyemi Mashama, ASMA	IOM, Gov't Officials; CSOs	19	17	2	10th Jun 2024	13th Jun 2024
Case Management for Child Survivors of Trafficking	UNICEF, FIA	CSOs	23	22	1	17th Jul 2024	19 th Jul 2024
Case Management for Child Survivors of Trafficking	UNICEF, FIA	Gov't Officials	31	28	3	24 th Jul 2024	26 th Jul 2024
		Total	971				

ANNEX D

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/Cxs2sv8LDdb7/?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

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>

- Awareness Raising – Radio Interview Eye on Dependency

Facebook

<https://www.facebook.com/share/p/Da3WcLxFHUcKY4wh/>
<https://www.facebook.com/share/v/cc323DSnGR2e5B15/>

- Vocational Skills Training Graduation 2024

Facebook

<https://www.facebook.com/share/p/3VWb7qZrXwSfGdbF/>

- World Day Against Trafficking in Persons 2024

Facebook

<https://www.facebook.com/share/p/FXaQQEc91s2ei5j9/>
<https://www.facebook.com/share/p/THBeqU5oJJwTV482/>
<https://www.facebook.com/share/v/JfcqyuFZLXnC9Kfh/>
<https://www.facebook.com/share/p/Rv8aY2TakCrBzpEu/>
<https://www.facebook.com/share/v/VfFn8GXu8kn3x6bB/>
<https://www.facebook.com/share/v/i9jHetnpp6xG7qL4/>
<https://www.facebook.com/share/v/cKaMQVSYTbqrNYUh/>
<https://www.facebook.com/share/v/9A1cmMHRVNqxaEte/>
<https://www.facebook.com/share/v/HZvZPBVvDrtMDYPi/>
<https://www.facebook.com/share/v/nmiX33TzcCkcD5t7/>
<https://www.facebook.com/share/p/SZo1F9jwoHqNB1po/>



- Referral Mechanism – Stakeholder Workshop
Facebook
<https://www.facebook.com/share/p/beqci2zRFtK3BrzC/>
- Capacity Building – TiP, Victim Care, PSEA and MHPSS
Facebook
<https://www.facebook.com/share/p/qH935kwp69SLF3YD/>
<https://www.facebook.com/share/p/aQFobFD6RnfLcpme/>
- Handover Ceremony – Referral Mechanism
Facebook
<https://www.facebook.com/share/p/bPB7DwWTgeZYVwyu/>
- ASC's Closing Ceremony
Facebook
<https://www.facebook.com/share/p/1RCCX2UQ24TrnSY7/>
<https://www.facebook.com/share/p/Qjv7izyBDjc5Hq3K/>

ANNEX E

Training Plan – For Internal Use ONLY

(See Attachment)

ANNEX F

Victim Care Referral Mechanism – For Internal Use ONLY

(See Attachment)