



# Spotlight Initiative

**ANNUAL NARRATIVE PROGRAMME REPORT**

**PROGRAMME TITLE: GRENADA SPOTLIGHT INITIATIVE TO END VIOLENCE  
AGAINST WOMEN AND GIRLS**

**PROGRAMME START DATE: 01 JANUARY, 2020**

**REPORTING PERIOD: 01 JANUARY 2020 – 31 DECEMBER 2020**

<b>Programme Title &amp; Programme Number</b>			<b>Priority regions/areas/localities for the programme</b>		
Programme Title: Grenada Spotlight Initiative to End Violence Against Women and Girls			Grenada, Carriacou and Petite Martinique		
MPTF Office Project Reference Number: <sup>1</sup> 00119131					
<b>Recipient Organization(s)</b>			<b>Key Partners</b>		
UNICEF UNDP UN Women PAHO/WHO			UNFPA ILO Government of Grenada – Ministry of Social Development, Housing and Community Empowerment Non-Governmental Organisations/Civil Society Organisations		
<b>Programme Cost (US\$)</b>			<b>Programme Start and End Dates</b>		
Total Phase I approved budget as per the Spotlight CPD/RPD: 2,474,962 USD					
Phase I Spotlight funding: <sup>2</sup> 1,650,000 USD			Start Date: 01.01.2020		
Agency Contribution: 824,962 USD			End Date: 31.12.2022		
Spotlight Funding and Agency Contribution by Agency:					
Name of RUNO	Spotlight Phase I (USD)	UN Agency Contributions (USD)			
UNICEF	206,479	259,700			
UNDP	363,523	250,000			
UN Women	707,788	217,962			
PAHO/WHO	372,210	97,300			
TOTAL: 2,474,962 USD			Report Submitted By:		
			Didier Trebucq, UN Resident Coordinator, Barbados and the Eastern Caribbean		

<sup>1</sup> The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as “Project ID” on the project’s factsheet page the [MPTF Office GATEWAY](#).

<sup>2</sup> The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the [MPTF Office GATEWAY](#).

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## **Acronym List**

CPA	Child Protection Authority
CPD	Country Programme Document
CS-NRG	Civil Society National Reference Group
CSO	Civil Society Organisation
DGFA	Division of Gender and Family Affairs
EUD	Delegation of the European Union (to Barbados, the Eastern Caribbean States, the OECS and CARICOM/CARIFORUM)
EVAWG	Ending Violence Against Women and Girls
FV	Family Violence
GBV	Gender-based violence
GEPAP	Gender Equality Policy and Action Plan
GEWE	Gender equality and women's rights
GLOWS	Grenada Ladypreneurs – Our Women Succeed
GOG	Government of Grenada
GRB	Gender Responsive Budgeting
GRENCODA	Grenada Community Development Agency
GSI	Grenada Spotlight Initiative to End Violence against Women and Girls
IPV	Intimate Partner Violence
LACC	Legal Aid and Counselling Clinic
MOH	Ministry of Health
MoSDHCE	Ministry of Social Development, Housing and Community Empowerment
MTA	Medium-term Agenda
NGM	National Gender Machinery
NSC	National Steering Committee
PAHO/WHO	Pan American Health Organisation, World Health Organisation
PAM	Programme for Adolescent Mothers
PCIU	Programme Coordination and Implementation Unit
PLHIV	People Living with HIV

RC	Resident Coordinator (United Nations)
RCO	Resident Coordinator's Office
RGPF	Royal Grenada Police Force
SGBV	Sexual and gender-based violence
SPO	Senior Programme Officer
SV	Sexual violence
SVU	Special Victims Unit
TCOC	Technical Coherence and Operations Committee
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNST	United Nations Sub-Regional Team (for Barbados and the OECS)
VAW	Violence against Women
VAWG	Violence against Women and Girls
WINDREF	Windward Islands Research and Education Foundation, St George's University

## **Executive Summary**

The Grenada Spotlight Initiative is making steady progress towards achieving its goal to “focus attention, coordinate human effort, and strategically utilize resources to accelerate progress towards reducing a family violence and all forms of violence against women and girls in Grenada, Carriacou, and Petite Martinique”. The programme had a tenuous start, experiencing unavoidable delays during the first eight months of the year. However, it ended the year on a high point, set on a trajectory to make transformations that would allow it to achieve the results intended by the end of 2021 and lay the foundation for continued programming in 2022.

The highlight of the Grenada Spotlight Initiative in 2020 was its Official Launch, which took place on March 5, 2020, just a few days before COVID-19 was declared a pandemic of global concern. This major, unexpected pandemic at its doorstep immediately triggered uncertainty, delay, shifting priorities, and related challenges. Of necessity, it also resulted in re-imagining the ways of working and communicating. Despite the pandemic, however, both foundational processes and programme activities were undertaken with success. The foundational activities included engagement of partners, adjusting implementation strategies and methodologies, recruitment of programme staff and consultants, and setting up governance structures. Implementation of programme activities primarily took place in the latter half of the year, gaining momentum as the year progressed.

The mechanisms for governance, coordination and implementation of the Spotlight Initiative were largely in place by the end of 2020, allowing the programme to accelerate activities and begin to make up for lost time once the contextual situation permitted. The National Steering Committee (NSC) and the Technical Coherence and Operations Committee (TCOC) were instituted, and the Programme Coordination and Implementation Unit was established. The Civil Society National Reference Group was also formed. Further, Joint Pillar Teams co-chaired by the Technical Lead from the RUNOS and the Government Pillar Lead were being instituted and interagency implementation teams within Grenada became operational. These mechanisms brought the UN, EUD, government and civil society partners together on a regular basis to provide oversight, as well as coordinate and implement the activities of the programme.

## **Results**

The overall intended impact would be that all women and girls in Grenada, Carriacou and Petite Martinique, particularly those who are most vulnerable, live a life free of violence. The programme has begun to contribute towards this impact.



1. Victims and survivors have access to improved services in the social response sector through the retrofitting of the home for abused women and their children, and the updating of a series of procedures and guidelines in the social response sector aimed at improving the standard of operations generally, as well as ensuring that Infection Control and Prevention Measures are employed.
2. In the spirit of UN Reform, RUNOs have begun to work closer together at the technical level. Partners within Grenada are also working closer together in Implementation Teams for the Pillars. These partnerships are resulting in coordinated approaches, complementary strategies and activities, and increased knowledge sharing among professionals of varying specialties. Within Grenada, the collaboration has begun to set the stage for creating an inclusive coordinating mechanism.
3. Outputs from one Pillar have begun to complement the activities and results of other pillars, therefore, holistic responses are emerging. For example, the Situational Analysis done in Pillar 4 is contributing to the development of the national and sub-national coordinating mechanisms in Pillar 2 and the drafting of the Victims Rights Policy in Pillar 1.
4. New partnerships have been formed and existing partnerships have been strengthened. These partnerships at various levels lay the foundation for intensifying implementation for the remainder of the Spotlight Initiative and for continuing the efforts to end all forms of family violence especially violence against women and girls.
5. The foundational and implementation processes are facilitating the empowerment of Grenadian professionals. This is especially the case within the National General Machinery and in civil society. The strengthening of the main actors within those institutions is expected to promote sustainability.

#### **Specific results and progress by Pillar**

**Pillar 1:** An assessment of the laws of Grenada and a Desk Review to inform the development of the Victims' Rights Policy have been drafted.

**Pillar 2:** The groundwork for programme implementation has been laid as most of the foundational activities have been completed.

**Pillar 3:** An estimated 50,000 thousand people received GBV prevention messages through a campaign targeting parents and guardians and another campaign for the 16 Days of Activism. Many of the messages and communication products were developed by the Staff and Implementation Team.

**Pillar 4** has had significant progress resulting in improved access to quality essential services: a rapid assessment was done; new standard operating procedures were drafted, the Cedars Home was retrofitted and a number of guidelines and forms for the social response sector were upgraded. Further, three Civil society organisations were given small contracts to deliver services to victims and survivors.

**Pillar 5:** A comprehensive baseline assessment and capacity gap analysis is being conducted.

**Pillar 6:** Three CSOs embarked on capacity development activities and small projects due to small grants received.

6. The capacity of civil society organisations is being strengthened in the areas of advocacy, service delivery, educational and psycho-educational programming, engaging men and boys, and creating safe spaces.

Three significant challenges were experienced in 2020. Firstly, pursuing a new way of working within and among the RUNOs, government and civil society partners have compounded the delays caused by the pandemic. Secondly, there is limited technical capacity within the country, that has resulted in difficulties recruiting personnel and increasing the demand for technical coherence and support. Thirdly, there are few people and organisations actively involved in ending violence against women and girls in Grenada. Therefore, this multi-faceted Programme relies on a relatively small number of national stakeholders/partners and individuals to support governance, coordination, administration and programme implementation, resulting in increased potential for burnout and competing priorities for the people involved in this area of work.

To address these challenges, the Programme has created Joint Pillar Teams to bring key UN, Government and CSO stakeholders together in spaces where they can share their knowledge with each other and work collaboratively to achieve the outcomes. The programme also embarked on a series of webinars to increase the knowledge of stakeholders of the Grenada Spotlight Community on the principles, theories and guidelines for the Programme and share results across Pillars. In keeping with the principle of leaving no one behind, the RUNOs have also sought to identify and include CSOs that were not traditionally involved in work on EVAWG, as well as strengthen the capacity of those who have been traditional partners. This strategy serves to expand the number of organisations and individuals involved in EVAWG, including grassroots organisations, and increase their capacity to reach all women and girls in Grenada, Carriacou and Petite Martinique as effectively as possible.

Implementing the Grenada Spotlight Initiative has generated lessons that can be applied in the further implementation of the Programme and applied to other settings. These lessons include the following: that interagency collaboration is crucial, meaningful civil society engagement is necessary and there is a need to apply telehealth methodologies to a wide range of GBV services.

New opportunities were identified to expand the approach to capacity development beyond the traditional lens of training individuals. Supported by the Guidance on Capacity Development issued by the Spotlight Secretariat, discussion started on how to include changes at the systemic and institutional levels. An opportunity also evolved concerning the notion of technical coherence and what simple procedure can be developed to facilitate it in ways that lead to an ability to make sustainable interventions whether through prevention, offender accountability, services to victims and survivors, or to creating and strengthening coordinating mechanisms at the national and sub-national levels.



The Grenada Spotlight Initiative has developed innovative practices in its first year of implementation that have the potential to become good practices and would build on them in the coming year. These include innovative practices include:

- Engaging Government for High Level National Leadership: Government was invited to play a major role in the design of the Programme, development of a local structure for implementation and governance, as well as implementation of the programme activities. Government then instituted mechanisms for governance and implementation.
- Meaningful participation by the Women's Movement and Civil Society: Once formed, the CS-NRG was invited to participate in substantive ways. In addition, the women's movement and other CSOs were also invited to continue their participation into the implementation phase.
- Creating structures for increased partnership and technical cohesion: The programme has established Joint Pillar Teams and a Grenada Spotlight Community of Learning to facilitate collaboration, knowledge sharing and technical cohesion.
- Developing the capacity of Staff Members: Some of the tools developed in Pillar 4 and the prevention messages developed in Pillar 3 were drafted by staff members involved in the Implementation Teams.
- New ways of working: RUNOs adopted virtual working platforms. This became necessary due to COVID-19, and it extended to working with partners and other stakeholders. This modality accommodated wider collaboration among stakeholders, joint interagency planning meetings and sharing of issues and challenges. It became clear that this modality required that support be provided to develop the capacity of partners to engage using virtual means. Therefore, support for this innovation would be reflected in the 2021 AWP.

Having started slowly in 2020, the programme would continue to accelerate implementation, while ensuring that acceleration does not compromise quality, technical coherence or sustainability. Therefore, the theme adopted for the implementation of the Grenada Spotlight Initiative in 2021 is "**Move Money Meaningfully**".

## **Contextual Shifts and Implementation Status**

The Grenada Spotlight Initiative was launched on March 5, 2020, just a few days before COVID-19 was declared a pandemic of global concern. Therefore, the COVID-19 pandemic created a significant shift in the context of the Programme. Due to the pandemic, the Government of Grenada instituted a nationwide 24-hour curfew from the end of March 2020, with gradual, partial lifting of the measures over approximately three months. This meant that only selected activities were permitted, and national priorities were shifted to a sharp focus on preventing COVID-19 infections and protecting livelihoods. Even after the initial, intense measures were lifted, limitations on activities were put into effect and the State of Emergency continued throughout the Year.

From then, and for the remaining nine months of the year, there was limited activity in Grenada. The tourism and education sectors, the mainstay of the economy, suffered major decline, negatively impacting the hospitality, entertainment and transportation sectors. These shifts resulted in low levels of economic and social activity, increasing unemployment, uncertainties among the population and a decline in the national revenue. Various degrees of precautionary measures to prevent and contain COVID-19 were expected to continue throughout 2021.

Moreover, COVID-19 had an impact on violence against women and girls in Grenada, Carriacou and Petite Martinique. While the data management system was not yet able to produce national data, reports from the Gender Based Violence Unit (GBVU) in the Division of Gender and Family Affairs (DGFA) of the MOSDHCE indicate an intensification of the violence reported by victims, with anecdotal evidence of increased frequency of violent incidents and escalating nature of abuse.

There was also an impact on the administration of the programme. As the lockdown came into effect in Grenada and Barbados, it forced the United Nations, government and civil society organizations to work remotely for part of the year. Within Grenada, some of the officials at the technical levels of government and civil society did not have access to employer-issued communication devices such as laptops. This limited their ability to work and communicate consistently with each other, with their team members and the Spotlight Initiative team. However, the staff members and CSO partners who had personal equipment and internet services used them in the course of their duties, sometimes taking turns to share them with other family members.

In addition, time was needed for the UN Programme Team and partners to adjust to working from home, while dealing with schooling from home and a continuous demand to split attention between home-related duties and work-related activities. Like persons in the general population, the programme team members in the UN, EU, Government and CSO experienced uncertainties regarding personal safety, the health and safety of family members and friends who lived in other homes and in other countries, limited access to goods and services to maintain the quality of life one considered normal. Some team



members experienced illness and death in their families, including family members living abroad, some of which were directly COVID-19 related, but all impacted by COVID-19 as the methods for handling family emergencies were also impacted by restrictions in travel and face-to-face communication. It must be noted, also, that the majority of persons on the Grenada Spotlight Team, both in Grenada and the UN, were women.

Another impact was in recognizing that some of the activities within the programme could not proceed in the manner that was originally planned. These were mainly the training activities, prevention activities targeting in-school populations, and monitoring and evaluation activities. Adjustments were made to respond to the new realities.

Despite the unprecedented impacts of COVID-19, the Grenada Spotlight Initiative Teams at the EU, UN, Government of Grenada and Civil Society Partners

The Government partners in Grenada maintained focus on ending violence against women and girls and continued to provide direct responses. The GBVU, SVU, CPA and other providers of services to victims ensured that response services remained available during the periods of extended curfews. To do so safely, they quickly established response protocols that provided for safety of clients and staff, obtained passes from the Police for staff members who were required to travel within the country in the course of their duties, publicly announcing a cell-phone that can be accessed by clients using phone or WhatsApp messaging, and adapted to providing services using telephone and online communication. The MOSDHCE also established a helpline for psycho-social support to all, including persons affected by VAWG.

UN Agencies and the European Union collaborated to develop a COVID-19 Response Plan. The foundational activities then included adapting strategies to virtual meetings. The RUNOs introduced special arrangements to fast-track some of their processes to mobilise critical activities under the Grenada Spotlight Initiative. In a direct way, the Spotlight Initiative responded to COVID-19 by:

- Allocating approximately 14% of Pillar 5 funds to PPEs for personnel who respond to family violence.
- Supporting the preparation of a COVID-19 Response Protocol for GBV Unit staff.
- Ensuring that retrofitting at Cedars Home for Abused Women and their Children is in accordance with, and in furtherance of, applying Infection Control and Prevention measures.
- Making funds available to the GBVU to safely house high-risk clients in rented facilities if they could not be granted entry to the communal facilities at Cedars Home during an outbreak.
- Providing small grants to CSOs to undertake activities for addressing VAWG during the pandemic. This allowed CSO partners the opportunity to resume operations more quickly and to participate in implementation of the Programme.
- Reconfirming the decision that the Programme Team, including the Communications Consultant and the M&E Consultant resided in Grenada during the period of their

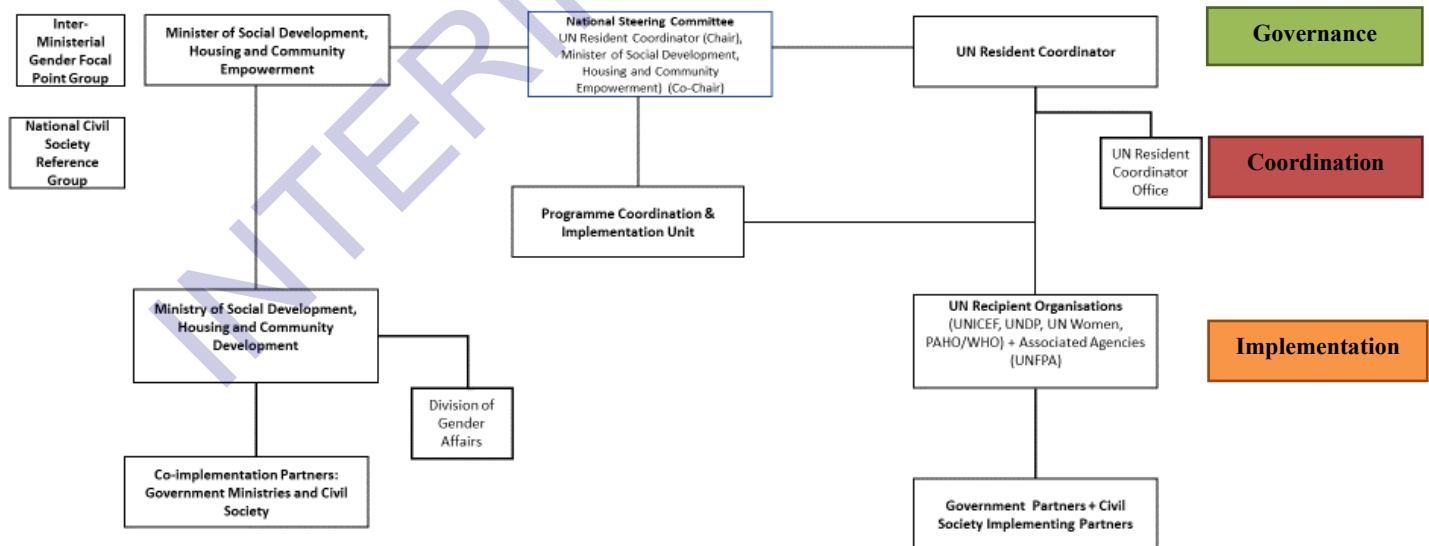
engagement, as site visits could not be planned. This allowed for personnel who were familiar with the population, the culture and the environment to apply this knowledge to the programme, advise the UN Teams accordingly and act within country without the expectation of regional or international travel.

- Preparing to establish a virtual training centre as the base for training of responders, policy-makers, etc, and for facilitating meetings and consultations.
- Preparing to provide equipment to key programme personnel that would allow them to work and collaborate remotely should they be required to do so during curfews, etc.
- Adjusting the Annual Work Plan for 2021 to make it COVID-19 proof.

By the end of the year, Grenada had maintained control over the pandemic. At the same time, the Grenada Spotlight Initiative had been put on-track to reaching its delivery rate target and results were being achieved. Pillar 4 had the most marked results, but it was quickly followed by Pillars 1, 3 and 6. Pillars 2 and 5 also made significant strides. With progress being made and foundations laid in 2020, plans were put in place for a robust, meaningful, COVID-smart implementation in 2021.

## **Programme Governance and Coordination**

The governance structure of the Grenada Spotlight Initiative includes the National Steering Committee, the Technical Coherence and Operations Committee, the National Civil Society Reference Group, and the Inter-Ministerial Council of Gender Focal Points in Grenada.



Organisation Chart extracted from the Grenada Country Programme Document

The programme is implemented jointly by the Recipient UN Organisations in collaboration with the Ministry of Social Development, Housing and Community Empowerment (MoSDHCE) through its Division of Gender and Family Affairs, which coordinates government partners within Grenada. The Programme Coordination and Implementation Unit (PCIU) coordinates the mechanisms for governance and implementation. These governance and coordination structures are critical to the smooth operations and effective delivery for the Spotlight Initiative in Grenada.

## National Steering Committee

The National Steering Committee was formed in the last quarter of 2020. As stipulated in the Country Programme Document, the NSC is co-chaired by:

- **Mr. Didier Trebucq**, UN Resident Coordinator, Barbados and the Eastern Caribbean
- **Hon. Delma Thomas**, Minister for Social Development, Housing and Community Empowerment

The members of the Grenada NSC are:

- **Felipe de la Mota**, European Union Delegation to Barbados, the Eastern Caribbean States, OECS and CARICOM/CARIFORUM
- **Lisa Telesford**, Ministry of Legal Affairs, Government of Grenada
- **Nester Edwards**, Ministry of Health, Government of Grenada
- **Jacqueline Lorice Pascal**, Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment (National Machinery for Gender Equality and Women's Empowerment), Government of Grenada
- **Shakey Cornwall**, Civil Society National Reference Group
- **Kerlin Charles**, Civil Society National Reference Group
- **Tonni Brodber**, Representative, UN Women Multi-Country Office – Caribbean
- **Ugo Blanco**, Resident Representative a.i., UNDP
- **Aloys Kamuragiye**, Representative, UNICEF
- **Yitades Gebre**, Representative, PAHO

The overarching responsibility of the National Steering Committee is to provide strategic guidance, fiduciary and management oversight and coordination of the Grenada Spotlight Initiative to End Violence Against Women and Girls. The main task of the National Steering Committee is to guide and oversee the implementation of the Spotlight Country Programme by fulfilling the following roles and responsibilities:

- Ensure proper communication and coordination on the Spotlight Initiative at the country level, and support participatory implementation of the country programme, in alignment with the existing Gender Equality Policy Action Plan (GEPAP) and the Medium-Term Agenda, agreed strategic programming priorities in the United Nations Multi-Country Sustainable Development Framework (MSDF) and European Union priorities.
- Approve programme annual work plans, review output level results and adjust implementation set-up.



- Review and approve periodic and annual joint programme narrative reports submitted by Recipient United Nations Organizations.
- Approve any programmatic or budgetary programme revisions (revisions of less than 25 per cent of the value of the budget) within the limits of the approved programme document by the Operational Steering Committee.
- Review risk management strategies and ensure the programme is proactively managing and mitigating risks.
- Manage stakeholder relationships at the country level.

During its first meeting held on November 17, 2020, the NSC approved its terms of reference and that of the Technical Coherence and Operations Committee. The NSC also received reports from each RUNO and from the newly formed PCIU. It considered and approved plans for accelerating implementation and advancing technical coherence, which included four strategies:

- Build mechanisms for governance, coordination and implementation;
- Institute systems for monitoring progress;
- Advance programme implementation;
- Achieve intended results.

The quarterly meetings of the NSC would provide a critical space for Spotlight Initiative stakeholders to connect and collaborate. All partners in the NSC – RC, EU, Government of Grenada, Civil Society and RUNOs – expressed continued commitment to the Grenada Spotlight Initiative and to ensuring accelerated delivery rates and successful implementation.

### **Civil Society National Reference Group (CS-NRG)**

The Civil Society National Reference Group (CS-NRG) was launched on September 30, 2020, succeeding the Interim CS-NRG from that date and growing in strength from then on.

The interim CS-NRG had been introduced at a consultation with civil society that was organised by the MoSDHCE during mid-2019. Persons involved in CSOs were invited to volunteer to become members, and they met separately to consider the draft Grenada Spotlight Initiative programme document and prepare for the official NRG. They also participated in further consultations and the launch of the programme.

From its inception, the official CS-NRG had an orientation meeting on September 30 and two regular monthly meetings on November 18<sup>th</sup> and December 21<sup>st</sup>. It identified its Chairperson, Secretary, and representatives to the TCOC and NSC.

The first call for nominations resulted in a four-member CS-NRG consisting of persons who have experience in working with female victims and survivors of violence, women's rights organisations, youth and adolescents, persons living with HIV, persons engaged in the sex





industry, men and boys affected by violence and LGBTQI. A Second Call for Nominations was issued in November and repeated in December 2020 for additional members to join the CS-NRG and ensure broader representation, including for marginalized and vulnerable groups. By working to make the CS-NRG more inclusive, the programme team intends to better implement the principle of “leaving no one behind” as well as to improve the programme’s reach, responsiveness, and accountability to rights-holders. The members of the CS-NRG assisted in the dissemination of the Call to counterparts in Grenada. The call closed in January 2021.

Through the mechanism of the CS-NRG, representation from civil society was sought in the design and execution of programme activities. Consultations were held with the CS-NRG to consider modifications to the activities in Pillar 6. As a result, Pillar 6 would now include an assessment of the existing capacities and challenges of the women’s movement and civil society to inform the capacity building strategy, and the provision of technical assistance to improve the coordination, expansion and networking efforts of the umbrella organisation. The intention would be to ensure that the 2021 activities would be most relevant at meeting the needs of the women’s movement and other CSOs in the current context, including the impacts of COVID-19.

Discussions have started on the Group’s role in engaging wider civil society and ensuring visibility of the Spotlight Initiative. The NRG prepared its draft work plan which includes a communication plan and an evaluation of the implementation of the Programme. However, it indicated that it would be finalised after the group has expanded to give the new members an opportunity to provide input. The AWP for the programme includes a budget to support the operations of the CS-NRG.

The main challenges faced by the CSNRG were: (1) its size, having started with only four members in 2020; and (2) members were busy, having jobs and other activities to which they were also committed. These challenges limited their ability to be further engaged. The programme team decided to issue the second Call for Nominations to mitigate these challenges. The expansion of the CSNRG should allow more active participation in various pillars and strengthen the group to perform its advisory and advocacy functions.

The CSNRG holds membership on the NSC and TCOC and offers invaluable insights on programme implementation, governance, coordination, and accountability. The Women’s Movement and CSOs would be represented on the Joint Pillar Teams being formed, and members would also be invited to sit on the evaluation panels for Pillar 6 activities. The CSNRG would participate in reviewing workplans and progress reports, and in supporting work in the field through their workplan. This engagement would ensure that Spotlight Initiative activities in Grenada are reflective of the needs of women and girls across the country, including those facing multiple and intersecting forms of discrimination.

## **Inter-agency coordination, technical committees and other governance mechanisms**

The Grenada Spotlight Initiative was developed in broad consultation with Government and Civil Society, and an integrated Technical Team from ILO, UNICEF, UNDP, UNFPA, UN Women and PAHO/WHO. Each of the Six Pillars is led by a Recipient UN Organisation (RUNO). Five of the Pillars are supported by another RUNO, and two Pillars received further support from the Associated Agency as follows:

- Pillar 1: Legislative and Policy Frameworks: led by UNICEF and supported by UNDP
- Pillar 2: Strengthening Institutions: led by UNDP and supported by UN Women
- Pillar 3: Prevention and Social Norms: led by UN Women, and supported by UNICEF with the Associated Agency, UNFPA
- Pillar 4: Delivery of Quality, Essential Services: led by PAHO, and supported by UN Women with the Associated Agency, UNFPA
- Pillar 5: Data Availability and Capacities: led by UNDP
- Pillar 6: Supporting the Women's Movement and CSO: led by UN Women and supported by UNDP

In addition to the Pillar Lead and support roles identified above, UN Women is the Technical Coherence Lead for the entire programme. In this capacity, UN Women hosts and provides technical guidance to the Programme Coordination and Implementation Unit (PCIU), which functions under the general supervision and guidance of the United Nations Resident Coordinator for Barbados and the Eastern Caribbean.

The PCIU supports all RUNOS in the implementation of programme components, coordinates the execution of the programme and plays a key role in ensuring technical coherence between the outcomes and among the Agencies. The PCIU also coordinates communications, monitoring and evaluation efforts of the Initiative. The PCIU was established in the last quarter of 2020 with two staff members, a Programme Associate and a Programme Coordinator.

Each RUNO and Associated Agency has identified an Agency Focal Point who is the technical lead for programme activities and the main point of contact for the Agency. The Agency Focal Points worked as One-UN to coordinate the programme during the period of the pandemic and especially until the Programme Coordinator was contracted. Throughout the inception and implementation periods the Resident Coordinator facilitated and oversaw these interagency efforts. The RCO supports the Programme Coordination and Implementation Unit, which is hosted by UN Women, and provides adaptive leadership towards a joint One-UN system management approach.

In 2020, the Programme created two mechanisms to promote Inter-agency collaboration and coordination:

- a. Technical Coherence and Operations Committee
- b. Joint Pillar Teams





### ***Technical Coherence and Operations Committee***

The Technical Coherence and Operations Committee comprises the Spotlight Pillar Leads from each RUNO, their counterparts in Government, two CS-NRG representatives and a representative from the UN Associate Agency. The European Union has accepted an invitation to become a member of the TCOC from 2021. The TCOC is Co-chaired by the Representative, UN Women MCO-Caribbean and the Permanent Secretary, MoSDHCE. Meetings are held monthly, as it was deemed necessary to hold meetings frequently to monitor progress with the aim of accelerating delivery, advancing effectiveness of activities implemented and fostering cohesiveness.

The TCOC is the space for receiving detailed updates among pillars, identifying ways in which the activities from one Pillar can complement each other, identifying shared bottlenecks and discussing solutions. In the two meetings held in 2020, the emphasis was on developing strategies to start and accelerate delivery. Targets were agreed upon, with the theme “move money meaningfully”. The TCOC also discussed strategies for preparing the reports and annual work plan within quarter one of 2021, based on the guidelines provided by the Spotlight Secretariat.

### ***Joint Pillar Teams***

In order to strengthen collaboration and synergies within the Pillars, Joint Pillar Teams are being formed. Each Joint Pillar Team is comprised of the Technical Lead from the RUNOs, the counterpart Pillar Lead from Grenada, the technical staff assigned to implement activities by the supporting RUNO, key stakeholders from the Government of Grenada, civil society organisations in Grenada, as well as a representative from the Lead for Technical Coherence.

The Joint Team for Pillar 1 met in December 2020 to discuss the activities of that Pillar. Through this meeting, it devised a new strategy to achieve one of the outputs given that COVID-19 restrictions had adversely affected implementation. The original activity was to invite selected Parliamentarians to attend a scheduled International Conference. Instead, an online conference for all parliamentarians would be held and advocates/influencers invited to attend.

### **Spotlight Communities of Learning**

The Grenada programme also participates in the Spotlight Communities of Learning within the Caribbean and the Programme Coordinator is a member of the Technical Committee for the Regional Spotlight Initiative. The Grenada Spotlight Initiative is part of the Caribbean Regional Investment Plan. Therefore, it is crucial that the Programmes in the Region engage each other for joint action and support. Participation in these activities helped to create synergies among the Spotlight Programmes in the Region, share strategies and develop solutions to similar problems.



## **Programme Coordination and Implementation Unit**

The Programme Coordination and Implementation Unit (PCIU) coordinates partnerships among the various agencies with technical guidance from UN Women in its capacity as lead technical coherence agency, and under the overall supervision and guidance of the United Nations Resident Coordinator for Barbados and the Eastern Caribbean. The PCIU was established in the last quarter of 2020. The Programme Associate, Adisa Charles, was appointed on October 8, followed by the appointment of Elaine Henry-McQueen as the Programme Coordinator on November 9. The PCIU is located in Grenada, but staff operate remotely due to the pandemic.

The main role of the PCIU is to coordinate the execution of the programme and play a key role in ensuring coherence between outcomes, coordination among the agencies responsible for implementing several activities, and monitoring the Initiative. The PCIU also coordinates communication and monitoring & evaluation efforts concerning the Initiative.

Having been established almost nine months after the official start of the Programme, the work of the PCIU was centred on establishing and/or strengthening the governance mechanisms, understanding and building on the cohesion among the Agencies, Pillars and main Partners, as well as beginning to establish relationships with implementing partners and with external partners, such as the Spotlight Secretariat and the Communities of Learning. In 2020, the results of the coordination activities by the PCIU in relation to the governance of the programme were:

- Establishing the National Steering Committee
- Regularising the Technical Coherence and Operations Committee
- Regularising and expanding the Civil Society National Reference Group
- Providing technical support to the MoSDHCE in its role as the main Government counterpart to the Programme.
- Facilitating collaboration among RUNOs in the spirit of UN Reform.

The Unit also engaged the RUNOs and Associate Agency in identifying challenges and developing a plan, with clear targets for accelerating delivery. The central target adopted for this plan is to “Move Money Meaningfully”.

## **Programme Partnerships**

### **Government**

The Government of Grenada has endorsed Spotlight Initiative and approved its implementation in Grenada. The decisions were taken at the highest level, by the Cabinet of Ministers, which assigned the Minister for Social Development, Housing and Community Empowerment as the lead Minister. This Minister and Ministry was selected because they



have the mandate for gender equality and empowerment of women, and houses the DGFA, which is the NGM, which was selected to lead implementation of the Programme. The Minister for Social Development has brought the programme to the attention of the Parliament and has ensured that the national estimates of revenue and expenditure makes provision for the receipt and allocation of funding for the activities of the Initiative in the Ministry's budget and plan for 2021.

Grenada's first engagement on the possibility of Spotlight was through dialogue between the MOSDHCE and UN Women regarding technical and financial support. The Cabinet had approved the formation of an Inter-Ministerial Council of Gender Focal Points, identified EVAWG as a priority in its medium-term agenda, commissioned a technical working group to identify gaps in responding to VAWG, and established the Special Victims Unit in the Royal Grenada Police Force. Therefore, the DGFA/MOSDHCE was seeking UN Women's support for strengthening the Gender Focal Points to facilitate gender mainstreaming and for expanding work to end VAWG.

The partnership with the Government of Grenada was solidified at the start of the design phase when the RC advised that Grenada had been selected as a Spotlight Country and invited the MOSDHCE to organise a consultation to start the design of the country programme. The DGFA was tasked to lead the consultative process and it worked closely with the RCO, UN Agencies and the assigned consultants to organise consultations with various sectors and a high-level dialogue with selected Ministers of Government, initiate the formation of the interim NRG, review draft Country Programme Documents and advise the Permanent Secretary and Minister accordingly.

The Prime Minister of Grenada participated in the Launch of the Spotlight Initiative. In his address, he highlighted the Government's commitment to ending violence against women and girls as it featured prominently in citizen engagements and services at the constituency levels. He underscored the inter-relationships between VAWG, economic dependence and the broader issue of gender inequality.

The Government of Grenada took practical steps to demonstrate its commitment and ensure that there is national capacity for implementing the Spotlight Initiative. It developed and/or assigned mechanisms to facilitate local coordination and cohesiveness:

- High Level Dialogue – The Cabinet selected nine Ministers and the Attorney General to participate in high level dialogues on Spotlight Initiative.
- Technical Committee – comprised of the Permanent Secretary and the Pillar Leads appointed by the Cabinet for Pillars 1 to 5.
- Implementation Teams – comprised of the Pillar Lead and key stakeholders for each of Pillars 1 to 5.
- Inter-Ministerial Council of Gender Focal Points – comprised of the Gender Focal Points and Alternates from all Government Ministries and selected Statutory Bodies.

During the final consultations on the Draft CPD, Cabinet selected Ministers of specific Ministries to participate in a high-level dialogue. While this was not established as a permanent structure, it laid the foundation for inter-ministerial interaction among policy makers and legislators. The selected Ministers were:

- Minister for Social Development, Housing and Community Empowerment (Lead Minister)
- Minister for Education, Human Resource Development, Religious Affairs and Information
- Minister for Legal Affairs, Carriacou & Petite Martinique Affairs and Local Government
- Minister with responsibility for Youth Development
- Minister for Health, Social Security & International Business
- Prime Minister and Minister for National Security and Finance
- Minister for Foreign Affairs & Labour
- Minister for Trade, Industry, Co-operatives and CARICOM Affairs
- Minister with Responsibility for Disaster Management and Information

These Ministers, along with the Attorney General, the Commissioner of Police and the Chief Magistrate, can be invited to engage in continued inter-ministerial dialogues at critical junctures, such as to undertake reviews of the Programme, facilitate the policy and legislative agenda and to promote joint action.

Throughout the year, there was consistent engagement with the Ministry of Social Development, Housing and Community Empowerment, as the strategic partner on the programme. The Minister co-chairs the NSC and the PS co-chairs the Technical Coherence and Operations Committee within the Spotlight Initiative. The DGFA has been a strong advocate of the programme and its objectives and the Head of the Division, the SPO, was assigned responsibility for technical coherence locally. Agreements were reached by UNDP and PAHO with the MoSDHCE for the implementation of government-led activities in Pillars 2 and 4 respectively. An agreement was being developed between UN Women and the MoSDHCE to scale-up community-based work on prevention, and to facilitate arrangements with service providers and various bodies to respond to the needs of victims and survivors of family violence. In addition, UNICEF was engaged with the Ministry in delivering a Parenting Education campaign.

Several other Ministries have a direct role to play in the programme of the Grenada Spotlight Initiative, coordinated by or in strong collaboration with the MoSDHCE. They are:

- The Ministry of Legal Affairs serves as the lead partner with the programme under Pillar 1. Government appointed a Senior Legal Counsel, to be the Lead for that Pillar. The Ministry of Legal Affairs and the Attorney General are responsible for providing timely legal advice to government and statutory bodies, providing the most efficient and effective legal representation for the government in national and international matters, and for drafting legislation. Consequently, this partnership is instructive for ensuring ongoing reform of relevant laws to serve as a norm of conduct for citizens, act as guidance of acceptable behaviour and

ensure equality and parity in communities. Policy development around the prevention and response to GBV is guided by the MoSDHCE and would inform the legislative reform vision.

- Ministry of Education is projected to be a partner for the prevention activities in Pillar 3 that target education professionals and in-school children and youth. However, the disruptions caused by responses to COVID-19 created significant uncertainty in 2020.
- Ministry of Finance was selected to be the main partner for Pillar 5, through the Central Statistical Office which is a Division of that Ministry. In addition, the Policy Unit and Budget Divisions were identified to partner on the Pillar 2 activity to introduce gender responsive budgeting to the Ministries of Health and Social Development.
- Ministry of Youth has been partnering on the prevention programmes, especially those targeting out-of-school youth and community influencers.
- Ministry of Health is a partner in service delivery and has a critical role in the application of the Essential Services Package.
- Ministry of National Security and the Royal Grenada Police Force would also have a critical role in the application of the Essential Services Package.

A Technical Committee was developed specifically for the Spotlight Initiative. It met several times in 2020. The purpose of the committee is to coordinate implementation strategies, identify and address gaps, develop recommendations and facilitate technical coherence locally. The Committee is chaired by the Permanent Secretary for Social Development, and coordinated by Division of Gender and Family Affairs, which is the National Gender Machinery. The members of the Technical Committee were the GOG Pillar leads for each Pillar, as follows:

- Pillar 1 – Lisa Telesford, Senior Legal Council, Attorney General’s Chambers
- Pillar 2 – Formerly Elaine Henry-McQueen, succeeded by Feona Sandy, Senior Programme Officer, Gender and Family Affairs, DGFA, MOSDHCE
- Pillar 3 – Jacqueline Pascal, Coordinator, Committee for the Prevention of Child Sexual Abuse, MOSDHCE
- Pillar 4 – Nicole Neva Pitt, GBV Programme Officer, GBV Unit, DGFA, MOSDHCE
- Pillar 5 – Halim Brizan, Director of Statistics, Central Statistical Office

An Implementation Team was established for each of Pillars 1 to 5, led by the Pillar Lead and comprised of key stakeholders from various Ministries and Departments within Grenada. Meetings were held to discuss and implement specific local activities undertaken by the Government, such as: recruitment of the Spotlight Legal Adviser under Pillar 1; mobilising participation in consultations on the situational analysis and drafting the



Procedural Manual for Cedars Home and Intake Forms for the GBV Unit in Pillar 4; planning the parenting campaign in Pillar 3; reviewing the terms of reference for the baseline assessment in Pillar 5; and reviewing the Letter of Agreement for Pillar 2. The Implementation Teams also reviewed deliverables and made recommendations to the RUNOs, consultants and the Permanent Secretary.

The Government also identified the Inter-Ministerial Council of Gender Focal Points to serve as the Government Reference Group in the governance and coordination of the Programme. This Council was established in 2017 with a mandate to advocate for and facilitate gender mainstreaming in the whole-of-government. Unfortunately, however, since implementation started, the Council had not commenced its work as a reference group. This was partly due to the impact of COVID-19 restrictions; a reshuffle of Cabinet which resulted in a realignment of Ministries and consequent adjustments to the list of Gender Focal Points; and a change in the holders of the posts that chairs the Council as well as one of the deputy chairpersons. This gap would be addressed in 2021 by engaging the Chairperson to hold periodic meetings of the Council and by increasing consultation with the Gender Focal Points on technical outputs.

The strong relationship between the Spotlight Initiative and the Government of Grenada would be critical for mainstreaming and expanding national ownership for the elimination of violence against women and girls and advancing gender equality and women's empowerment. It would also set the stage for sustainability of the programme interventions and results.

## **Civil Society**

The Spotlight Initiative Programme engaged and partnered directly with seven (7) with civil society organizations. National NGOs, local/grassroots organisations, CSOs representing specific groups and academic institutions were engaged. Their engagement ensured that the programme remained grounded in the realities in the communities, become more responsive to the needs of rights holders and advocates. It also offered the opportunity to create or expand services to a wide range of clients.

A partnership was entered into with the Grenada Community Development Agency (GRENCODA), the parent company of the Legal Aid and Counselling Clinic (LACC). LACC works at the national level offering services including legal representation, public education, advocacy, legal research and counselling, especially for gender based and family violence. Their deliverables contribute to the outcome in Pillar 3.

Under COVID-19 response Call for Proposals, the small-grant funding process was utilized for Pillar 6. Unlike the requirements for an implementing or a responsible partner, a risk capacity assessment is not required. This meant that the extensive requirements for those types of partners are not included in this funding modality, and it is geared towards



grassroots organisations. Through this process, small grants were provided to three CSOs: (1) the Beaton, Laura, La Femme and Bailles Bacolet (BLLB) Community Development Organisation, supporting the rights of children in those communities; (2) the Grenada Education and Development Programme (GRENED), which focuses on social development of families and local communities for national sustainability; and (3) GrenCHAP, whose mandate is to empower marginalized populations such as LGBTQ people and sex workers through rights-based advocacy, and increase access to information and health care services.

Based on a simplified partner selection process, transparency in cost analysis of proposals submitted by CSO partners and to build on partner engagement on related work defining the essential services for victims under Pillar 4, WINDREF, an educational institution, was selected to support the development of Grenada's GBV Victims' Rights Policy.

Civil society organisations were also contracted to deliver direct services to victims and survivors under Pillar 4. The LACC would deliver legal services, the Sweetwater Foundation would deliver psychological support services and the Grenada Ladypreneurs Our Women Succeed (GLOWS) would pilot services to expand economic empowerment for survivors.

Among the CSOs engaged, two had not traditionally been involved in the work on EVAWG, WINDREF and GLOWS, but have the necessary expertise to support the areas for which they have been engaged.

In order to promote meaningful CSO engagement, four strategies have been employed:

- i. Ensuring their participation in the design phase;
- ii. One RUNO held a meeting with known potential applicants to introduce them to the opportunities to apply for funding;
- iii. Conducting market research to develop a list of civil society organizations that could be directly invited to apply;
- iv. Utilising simplified application processes for the COVID-19 response and small grants.

The Programme became concerned that systemic, administrative and operational challenges faced by the women's movement had prevented the national umbrella organization and its members from full participation as implementing partners thus far. Having consulted with the CS-NRG, the leadership of the umbrella women's organisation, and other civil society organisations, the Programme would develop recommendations that the RUNOs can apply to ensure that the women's rights organisations at the heart of the women's movement was not left behind.

## European Union

The Delegation of the European Union to Barbados, the Eastern Caribbean States, the OECS and CARICOM/CARIFORUM (EUD) is a critical development partner for the



Programme, beyond the traditional donor-recipient relationship. The Resident Coordinator holds frequent dialogue to update and receive feedback from the EUD. The EUD was also consulted on the programme's COVID-19 response plan and offered valuable inputs.

The EUD participated in the Launch of the Spotlight Initiative in Grenada on March 5, 2020, though Ambassador, Her Excellency Daniela Tramacere, who was accompanied by other Senior Team Members. The Ambassador delivered remarks at both the Press Conference and Official Ceremony, and participated in the Ceremonial Signing of the CPD.

The EUD is a member of the National Steering Committee for the Grenada Spotlight Initiative. Through this mechanism, the EUD has a decision-making role. During the first and only meeting of the NSC, held in November 2020, the EUD was represented and participated fully. The EUD has also accepted an invitation to become a member of the TCOC.

Through this partnership, the Spotlight Initiative in Grenada is able to leverage the collective expertise and resources of both the UN and the EU to inform higher-quality programming.

### **Cooperation with other UN agencies (if applicable)**

The Grenada Spotlight Initiative has four RUNOs and one Associated Agency. The RUNOs are PAHO/WHO, UNDP, UNICEF and UN Women. The UNFPA is the Associated Agency. UN Women is the Technical Coherence Lead. These Agencies work together to deliver activities and support to Grenada towards the goal of ending violence against women and girls. In addition, these Agencies support the RC to create a One-UN approach to helping Grenada address its development challenges. The mechanisms used include the SDG Programme Team (SDG-PT), and the Multi-Country Sustainable Development Framework (MSDF).

The SDG Programme Team (SDG-PT) is the main strategic programmatic coordination structure of the United Nations Sub-Regional Team (UNST). The RCO is the Chair of the SDG-PT and the Spotlight programme was featured on the agenda for the interagency discussions and feedback throughout 2020. Additionally, follow-up Agency-specific meetings were convened under the technical leadership of UN Women. Once the M&E consultancy position is filled, a more robust quarterly programme review process would be instituted. The quarterly review would be coordinated by the Resident Coordinator's Office, with support from UN women.

The United Nations Multi-Country Sustainable Development Framework (MSDF) currently in place is for the period 2017-2021. A new MSDF is being prepared, under the aegis of the Regional Steering Committee made up of RCs and agency representatives. It is expected that the Spotlight Programme Team will participate in the consultation phase.





RUNOs have adopted virtual working platforms, which have become necessary due to COVID-19, and this extends to working with the partners and other stakeholders. This modality accommodates wider collaboration among stakeholders, joint interagency planning meetings and sharing on issues and challenges. The frequency and clarity of these exchanges allowed for new and innovative interventions, even in the context of the current pandemic.

The Associated Agency is also directly involved in programme delivery. The UNFPA co-leads selected activities in Pillars 3 and 4, and therefore would be a member of the Joint Pillar Teams for these Pillars. It is also a member of the TCOC. UNFPA's participation draws focus to the potential for using comprehensive sexuality education within the parenting education programme and the Health and family Life Education programmes to add to the repertoire of strategies for prevention of VAWG and advance GEWE in Grenada.

### **Other Partners (if applicable)**

A partnership is being explored with another programme/project which also has activities and outputs to advance gender responsive budgeting (GRB) in Grenada. The other project is entitled "Enabling Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean" (EnGenDER), a joint programme in which the activities on GRB are led by UN Women. A strategy is being discussed to allow the two projects engage in complementary activities and avoid duplication of efforts and outputs. This would be explored further in 2021.

Another partnership being explored is related to potential linkages between data collection and analysis system to be developed in Pillar 5 and the CariSECURE project. The CariSECURE project, under the leadership of UNDP, provides for the development of a system to collect, analyse and report on crime in Grenada, among other countries. If this partnership evolves, the entities that produce administrative data would enter the raw data in one platform, instead of two, but the system would generate reports that include VAWG data. This would make the system less labour intensive for the data producers.

### **Results**

The broad aim for the Grenada Spotlight Initiative is to focus attention, coordinate human effort, and strategically apply resources to the implementation of a well-conceived comprehensive national programme to contribute to end family violence and all forms of violence against women and girls in Grenada, Carriacou and Petite Martinique. To do that, the processes at the foundational and implementation stages are considered as requiring as much attention as the specific results and deliverables identified under the project. Those processes are crucial at laying the framework for expanding partnerships, strengthening the system and preparing for sustainability of impact.



The overall impact would be that all women and girls in Grenada, Carriacou and Petite Martinique, particularly those who are most vulnerable, live a life free of violence. The programme has begun to contribute towards this impact because the Spotlight Initiative created space for investing time and effort in the sustainability of the work to end violence against women and girls.

- i. Victims and survivors have access to improved services in the social response sector. The shelter for abused women and their children was retrofitted, ensuring that Infection Control and Prevention measures are employed. In addition, a series of procedures and guidelines in the social response sector were revised with the aim of improving the standard of operations.
- ii. In the spirit of UN Reform, RUNOs have begun to work closer together at the technical level. In addition, partners within Grenada are also working closer together in Implementation Teams for the Pillars. These partnerships are resulting in coordinated approaches, complementary strategies and activities, and increased knowledge sharing among professionals of different specialties. Within Grenada, this closer collaboration has begun to set the stage for creating an inclusive coordinating mechanism. Through the RUNO meetings and other informal dialogue, the Spotlight Focal Points learned of what the other RUNOs have been doing and how their portfolios can contribute to EVAWG in Grenada, and they explored how to complement each other's work. For example, UNICEF (a RUNO) and UNFPA (the Associated Agency) are working closely to plan, problem solve and implement activities to build capacity of teachers for piloting better implementation of the Health and Family Life Education curriculum in Grenada.
- iii. Outputs from one Pillar have begun to complement the activities and results of other pillars, therefore holistic responses are emerging. For example, the Situational Analysis done in Pillar 4 is contributing to the development of the national and sub-national coordinating mechanisms in Pillar 2 and the drafting of the Victims Rights Policy in Pillar 1. Together, the results would contribute towards the overall impact of the programme.
- iv. New partnerships have been formed and existing partnerships have been strengthened through the Spotlight Initiative Programme in Grenada, such as:
  - Partnerships between the UN and the National General Machinery have been strengthened.
  - New partnerships have been formed between the Ministry of Legal Affairs and UNICEF.
  - Partnerships are also developing between government agencies and civil society partners.
  - Spotlight Focal Points at RUNOs are working closely with various Grenada Pillar Leads in the spirit of UN Reform.

- Government Officials from different programmes and Ministries are communicating with each other more frequently on issues of related to family violence.
- Joint Pillar Teams are being created and or expanded and this would facilitate greater cohesion across programme stakeholders in Grenada.

These partnerships at various levels are resulting in greater coordination of delivery and improved reach in Grenada, laying the foundation for intensifying implementation for the remainder of the Spotlight Initiative and for sustaining the efforts to end all forms of family violence, especially violence against women and girls in Grenada, Carriacou and Petite Martinique.

- v. Foundational processes have also facilitated empowerment of Grenadian professionals at progressive levels of responsibility within EVAWG and in project management. As a result, the professionals have had the opportunity to amplify their voices in ongoing national actions, especially in responding to victims and survivors, and succession from one professional to another was facilitated. This was accomplished through both planned and unplanned initiatives.
  - The system of Pillar Leads in Grenada propelled the GBV Programme Officer, the Director of Statistics, a Senior Legal Counsel, and the Coordinator for the Prevention of Child Sexual Abuse to be engaged in planning and leading implementation of assigned pillars, and they are growing in expertise, competence and confidence in performing their roles.
  - Through membership in Implementation Teams, other staff members of the Government of Grenada are also progressing in levels of responsibility and activity in EVAWG and are being empowered as actors whose visions, creativity and expertise are contributing to changes, even while they are growing as professionals.
  - Through recruitment of Consultants and Coordinators who reside in Grenada, the capacity is being further developed. It is recommended that, as far as possible, such emphasis is given on recruiting persons who reside within Grenada as it would help to sustain activities and engagement even through travel restrictions, their familiarity with the context helps to produce deliverables that are representative and applicable while it helps to develop local capacities for sustained work.
- vi. Under Pillar 6, civil society organisations are being strengthened in the areas of advocacy, service delivery, educational and psycho-educational programming, engaging men and boys, and creating safe spaces. A few of these organisations have received funding and support to undertake projects at the community and national levels, especially for marginalized groups. They address immediate needs, bring awareness to violence and its impact, and to advocate for longer term changes to social norms and behaviours.



## Capturing Broader Transformations Across Outcomes

The Spotlight Initiative has elevated the strategic position of violence against women on the political and national agenda. Since 2018, “Strengthen interventions to combat domestic violence and child abuse” was identified by the Cabinet of Ministers as a national priority in Grenada. This was established in the medium-term agenda (2019-2021). In so doing, the Cabinet mandated ministries to work together as a whole of government to undertake actions. The Spotlight Initiative is enhancing this position by creating the space for Inter-ministerial collaborations to be demonstrated. The outcomes would be regarded among the success of the MTA in its entirety.

Outputs from one Pillar are leading to further activities in other pillars; there is a high level of complementarity and coherence, which prevents duplication of efforts and maximizes results. One example is that in Pillar 4, a rapid assessment was done to examine the institutional capacity to apply the essential services package to women and girls subject to violence. As a result of this assessment, Standard Operating Procedures were drafted, and these procedures address responses by health, justice and policing, and social sectors. The Standard Operating Procedures would inform the training and institutional strengthening activities being planned within Pillar 2 and the data collection and management system to be developed in Pillar 5. It also means that the coordinating mechanism must be informed by Standard Operating Procedures for the application of the Essential Services Package. Likewise, the National GBV Victims’ Rights Policy being developed under Pillar 1, takes note of the Standard Operating Procedures and together, would then govern the oversight process for review and amendment of the procedures, whenever change is required.

Under Pillar 6, one of the projects undertaken by GrenCHAP through the small-grant funding, “The Silent Voices”, seeks to unmask issues of sexual and gender-based violence among the LGBTQI, PLHIV and sex worker communities. The project has served to build GrenCHAP’s capacity to educate and provide services related to SGBV to members of the LGBTQI, sex workers and PLHIV community, thereby increasing their resilience. It is hoped that the project would have an impact on the stigma surrounding marginalised communities, and would lead to future advancements in equality and non-discrimination. The exposure to be given to this issue is expected to influence the activities of Pillar 1 for law and policy reform. The Legal Advisor has identified areas of legislation in which the gap exists.

The retrofitting of the Cedars Home for Abused Women and their Children is another example of an outcome in one Pillar that is impacting on the services and success is in other pillars. The underlying theme or principle that affected the kinds of services or the kinds of modifications that were made to the Cedars Home was client centred services. Therefore, clients are expected to feel more comfortable at the shelter as it now caters for their privacy during bathroom activities, increased spaces for activities and relaxation and the application of Infection Control and Prevention Measures. The success of this activity would influence



other service providers as it has shown that: (1) the cost of changes is manageable; (2) small changes can make a significant difference in the lives of clients; and (3) the client centred approach is appreciated. As a result, planning for the retrofitting of selected police stations, health care facilities and the GBV Unit has begun, based also the principle of ensuring that services and spaces are client centred.

## **Capturing Change at Outcome Level**

There has been both progress and results in each Pillar of the Spotlight Initiative in Grenada. The most expansive results were experienced in Pillars 3 and 4. Significant work started in Pillars 1, 5 and 6, while for Pillar 2, the main results were in relation to foundations laid. Combined, the Spotlight Initiative has started delivering on its promise to bring focused attention to the issue of VAWG within the context of Family Violence, moving it into the spotlight and placing it at the centre of efforts to achieve gender equality and women's empowerment, in line with the 2030 Agenda for Sustainable Development. The following sub-sections identify the changes made in each Pillar at the Outcome Level.

### **Outcome 1: Legal and Policy Framework**

During the reporting period, the foundational processes for enriching the enabling environment to prevent and respond to GBV were laid, with particular emphasis on strengthening the relevant capabilities in government institutions. A Legal Adviser, recruited to support the Ministry of Legal Affairs and the Office of the Attorney General, began to lead a national conversation on the gaps in the existing legislative framework.

The Legal Advisor embarked on examining the following thematic areas:

- Substantive Law
- Procedural Law
- Institutional Law (that is laws establishing, underpinning and/or empowering institutions working to eliminate VAWG)
- Policies

The specific gaps were identified, and the Pillar Team would be meeting with the Attorney General to consider a suite of amendments and new drafts that could be taken to Cabinet for further consideration. In addition, the results of this research would be used to sensitise Civil Society partners, Government Officials, human rights advocates and Parliamentarians, thereby building a network of support for the law and policy reform needed.

While preparing for implementation of activities to develop a model Family Court for Grenada, it was revealed that the Eastern Caribbean Supreme Court, of which Grenada is a Member Country, had already developed a Model Family Court. Therefore, the Legal



Adviser, rather than conceptualise an approach for Grenada, would advise on the application of that model in Grenada.

The face-to-face strategy to increase the awareness and knowledge of Parliamentarians was revised in light of the ongoing COVID-19 pandemic and would be considered in the AWP 2021. The original design was that selected parliamentarians would be provided the required funding to attend a conference that had been scheduled for 2020, and become engagement champions among the parliamentary group, equipped with knowledge and strategies in EVAWG. However, the conference was postponed due to COVID-19. During deliberations with the team for Pillar 1, which included a representative from the Women's Parliamentary Caucus, who is also a sitting Senator, the strategy was redesigned. A competent agency experienced in working with parliamentarians would provide knowledge and strategies for EVAWG by engaging with parliamentarians and key community influencers, offering advice, collecting best practices and supporting parliamentarians' engagement efforts.

A CSO/Academic Institution started work on drafting the National Victims' Rights Policy. The research, based on desk review, included the recent assessment conducted for Pillar 4. This strategy avoided consultation fatigue among stakeholders and instead, built on consultations with victims and policymakers alike to ensure that the eventual policy would assure the right to access high quality services that are victim-centred, timely, accessible, of high quality, and prioritizes victim safety, health and well-being. Additionally, an intended result of this policy is that the services are culturally appropriate, and should "Leave No One Behind". Services should be well-coordinated with informed consent, privacy and confidentiality protections at each point of service, and actions should also be taken to address perpetrator accountability. Finally, an expected outcome of this policy is that victims of GBV are aware of their rights to be better placed to demand enforcement of those rights by State actors, inclusive of health, police, justice, and social services sectors. The impact of the COVID-19 pandemic has only served to exacerbate the situation of GBV in Grenada and made this policy an imperative. The Policy would therefore be used to define transformative processes across the tri-island population, resulting in the delivery of services using a rights-based approach as defined in the Essential Services Package.

The process to recruit a Policy Development Coordinator began in 2020. The Coordinator would assist the National Gender Machinery in the Ministry of Social Development, Housing and Community Empowerment (MoSDHCE) to lead the revision of the action plan in the GEPAP.

## **Outcome 2: Institutions**

Strengthening the institutions that are responsible for coordinating national responses to GBV was identified as a critical component of the Programme. Therefore, the DGFA would be strengthened to lead the work on EVAWG and GEWE. The Programme would work



towards establishing a multi-sectoral National Coordinating Mechanism and sub-national coordinating mechanisms to sustain the implementation of the Essential Services Package.

During the first year, significant preparations were made for the full and effective implementation of activities to strengthen institutions, including the coordinating mechanism for VAWG in Grenada. The main partner for this Pillar is the MoSDHCE. This Ministry houses the NGM, the DGFA, which is charged with coordinating responses to GBV against adults and also has the GBV Unit that provides direct services to victims and survivors. Focus was placed on developing the agreement with the implementing partner for Pillar 2, and a major milestone was the signature of the Letter of Agreement between the UNDP and the MoSDHCE in October 2020.

It became clear that, to effectively implement the activities within this Pillar, the DGFA itself must be strengthened by providing long-term technical assistance in the first instance. It was agreed that two coordinators would be recruited: one would coordinate policy development; and the other training and institutional strengthening. Terms of reference were developed and approved by the UNDP in consultation with the working group for that Pillar.

The working group also discussed strategies for implementation. It was agreed that the gender budgeting activities would be led by the Policy Unit of the Ministry of Finance, supported by the Budget Division and the NGM. It was also decided that, to boost the NGM's capacity to deliver the intense series of training that would be required for the responders, supervisors and leaders across the sectors involved in delivering the essential services package, and given the restrictions and challenges posed by the responses to COVID-19, a Virtual Training Centre would be established. Therefore, equipment and necessary facilities would be procured and set up. The Training Centre would also support the NGM's coordinating function, as meetings with partners would be facilitated. It was also recognized that the legal advisor recruited under Pillar 1 would be one of the resource persons to facilitate training workshops and conduct legal review of draft policies. Further, the working group determined that the local institutions responsible for the training of nurses, teachers and police officers in Grenada should be engaged in the design and piloting of the modules, with the intention that the institutions continue delivering those modules to new recruits to those professions beyond the lifetime of the spotlight Initiative.

Strategic discussions were held with the Pillar 2 Team on the implementation of Gender-Responsive Budgeting (GRB) within the Ministry of Social Development, Housing and Community Empowerment and the Ministry of Health, with the support of the Ministry of Finance. GRB would aim to secure resource allocation to sustain the national and sub-national coordinating mechanisms, provide services to victims, hold offenders accountable and prevent family violence. A Terms of Reference for experts to guide the process were developed jointly with the Team Members, and later collaboration took place on an updated Call for Proposals. Through discussions, the team reviewed the strategic use of resources, as another project within the region also aimed to provide GRB training to key sectors in

Grenada. It was agreed that jointly, more stakeholders could be engaged and trained, and this would be executed in 2021.

Delays in the start of planned activities were due to different factors:

- The COVID-19 outbreak slowed the Government's ability to engage partners during the second quarter of the year.
- Slow administrative processes, such as experienced in developing the Letter of Agreement.
- There were two changes of UNDP Project Coordinator, and one change of SPO for the NGM. Those positions are the RUNO and GOG Spotlight Technical Leads for Pillar 2 respectively.

Given the level of preparation and the foundation that has been laid, however, it is expected that implementation of the substantive activities would be robust and effective during 2021.

### **Outcome 3: Prevention and Norm Change**

Family violence can be prevented. The Grenada WHLES Report 2018 showed that traditional gender norms persist in Grenada, and that there were correlations between the prevalence of IPV and certain other factors, including entering sexual unions under the age of eighteen, partner's use of controlling behaviours and inter-generational abuse. Therefore, the activities in Pillar 3 aim at confronting specific social norms that contribute to the use and tolerance of IPV and sexual abuse.

The Ministry of Social Development, Housing and Community Empowerment launched an advocacy campaign for the 16 Days of Activism Against Gender-Based Violence (GBV) supported by funding from Pillar 3 of the Spotlight Initiative. During this campaign, a series of radio and online sessions were held.

The posters distributed via social media for the 16 Days of Activism campaign highlighted gender-based violence as a critical issue in the Grenadian society which must be addressed collectively. The theme, developed by the Pillar 3 Team for this campaign was **"ORANGE YOUR WORLD: Invest in decreasing controlling behaviour – Reap its reward!"** Posters were developed and shared on social media on the following sub-themes:

- 1) Sexual Violence is a Critical issue: this series defined sexual violence, provided simple definitions of some common sexual offences, and defined consent.
- 2) Significant Days of the 16 Days of Activism: listed critical days in the period, and invited people to wear orange.
- 3) Healthy and unhealthy relationships: listing characteristics of each, as a way to help individuals assess their intimate relationships and negotiate healthier relationships.



The posters on the Facebook platform generated great interest. The target audience was 20,000. However, for both initial posting and a second boosting; a total number of 53,584 across the globe viewed the page, whilst 4,801 were engaged and the page received 124 new likes. Further, some local persons have reached out to the Division for additional information and advice on various domestic violence situations. On the same day that the poster on “What is Consent?” was posted, a call was received from a young woman who expressed her delight in seeing the poster and indicated that she felt empowered to now report an “inappropriate behaviour” even though the incident had happened more than 6 months ago.

Community leaders and influencers participated in an online training session that increased their awareness on the following topics:

1. Sex versus gender: exploring our gendered identities
2. Forms of gender-based violence
3. Exploring gender biases and its impact on women’s access to support
4. What are the resources available for victims of Gender-based violence?

Young women at the Programme for Adolescent Mothers and some of the fathers of their babies participated in separate psycho-educational sessions during the reporting period. These sessions were conducted by the Ministry of Social Development, in collaboration with GrenMAN – the Grenada Chapter of Caribbean Male Action Network (CariMAN), Soroptimist International Grenada and the Legal Aid and Counseling Clinic (LACC). Out of this campaign, other engagements with participants took place, with further questions from participants, and requests for support and intervention. As a result, the young men indicated that they recognised that they had sometimes practiced controlling behaviours which they had learnt from their experience of inter-generational abuse or from older men “on the blocks”. It is expected that this awareness and their new appreciation for respecting the human rights of their partners would spark healthier relationships. The young women, too, indicated that they had accepted traditional assumptions about women being submissive, and they expressed a willingness to expect and demand more personal autonomy and create higher standards for their relationships.

An innovative campaign was launched by the National Parenting Programme in the DGFA of the MOSDHCE to sensitise parents and guardians throughout Grenada, Carriacou and Petite Martinique. One strategy was to develop and produce simple advertisements and have them aired on radio stations including during prime time. The second strategy was to recruit twenty bus owners and drivers to carry wraps on their buses. Care was taken to select bus owners and drivers on different bus routes including those reaching remote rural villages. The staff of the Parenting Unit, along with the Pillar 3 Implementation Team, prepared the basic messages, considered designs, consulted technical coherence and made recommendations to the Permanent Secretary for the release of the messages. This process, while slow, allowed for institutional strengthening. It empowered the personnel in both the art of creating captivating messages and the processes for ensuring compliance with Spotlight guidelines and satisfying agency procedures for procurement of goods and

services. After the fleet of buses were wrapped, an additional bus owner approached the Ministry and offered to participate in this campaign. The bus owners and drivers entered into agreements with the MoSDHCE to keep their buses wrapped for at least six months. In addition, many of the drivers and owners expressed interest in participating in further campaigns and in receiving more information on the issue. It is estimated that at least 15,000 people throughout Grenada read at least one of the messages on the buses, heard the message on the radio or saw one of them on their social media feed.

The agreement with GRENCODA is also expected to produce programmatic interventions for out of school youth, using the Foundations Programme (primary prevention programme), which seeks to empower young people with attitudes, skills and behaviours to prevent and address harmful norms and stereotypes which lead to Gender-Based Violence. GRENCODA would also be implementing the Partnership for Peace approach, a Batterer Intervention Programme, which is aimed at reducing gender-based violence by increasing perpetrator accountability. It would also target the judiciary through culture-based approaches to impact their administration of justice.

There were challenges implementing activities that targeted in-school children and youth. COVID-19 caused the Ministry of Education and school authorities to turn their attention to the immediate response, such as facilitating distance education and safe return to face-to-face schooling, thus leaving less capacity for EVAWG activities. the Ministry of Education and school authorities. As a result, considerations would be given to modifying those activities in the 2021 annual work plan.

#### **Outcome 4: Quality Services**

Significant transformations have been achieved in the quality of essential services to victims and survivors of VAW in Grenada. The overall objective of the activities planned under Pillar 4 is to improve the quality and access to essential services by women, girls and families who are victims and survivors of GBV. To achieve this, changes included the development of new Standard Operating Procedures, improved conditions and a procedural manual for residents at the Cedars Home, upgraded intake and referral forms, and enriched social care providers with additional training and support to provide services.

1. Service providers and decision makers were provided with information to improve their knowledge of the situation of the accessibility, acceptability, readiness, and quality of the essential services provided by the Gender-Based Violence (GBV) Unit in the Division of Gender and Family Affairs of the Ministry of Social Development, Housing and Community Empowerment (MoSDHCE), as well as the Child Protection Authority (CPA), Ministry of Health (MoH), the Special Victims Unit (SVU) in the Royal Grenada Police Force (RGPF) and the Justice sector in Grenada. This was a strategic first step to better understand the current situation of the essential services in Grenada, and therefore plan more effectively for improvements to be made.



To this end, a situational assessment was conducted, guided by the key features of the Essential Services Package (ESP). This assessment involved a comprehensive desk review, interviews and focus groups with a range of stakeholders in Grenada and Carriacou, at both policy and service provision levels, recognizing the pivotal role that these groups would ultimately play in the effective implementation of the recommendations. Victims were consulted to incorporate their views of service delivery and to highlight issues relevant to all four sectors. Additionally, site visits were undertaken at selected facilities in Grenada and Carriacou to explore the physical experience of service delivery environments, and to gather information to make informed recommendations on infrastructural and equipment needs for prioritized service locations. The draft situational analysis was shared with stakeholders, and consultations were held to receive feedback to ensure that it accurately represented the situation.

As a result, Grenada, Carriacou and Petite Martinique now has a Situational Analysis of the GBV services with clear reference to strengths, gaps, root causes and needs, with practical and realistic recommendations for improving the provision of quality services including in emergency situations. The findings would have significant value in the future planning and implementation of GBV services, including within the context of pandemics or other emergency situations.

2. Standing Operating Procedures (SOPs) for each of the Sectors were drafted to become the framework for strengthening the Essential Services provided to women and girls who have been subject to violence. Once approved, this guiding document would harmonize the procedures for the provision of services offered by health practitioners, social service providers, law enforcement officers and justice officials. The preparation of these SOPs is another positive step for Grenada in its commitment to ending violence against women and girls. Drawing on the Situational Analysis and relying on the Essential Service Package (ESP), procedures across all the essential actions relevant to each sector were systematically developed. Notably, matrices were also developed to address the coordination between sectors and mitigate against gaps or duplication in responses.

As a result, Grenada now has new draft SOPs that offer clear procedural guidelines for stakeholders involved in the support and assistance of victims/survivors; to improve the quality and consistency of services countrywide for victims/survivors; to increase efficacy in holding offenders accountable; and to standardize the response to violence against women and girls, acknowledging that this takes on even greater significance during emergency situations. Importantly, the procedures also aim to improve partnership and coordination between the essential sectors.

To further improve coordination between the sectors, a flow chart that captures referral pathways would be generated. This illustration would reflect the engagement



between agencies at the local/sub-national level and would also address the role of a National Coordination Mechanism. The flow chart would be developed in 2021.

3. Over forty (40) staff members from various response entities have improved knowledge on Crisis Management, focusing on telephone response and other remote means of communication. First Responders have been faced with the new realities related to the COVID-19 pandemic that include social distancing, telephone responses and other remote means of communication. As such the need for engagement on these issues have been necessary for better service delivery. Additionally, first responders have been reporting mental and physical fatigue due to the demands of this pandemic period, hence engagement on self-care became mandatory.

As a result, service providers from the MOSDHCE Helpline First Responders, SVU Hotline First Responders, GBV Responders, Counsellors, Social Workers, SVU Staff, Child Protection Authority, Legal Aid and Counselling Clinic and staff from Grenada National Council for the Disabled are better equipped to manage crisis situations whilst also ensuring they practice self-care. This would result in a more effective delivery of services to survivors of GBV.

4. The Cedars Home for Abused Women and their Children was retrofitted and equipped to continue to provide residential care services in a safe environment through procurement of sanitation supplies, PPE for symptomatic residents or when physical distancing is not feasible, hand washing stations and window repair for adequate ventilation.

At the start of the COVID-19 pandemic it was identified that Cedars Home was not prepared to implement the necessary public health measures and there was a great need for retrofitting and repairs to better serve the residents. This was an urgent need and through the Spotlight Initiative the quality of life of the residents and the services offered were greatly improved. The retrofitting focused on the installation of sink basins and improving ventilation throughout the facility. Issues of storage and privacy were addressed, thereby demonstrating improved respect for the dignity of residents. Cedars Home was also supplied with PPEs, ensuring that staff and residents have access to the necessary protective measures in the context of the current pandemic. As a further improvement to meet the needs of residents, including their psychological well-being, the front veranda and the activity room were also refurbished to make them more suitable for use by the women, their children and the staff who work with them for various activities.

During this period, guidance for COVID-19 Infection Prevention and Control in Shelters for Women and Children Survivors of Domestic and Family Violence in the Caribbean was also developed (UN WOMEN, UNFPA and PAHO). In applying this guidance, a space was identified and is being retrofitted to serve as a temporary

isolation room. It would mainly be used to isolate any resident who shows symptoms of respiratory or other health conditions, while they await the arrival of medical professionals. The isolation room can also be used if a resident is transferred to the Home on an emergency basis before her COVID-19 testing can be completed. Some final touches, such as painting, would be completed in 2021.

As a result, Cedars Home is now able to enact all the necessary public health measures to protect staff and residents in the context of COVID-19 and the structural changes implemented have created a more comfortable environment for all, which is critical for ensuring quality services for women and girls.

5. A framework was developed for the engagement of Civil Society Organization to support the scaling up of the Essential Service Package (ESP). This was facilitated through a collaborative approach with Pillar 4 Team members, particularly the Pillar Lead. Recommendations were received and market research conducted to identify possible CSOs for scaling up of services. Sweetwater Foundation was recruited to scale-up psychological services, LACC to scale-up legal assistance and GLOWS to introduce entrepreneurship development. Contracts have been signed with the three CSO's to cover the identified areas and the services have commenced or are due to commence shortly to support survivors of GBV.
6. The Client Intake Form used by the GBVU was updated to capture more valuable information for improved data analysis and case management. A need was identified to capture more valuable information on the survivors of GBV and as such the client intake form was re-developed to capture information that can be used for better informed case management and data analysis. Information regarding where/how clients learnt of the services is also included, as this is expected to guide planning activities. As a result, the GBVU has access to more valuable information allowing for an improvement in effective case management as well as having access to more detailed data.
7. The form to refer clients from the GBVU to Cedars Home was updated to include more information that would adequately guide the recipient service provider of the client. Prior forms did not allow for this and so important information was left out. The new forms would rectify this situation. As a result, recipient service providers of the client would receive more detailed information which would improve case management and coordination of services.
8. A Procedural Manual for clients referred to Cedars Home was drafted. This Procedural Manual was developed to provide steps to ensure that all cases referred to Cedars Home are efficiently managed. The steps track the client from the point of referral to their exit from the home. It also outlines expected follow up procedures to be undertaken after a client leaves the home. This procedural protocol goes into effect after intake and assessments have been completed and placement at Cedars



has been determined to be the only or best option. As a result, the service delivery for all cases at Cedars Home would be more effectively managed in response to the needs identified. A structured approach has been developed to ensure that the survivors' needs are met from admission to discharge.

9. A COVID-19 Response Protocol for GBV Unit staff was drafted to guide the GBVU in its response to cases during a lockdown situation. It clearly defines the roles of Intake Officers and Responding Officers of the Gender Based Violence Unit. Detailed guidelines are set out for Responders and Case Managers. Contact information for frontline staff and decision-making personnel are included to facilitate access among the Team Members.

As a result, the GBVU has clear protocols to respond to cases during a pandemic which can include the introduction of public health measures such as restriction of movement and lockdowns. This would not only improve the service to survivors of GBV but also empower responders who now have clear guidelines to follow-up in emergency situations within the environment of a pandemic.

## **Outcome 5: Data**

The main goal for the activities under Pillar 5 would be the establishment of a system for collection, analysis and dissemination of national administrative data on VAWG. Therefore, the Central Statistical Office of the Government of Grenada was selected as the main partner, with the Director of Statistics as the Pillar Lead. The Central Statistical Office is Grenada's agency responsible for national data.

During 2020, activities in this Pillar were directed at facilitating COVID-19 response and commencing the baseline assessment on the data management system.

Approximately 14% of the funds allocated to Pillar 5 was reallocated for the procurement of personal protective equipment (PPEs) for responding to clients during the pandemic. The Ministry of Social Development was invited to identify and submit the PPE needs of the agencies and units that respond to IPV and CA. The Agencies and Units include the GBV Unit, the Special Victims Unit, Cedars Home for Abused Women and their Children and the Child Protection Authority. The list of supplies was approved, and preparations were made to supply them during the first quarter of 2021. The availability of the requested supplies would allow the victims and survivors to have steady access to response services during the pandemic, and would allow service providers to deliver those services safely.

During the reporting period, discussions and agreements with the main partner for Pillar 5, the Central Statistical Office, and the Implementation Team were held. Two TORs have been drafted and agreed upon. A consultant was recruited to improve the methodology for data collection regarding VAWG. The research started in December 2020.



## **Outcome 6: Women's Movement**

Through the activities in Pillar 6, the women's movement and other civil society organisations in Grenada would be strengthened to take leadership and ownership of the advocacy required to make progress on GEWE and EVAWG. They would also be supported to develop the capacity to use tools and strategies to hold the State accountable, and to mobilise grassroots, national, regional and international support for GEWE and EVAWG. The efforts started in 2020, and would be more strategically implemented in 2021.

Three organisations have been selected for the small grant modality under Activity 6.3.1 whose technical capacities would be built as they continue their work on innovative programmes to stop VAWG, with a focus on VAWG experienced by women and girls facing multiple and intersecting forms of discrimination. This activity was prioritised to mitigate the potential impact of increased family violence due to the COVID-19 context. Organisations working with underserved communities and the most vulnerable within the context, were selected. The grant would assist them in scaling-up their existing successful initiatives across advocacy, service delivery, educational and psychoeducational programming, engaging men and boys, and creating safe spaces. GrenCHAP's focus is on marginalised groups including the LGBTQI community, sex workers and PLHIV who are often overlooked or excluded within critical support mechanisms. GRENED would heavily focus on violence in the home during the pandemic through advocacy and media engagement, and The Beaton, Laura, La Femme Ballies Bacolet Community Organization would focus on rolling out a child protection programme against family violence under COVID-19 to the marginalized communities which they represent.

A Terms of Reference (TOR) was also developed for a consultancy to provide leadership and M&E capacity strengthening programme for CSOs in Grenada, especially the women's movement and CSOs working with underserved communities (LBTQI persons, women and girls with disabilities, women living in rural communities etc.), to engage with parliamentarians and policy makers to influence law and policy developments and with media to promote gender-responsive messages on prevention, protection and response to IPV and CSA. A rapid assessment of the CSO community in Grenada is expected to be completed in early 2021, and this would inform the design of the training and capacity building programme, which would be tailored to meet the needs of the CSO community.

Support has been provided to the Civil Society National Reference Group, through assistance with the development of the workplan, ongoing discussions on civil society engagement throughout the programme, and the needs of civil society in Grenada. The Group has also committed to finalizing the workplan in January 2021, so that funding can be made available in support of their activities. The Group plans to engage newly appointed members in the finalization of the workplan, to ensure broad representation of perspectives.



Supporting the CS-NRG would assist the Programme in being inclusive and responsive, and in implementing the principle of LNOB.

Having recognised that the women's movement, including the national umbrella women's rights organization and its member organisations had not been participating as implementing partners or grantees in 2020, the CS-NRG was invited to contribute to whether the 2021 AWP should maintain the Activities in Pillar 6 as they were originally designed. The members identified some challenges faced by the women's movement and civil society, and noted that some of the activities were not best suited to reach where many of the organisations and the movement were at this current situation. The challenges could be summarized as follows:

- The women's movement lacked the integral involvement of various segments of the population, such as youth, marginalized groups, vulnerable women and girls and women from rural communities. As a result, many people felt left out of the movement. Therefore, the voice of the movement, which was declining, was also not credited as representing all women and girls.
- The women's movement and civil society had a high reliance on a small number of individuals who largely volunteered their time to the various groups. Therefore, the volunteers were over-extended and under-funded. This limited the organisations' ability to effectively conduct the activities it was meant to, such as mobilization, representation, advocacy and programming.
- The organisations were not consistently practicing good business habits, such as financial accounting and regular General Meetings. This was limiting their ability to maintain engagement with their membership, ensure fully constituted authority for their leaders, and access grant funding and other partnerships.

Therefore, recommendations were made to modify some of the activities in order to conduct a more thorough assessment of the needs of the women's movement and civil society, provide technical support to assist them to organize themselves into viable organisations and develop strategic plans that can be implemented to ensure their continuity. The expected results would be a stronger, more visible and inclusive women's movement with advocates and partners in the wider CSO network who are prepared to undertake heightened roles in advocacy and action for GEWE and EVAWG.



## **Rights Holders (“Beneficiaries”)**

Indicative numbers	Direct for 2020	Indirect for 2020	Comments/Justifications
<b>Women (18 yrs. and above)</b>	<b>14436</b>	<b>21698</b>	Clients were served by all sectors and campaigns were conducted that reached large segments of the population.
<b>Girls (5-17)</b>	<b>9447</b>	<b>14311</b>	
<b>Men (18 yrs. and above)</b>	<b>9279</b>	<b>14766</b>	
<b>Boys (5-17 yrs.)</b>	<b>6271</b>	<b>9752</b>	
<b>TOTAL</b>	<b>39433</b>	<b>60527</b>	

## **Challenges and Mitigating Measures**

The Programme experienced a few challenges during the first year of implementation. These challenges can be summarized as time-consuming administrative and operational processes, low technical capacity within Grenada, and limited number of people in this field of work.

### ***Time-consuming Processes***

The processes for mobilizing consultants, staff and partners were time-consuming, both by the Government of Grenada and most of the RUNOs. On average, the administrative and operational processes take at least three months from the start of recruitment to commencement of the engagement. This was exaggerated during the initial onset of restrictions caused by the pandemic and limited capacity within the country. To mitigate this, the Technical Team from the RUNOS and the RCO coordinated the programme for just over ten months until the Programme Coordinator was recruited.

Having advance time to mobilize talent, complete recruitment and engage partners before a project is expected to begin full implementation would be critical to prevent delays and maximise the effectiveness of activities from the beginning.

In addition, much time is used in governance and coordination that involve the same people in several meetings, thus resulting in diminishing returns. Governance and coordination are critical, and therefore cannot be avoided. As such, the Programme has determined to schedule meetings with sufficient advance notice to allow individuals to plan accordingly, and to carefully plan the purpose and agendas of meetings to produce clear results that move the Programme forward. This way, the participants would be expected to develop a sense of accomplishment as a result of their involvement.

***Low technical capacity in-country***

There are low levels of expertise, and in some cases, lack of expertise, in the relevant fields to take up opportunities to work on the programme, whether as staff, consultants or implementing partners. This challenge resulted in the calls for Programme Coordinator, M&E Consultant and Communications Consultant producing few applicants from Grenada. In the first call, none of the successful candidates were from Grenada. This created some concern among the Grenadian partners, and the selected candidates for the Programme Coordinator rejected the offer. Therefore, the position of Programme Coordinator was filled in the eleventh month of the project. Further, due to travel restrictions resulting from COVID-19, the consultants selected for M&E and Communications would not have been able to conduct short, periodic field visits. Therefore, it was determined that the terms of reference be modified, and that desk review and sole selection processes be used to recruit local talent. This caused significant delay with communications and M&E consultancies not filled during the programme's first year.

The programme recognizes that it has the mandate for building technical capacity within Grenada, Carriacou and Petite Martinique. This would be done through all Pillars, but especially through Pillars two and six. Therefore, the processes used to plan, implement, and monitor the programme would contribute to eliminating this challenge as well as reaching the stated results to be achieved. It was also determined that within the implementation, a series of capacity development activities would be conducted. This would strengthen the ability of existing staff and volunteers of the partners to engage in deeper work. It would also attract new partners and individuals and introduce them to work towards eliminating violence against women and girls.

Despite the knowledge gap, the programme is ensuring that all partners follow the core principles for addressing EVAWG. One strategy advanced is the creation of Joint Pillar Teams which can facilitate knowledge sharing by working together. Another strategy started was to develop a Grenada Spotlight Community of Learning. To this end, the first in a series of webinars was held on December 10<sup>th</sup> on the “Human Rights and Gender Equality Framework for Addressing Family and Gender-Based Violence against Women and Girls”. Other topics to be addressed include the Theories of Change in the Grenada Country Programme; Spotlight Guidelines and Requirements (Communication/branding, reporting templates, technical guidance notes, etc); and the Essential Services Package. This strategy is expected to facilitate technical coherence and contribute to capacity development of an expanded number of people/partners.

***Limited number of people and active organisations in the Women's Movement***

There is a small number of people who are actively engaged in advocacy and efforts to end violence against women and girls. Therefore, the same people are often in different governance structures, and have direct roles in planning, implementing, monitoring and reporting. This is the case in Grenada as a whole, affecting Government, the women's movement and civil society partners, but the negative impact is more acute in the women's

movement, which seems to have low operational capacity and has been showing signs of decline in the past few years.

The civil society community in Grenada is not large, unlike some other territories, and many of the same actors and organisations tend to represent the bulk of advocacy and visible initiatives within the community. Through discussion, the CS-NRG expressed that there are challenges in attracting youth and other persons to join the civil society movement, and there is also a challenge in growing the grassroots organisations and increasing their capacity to respond. Subsequently, it was determined that a rapid assessment should be done to collect baseline data on the needs, challenges, and gaps within the CSO community, to inform funding opportunities, training and other capacity development activities, and further engagement. Through the execution of the CS-NRG workplan, it is also hoped that this would bring visibility to the Spotlight Initiative, and the importance of the role of civil society in societal and national change. The resulting programme would be designed to address the gaps, with the aim of having expanded and strengthened networks in the women's movement and civil society engaged in the advocacy and work to end violence against women and girls in Grenada.

## **Lessons Learned and New Opportunities**

### ***a) Lessons Learned***

#### **Inter-Agency collaboration is critical:**

The meetings of the Technical Coherence and Operations Committee, Pillar Teams and Implementation Teams are integral to technical coherence across the project, while optimizing the use of human and financial resources. This also allows for broader stakeholder consultation, and strategic partnerships as One-UN where agencies can work together to achieve transformational change. Having a working group with the participation of all the sectors involved facilitates the exchange of ideas and consultations, allows for the development of a vision of complementarity and strengthens teamwork. Setting up tools and agreements on the modality of engagement and communication would further strengthen the processes and streamline the way the various teams are working.

#### **Meaningful civil society engagement/collaboration is crucial:**

Value has been found through the continued engagement of civil society in the early stages of procurement and programme activities under Pillar 6, as their input is invaluable in ensuring the right partners are selected. Members of the CS-NRG are aware of the real situation within the CSOs and their communities, and can provide guidance in terms of requirements and evaluation of partners. The successful strategy used was to establish mechanisms for participation from the onset. It is now necessary to consider how to address the fact that these members are volunteers who are over-utilised and under-resourced, while their knowledge, skills and leadership contributes significantly to the outputs, including the deliverables of the consultants, as well as to the larger outcomes.



**Need to scale-up telemedicine and online GBV services:**

Notably, one of the issues that featured widely across the programme was the impact of the pandemic. A key lesson learned is the importance of adaptation and ensuring that activities are COVID-proof where possible. Partners were asked to propose both in-person and virtual budgets to facilitate flexible modalities of engagement, to prevent delays which occurred previously as a result of lockdowns and restricted movement. This new reliance on activities in the virtual space has created the opportunities to:

- Harness online psycho-support to increase accessibility of services, including training of psychological, psycho-educational and psych-social service providers to engage their clients using online and mobile phone technology.
- Expand opportunities for virtual learning, including the establishment of a virtual training centre and retooling of Parenting Facilitators to deliver parenting education sessions to parents and guardians online.

**b) New Opportunities****Capacity Development**

There are new opportunities to apply a concept of “capacity development” that is more comprehensive and beyond the traditional notions of training. This means considering tools and procedures with which workers operate, the culture of the institutions within which they function, their access to equipment and other resources, the organizational structure of the institutions and organizations and the opportunities created for meaningful engagement and empowerment. Therefore, the programme team would lay the groundwork for long-term capacity development with the understanding that nationwide capacity development would take time beyond the Spotlight Initiative. However, such comprehensive capacity development is critical enough to be applied through the Spotlight programming. Examples of strategies that can be used to develop the capacity among CSOs, Government institutions, academic institutions and individuals are:

- Simplify processes for recruitment, approval of agreements, etc. and consider relaxing some requirements, when justified, to allow a larger pool of individuals and groups to be eligible to implement activities.
- Ensuring that, as far as possible, processes are inclusive, developmental and participatory in their approach.

**Technical Coherence**

Having established technical coherence as a critical element of the Spotlight Initiative, there is an opportunity to define and develop a simple procedure to facilitate it. The procedure to be developed in 2021 should consider the various underlying concepts and theories, the wider range of individuals and organizations involved as partners and stakeholders, and the transformational outcomes that are intended. Therefore, technical coherence guidance should be deliberate to allow key participants to develop the knowledge, attitudes and skills

required to make interventions, whether through prevention, offender accountability, services to victims and survivors, or creating and strengthening coordinating mechanisms.

### **Innovative, Promising or Good Practices**

Grenada Spotlight Initiative recognizes the following innovative practices that have been used so far. They would be monitored to assess whether they produce the kind of results that would make them qualify as promising or good practices:

- 1) ***Engaging Government for High Level National Leadership***: Government was invited to play a major role in the design of the Programme, development of a local structure for implementation and governance, as well as implementation of the programme activities. Government then instituted mechanisms for governance and implementation, which included:
  - Identifying nine of the fifteen Ministers to participate in a high-level dialogue on the Grenada Spotlight Initiative. This included the Prime Minister himself, as the Minister for National Security.
  - Assigning the MOSDHCE as the Lead Implementing Partner for the Grenada Spotlight Initiative, with the DGFA, being the NGM, as the Technical Division responsible for the Programme. Therefore, the Minister of that Ministry is the Co-Chair of the NSC while the Permanent Secretary is the Co-Chair for the TCOC, and the Head of the NGM is the Technical Coherence Lead.
  - Selecting five Senior Government Officials at the Technical Level to lead Pillars 1-5 and serve as the counterparts to the Spotlight Technical Leads from the RUNOs. The Pillar Leads met several times in 2020 as a Local Technical Committee, chaired by the Permanent Secretary for Social Development. They also established Implementation Teams, one for each of the five Pillars.
  - Tasking the Inter-Ministerial Council of Gender Focal Points to be the Government Reference Group and facilitate a whole-of-Government approach to the Programme. This is itself an innovative addition to the Governance structure of the Grenada Spotlight Initiative.

This high-level engagement has ensured that there is national ownership and commitment to the Programme. It has also laid the way for sustainability of the interventions and outcomes as the activities and results should be integrated within the Ministries and Departments of the Government.

- 2) ***Meaningful participation by the Women's Movement and Civil Society***: The Programme, supported by the Government in the early stages, facilitated the establishment of the Interim CS-NRG which then charted the way for the formal CS-NRG. Once formed, the CS-NRG was invited to participate in substantive ways. In addition, the women's movement and other CSOs were also invited to continue their participation into the implementation phase: Innovation in this regard were:





- The Chairperson of the CS-NRG is the Local Pillar Lead for Pillar 6, and therefore the counterpart to the RUNO Technical Lead for that Pillar.
- The CS-NRG, the women's movement and wider civil society were included in reviewing Pillar 6 activities in the preparation of the 2021 AWP. After describing the challenges that the women's movement and CSOs were having in the current context, the representatives shared their views about the activities and strategies they'd like to see implemented. The activities were modified to reflect their input.
- Each Joint Pillar Team for Pillars 1-5 would include a representative from the CS-NRG and a representative from a women's organisation or another CSO.
- The Joint Pillar Team for Pillar 6 would include a representative from each of the umbrella organisations: the Grenada National Organisation of Women (GNOW) for the Women's Movement; the Grenada National Coalition on the Rights of the Child (GNCRC) for the children's rights advocates; and the Inter-Agency Group of Development Organisations (IAGDO) for the other CSOs.
- Inviting a wide range of CSOs to be engaged as grantees, including some that were not normally engaged in EVAWG responses in the past.

The engagement of the CS-NRG, women's movement and CSOs in these meaningful ways should result in greater community participation; expansion and strengthening of the women's movement and civil society; increased advocacy for continued action; and the reactivation of networks to hold the State accountable for GEWE, VAWG and the principle of LNOB.

3) ***Creating Structures for increased partnership and technical cohesion:*** The programme has established Joint Pillar Teams and a Grenada Spotlight Community of Learning to facilitate collaboration, knowledge sharing and technical cohesion. They are:

- A Joint Pillar Team was identified for each Pillar of the Programme. Each Team is co-chaired by the Technical Lead from the RUNO and the local Pillar Lead. The other members include the RUNO and Associated Agency that supports that Pillar, the Technical Coherence Lead, identified key stakeholders within Grenada, and the Programme Coordinator.
- A Grenada Spotlight Community of Learning was started. This Community includes everyone serving on the governance and implementation teams, as well as the implementing partners and grantees. It started with a Webinar held on the theme: Human Rights and Gender Equality Framework for Addressing Family and Gender-Based Violence against Women and Girls. This session was the first in a series to develop a shared understanding of the foundations of the theories of change and activities within Spotlight Initiative to Eliminate Violence against Women and Girls in Grenada, Carriacou and Petite Martinique. The aim was that the series would build competence in themes required for transformative implementation and facilitate technical coherence.



It would also ab a space for consultation on various products of the Programme, such as draft policies.

- 4) **Developing the capacity of Staff Members:** Some of the tools developed in Pillar 4 and the prevention messages developed in Pillar 3 were drafted by staff members involved in the Implementation Teams. The tools drafted by the Implementation Team for Pillar 4 included the Procedural Manual for clients at the Cedars Home, the COVID-19 Response Protocol, and updated intake and referral forms, while the Pillar 3 Team prepared the messaging and, in some cases, the creative artwork for the two campaigns conducted. In addition, they explored and piloted new strategies and media for marketing the behaviour change messages, such as using bus wraps and maximising social media presence through a strategy called “boosting”.

This is an example of how opportunities can be created for capacity development by using processes to showcase and enhance technical competence and increase professionalism. This innovation would also allow for sustainability of the interventions, as the capacities were being explored and developed “inhouse” and there would be greater buy-in by the staff, especially those who directly participated in creating the products. Less dependence on external consultants would also support sustainability since the resources would not necessarily be available after the Programme ends, but the staff members whose capacities were developed would be more likely to available to continue the initiative for a longer time.

- 5) **New ways of working:** RUNOs adopted virtual working platforms. This became necessary due to COVID-19, and this extended to working with the partners and other stakeholders. This modality accommodated wider collaboration among stakeholders, joint interagency planning meetings and sharing on issues and challenges. The frequency and clarity of these exchanges allowed for new and innovative interventions, even in the context of the current pandemic. It also required that support be provided to develop the capacity of partners to engage using virtual means. As a result, it was decided that much of the budget that had been allocated for venues and meals that would have been necessary for face-to-face engagements should be allocated instead to providing laptops and other means to facilitate virtual engagement, such as consultations, workshops and meetings. The resource support for this innovation would be reflected in the 2021 AWP.

## **Communications and Visibility**

### **a) Overview**

The United Nations Sub-Regional Team for Barbados and the Eastern Caribbean delivered a joint video message to Grenada on December 10<sup>th</sup> – Human Rights Day and close of the 16 Days of Activism Campaign.



The Message was aired during the webinar on the theme “Human Rights and Gender Equality Framework for Addressing Family and Gender-Based Violence against Women and Girls”. It was distributed to the Minister and Ministry of Social Development, and to all media outlets through the Government Information Service. The video was also circulated among the RUNOs and other UN partners via social media.

### ***b) Messages***

The theme for the Campaign by the National Parenting Programme was “**Step up your Parenting Game**”. It targeted men and women who were parents and guardians. This theme encouraged them to “Step Up”, thereby sending a signal that their parenting was not completely or overwhelmingly negative, while encouraging them to improve so that their parenting habits and activities could become more positive for their children or wards.

Several sub-messages were presented under this theme, providing tips on how they can Step up their parenting game. They included:

- No matter who, no matter what, there is no excuse for abuse
- Children need their fathers: they need love, support and encouragement
- Feeling stressed? Check your B.E.T. (body, environment and thoughts)
- Communicate with your child – Listen to your child

The messages were delivered via radio advertisements and via print, on large stick-on posters at the back of public buses that ply routes throughout the island. Both media were effective at reaching a large segment of the population due to the frequency and repetition of those messages. It is estimated that approximately 25,000 people were reached during this campaign.

The 16 Days of Activism, 2020, also saw a campaign rolled out. The theme for this campaign was “**ORANGE YOUR WORLD: Invest in decreasing controlling behaviour- Reap its reward!**” It was a modification/localization of the international theme. The sub-messages within this campaign focused on

- Healthy Relationship
- Defining Sexual Violence and Consent
- Highlighting Significant Days during the 16 Days of Activism

The Healthy Relationships messaging had been developed with UN Women under a separate initiative. It drew attention to the characteristics of healthy and unhealthy relationships. The posters defining sexual violence provided simple descriptions of selected sexual offences, while the one on consent explained, in simple language, what is consent and listing who cannot give consent.



These messages were presented mainly to social media audiences, reaching 53,584 globally by December 25, 2020. The pages insights showed that the messages that people interacted with the most were those related to sexual violence, reaching 23,200 people and having 2,300 engagements by December 17. The Facebook page received 128 new likes in that period.

### ***c) Media and visibility events***

The Spotlight Initiative was launched on March 5, 2020. The high-level launch brought together senior government officials, Members of Parliament, representatives of the European Union, the United Nations and civil society organisations, as well as officials from the private sector, the media and academia. It began with an official Signing Ceremony of the Project Agreements in the morning and ended with an evening Lighting Ceremony that culminated with the illumination of the Parliament Building with the coloured lights remaining lit for seven days. The latter signified the programme's intention of shining a spotlight on violence against women and girls to give prominence to this issue, while supporting prevention, protection, service provision and women's economic empowerment.

Reaffirming the commitment of the Government of Grenada to ending violence against women and girls, the Honourable Prime Minister told persons attending the launch: "We consider this issue to be so crucial because of its impact on all aspects of our lives, and we pay a heavy price socially and economically. Grenada recognises that gender equality is required if we are to experience a state where there is harmony and progress for everyone."

Ambassador to the Delegation of the European Union to Barbados, the Eastern Caribbean States, the OECS and CARICOM/CARIFORUM, Daniela Tramacere, in delivering remarks underscored that "Our success would be measured by the positive impact made in the lives of victims. We all have a role to play. Watching silently from the sidelines is not an option".

In his address, United Nations Resident Coordinator, Didier Trebucq, lauded Grenada's ongoing efforts. "I want to commend the Government of Grenada for its leadership in addressing the issue of gender-based violence, and in actively mainstreaming the SDG Agenda into its country programming. This provides a strong framework for the UN to increase its joint support to the country, by leveraging the individual strengths of our UN agencies to deliver results that would reduce violence against women and girls in Grenada and enable them to fulfil their potential."

Chairperson of the Interim Civil Society National Reference Group, Jeannine Sylvester highlighted the critical role of Civil Society Organisations (CSOs) in this fight. "As CSOs we have always had the task of and renew our commitment through the launch of this project today, to continue to speak out on the issue of GBV and educate people within communities of the negative impact of all forms of violence especially on our women and girls."



#### **d) Campaigns**

Through the support of the Spotlight Initiative Pillar 3, the Ministry of Social Development, Housing and Community Empowerment, launched a campaign during the 16 Days of Activism Against Gender Based Violence. During the campaigns that were implemented, partners used the EU Emblem, the Spotlight Logo and supporting logos as provided in the Communications and Visibility Guide.

Several high-level events were included in the campaign, including an address by the Honourable Minister Delma Thomas on the significance of the 16 Days of Activism.

Representatives from the MOSDHCE and the Special Victims Unit presented a radio programme on Domestic Violence and Sexual violence.

Messages on Gender-based Violence and information on sexual violence were shared through the electronic press and on social media platforms. Posters were also shared on social media on healthy and unhealthy relationships. Two of the Facebook pages used were:

- Ministry of Social Development, Housing and Community Empowerment, at <https://www.facebook.com/ServiceMinistry/>
- National Parenting Programme, at <https://www.facebook.com/Investmentinparenting/>

Two Psycho-educational sessions were conducted with civil society organizations during this reporting period. These were done at the Programme for Adolescent Mothers in collaboration with GrenMAN, the Grenada chapter of the Caribbean Male Action Network (CariMAN), Soroptimist International Grenada and the Legal Aid and Counseling Clinic (LACC). Those sessions were:

- Chocolate and Chat – “Sexpectation and Consent”, conducted with fathers of the children of the girls attending the Programme for Adolescent Mothers (PAM) and other fathers from the MoSDHCE and the local vicinity.
- Lunch and Learn was conducted with the students of PAM on the theme “Sexual Violence and the Adolescent Mother”.

This campaign was launched to raise awareness of Gender-Based Violence, its prevalence, harmful norms and practices, and to increase the capacity of service providers responding to the needs to survivors, to empower women and girls and young people to make better choices, and to highlight the Convention of Belem do Para and its significance in Grenada.

#### **e) Human interest stories**

In the absence of a Communication Specialist within Grenada, no human interest stories were captured in 2020. Stories would be identified and shared in 2021.

#### **f) Testimonials:**



Testimonials were captured but they are being processed to ensure they meet the standards before releasing them.

**g) Photos:**

The following photos are also submitted via the [PHOTO SUBMISSION PLATFORM](#)



Ambassador to the Delegation of the European Union to Barbados, the Eastern Caribbean States, the OECS and CARICOM/CARIFORUM, Daniela Tramacere, delivering remarks at the Signing Ceremony and Press Conference. Other members at the head Table shown here (from right to left): Dr. the Right Honourable Keith Mitchell, Prime Minister of Grenada; Mr Didier Trebucq, UN Resident Coordinator for Barbados and the OECS; and Honourable Delma Thomas, Minister for Social Development, Housing and Community Empowerment.





The group of adolescent mothers, participating in an activity during the session entitled “Lunch and Learn” on the theme “Dynamics of Sexual Violence and the Adolescent Mother” held on November 26, 2020 as part of the commemoration of 16 Days of Activism.



Activity Room at Cedars Home for Abused Women and their Children retrofitted by replacing carpet with tiles, and installing storage cupboards, a large sink, and a toilet facility.

#### *h) Videos:*

The video message from the United Nations Sub-regional Team for Barbados and the OECS is submitted via the [VIDEO SUBMISSION PLATFORM](#)

### **Next Steps**

The theme adopted for the implementation of the Grenada Spotlight Initiative is “**Move Money Meaningfully**”. This was selected as a reminder that accelerating implementation should not compromise quality, technical coherence or sustainability. Instead, outputs and outcomes must be transformative and sustainable, resulting in significant improvements in the prevention and response to GBV in Grenada, Carriacou and Petite Martinique.

Therefore, the next steps would be:

- 1) Strengthening the partnership between the PCIU, UN and the EUD to advance programming.



- 2) Completing the process of recruiting the M&E Consultant and the Communications Consultant to augment the capacity of the PCUI. This would allow the PCUI to perform a wider role in supporting implementing partners in technical coherence, visibility, monitoring and collaborative actions.
- 3) Ensuring meaningful implementation of all activities. This would require deliberate attention to technical coherence, including training, supporting and empowering partners to apply the appropriate principles, standards and guidelines to their work from the planning stage. It would also require that all partners remain guided by the theories of change and the results matrix for Grenada.
- 4) Building strategies for sustainability within the design and implementation of activities, such as by using developmental and participatory approaches, and using a comprehensive approach to capacity development. These strategies must be applied in working with Government, as well as partners in the women's movement and civil society.
- 5) Increasing the visibility of the Spotlight Initiative, the Development Partners, and the results, within Grenada, Carriacou and Petite Martinique, through traditional and social media. This would bring the issues and ongoing transformations to the attention of individuals and families in their homes and communities.
- 6) Implementing the AWP in a manner that expands upon collaborations within and among Pillars, so that the results would be complementary, leading to a holistic overall impact. Attention would be placed at the level of the RUNOs, progressing towards the One-UN approach; at the level of the Government, emphasizing the whole-of Government mandate; and at the implementation levels by building partnerships between government and civil society and among networks of organization in civil society and the women's movement.
- 7) Continuing to build and/or strengthen the mechanisms for governance, coordination and implementation. The established mechanisms would be maintained, while the innovative ones, including the Joint Pillar Teams and the Inter-Ministerial Council of Gender Focal Points would be given special attention and support.

## **ANNEXES**

### **Annex A: Results Framework**

*Reporting against the Results Framework would be captured through SMART (the Spotlight Monitoring and Reporting Tool – previously named “Jotform”). Based on the reporting data you’ve submitted to SMART (along with the baseline forms), the Secretariat would generate Annex A for you/your review.*

### **Annex B: Risk Matrix**

The “Grenada 2020 Annual Report Annex B - Risk Management Report” is attached.

### **Annex C: CSO Engagement Report**

The “Grenada 2020 Annual Report Annex C - CSO Engagement Report” is attached.

### **Annex D: Promising or Good Practices Reporting Template**

Grenada Spotlight Initiative has started to utilise practices that have the potential to become promising practices. However, their results have not been assessed as yet. The blank template is not attached.

### **Annex E: Annual Work Plan**

The “Grenada 2020 Annual Report Annex E - Year2 AWP 2020 2021” is attached. It was approved by the National Steering Committee at its meeting held in February 2021. However, the Minutes have not yet been finalised.

# INTERIM REPORT



## Grenada Annex A 2020

### Outcome 1 Summary table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Legal age of marriage				
Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	0.25	0.25	0.25	0.00	
	Parental Authority in Marriage				
	0.00	0.00	0.00	0.00	
	Parental Authority in Divorce				
	0.00	0.00	0.00	0.00	
	Inheritance rights of Widows				
	0.00	0.00	0.00	0.00	
	Inheritance rights of Daughters				
	0.00	0.00	0.00	0.00	
	Laws on Domestic Violence				
	0.50	0.50	0.50	0.00	
	Laws on Rape				
	0.00	0.00	0.00	0.00	
	Laws on Sexual Harassment				
	0.75	0.75	0.75	0.00	
	National level				
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Evidence-based Rights of all women & girls Participatory Development	Grenada has a Gender Equality Policy and Action Plan (2014-2024) that has a section on "Gender, Violence and Security" In addition, other sections, such as "Gender Culture and Socialisation", offer solutions to various aspects of EVAWG. The GEPAP provides a framework and action plan to comprehensively address gender disparities and serves as a guide to stakeholders in the public sector, private sector, labour, and civil society.

Output Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Developed or Strengthened				
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	0	0	2	8	
Indicator 1.1.3 Number of draft laws and/or policies on ending VAWG and/or gender equality and non-discrimination which have received significant inputs from women's rights advocates within the last year.	0	0	0	6	

	Parliamentarians				
Indicator 1.1.5 Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination and implement the same, within the last year.	0	20	21	25	
	Women Parliamentarians				
	0	10	10	8	
	Human Rights Staff				
	0	6	6	10	
	Women Human Rights Staff				
	0	4	4	5	
	National				
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.	Evidence-based	Evidence-based	Evidence-based	Evidence-based	



## Outcome 2 Summary table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	National				
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	Functioning?: Yes, At the Highest level?: No, Where is it placed?: Ministry of Social Development, Includes LNOB?: No	Functioning?: Yes, At the Highest level?: No, Where is it placed?: Ministry of Social Development, Includes LNOB?: No	Name of Coordination Mechanism: Division of Gender and Family Affairs, Where is it located: Ministry of Social Development, Housing and Community Empowerment, including LNOB?: No	Functioning?: Yes, At the Highest level?: Yes, Where is it placed?: Parliament, Includes LNOB?: Yes	
	Sub-national				
	N/A there is no mechanism	Functioning?: Yes, At the Highest level?: No, Where is it placed?: Ministry of Social Development, Includes LNOB?: No	National coordination Mechanism	1. Name: Northern, connected to national mechanism?: Yes, includes LNOB?: Yes 2. Name: Southern, connected to national mechanism?: Yes, includes LNOB?: Yes 3. Name: Eastern, connected to national mechanism?: Yes, includes LNOB?: Yes 4. Name: Carriacou, connected to national mechanism?: Yes, includes LNOB?: Yes	

	Health				
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	Low integration	Low integration	Low integration	High integration	Name of Plan: Sexual and Reproductive Health Policy , Level of Integration: Low integration Name of Plan: Standard Operating Procedures for the Health Sector Response to GBV, Level of Integration: Low integration
	Education				
	Low integration	Low integration	Medium integration	Medium integration	Name of Plan: Health and Family Life Education Curriculum , Level of Integration: Low integration Name of Plan: Guidance Session , Level of Integration: Medium integration Name of Plan: Visiting Presenters , Level of Integration: Medium integration
	Justice				
	Medium integration	Medium integration	Low integration	High integration	Name of Plan: National Domestic Violence and Sexual Abuse Protocol , Level of Integration: Low integration
	Security				
	Medium integration	Medium integration	Medium integration	High integration	Name of Plan: Police Standing Orders, Level of Integration: Medium integration Name of Plan: Special Victims Unit, Level of Integration: Medium integration
	Social Services				
	Low integration	Medium integration	Medium integration	Medium integration	Name of Plan: Corporate Plan , Level of Integration: Medium integration Name of Plan: Medium Term Agenda , Level of Integration: Medium integration
	Culture				
	Low integration	Low integration	Low integration	Low integration	
Output Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	
Indicator 2.1.2 Internal and external accountability mechanisms within relevant government institutions in place to monitor GEWE and VAW/HP.	Yes	Yes	Yes	Yes	Name of Mechanism: Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment , Topic: GEWE, Institution: National Gender Machinery , Name of Mechanism: GBV Unit, Institution: Division of Gender and Family Affairs, Ministry of Social Development, Housing and Community Empowerment, Sector: Social Services Name of Mechanism: Special Victims Unit, Institution: Royal Grenada Police Force , Sector: Security

Indicator 2.1.5 Number of targeted national and sub-national training institutions for public servants that have integrated gender equality and VAWG in their curriculum, as per international standards.	0	0	4	4	The Institutions provide varying levels of GEWE and VAWG education. However, programmes will be enhanced through the Initiative.
	Government Officials				
Indicator 2.1.6 Number of key government officials trained on human rights and gender-equitable norms, attitudes and behaviours towards women and girls, including for those groups facing intersecting and multiple forms of discrimination, within the last year.	0	0	0	232	
	Women Government Officials				
	0	0	0	125	
	Government Officials				
Indicator 2.1.7 Number of key government officials with strengthened capacities to develop and deliver programmes that prevent and respond to VAWG, within the last year.	0	0	0	90	
	Women Government Officials				
	0	0	0	55	
	Government Officials				
Indicator 2.1.8 Number of key government officials with strengthened capacities to integrate efforts to combat VAWG into the development plans of other sectors, within the last year.	0	0	0	44	
	Women Government Officials				
	0	0	0	21	
Indicator 2.1.9 Number of women's rights advocates with strengthened capacities to support the integration of ending VAWG into the development plans of other sectors.	0	0	0	35	

Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	With annual work plans	With annual work plans	With annual work plans	Composed of relevant stakeholders With a clear mandate and governance structure With annual work plans	
Indicator 2.2.2 Number of national and sub-national multi-stakeholder coordination mechanisms in place that include representatives of groups facing multiple and intersecting forms of discrimination.	0	0	1	3	Name of the Mechanism: Inter-Ministerial Council of Gender Focal Points , Sector: Government, Including LNOB?: No, : National
	Government Officials				
Indicator 2.3.3 Number of key government officials with greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, within the last year.	0	0	0	15	
	Women Government Officials				
	0	0	0	10	

### Outcome 3 Summary table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	42%	40%	42%	30%	The Grenada Women's Health and Life Experiences Study (2018) measured the female population only. It was based on the WHO Model.
Indicator 3.3 Existence of with at least 3 evidence-based, transformative/ comprehensive prevention strategies/programmes that address the rights of those marginalized and are developed in a participatory manner.	Yes	No	No	Yes	Strategy/Programme: Parenting Education using bus wraps, Includes LNOB?: Yes, Developed in Participatory manner?: No

Output Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	In-School Programmes				
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.	0	0	10	940	
	In-School Programmes Girls				
	0	0	10	470	
	In-School Programmes Boys				
	0	0	0	470	
	Out-of-School Programmes				
	0	0	0	100	
	Out-of-School Programmes Girls				
	0	0	0	50	
	Out-of-School Programmes Boys				
	0	0	0	50	
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women’s and girls’ sexuality and reproduction, within the last year.	0	0	0	400	
Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.	0	20,000	38,000	75,000	The number of people reached through the campaigns was not disaggregated as the methods used were social media, radio and bus wraps.



Indicator 3.2.3 Number of men and boys who regularly attend gender transformative programmes addressing violent masculinities and men's violence towards women and girls in community centres, schools and other relevant spaces, within the last year.	0	0	9	300	
Indicator 3.2.5 Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated during the past year.	3	4	2	8	
	EVAWG Policies				
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	0	0	0	5	
	EVAWG Policies including LNOB				
	0	0	0	5	
	Decision Makers				
Indicator 3.3.5 Number of key informal decision makers and decision makers in relevant institutions with strengthened awareness of and capacities to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviours and women and girls' rights, within the last year.	0	50	33	175	
	Women Decision Makers				
	0	25	24	90	

## Outcome 4 Summary table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Women				
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	698	735	576	3,133	Complete Data is not readily available, so no total is tabulated. Partial data is entered in some sectors, e.g. the number of women seeking help from the Police is for intimate partner violence only - non-IPV sexual violence is not included. Girls have also sought help from the security sector, but these numbers were not yet provided.
	Girls				
	0	0	293	0	
	Reported				
Indicator 4.2 a) number of VAWG cases reported to the police; b) number of cases reported to the police that are brought to court; and c) number of cases reported to the police that resulted in convictions of perpetrators.	824	825	319	3,349	Incomplete data has been entered:  - Reported to the Police - includes IPV only, not non-partner sexual violence - Brought to Court - includes only the applications for Protection Orders under the Domestic Violence Act. Does not include charges filed against alleged offenders.  Further research will be conducted to complete the data set within the next month.
	Brought to Court (%)				
			157		
	Convictions				

Output Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Developed				
Indicator 4.1.3 Existence of national guidelines or protocols that have been developed and/or strengthened in line with the guidance and tools for essential services.	No	Yes	Yes	Yes	The National Standard Operating Procedures (SOPs) for Responding to Gender Based Violence in Grenada for the police, justice, social and health care sectors were drafted in 2020. They were based on a situational analysis that was conducted and the Essential Services package. Further review of the SOPs and submissions for approval will be done in 2021. Developed: National Standard Operating Procedures (SOPs) for Responding to Gender Based Violence in Grenada Developed: Proceedural Protocol for Victims Referred to Cedars Home for Abused Women and their Children Developed: COVID-19 Response for GBV Responders, GBV Unit
	Strengthened				
	No	Yes	No	Yes	
	Government Service Providers				
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.	0	40	50	50	The training activities were done virtually. Specific breakdown of the participants by sex and sector was not done. This will be done in the future.
	Women Government Service Providers				
	0	30	42	35	
	Women's Rights Organizations				
Indicator 4.1.5 Number of women's rights organisations who have increased knowledge and capacities to deliver quality, coordinated essential services to women and girls' survivors of violence, within the last year.	0	2	4	6	
	LNOB				
	0	1	3	3	
	Grassroots				
	0	0	0	1	

	Developed				
Indicator 4.1.9 Existence of national guidelines or protocols for essential services that have been developed and/or strengthened that specifically address the needs of women and girls facing multiple and intersecting forms of discrimination.	No	No	Yes	Yes	Name of Guideline/Protocol DEVELOPED: National Standard Operating Procedures (SOPs) for Responding to Gender Based Violence in Grenada
	a) Girls with ACCESS to ES				
Indicator 4.2.2 Number of women and girl survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased ACCESS to a) to quality essential services and b) accompaniment/support initiatives, including longer-term recovery services, within the last 12 months	2,500	2,500	2,500	5,000	Complete data for 2019, on which to assess whether there was an increase in 2020, was not readily available. Such data should be made available within the next month. Further, the data management system, being developed under Pillar 5, will produce such data routinely.
	a) Women with ACCESS to ES				
	7,500	7,500	7,500	10,000	
	b) Girls with Access to Recovery Services				
	150	150	150	300	
	b) Women with Access to Recovery Services				
100	150	150	300		
	Strategies Designed				
Indicator 4.2.3 Existence of strategies for increasing the knowledge and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination.	3	3	4	4	1. Name of Strategy: School Tour, Modality of Intervention: interactive discussions with secondary school students in Grenada, Carriacou and Petite Martinique , including LNOB?: Yes
	Strategies Designed that include LNOB				2. Name of Strategy: Risk Communication , Modality of Intervention: Use of social media , including LNOB?: Yes
	3	3	3	4	3. Name of Strategy: Mobile clinics , Modality of Intervention: Direct services, including LNOB?: Yes 4. Name of Strategy: I-rep-nonviolence Campaign , Modality of Intervention: Mobile booths in various towns and other locations with many passers-by, including LNOB?:

## Outcome 5 Summary table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Prevalence				The Grenada Women's Health and Life Experiences Survey was conducted in 2018. The survey produced globally comparable data on the prevalence and incidence of violence against women and girls. It is not recommended that another survey be conducted within five years. Therefore, none is planned within the lifetime of the Spotlight Initiative. However, consideration is being given to whether the data system being developed can produce prevalence data.
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	Yes	Yes	Yes	Yes	
	Incidence				
	Yes	Yes	Yes	Yes	
	IPV				
Indicator 5.2 Existence of publicly available data, reported on a regular basis, on various forms of VAWG/HP (at least on intimate partner violence, non-partner sexual violence, harmful practices when relevant, and trafficking and femicide) at country level	No	No	No	Yes	Data from the Security and Social Sectors are not harmonised or publicly available.
	FGM				
	N/A (not applicable)				
	Child Marriage				
	N/A (not applicable)				
	Femicide				
	No	No	No	Yes	
	Family Violence				
	No	No	No	Yes	
	Trafficking				
N/A (not applicable)					

Output Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 5.1.2 A system to collect administrative data on VAWG/HP, is in place and in line with international standards, across different sectors	4. Security 5. Social Services	4. Security 5. Social Services	4. Security 5. Social Services	1. Health 3. Justice 4. Security 5. Social Services	An assessment of the data system was conducted. Data from the Security (Police) and Social sectors are collected, but they are not in line with international standards. The system for collecting administrative data will be developed in line with the international standards. It will include data from the security, social, health and justice sectors.
	Knowledge products				
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months	2	0	2	20	Topic : Prevalence Data, Title : Grenada Women's Health and Life Experiences Study, 2018 Sector : Social , Topic : Qualitative Report, Title : Grenada Women's Health and Life Experiences: A Qualitative Research Report on Violence against Women in Grenada, 2018
	Government Personnel				
Indicator 5.2.3 Number of government personnel, including service providers, from different sectors with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	5	5	42	
	Women Government Personnel				
	0	5	4	24	
Indicator 5.2.4 Number of women’s rights advocates with strengthened capacities on analysis and dissemination of prevalence and/or incidence data on VAWG, within the last year	0	0	2	20	



## Outcome 6 Summary table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/ marginalization, increase their coordinated efforts to jointly advocate on ending VAWG.	5	1	3	20	
Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG	2	2	10	10	Name of Mechanism: Universal Periodic Review, Type of tool: UPR reports Name of Mechanism: Implementation Teams for Spotlight Pillars, Type of tool: Citizen Participation in policymaking/decision-making Name of Mechanism: Implementing Partners, Type of tool: other Name of Mechanism: Small Grants , Type of tool: other Name of Mechanism: CS-NRG, Type of tool: Citizen Participation in policymaking/decision-making
Indicator 6.3 Number of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/ marginalization, report having greater influence and agency to work on ending VAWG	0	6	6	30	

Output Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	Youth				
Indicator 6.1.3 Number of CSOs representing youth and other groups facing multiple and intersecting forms of discrimination that are integrated with coalitions and networks of women's rights groups and civil society working on ending VAWG, within the last year.	3	3	3	5	
	LNOB				
	6	0	6	10	
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year	0	6	7	20	
Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year	0	6	7	20	
	CSOs with strengthened capacities				
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	0	6	7	15	