**Migration
Multi-Partner
Trust Fund**

ACCESS, SUPPORT AND COORDINATION (ASC) PROGRAMME:
A Collaborative Approach to Support Survivors of Human Trafficking

Trinidad and Tobago
Joint Programme Document

Version 1: March 26, 2021

Migration MPTF

JOINT PROGRAMME DOCUMENT

PROJECT INFORMATION	
Joint Programme Title:	**Access, Support and, Coordination (ASC) Programme:** *A Collaborative Approach to Support Survivors of Human Trafficking*
Country(ies)/ Region (or indicate if a global initiative):	Trinidad and Tobago
Convening UN Organization:	International Organization for Migration (IOM) Trinidad and Tobago
PUNO(s):	United Nations Children's Fund Office for the Eastern Caribbean Area (UNICEF ECA) United National Population Fund (UNFPA)
Implementing Partners	Ministry of National Security (MNS) Ministry of Social Development and Family Services (MSDFS) Ministry of Labour (MoL) Children's Authority of Trinidad and Tobago (CATT) Family Planning Association of Trinidad and Tobago (FPATT) ChildLine Trinidad and Tobago (ChildLine) Archdiocesan Ministry for Migrants and Refugees (AMMR) Trinidad and Tobago Venezuelan Solidarity Network (TTVSOLNET)
Migration MPTF Thematic Area *(Select one and delete others)*	**Thematic Area 2:** Protecting the human rights, safety and wellbeing of migrants, including through addressing drivers and mitigating situations of vulnerability in migration
Primary GCM objectives	7. Address and reduce vulnerabilities in migration 10. Prevent, combat and eradicate trafficking in persons in the context of international migration
Relevant SDG Target[1]	*SDG 3 – 3.7: By 2030, ensure universal access to sexual and reproductive health care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes* *SDG 5 – 5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation* *SDG 5 – 5.6: Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the ICPD and the Beijing Platform for Action and the outcome documents of their review conferences* *SDG 8 – 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure*

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[1] Please refer to Annex D5: List of Global Compact Objectives per Thematic area and Key SDG Targets.

	the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and by 2025 end child labour in all its forms **SDG 8 – 8.8:** *Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.* **SDG 16 – 16.2**: *End abuse, exploitation, trafficking and all forms of violence against and torture of children* **SDG 16 – 16.3:** *Promote the rule of law at the national and international levels and ensure equal access to justice for all.*
Expected Project Commencement Date[2] **Period of Implementation (in months):**	*October 2021* *36 months*
Requested Budget	<table><tr><td>*IOM*</td><td>*$1,500,000.00*</td></tr><tr><td>*UNICEF*</td><td>*$1,000,000.00*</td></tr><tr><td>*UNFPA*</td><td>*$100,000.00*</td></tr><tr><td>**Total**</td><td>*$2,600,000.00*</td></tr></table>
Project Description	This Joint Programme ("Access, Support and Coordination") focuses on strengthening the capacities of national and community-based partners (access), caring for and empowering survivors (support) and coordinating efforts (coordination) in response to the needs of survivors of trafficking in Trinidad and Tobago. The main objective of the programme is to enhance the well-being, resilience and protection of migrants, including those who are vulnerable to violence, exploitation and abuse (particularly women, children and victims of trafficking), through strengthened, modernized and integrated national and community-based systems. The project also builds on strong partnerships with both the government and the civil society – incorporating the GCM's whole-of-government and whole-of-society guiding principles - the proposed initiative emphasizes the need to strengthen the capacity of various actors and reinforce their cooperation.

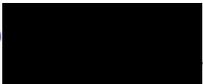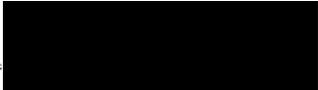| Marker Questions[3]	
Human Rights Marker Score (A, B, C or N/A if none applies) Which of the following human rights marker applies to your proposal?	B

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[2] Note: actual commencement date will be the date of first funds transfer.
[3] Please refer to the Migration MPTF Guidance Notes on the Human Rights Marker and Gender Marker, available in Annexes H and I, Migration MPTF Operations Manual.

A: The Human Rights Marker has largely been achieved **B:** The Human Rights Marker shows significant integration of human rights in the joint programme but some challenges remain. **C:** The Human Rights Marker shows a very partial integration of human rights in the joint programme *Please refer to the Migration MPTF Human Rights Marker Guidance Note, Annex: Self-Assessment Matrix. Please include the complete Matrix in Annex 5.*	
Gender Marker Score (A, B, C or N/A if none applies) Which of the following gender marker applies to your proposal? **A:** Projects that have gender equality and women's empowerment (GEWE) as the primary objective **B:** Projects that significantly contribute to gender equality and women's empowerment (GEWE) **C:** Projects that make a marginal contribution to gender equality and women's empowerment (GEWE), but not significantly **N/A:** Projects that are not expected to make a noticeable contribution to advancing gender equality and/ or the women's empowerment (GEWE) *Please refer to the Migration MPTF Gender Marker Guidance Note*	B
Child Sensitivity Marker Score (A, B, C or N/A if none applies) Which of the following child sensitivity marker applies to your proposal? A) Upholding the rights and addressing the needs of boys and girls under 18 is the primary or principal objective B) Will make a significant contribution towards upholding the rights and addressing the needs of boys and girls under 18 C) Will contribute in some way to upholding the rights and addressing the needs of boys and girls under 18	B

SIGNATURE PAGE

UN Resident Coordinator[1]	Representative of the National Authority[2]
Country: Trinidad and Tobago *Name: Marina Walter* *Date: 30 April 2021* *Signature:*	*Name of institution: Ministry of Social Development and Family Services* *Name of representative: Permanent Secretary* *Date* *Signature and seal*

PUNOs (PUNO)	
Name of Convening UN Organization: IOM *Name of Representative: Jewel Ali* *Date: 29 April 2021* *Signature*	*Name of PUNO: UNICEF* *Name of Representative: Aloys Kamuragiye* *Date: 29 April 2021* *Signature*
Name of PUNO: UNFPA *Name of Representative: Alison Drayton* *Date* 29-Apr-2021 *Signature*	

Chair of the Migration MPTF Steering Committee
Name *Date* *Signature*

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[1] Not applicable for regional or global initiatives.

[2] Not applicable for regional or global initiatives. For regional initiatives, please provide signature from the relevant regional entity partner (e.g. Regional Economic Commission)

1. Migration Context and Rationale

1a) The Migration Context and Needs Analysis:

Trinidad and Tobago (T&T) is regarded as an attractive destination for migratory flows primarily because of its oil and gas resources, its high levels of foreign investment and an expanding tourism industry. The issue of human trafficking has become more visible in recent times, which prompted the commissioning of a 2013 African, Caribbean and Pacific (ACP) Study[6] to examine this concern in greater detail. Thus, the study informed that 71% of the identified victims of trafficking (VoTs) experienced sexual exploitation and 23% encountered forced labour. It was also noted that the majority of trafficked persons, at the time of the study, were nationals of Venezuela, Colombia and the Dominican Republic.

Moreover, in the wake of the economic crisis in Venezuela in 2015, the COVID-19 pandemic in 2020 and the indefinite closure of local borders, migrants who enter irregularly are exposed to heightened protection risks. Hence, with fewer options for regular migration, women and unaccompanied and separated children on the move become easy prey for human traffickers and other exploiters.

Accordingly, the Ministry of National Security (MNS) has noticed an increase in human trafficking cases that consequently intensified the demand on national protection systems. In addition, it emphasized the need for more medium to long-term solutions to address key challenges in the provision of support for VoTs such as the identification and referral of VoTs, safe shelter options, health[7], livelihood options[8] and effective integration.

Findings from the study indicated that the most common forms of violence encountered by VoTs during their trafficking experience in Trinidad and Tobago were psychological, sexual and physical violence with sexual exploitation being the most prevalent form of exploitation. Similarly, some of these challenges were highlighted in the Displacement Tracking Matrix reports (2019)[9] and (2020)[10] as well as in the Beneficiary Needs Assessment (BNA) exercise (see Appendix A attached) that was conducted with VoTs in 2020.

As it relates to children, key stakeholders were mapped from the Child Protection referral pathways already established under the Children on the Move Child Protection Working Group and in line with national legislation. As such, the Children's Authority is the state agency responsible for the care and protection of all children in Trinidad and Tobago. An analysis of the key challenges and gaps to address the specific needs of unaccompanied, separated and trafficked children highlighted the need for community-based support including the establishment of safe spaces with intersectoral programming for children to reduce their risk to violence and exploitation. Other key challenges brought to the attention of the Authority were the absence of alternative care mechanisms for children and the specific challenges of language and cultural barriers which led to further disadvantages including increased psychological distress to the population.

Therefore, in light of the high incidence of reported sexual and gender-based violence of migrant and refugee women and girls, inclusive of trafficked victims; and anecdotal accounts of trafficking of unaccompanied minors; combined with the current impact of the pandemic and migration context; there

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[6] invisible_immigrants.pdf (iom.int)

[7] Inclusive of general health, sexual and reproductive health, clinical management of rape (CMR) and mental health

[8] Such as options to reduce language barriers and extend employment options

[9] Trinidad and Tobago — Monitoring Venezuelan Citizens Presence, Round 2 (September 2019) | DTM (iom.int)

[10] Trinidad and Tobago — Monitoring Venezuelan Citizens Presence, Round 3 (December 2020) | Flow monitoring (iom.int)

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

1b) Complementarity and Additionality:

The Government of the Republic of Trinidad and Tobago (GoRTT) has made significant strides towards addressing the issue of human trafficking. In 2007, the GoRTT ratified the UN Convention on Transnational Organized Crime and Supplementing Protocols[11] and incorporated the relevant provisions into the Trafficking in Person (TiP) Act that was proclaimed in 2013. Under this Act, the Counter Trafficking Unit (CTU) and a National Task Force Against Trafficking in Persons, which comprises key government ministries, were established. The TiP Act also tasked the CTU with conducting criminal investigations related to trafficking in persons and identified the Ministry of Social Development and Family Services (MSDFS) as a provider of direct support to VoTs. Further to this, in 2020, MSDFS established the Working Committee for the Delivery of Care for VoTs (WCDCV) in line with its strategic goals for the period 2018-2022 and section 37(1) of the TiP Act, 12:10[12], with reporting functions to the Permanent Secretary of MSDFS and to the National Task Force Against TIP.

Nonetheless, in spite of advances within the normative frameworks, the national systems remain under-resourced and lack the capacity to effectively respond to the specific needs of VoTs. As such, IOM has heavily supplemented government services to support VoTs through case management, mental health and psychosocial support (MHPSS), social welfare and accommodation. However, these responses are often dependent on short-term and ad hoc funding. It must be noted, that in 2021, the WCDCV developed a *National Plan of Action Against Trafficking Persons 2021-2023: From Awareness to Action* to address the main gaps and to focus on *Prevention, Protection and Prosecution.* The ASC Programme is therefore timely in addressing the key strategies highlighted and will support prioritized counter-trafficking initiatives aimed at strengthening preventative and protection measures. It will also build on the work of IOM in migration management, protection, and evidence-generation aimed at transferring capacity and expertise to national stakeholders for sustainable results[13] and facilitate the successful transition from UN-led TiP initiatives towards national ownership.

Additionally, the European Union (EU) and the United Nations (UN) embarked on a new, global, multi-year initiative that seeks to eliminate all forms of violence against women and girls (VAWG) -*The Spotlight Initiative* - which is consistent with the 2030 Agenda for Sustainable Development. Under this Initiative

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[11] These include the Protocol to Prevent, Suppress and Punish Trafficking in Persons and Especially Women and Children and Protocol against Smuggling of Migrants by Land, Sea and Air. https://www.unodc.org/documents/middleeastandnorthafrica/organised-crime/UNITED_NATIONS_CONVENTION_AGAINST_TRANSNATIONAL_ORGANIZED_CRIME_AND_THE_PROTOCOLS_THERETO.pdf

[12] Section 37 (1) of the TIP Act stated that "victims of trafficking who are not nationals of Trinidad and Tobago and their accompanying dependent children, may receive for the duration of their stay in T&T, such social benefits including appropriate housing, education and training opportunities, psychological counseling, legal assistance and legal information and medical assistance." https://rgd.legalaffairs.gov.tt/laws2/alphabetical_list/lawspdfs/12.10.pdf

[13] This includes the review of Migration Legislation and Policies including the Labour Migration Policy and MIDAS Border Management Information System.

UNICEF is working to strengthen child protection systems to address violence against children in Trinidad and Tobago. UNICEF is supporting the Child Affairs Division of the Office of the Prime Minister (OPM) with a publication of the National Child Policy. This effort will provide an overarching framework to strengthen the child protection architecture and improve all children's access to essential services. UNICEF is also working with the Children's Authority of Trinidad and Tobago (CATT) to develop a National Inter-Agency Child Abuse Protocol to streamline roles, responsibilities and referral pathways for agencies providing services for children in need of care and protection[14]. Work is also underway to establish an Inter-Agency Child Protection Information Management System, which will be interoperable with other case management systems along the child protection continuum, including those of the MNS and the MSDFS. As such, another key component of the ASC Programme will be to build on these efforts, with a clear focus on addressing additional gaps in service delivery for unaccompanied and separated children (UASC) such as preventative measures to reduce risks; family and community-based alternative care; psychosocial support and access to safe child-friendly spaces, with intersectoral programming.

Furthermore, as part of the aforementioned Spotlight Initiative, UNFPA is currently supporting the expansion and coordination of a national case management system in tandem with the MSFDS as well as an integrated Central Registry on Gender-Based Violence with the Office of the Prime Minister, Gender and Child Affairs. Furthermore, UNFPA provides support for sexual and reproductive health services and remote counselling services to the most at-risk migrant and refugee population. Additionally, considering the impacts of the Covid-19 pandemic on service provision, UNFPA, along with the National Coordination Mechanism, convened a service mapping of GBV and SRH first responder agencies, which led to the updating of a GBV and SRH referral pathway. This will ultimately foster greater coordination and improved survivor access to services and information. The ASC Programme builds from lessons learnt from these initiatives and addresses additional gaps at service and community levels to support VoTs.

1c) Linkages to relevant national (or regional) strategic priorities:

The ASC Programme will complement two priority areas of the UN Multi-Country Sustainable Development Framework (UN MSDF) 2017-2021[15]. Firstly, priority area 1- *An Inclusive, Equitable and Prosperous Caribbean (SDGs: 5, 8 &16)* provides for policies, responses and mitigation strategies that recognise that women, men, boys and girls experience poverty and economic growth differently. Secondly, priority area 3 - *A safe, cohesive, and just Caribbean (SDG 16)* will be integrated in the project as it seeks to tackle both the root causes and challenges associated with crime, violence and insecurity.

Conversely, at the national level, the ASC Programme is aligned with the Vision 2030 National Development Strategy for Trinidad and Tobago (Vision 2030)[16]. Moreover, Theme I, Goal 2 of this Strategy advances improvement in the delivery of Social Services to better serve the needs of vulnerable groups and Theme 2, Goal 2 espouses the modernization of public management systems through enhanced human resources, processes and technology. Furthermore, the ASC Programme aligns with Goal 1 and 3 of the MSDFS Strategic Plan 2018-2023[17] focused on resilience for all and the reduction and prevention of poverty, inequality and vulnerability.

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[14] Inclusive of child victims of trafficking https://rgd.legalaffairs.gov.tt/laws2/alphabetical_list/lawspdfs/46.01.pdf

[15] https://www.tt.undp.org/content/trinidad_tobago/en/home/library/humandevelopment/united-nations-multi-country-sustainable-development-framework-i.html

[16] https://observatorioplanificacion.cepal.org/sites/default/files/plan/files/Trinidad_y_Tobago_Vision_%202030_2016_2030_tiny.pdf

[17] http://www.social.gov.tt/wp-content/uploads/2021/01/MSDFS-Strategic-Plan-2018-2023.pdf

1d) Alignment to the GCM, SDGs and Relevant Frameworks:

The ASC Programme supports the objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM)[18] particularly in the area of data collection to inform evidence-based policies, safeguarding conditions that ensure decent work, and advancing the prevention, combating and eradication of trafficking in persons, whilst simultaneously reducing vulnerabilities in migration. It also supports the achievement of several Sustainable Development Goals (SDGs) namely SDG 3.7, 5.2, 5.6, 8.7, 8.8, 16.2 & 16.3.

The Programme will secure full ownership through commitment at central and local levels in terms of development of standards of services and full engagement of national institutions in activity implementation.

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[18] https://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/73/195

2. Results Framework and Theory of Change

2a) Results Framework:

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

The objective encompasses three main outcomes:

1. National and community-based protection systems demonstrate improved knowledge to screen, identify, assist and re/integrate survivors of trafficking and UASC;
2. Increased collaboration among government, CSOs and UN Agencies to effectively coordinate, mitigate risks, identify solutions and tackle xenophobia, discrimination and exploitation;
3. Government, CSOs and UN Agencies provide increased mental health and psychosocial support, direct assistance, services options for empowerment of survivors of trafficking and those at risk, including supporting their participation in trafficking prevention and response.

The outcomes are further developed into five key outputs as follows:

1. Government actors trained to screen, identify, assist and (re-)integrate survivors of trafficking and UASC
2. Community actors trained to screen, identify, assist and (re-)integrate survivors of trafficking and UASC
3. Knowledge products to support evidence- based programming and coordination developed.
4. Awareness on xenophobia, discrimination and exploitation, enhanced through joint advocacy.
5. Survivors of trafficking and UASC have increased access to comprehensive services including SRH, MHPSS services, accommodation, direct assistance and livelihood and vocational trainings.

To support these outputs, the initiative will work to sensitize and train government and CSO personnel, local stakeholders, and migrants and refugees who advocate on behalf of and provide assistance to their counterparts. An interagency case management system that increases the capacity of the government to collect anonymised case related data on VoTs which could be usefully applied in policymaking, will be piloted and the re/integration of UASC and VOTs into communities will be prioritised in order to promote social and economic inclusion. Protection and assistance to migrants, UASC and VOTs will be strengthened through capacity building; improved access to care, shelter, education, health care, sustainable and decent employment and livelihood opportunities for trafficked persons or those vulnerable to trafficking; and the development of joint-venture enterprises with local and migrant trafficking survivor co-ownership.

The expected results of the ASC Programme are as follows:

OBJECTIVE:

INCREASED ACCESSIBILITY OF SURVIVORS OF TRAFFICKING TO RECEIVE COMPREHENSIVE AND INTEGRATED SURVIVOR-CENTRED SPECIALISED SERVICES AND SUPPORT THROUGH IMPROVED AND

STRENGTHENED NATIONAL PROTECTION SYSTEMS, INCLUDING COMMUNITY-BASED ORGANISATIONS.

OUTCOME 1:

NATIONAL AND COMMUNITY-BASED PROTECTION SYSTEMS DEMONSTRATE IMPROVED KNOWLEDGE TO SCREEN, IDENTIFY, ASSIST AND RE/INTEGRATE SURVIVORS OF TRAFFICKING AND UASC

OUTPUTS:

1.1 Government actors trained to screen, identify, assist and re/integrate survivors of trafficking and UASC

1.2 Community actors trained to screen, identify, assist and re/integrate survivors of trafficking and UASC

OUTCOME 2:

INCREASED COLLABORATION AMONG GOVERNMENT, CSOS AND UN AGENCIES TO EFFECTIVELY COORDINATE, MITIGATE RISKS, IDENTIFY SOLUTIONS AND TACKLE XENOPHOBIA, DISCRIMINATION AND EXPLOITATION.

OUTPUTS:

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

2.2 Awareness on xenophobia, discrimination and exploitation, enhanced through joint advocacy.

OUTCOME 3:

GOVERNMENT, CSOS AND UN AGENCIES PROVIDE INCREASED MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT, DIRECT ASSISTANCE, SERVICES OPTIONS FOR EMPOWERMENT OF SURVIVORS OF TRAFFICKING AND THOSE AT RISK, INCLUDING SUPPORTING THEIR PARTICIPATION IN TRAFFICKING PREVENTION AND RESPONSE.

OUTPUTS:

3.1 Survivors of trafficking and UASC have increased access to comprehensive services including SRH, MHPSS services, accommodation, direct assistance, livelihood and vocational trainings

A comprehensive results framework outlining the joint programme results/outcomes, outputs and activities with corresponding indicators, baselines and targets are provided in **Annex D1**.

2b) Theory of change:

Despite amplified Government efforts to counter human trafficking in the country, the problem persists, and initiatives to identify, rescue and rehabilitate VOTs in a culturally sensitive and comprehensive manner (that maximizes local-migrant collaboration) are weak. Unaccompanied and separated children are at a higher risk of becoming victims of trafficking and national child protection systems are overwhelmed with high number of cases and have limited capacity to respond to the rising protection needs of children on the move, including those trafficked, unaccompanied and separated and requiring alternative care arrangements.

The main objective of the ASC Programme is to increase survivors of trafficking access to comprehensive and integrated survivor-centred specialised services and support.

The Theory of Change is based on the premise that: -

- **IF** national protection systems are capacitated to better screen, identify assist and re/integrate survivors of trafficking and UASC;
- **IF** non-governmental and community-based organisations are strengthened to prevent, identify, refer and support them;

- *IF* there is increased coordination in mitigating risks, identifying solutions, tackling xenophobia, monitoring, and providing direct assistance to survivors of trafficking;
- *AND IF* there is increased psychosocial support and options for economic empowerment of survivors of trafficking and those at risk, including their participation in trafficking prevention and response.

THEN survivors of trafficking regardless of ethnic origin, nationality, gender or age, will have access to comprehensive and integrated survivor-centred specialised services and support. This can best be achieved through coordinated efforts by national protection systems and community-based organisations with the support of the United Nations.

BECAUSE there will be strong collaboration among UN Agencies, Ministries and partners, Government and stakeholder buy-in and ownership, an enabling environment for joint local-migrant collaboration and efforts to change community norms and practices will be supported and not undermined.

3. Project Implementation Strategy

3a) Joint Programme Implementation Strategy:

The ASC Programme will build upon and strengthen the existing resources of both governmental and non-governmental agencies to aid VoTs and UASC. Efforts will therefore be premised on survivor-centred and culturally sensitive approaches, that seek to build capacity and impart international best practices[19], to reduce the possibility of re-victimization of victims and encourage their acceptance of support. The ASC Programme will also focus only on the areas of prevention and protection of the 3 P's approach (prevention, protection and prosecution) as per the United Nations Global Plan of Action against Trafficking in Persons[20]. Moreover, a comprehensive and multi-sectoral approach will be utilized to create a supportive environment, reinforce community networks, bridge several areas of expertise and complement ongoing work and emergency efforts of the last 3 years[21]. Apart from this, it will engender a holistic understanding of the needs of the communities and promote collaborative stakeholder engagements with VoTs, to produce the anticipated outcomes of empowerment and sustainable livelihoods options, which should reduce the dependency of beneficiaries, on external aid.

Currently, adult victims of trafficking can make direct contact with IOM or are referred by external agencies (primarily the CTU). One aim of the ASC is to firstly build the capacity of both governmental and non-governmental organisations, to be able to appropriately screen for potential victims of trafficking thus expanding the referral pathway. Once referred to IOM, a screening interview and needs assessment is conducted to confirm the beneficiary's status as a VoT and identify the critical areas of support and intervention required. Although IOM provides direct support to the general migrant population, persons qualifying for assistance under the ASC Programme must meet the criteria to be classified as a VoT or UASC. Notably, the assessment of UASC would be conducted by CATT as they are responsible for all children under the jurisdiction of Trinidad and Tobago who are in need of care and protection.

While the majority of VoTs are Venezuelan nationals, other victims are from neighbouring Caribbean Islands and remote countries such as Kenya and India. Notably, demographic data from both IOM's beneficiary needs assessment (BNA) and vocational training assessment (VTA) conducted in 2020 showed that all VoTs were female and a breakdown of age groups revealed that the '20-24' and 'less than 20' categories respectively, had the largest number of trafficked persons. Nevertheless, though none were identified in the 2020 reports, there have been confirmed male victims of trafficking in previous years. Additionally, given the lack of empirical data to pinpoint specific geographical zones where acts of trafficking may be more prevalent, and the country's size, the ASC Programme will take a nationwide focus and provide assistance to all VOTs regardless of nationality.

With regard to child trafficking, the ASC Programme will utilize a holistic approach through the incorporation of prevention, protection and empowerment dimensions into a comprehensive framework to protect children from all forms of trafficking, exploitation and abuse. At the heart of this approach is the ecological model which employs strategies that support the state in upholding its obligations to protect the rights of all children at all times; building a protective environment for children at institutional, community and family levels; and focusing on the social agency of children and adolescents to make

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[19] Inclusive of trauma-informed approaches
[20] https://ec.europa.eu/anti-trafficking/sites/default/files/un_action_plan_against_thb_en_1.pdf
[21] In 2018, the UN declared situation in Venezuela and surrounding countries, including T&T a Level 2 Emergency

informed choices and protect themselves. The programme will therefore also benefit migrant children with a specific focus on children-at-risk of trafficking, particularly unaccompanied and separated (UASC) children, 61% (79) of which are girls[22]. Access to safe community-based, child-friendly spaces with intersectoral programming in protection, education, life skills and life-saving messages is an essential component of the programme's preventative approach and is also a critical measure for migrant children who are VoTs, to ensure reintegration and prevent re-trafficking.

As previously stated, focus will be heavily placed on building the capacity of government and civil society organisations in key areas of identification, referral, case management and age determination. While this will be a continuous process, capacity building training sessions will be the primary focus of the first year of the project. Additionally, during this period the referral pathway and mechanisms would be established between the various agencies who are responsible for providing direct assistance to both VoTs and UASC. Though integral to the process, it should be noted that the establishment of the referral pathway and mechanisms would not affect the beneficiary's access to services which will be available throughout the duration of the project. These services include the provision of mental health and psychosocial support inclusive of remote and tele-counselling and access to a 24-hour helpline; the identification and establishment of safe spaces for short and medium-term accommodation; and the provision of vocational skills training and emergency medical support. To ensure that all beneficiaries have access and receive the necessary services, there would be a case worker assigned who will manage all engagements among the various stakeholders. This case worker would also be responsible for creating and updating the relevant files in order to maintain a record of all services received by the beneficiary.

Additionally, the programme will also increase collaboration amongst intermediary agencies through the piloting of an inter-agency case-management system (within MSDFS) that will ultimately decrease the timeframe for interventions and prevent duplication of efforts. This system will further ensure that data collection and analysis are conducted in real time and thereby enable prompt identification of gaps and other needs of the population. In addition, it will supplement initial efforts such as needs assessments and situational analysis conducted during the inception of the programme. Continuous assessment of the ASC Programme will also occur monthly at the Joint Programme Steering Committee (JPSC) meetings, where focal points from each stakeholder agency would provide updates on implementation progress.

3b) Cross-Cutting Principles:

This joint programme reflects the **human rights** obligations contained in the Universal Declaration of Human Rights and in accordance with Trinidad and Tobago's ratification of the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination Against Women and the Convention on the Rights of the Child. The joint programme addresses the sustainability of actions through institutional capacity development and partnerships which acts as the centre of the joint programme's counter-trafficking efforts, where migrants' specific needs are properly understood and addressed. In accordance with the principles of equality and non-discrimination, the joint programme seeks to target those who may be at intersecting forms of discrimination including sexism, racism, xenophobia and intolerance through the rollout of the bilingual and culturally-sensitive campaign as well as the Communication for Behavioural Impact (COMBI)

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[22] Data based on number of UASC registered with UNHCR as of February 2021

strategy, which will promote respect for diversity and inclusion. The ASC will also promote and advocate for the orderly and humane management of migration, international cooperation on migration issues to advance practical solutions to migration problems and provide humanitarian assistance to those in need. This will be done primarily by building the capacity of both governmental and non-governmental agencies to effectively treat with the client group and ensuring that UASC and VoTs have access to direct support to meet their basic needs. Targeted beneficiaries will be directly involved in the process through the beneficiary needs and vocational training assessment tools, as they will have the opportunity to advise on the assistance required.

Gender Responsiveness will be mainstreamed as the issue of human trafficking is highly gendered and (and is in fact considered a form of gender-based violence) any programme must take into account an analysis of the root causes that make women and girls more vulnerable to sexual exploitation as well as any gender differences in other forms of exploitation. This venture seeks to equip vulnerable populations with the necessary information needed to migrate safely and access assistance where necessary. It will also establish life-skills training to build the capacity of migrant women and adolescents and increase their integration into host communities as training will be strategically focused on topics such as language exchange, communication, negotiation skills, wellness, self-care and self-esteem, gender, sex, sexuality and STDs, trauma, money management and budgeting. Subsequently promoting the empowerment of all women, girls and persons with diverse gender identity, recognizing their independence and leadership through the transition of self-reliance and independence.

Enhancing the prevention and protection of children from trafficking and other forms of exploitation and abuse calls for a comprehensive approach that places the child at the centre of all actions. The ASC Programme adopts a **child-sensitive approach** and is guided by the general principles of the Convention on the Rights of the Child of non-discrimination, survival and development, ensuring the best interests of the child and respect for the child's views and taking into account their specific vulnerabilities and needs. Taking a child-sensitive approach the ASC Programme will ensure that initiatives lead to positive benefits for children by ensuring that dedicated resources and attention are directed towards children and their specific needs. Incorporating the essential elements of a child-sensitive approach the programme will periodically assess the positive and negative impacts on children to ensure it "does no harm" to children; listen to and take account of children, their caregivers and the communities throughout the programme cycle; encourage children's active participation in programme design, delivery and monitoring; ensure accountability to children and caregivers; collaborate closely with other sectors (i.e. using an integrated approach) to address all root causes of children's deprivations; and use innovative and evidence-based approaches to enhance programme interventions (e.g. tackling behavioural barriers to improve children's wellbeing by incorporating child friendly social behaviour change communication).

4. Partnerships

4a) Stakeholder Mapping:

The ASC Programme was drafted through stakeholder analyses and discussions that focused on the challenges, opportunities and priorities for mitigating risks, addressing gaps and supporting survivors of human trafficking. At the governmental level, key stakeholders were identified in accordance with the parameters of the national legislation and the mapping of the continuum of care and referral pathways for survivors of trafficking and unaccompanied and separated children. Therefore, the Ministry of National Security, Ministry of Labour, Ministry of Social Development and Family Services, and the Children's Authority of Trinidad and Tobago will be the main partners included in these efforts. The ASC Programme will also partner with key non-governmental organisations working directly with the migrant populations, such as, ChildLine, the TTV Solidarity Network (TTVSOLNET), the Family Planning Association of Trinidad and Tobago (FPATT), Families in Action (FIA) and the Archdiocesan Ministry for Migrants and Refugees (AMMR).

More specifically, the Counter Trafficking Unit (CTU), Ministry of National Security, is charged with the investigation of TiPs and the screening and identifying VoTs, among other functions identified within the TiP Act. Currently, suspected VoTs are referred by the CTU to UN agencies, government ministries and other CSOs (NGOs, CBOs, FBOs)[23] for assistance and support. The Ministry of National Security is also engaged in providing VoTs with the appropriate permits or other required authorisations which will facilitate the VoT's ability to remain and work in Trinidad and Tobago.

Notably, one of the key functions of the Ministry of Labour (MoL) is the promotion of decent work in Trinidad and Tobago. The Labour Inspectorate Unit (LIU) within the Ministry of Labour, is responsible for monitoring workplace environment and mandated to enforce local labour laws[24]. However, the 2019 and 2020 Displacement Tracking Matrix (DTM) studies, both indicated that respondents either knew of persons who were suspected victims of human trafficking or had experienced elements of trafficking themselves. More specifically, in 2020 approximately 8% of persons interviewed were aware of someone within their migrant community who was forced to perform work, or other activities, against their will. The 2020 DTM also outlined that approximately 93% of the persons working in the informal sector, and 65% of the persons working in the formal sector had not signed a contract and/or had no proof of payment for their services. Additionally, 36% of the respondents working in the formal sector and 54% of the respondents working in the informal sector were underpaid, as they allegedly received less than Trinidad and Tobago's minimum wages. Hence, these results suggest possible instances of human trafficking for the purpose of labour exploitation. Therefore, through the ASC Programme, it is anticipated that the capacity of the LIU will be enhanced to identify and refer suspected VoTs. The programme's information

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[23] Civil Society Organizations (Non-Governmental Organizations, Community Based Organizations, Faith Based Organizations)

[24] Local labour laws include: Minimum Wages Act, Chapter 88:04, Minimum Wages Order, 2014, Minimum Wages (Catering Industry) Order, 1991. Minimum Wages (Shop Assistants) Order, 1991; Minimum Wages (Household Assistants) Order, 1991; Minimum Wages (Security Industry Employees) Order, 1995; Minimum Wages (Petrol Filling Station Employees) Order, 1982; The Wages Regulation (Agricultural Undertakings) Order, 1964; The Wages Regulation (Laundry Undertakings) Order, 1962; The Maternity Protection Act, Chapter 45:47 as Amended Children Act, 2012 (Part XIV)

campaign will also continue to support the MoL's existing outreach[25] programmes to promote awareness of rights and responsibilities of employers and employees.

Additionally, the Ministry of Social Development and Family Services (MSDFS) will have a key role within the ASC Programme, given its responsibility for addressing the social challenges of poverty, social inequality and social exclusion. This Ministry is also engaged in the development and execution of programmes and services that protect and assist vulnerable and marginalized groups in society, such as women and children in many cases. Nonetheless, despite its mandate to provide direct assistance to VoTs, MSDFS admittedly lacks the resources and expertise to do so. Therefore, for the duration of the ASC Programme, IOM would continue to provide direct assistance in the form of short-term rental support, food, non-food items, MHPSS services and case management, while simultaneously building the capacity of the MSDFS to effectively assist VoTs.

The MSDFS has also expressed a desire to establish a designated shelter to house VoTs, which will utilize a holistic approach in responding to the specific needs of the beneficiaries. Therefore, VoTs will have increased access to housing, meals, vocational training and MHPSS at this facility. While supporting the establishment of the shelter, the ASC Programme will continue to utilise existing partnerships with TTVSOLNET to provide livelihood and vocational trainings for all interested VoTs as 74% of VoTs interviewed reported being unemployed in the 2020 BNA report. The trainings provided by TTVSOLNET are expected to impart useful skills and promote self-sufficiency, as eligible VoTs are taught how to manage and market their own business. Following the establishment of the shelter, there will be continued collaboration between the MSDFS and TTVSOLNET, which will allow for the transfer of knowledge with regard to cultural differences, lessons learnt and good practices. Notably, TTVSOLNET is one of the few registered non-governmental agencies managed by a group of Venezuelan nationals.

VoTs who require sexual and reproductive health services would be assisted by FPATT, an NGO that advances and extends sexual and reproductive health. FPATT has four static clinics located in Port of Spain, San Fernando and Tobago and a mobile clinic which facilitates community access to services. Families in Action, an organization dedicated to the upliftment and healing of families and individuals ravaged by drug addiction and social abuses, will also be engaged to provide MHPSS services.

ChildLine and AMMR were identified as strategic partners with experience and expertise or comparative advantage at community levels to support CATT in addressing the needs of migrant children. Established in 2001, Childline has a 24-hour helpline service for over-the-phone crisis intervention, an outreach service which helps to inform students, teachers, and parents on topics that concern children, and a counselling service which provides psychosocial support to vulnerable and at-risk children. Since 2019, the organisation partnered with UNICEF to extend its services to migrant children through remote counselling which reaches migrant children in hard to reach and rural areas. In October 2020, the organisation launched a mobile application to expand its reach and increase access to psychosocial support. AMMR is a newly formed arm of the Catholic Commission for Social Justice department under the long-standing Roman Catholic Archdiocese of Port of Spain erected in 1818. The AMMR works through 6 vicariates in 61 parishes across Trinidad and Tobago. Currently 20 parish ministries are active in supporting the migrant

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[25] IOM has assisted the MoL with the translation and dissemination of the following documents: About Us; HIV Workplace Advocacy Unit Employee Brochure; Legal Notice No. 314 on the Minimum Wage (Distributed to over 2,000 Venezuelan migrants in rural and coastal communities in TTO); National Workplace Policy on HIV and AIDS; National Workplace Policy on Sexual Harassment; Natural Justice; Probation; Progressive Discipline; Rights and Responsibilities; Sexual Harassment

population in five main areas 1) education; 2) pastoral care; 3) housing assistance; 4) food and clothing; and, 5) employment and job placement. Several of the parishes have established child friendly spaces providing migrant children with access to intersectoral programming and protection. In 2019, AMMR in partnership with UNICEF, CTU, Children's Authority and IOM launched an alternative care programme seeking to mobilise families in providing family and community-based care to UASC which supports in strengthening the cadre of foster carers and expanding care options. Due to the success of this initiative, it has been integrated as a component of the ASC Programme.

4b) Partnerships:

The ASC Programme utilizes a whole-of-society approach which will include capacity building among government and non-government actors who are active in the fields of TiP, protection and empowerment, as well as health promotion and education. These actors along with the feedback of a training needs assessment would aid in the development of tools and the organization of trainings for local government and CSO stakeholders as well as front line workers to adequately treat with VoTs and UASC. These agencies will also be constantly informed and consulted on the mobilization and roll out of ASC, through the JPSC, which will ensure access to services for both VoTs and UASC.

Additionally, the MSDFS has already established the Working Committee for the Delivery of Care for VoTs (WCDCV) which comprises of members from the CTU, Ministry of Health (MOH), Ministry of Education, CATT, MOL, Child Protection Unit and Victims and Witness Support Unit of the Trinidad and Tobago Police Service (TTPS), Families in Action (FiA), Ministry of Community Development, Culture and the Arts (MOCDA) and Office of the Prime Minister – Gender and Child Affairs (OPM-GCA). The WCDCV has jurisdiction over quality care initiatives for VoTs, policies and procedures with regards to VoTs, risk management and effective monitoring and evaluation of plans[26]. The WCDCV was also responsible for drafting the National Plan of Action Against Trafficking in Persons 2021 - 2023. While the action plan incorporated the 3 P's of Trafficking, through consultations with UN Agencies and other NGOs, they have identified and prioritized key activities which focus on prevention and protection to be rolled out as part of the ASC Programme[27] (See Appendix B – Consultation Meeting Notes).

Another key aspect of this programme is the need to promote an environment of inclusivity through the use of targeted multimedia campaigns. This will not only address the issue of xenophobia, but it will also utilize a bi-lingual and culturally sensitive approach to raise awareness on trafficking among both the local and migrant populations. The outreach activities under this initiative will also provide both locals and migrants with a safe space for their voices to be heard. The migrant community will also play a vital role in the vocational training programmes offered by the TTVSOLNET, as trained facilitators would be sourced from the population to conduct sessions in the expressed areas of interest. Once available, catering and other key support services will also be sought from among the migrant community. Additionally, children and adolescents will contribute to and play an active role in the design and programming of child friendly spaces, alternative care arrangements and community and outreach initiatives.

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[26] Terms of Reference for Working Committee for the Delivery of Care of VoTs (WCDCV).
[27] Minutes from consultations with WCDCV and other local stakeholders/implementing partners.

5. Innovation and Sustainability

5a) Innovation:

The ASC Programme will allow for the provision of technical support to strengthen existing migration and local coordination mechanisms. The Joint Programme is innovative and catalytic (in terms of wider and downstream societal benefits) as it will:

- Be jointly led by local and migrant actors, to ensure both migrants and their host communities haveownership of the initiative, and allowing for a greater degree of support to migrants in situations of vulnerability from their migrant peers;
- Employ information technology to improve and accelerate collaboration, and ideas, skills and knowledge exchange between counter-trafficking, child protection and gender-based violence support systems; and

Collaboration Between Local and Migrant Actors

One key aspect of the ASC Programme is the collaboration that is required between migrant and local actors. Though assistance for the migrant population can be acquired from several non-governmental organisations, best practice dictates, a whole-of-society and whole of government approach in order the maximize the use of resources. While several organisations have developed working relationships with key stakeholders, the ASC Programme has innovatively brought together, all key actors in an attempt to streamline a process and set clear referral pathways, thereby allowing greater access to much required services for the migrant population.

Technology

A core element in the ASC Programme is the use of technology across all relevant UN[28], government and civil society organizations to strengthen interagency case management throughout the continuum of care. This will be the foundation to ensure continued collaboration, evidence-informed programming, strengthened referrals and provide continuous support to survivors of trafficking. The use of technology will also support survivors of trafficking and community actors with greater access to information on services, provide peer-to-peer support, provide real time data on matters of concern, create a space for survivors' views to be heard and will be used to inform programme development, and a feedback mechanism to support programme improvement.

Through this joint programme the UN agencies will build on technology platforms that already exist within their respective agencies, such as, UNICEF's *U-Report*, UNICEF-supported *PRIMERO* child protection information management system, the upgraded GBV database managed by the Office of the Prime Minister, Gender Affairs, that UNFPA is supporting and UNFPA's *Youth Connect*, but towards a common goal – supporting survivors of trafficking. Though existing technology, IOM's *MigApp* has not yet been used within Trinidad and Tobago, therefore, a pilot will be initiated to determine its effectiveness.

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[28] IOM to only provide case management support until the case management system is fully implement in the MSDFS and transition is complete.

A brief description of the technological tools to be enhanced through or utilized in the ASC Programme are as follows:

MigApp – An app developed by IOM with up to date and reliable information about and for migrants, enabling direct access to services, a safe space for experience sharing and benefits for migrant empowerment.

U-Report – a social messaging tool and data collection system developed by UNICEF to improve citizen engagement, inform leaders, and foster positive change. The program sends SMS polls and alerts to its participants, collecting real-time responses, and subsequently publishes gathered data. This tool will be utilised to garner data and/or feedback from migrant children on the ASC Programme and other initiatives. It will also be used to disseminate information to migrant children on key protection issues.

Bi-lingual mobile app - this application is an outcome of UNFPAs contribution to the Spotlight Initiative and will be run by UNFPAs implementing partner FPATT. It is available both in English and in Spanish and is specially designed for access by migrant, refugees and survivors of violence, persons living with HIV and AIDS, differently-abled persons, sex workers, adolescent mothers, members of the LGBT+ community and other vulnerable and marginalized groups. The app will allow users to access critical information on a range of essential services that will address violence against survivors including health, justice, policing and social services.

Interoperable Case Management Systems

The ASC Programme will focus on ensuring that both child protection and trafficking case management systems i.e. ContraTrata and Primero, are interoperable to strengthen information sharing, avoid duplication of services and address the intersection between violence against children, trafficking and GBV. It will also provide for a multiplier effect across other agencies and government partnerships in joint projects as with inherent complexities, case management becomes even more complex in the absence of automated tools for processing forms, documents, reports, and supporting information. Therefore, the ASC Programme will pilot the first inter agency case management system to address trafficking within Trinidad and Tobago, which will include collaboration among Government and Non-Governmental organizations, as well as UN Agencies.

A brief description of the case management systems, are as follows:

ContraTrata – An online platform for the management of cases of trafficking in persons. The ContraTrata system will be translated from Spanish to facilitate use locally, as the database was initially created for use in the northern triangle region of Central America and Southern Mexico. The ASC Programme will develop a modified version of the system to be piloted in Trinidad and Tobago. This will be interoperable with the Primero system. This will facilitate scalability and replication in other English-speaking countries, who may be experiencing similar migration challenges.

PRIMERO - a child protection information management system (CPIMS) that helps social services, humanitarian and development workers manage protection-related data, with tools that facilitate case management, incident monitoring and family tracing and reunification. The ASC Programme will build on UNICEF efforts already underway through this CPIMS, which will be strategic in supporting Children's Authority's case management of UASC under the programme.

5b) Sustainability:

The key components of the ASC Programme are focused on structural improvements - namely the expansion and formalization of referral mechanisms; improved cooperation between stakeholders; the development and adoption of training programmes by relevant institutions and the strengthening of a protection mechanism for survivors of trafficking.

The overall goal of the Programme will be to foster national ownership of the victim assistance response as outlined in the TiP Act. All major decisions within the joint programme will be made in consultation with MSDFS as Chair of the WCDCV, while the members of the JPSC will oversee the implementation and monitoring of activities.

With regard to the case management system, a phased implementation plan will be developed, with clear accountability frameworks (partner roles and responsibilities), system monitoring, training, and a rollout strategy with identified phases (geographical, functional or organization based). Built into this plan is also the transition of this system to the relevant government ministries who will assume responsibility for managing and maintaining the system with diminishing support from UN Agencies. This is highly probable, as the substantial costs associated with the initial set up of the database which includes the training of personnel and development of the system, would be borne by the relevant UN Agencies. Notably, the system has no licensing fees therefore, following the two-year pilot period, the database can be handed over to the relevant government authorities who would be required to pay a minimal hosting and maintenance fees. Additionally, a technical support staff should be identified for users of the system.

A component of this programme aims at a sustainable transfer of knowledge and expertise, through continuous capacity building support of trained officials in order to establish a pool of experts. Local capacity will also be enhanced through the development of standardized tools adapted to the legal environment and the context of Trinidad and Tobago and by supporting multisectoral coordination between relevant stakeholders. This programme will be strategic and sustainable as it contributes to the national, community and individual level of all persons including the survivor and addresses each stage in the continuum of care from identification and screening to re(integration). The Joint Committee will also ensure the sustainability of programme results by promoting national ownership, national capacity development, and inclusiveness.

The programme also seeks to empower survivors by promoting education and entrepreneurship as a path to financial independence, cultural and economic integration and self-reliance. It is expected that such interventions will lead to the beneficiaries becoming self-reliant and less dependable on social support in the long term. These opportunities for entrepreneurship and self-reliance, may also aid in sustainable reintegration, as beneficiaries are equipped with the necessary skills to manage their household and effectively engage with the local community.

6. Project Management and Coordination

6a) PUNOs (PUNOs) and Implementing Partners:

Convening Agency: IOM is well placed as the convening agency of the joint programme given its role, since 2016, in facilitating regional cooperation and information exchange on migration governance among Caribbean countries through meetings of the Caribbean Migration Consultations (CMC). These efforts resulted in the establishment of a Caribbean Regional Counter-trafficking Network which includes both victim-protection and law-enforcement contingents involved in combatting human trafficking in the region.   Notwithstanding this, recent, heightened flows of Venezuelan migrants necessitated a novel approach and therefore, following a directive from the Secretary General, the IOM and UNHCR were mandated to develop a Regional Interagency Platform for Refugees and Migrants from Venezuela in 2018. Over the past three years, IOM Port of Spain has also been providing short-term support to victims, using a variety of emergency projects and global funding, in light of increased outflows from Venezuela.   IOM works with:

National Governmental Partners:
- **Ministry of National Security** specifically the Counter-Trafficking Unit will investigate potential trafficking cases and refer for assistance.
- **Ministry of Social Development and Family Services** will serve as the main Government implementing partner as this agency is identified with the TiP Act to provide VoTs with the necessary intervention and support.
- **Ministry of Labour** as the organization charged with the responsibility of promoting decent work which includes but is not limited to monitoring the workplace environment and enforcing local labour laws.

Implementing Partners:
- **Trinidad and Tobago Venezuelan Solidarity Network will** support livelihood training and small business/ micro entrepreneurial hatchery programmes and
- **Families in Action** will provide Mental Health and Psychosocial Support Services.

PNUOS:
UNICEF: The United Nations Children's Fund is responsible for providing humanitarian and developmental aid to children worldwide.   UNICEF has a long presence working in Trinidad and Tobago, with an established presence in the region since 1976 and in 2017 UNICEF began to support the response to the Venezuelan migrants. In 2018, UNICEF scaled-up its' presence and response to the Venezuelan migration crisis in the areas of education, integrated early childhood development, nutrition andchild protection, supported by communication for development.   The Joint programme builds on UNICEF's response to strengthen child protection systems with particular focus on support services and family and community-based alternative care options for unaccompanied, separated and trafficked children and utilising its current initiatives in supporting access to intersectoral programming through its child friendly spaces and the provision of psychosocial support. UNICEF works closely with key child protection agencies, non-governmental organisations and community-based organisations. Under this joint programme UNICEF's main implementing partners are:

- **Children's Authority of Trinidad and Tobago** (also referred to as the Authority): the national child protection agency with the responsibility for the care and protection of children, especially those who are at risk or have been victims of abuse or neglect. The Authority co-chairs the Children on the Move: Child Protection Working Group and is working to strengthen national child protection systems for all children including migrant children.
- **ChildLine Trinidad and Tobago:** an NGO established since 2001 offers children and adolescents access to counselling on issues which affect them, including education, sexual and reproductive health, and life skills. Childline provides a free, nationwide, child-friendly and child-sensitive proactive telephone helpline service, where children can speak with counsellors in a safe, confidential and anonymous way.
- **Archdiocesan Ministry for Migrants and Refugees (AMMR)**: a faith-based organization under the umbrella of the Catholic Commission for Social Justice as a Department of the Roman Catholic Archdiocese of Port of Spain and is responsible for coordinating the work of the Parish Ministries for Migrants and Refugees (PMMRs). The Roman Catholic Archdiocese of Port of Spain has 61 parishes across Trinidad and Tobago, with over 20 active PMMRs working to support migrants through community-based interventions including child friendly spaces and alternative care.

UNFPA: UNFPA, the United Nations Population Fund, is the United Nations' sexual and reproductive health agency. Its mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. UNFPA is one of the UN's lead agencies working to further gender equality and women's empowerment, and to eliminate gender-based violence. UNFPA is the UN lead agency for addressing gender-based violence in humanitarian contexts. Its comparative advantage lies in its unique approach to preventing and responding to gender-based violence, which bridges protection, gender equality and sexual and reproductive health and rights in humanitarian action. UNFPA has led the development of a referral pathway and GBV Standard Operating Procedures (SOPs) for migrants and refugees who experienced or are at risk of gender-based violence and has developed an overall referral pathway for the Government on GBV in response to COVID-19. In the area of life skills and parenting, UNFPA supported the development of the national Parenting Policy and continues to work closely with the Ministry of Education. The objective of the life skills training is to build the capacity of migrant women and adolescents to safely navigate the Trinidad and Tobago terrain/environment with an effort to ensure their protection. UNFPA's main implementing partner under this initiative is:

- **Family Planning Association of Trinidad and Tobago** (FPATT) will provide sexual health and reproductive health, counselling, medical and GBV services. Established in 1956, FPATT is the oldest, local NGO contributing to the positive development of the country's sexual and reproductive health and rights (SRHR) landscape. FPATT consists of 5-clinics including 4-static clinics and a mobile outreach programme.

It should be noted that some implementing partners identified for this programme may change depending on the time of implementation and the change in context, as several UN Agencies are in the process of developing their new programme cycle documents.

6b) Joint Programme Management and Coordination:

Joint Programme Steering Committee (JPSC)

The joint programme management and coordination mechanism will comprise of a Joint Programme Steering Committee comprising of IOM, UNICEF, UNFPA and national and community-based partners from the relevant agencies stated above. The JPSC will be co-chaired by IOM and the chair of the WCDCV to ensure that there is coordination and national ownership. The objectives of the committee will be to ensure a comprehensive approach, to monitor programme implementation and to address any bottlenecks to ensure effective coordination among national agencies responsible for victim care according to the TiP Act (2011). Notably, TTVSOLNET, a migrant representative group and a member of the committee will ensure that the voices of the migrant population are heard.

The JPSC will provide regular updates to the Protection Coordination Working Group (PCWG) - (See Appendix C for TOR)[29] under the National Platform for the Refugee and Migrant Response Platform (RMRP). IOM, UNICEF and UNFPA are co-chairs with UNHCR on the PCWG aimed at supporting coordination of the protection sector response, fostering synergies and avoiding duplication. The PCWG in turn feeds into the national Refugees and Migrants Working Group (RMWG).

The RMWG Trinidad and Tobago is a coordination mechanism that brings together UNCT member organisations and various governmental, non-governmental, and international organisations of the civil society or other international cooperation bodies (See Appendix D for TOR). Its main objective is:

> " *To promote the coordination of the Response for Venezuela (R4V)[30] activities in Trinidad and Tobago, aiming to ensure the recognition and protection of refugees, the protection of migrants, and jointly deliver an effective and efficient humanitarian response to their material needs to the extent possible, in complementarity and reinforcing the country's government's response.*"

The RMWG/T&T/Trinidad and Tobago, which functions outside, but cooperates with, other structures such as the United Nations Country Team (UNCT), is co-led by UNHCR and IOM. It is built with the crucial political and strategic support of the Resident Coordinator, in particular to ensure coherence and synergies in humanitarian and development actions, in relation to strategic policy, partnerships, and investments to advance the SDGs. The RMWG comprises eight (8) appealing partners, eleven (11) NGOs and three (3) government organisations.[31]

6c) Risk Management:

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[29] PCWG promotes coordination and referral among civil society, government counterparts and UN Agencies to support the protection response in Trinidad and Tobago.

[30] https://r4v.info/es/documents/details/84174; https://r4v.info/en/documents/details/838

[30] 8 Appealing Partners: IOM, UNICEF, PAHO, UN Women, UNHCR, UN Habitat, UNFPA, Humans Analytic; 11 NGOs: AMMR, FPATT, FAO, Red Cross, ILO, La Romain Refugee and Migrant Support Group, Living Waters Community, Pan American Development Foundation, Rape Crisis Society, UNODC, Democracy International; 3 Government Organisations: International Affairs and Immigration Divisions of the Ministry of National Security and Office of Disaster Preparedness and Management

From a risk analysis perspective, this programme should not face major setbacks due to the overall interest of the Government as Cabinet Approval will be obtained prior to its implementation. Whilst, it is expected that possible risks may still exist, risk mitigation measures will be established and entrenched into the programme design to avoid and/or address events or developments that may negatively impact the results laid out in the Programme. The Programme identifies five main risks, namely: wavering political commitment in light of the absence of a legal framework for migrants; evolving migration context and political sensitivities based on the continuous influx of migrants and the ongoing economic crisis in Venezuela; limited human and financial resources available to social sectors; economic shock and/or cultural pushback due to the economic pressures faced by the country causing job insecurities which has been further exacerbated by the COVID-19 pandemic, as well as, perceived fear of migrants gaining employment over locals; and national hazards, emergencies and epidemics which are likely to occur in this region. A list of mitigation measures to address these risks has been outlined in *Table 1* below.

6d) Joint programme Monitoring:

The ASC Programme will adopt **evidence-based approaches** and **monitoring and evaluation** activities at all stages of implementation aimed at establishing and increasing the sustainability of project results. This will assist in driving programme design, demonstrating impact and identifying gaps that can be met through programme adjustments or new activities.

Applied research and systematic results-oriented monitoring will allow the Joint Committee to obtain qualitative and quantitative data about needs and gaps prior to an intervention, the efficiency, efficacy, risks, sustainability and relevance during implementation and the impact of the intervention at the point of and subsequent to its conclusion.

The monitoring of programme implementation and results will be done on a continuous basis through the following activities:
- Conducting assessments, surveys and/or studies to generate baseline information on all indicators;
- Developing and implementing the mechanisms for reporting on the indicators where data is not generated from the usual program systems to assess the progress and meet the reporting requirements;
- Reviewing periodic reports on project implementation to strengthen reporting on results related to the Programme;
- Conducting monitoring field visits;
- Conducting monthly committee meetings to provide timely feedback on project implementation and roll-out;
- Organizing annual review meetings; and
- Annual reporting on the progress in alignment with the Programme.
- Progress made towards achievement of the results will be measured against indicators outlined in the results framework.

Lesson learned, emerging priorities, migrant feedback and changing contexts will inform necessary revisions to the Programme strategy. The monitoring processes have been developed in line with the International Human Rights obligations of Trinidad and Tobago.

6e) Evaluation:

After the finalization of the programme, an evaluation of its achievements will be conducted by independent external evaluators. The evaluation will take into account the relevance, efficiency, effectiveness, impact, coherence and sustainability[32] of each programme activity. Each criterion will be assessed against baseline indicators that will be developed prior to the launching of the programme. Evaluation will also assess the level of achievement of outcomes and outputs of the programme. Monitoring and evaluation through various tools, both internal and external, constitute an important aspect of the Programme. As the convening agency, IOM will lead in the drafting of the evaluation TOR and selection process of the external evaluator in consultation with all other implementing agencies**.**

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[32] See https://www.oecd.org/dac/evaluation/daccriteriaforevaluatingdevelopmentassistance.htm

7. Project Budget and Workplan

7a) Budget:

As the convening agency, IOM will bear the major operational costs of the project to provide direct financial support to beneficiaries, establishment of a piloted case management system and to aid in the refurbishment and outfitting of a national shelter. A project/reporting officer will be contracted to assist with planning, coordination, implementation and monitoring of project activities and budget, act as focal point for administrative coordination of project, prepare minutes, draft reports, participate in meetings and conferences; maintain effective liaison and coordination with local authorities, partners, United Nation agencies, intergovernmental and non-governmental organizations, donors and other stakeholders relevant to the project.

UNICEF is not a direct implementor and programme objectives will be achieved through partnership agreements with implementing partners. Thus, the budget is indicative of a higher percentage (96%) of funds towards transfer to counterparts. The Child Protection Officer will provide technical guidance and oversight, project management and monitoring of initiatives under the joint programme.

Activities under this joint program will be implemented via UNFPA and its implementing partners. Its implementing partners will be responsible for service provision and UNFPA, through our GBV Specialist will actively lend support to the capacity-building activities and will provide technical support, where needed, throughout the process.

7b) Workplan:

Annex 1: Results Framework

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Overall Objective Statement: Increased accessibility of survivors of trafficking to receive comprehensive and integrated survivor-centred specialised services and support through improved and strengthened National protection systems, including Community-based organisations.					
Outcome 1 National and community-based protection systems demonstrate improved knowledge to screen, identify, assist and re/integrate survivors of trafficking and UASC	**Outcome Indicator 1a** % of government actors showing improved knowledge in post questionnaire	-Training pre and post test	0	75%	Methodologies utilized will result in learning objectives being achieved
	Outcome Indicator 1b % of community-based actors showing improved knowledge in post questionnaire	- Training pre and post test	0	75%	Methodologies utilized will result in learning objectives being achieved
	Outcome Indicator 1c % of beneficiaries stating their needs were met from government agencies	-Beneficiary feedback/focus groups	0	60%	Willingness of beneficiaries to provide feedback
Output 1.1 Government actors trained to screen, identify, assist and re/integrate survivors of trafficking and UASC	**Output Indicator 1.1a** Number of government actors trained to: a) Screen and identify survivors of trafficking and UASC b) Assist and re/integrate survivors of trafficking and UASC Disaggregated by: Sex	Attendance list	0	250	Availability of personnel from government agencies to attend all training sessions.

	Output Indicator 1.1b \# of users trained and registered on inter-agency case-management system	-Attendance List for training sessions -User Log in Credentials on platform	0	50	All agencies have the available resources to implement case management system
List activities under Output 1.1					
1.1.1 Conduct TiP training needs assessment for government agencies and develop training plan inclusive of survivors' input.					
1.1.2 Capacity development of judicial, national security, health, immigration and child protection actors in TiP, MHPSS, cultural sensitivity awareness, protection and PSEA.					
1.1.3 Strengthen case management in line with best interest determination procedures, and specialised services for UAS and trafficked children.					
1.1.4 Design and pilot an inter-agency case management system for VoTs.					
1.1.5 Facilitate Psychoeducational sessions that promote selfcare and positive coping mechanisms for staff at government agencies to aid VoTs					
1.1.6 Formalizing referral pathways for VoTs					
Output 1.2 Community actors trained to screen, identify, assist and re/integrate survivors of trafficking and UASC	**Output Indicator 1.2a** Number of community actors trained to: a) Screen and identify survivors of trafficking and UASC b) Assist and re/integrate survivors of trafficking and UASC *Disaggregated by: Geographic location (Regional Corporations), sex and age*	Attendance list	0	100	Availability of personnel from non-government and community-based organisations to attend all training sessions.
	Output Indicator 1.2b Number of persons in targeted communities who benefit from survivors of trafficking sensitization.	-Facebook audience insights -Instagram insights -LinkedIn insights -Twitter insights -\# of communication products distributed in communities	0	10 000	Covid-19 Restrictions are lifted or relaxed to allow for face-to-face community engagement. Willingness to participate amongst

		-Television viewing statistics -# of persons receiving push notifications -# of website hits to landing page			attendees and stakeholders. Access to electronic devices and internet connection.
	Output Indicator 1.2c # of children, adolescent, and women received GBV response services, including risk mitigation interventions and prevention *Disaggregated by: Geographic location (Regional Corporations), sex and age*	-Case management and attendance records at child friendly spaces. -Project reports	0	10 00	Covid-19 Restrictions are lifted or relaxed to allow for face-to-face community engagement. Willingness to participate amongst attendees and stakeholders. Access to electronic devices and internet connection.

List activities under Output 1.2

1.2.1 Capacity building, awareness raising and sensitization of CSOs (NGOs, CBOs, FBOs) in MHPSS, TiP, self-care, protection and SRH

1.2.2 Bi-lingual culturally sensitive campaign on TiP, MHPSS, and SRH in vulnerable communities and entry points through targeted community outreach, social media marketing and commemoration of United National World Day against TiP – 30th July

1.2.3 Community-based child friendly spaces with intersectoral programming interventions

Outcome 2 Increased collaboration among government, CSOs and UN Agencies to effectively coordinate, mitigate risks, identify solutions	**Outcome Indicator 2a** Existence of an in/formal system for sharing information and coordination system	-Meeting minutes -Terms of Reference -Referral Pathways	0	1	Willingness and commitment of agencies to actively participate in the coordination system
	Outcome Indicator 2b % of stakeholder feedback reporting	-Stakeholder Feedback Surveys	0	65%	Stakeholders actively demonstrate improved

and tackle xenophobia, discrimination and exploitation.	improved coordination in programme implementation and service delivery	-Project reports -Referral Pathways			coordination in programme implementation and service delivery
Output 2.1 Knowledge products to support evidence-based programming and coordination developed	**Output Indicator 2.1** Number of knowledge products developed to support evidence-based programming and coordination of access to services.	-Needs Assessments -Situational Analysis -Resource mapping	0	5	Active participation and accurate responses from target population in surveys and assessments.
List activities under Output 2.1 2.1.1 Conduct a Situation Analysis of assistance efforts to survivors of human trafficking 2.1.2 Develop a resource map of services available to survivors of trafficking					
Output 2.2 Awareness on xenophobia, discrimination and exploitation, enhanced through joint advocacy.	**Output Indicator 2.2** # of people reached with messages against xenophobia and discrimination	-Facebook audience insights -Instagram insights -LinkedIn insights -Twitter insights -# of communication products distributed in communities -Television viewing statistics -# of persons receiving push notifications -# of website hits to landing page	0	10,000	Covid-19 Restrictions are lifted or relaxed to allow for face-to-face community engagement. Access to electronic devices and internet connection.
List activities under Output 2.2 2.2.1 Development and implementation of COMBI (Communication for Behavioural Impact) strategy to address xenophobia, discrimination and exploitation					

Outcome 3 Government, CSOs and UN Agencies provide increased mental health and psychosocial support, direct assistance, services options for empowerment of survivors of trafficking and those at risk, including supporting their participation in trafficking prevention and response.	**Outcome Indicator 3a** *% of identified survivors of trafficking who report increased access to at least 1 of the specialised services:* i. *SRH* ii. *MHPSS services* iii. *Accommodation* iv. *Direct Assistance* *Disaggregated by: Geographical regions (Regional Corporations), sex and age*	-Participant feedback surveys -Administration records of CSOs and National and UN Agencies	0	85%	Willingness of participants to complete feedback surveys. Service providers maintain accurate records of persons accessing their services.
	Outcome Indicator 3b *% of identified survivors of trafficking who report satisfaction in the quality of service received in:* v. *SRH* vi. *MHPSS services* vii. *Accommodation* viii. *Direct Assistance* *Disaggregated by: Geographical regions (Regional Corporations), sex and age*	-Participant feedback surveys	0	60%	Willingness of participants to complete feedback surveys.
	Outcome Indicator 3c % of survivors who report feeling empowered in participating in trafficking prevention and response.	-Participant feedback surveys	0	65%	Willingness of participants to complete feedback surveys.
Output 3.1 Survivors of trafficking and UASC have increased access to comprehensive	**Output Indicator 3.1a** Number of women, men, boys and girls accessing psychosocial support. *Disaggregated by: Geographical regions (Regional Corporations), sex*	Beneficiary Log	0	150	Client's willingness to attend scheduled sessions

services including	and age				
• *SRH MHPSS services Accommodation* i. *Direct Assistance Livelihood and vocational trainings*	**Output Indicator 3.1b** Number of VoTs receiving direct assistance. *Disaggregated by: Geographical regions (Regional Corporations), sex and age*	Assistance registry	0	150	Client's willingness to complete screening assessments
	Output Indicator 3.1c Number of survivors benefiting from at least one of the following services: a) sexual and reproductive health services b) education c) life skills development *Disaggregated by: Geographical regions (Regional Corporations), sex and age*	IP patient electronic medical record system	a) 0 b) 0 c) 0	a) 50 b) 50 c) 50	Survivors of trafficking proactively use FPATT's hotline and other access modalities including Telehealth.
	Output Indicator 3.1d Number of UASC and VoTs accessing alternative care and short/medium term accommodation. *Disaggregated by: Geographical regions (Regional Corporations), sex and age*	Accommodation registry	0	240	Client's willingness to complete screening assessments Landlord's willingness to submit required documents
	Output Indicator 3.1e Number of VoTs participating in livelihood, vocational and empowerment programmes.	Attendance Registers	0	75	Client's willingness to complete the programme

	Disaggregated by: Geographical regions (Regional Corporations), sex and age				

List activities under Output 3.1

3.1.1 Conduct individualized needs assessments of survivors of human trafficking.

3.1.2 Provide MHPSS, mobile and tele-counselling services utilizing a survivor centred approach to participating survivors as part of their ongoing care

3.1.3 Configure and roll-out MigApp (bi-lingual) to include reporting of trafficking in persons and provide general tips, indicators and for online screening and identification of VoTs.

3.1.4 Provide comprehensive and individualized direct assistance to VoTs in the form of food, information kits, cleaning/hygiene kits, well-being/dignity kits, legal assistance, health services and resettlement, based upon individual assessments and a case management approach.

3.1.5 Provide sexual and reproductive health service and knowledge products. Provide education including comprehensive sexuality education and life skills

3.1.6 Establish family and community-based alternative care mechanisms for unaccompanied, separated and trafficked children, and short\medium-term safe spaces and accommodation arrangements for VoTs

3.1.7 Provide livelihood and vocational training for survivors of trafficking and support community-based Women's Leadership and Empowerment Program (EMPODERATT).

Note: Use the same numbering and formatting for any additional outcomes, outputs, activities

REFERENCE: Definition of Key Terms (Reference: UNDG Results Based Management Handbook 2012 [33])

Results based management (RBM): A management strategy by which all actors, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the desired results (outputs, outcomes, overall objective) and use information and evidence on actual results to inform decision making on the design, resourcing and delivery of programmes and activities as well as for accountability and reporting.

Results: Changes in a state or condition that derive from a cause-and-effect relationship. There are three types of such changes - outputs, outcomes and impact - that can be set in motion by a development intervention. The changes can be intended or unintended, positive and/ or negative.

Results chain

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[33] See: https://undg.org/wp-content/uploads/2016/10/UNDG-RBM-Handbook-2012.pdf

The causal sequence for a development intervention that stipulates the necessary sequence to achieve desired results – beginning with inputs, moving through activities and outputs, and culminating in individual outcomes and those that influence outcomes for the community, goal/impacts and feedback. It is based on a theory of change, including underlying assumptions.

Impact
Impact implies changes in people's lives. This might include changes in knowledge, skill, behaviour, health or living conditions for children, adults, families or communities. Such changes are positive or negative long-term effects on identifiable population groups produced by a development intervention, directly or indirectly, intended or unintended. These effects can be economic, socio-cultural, institutional, environmental, technological or of other types. Positive impacts should have some relationship to the Millennium Development Goals (MDGs)[34], internationally-agreed development goals, national development goals (as well as human rights as enshrined in constitutions), and national commitments to international conventions and treaties.

Goal (same as Overall Objective)
A specific end result desired or expected to occur as a consequence, at least in part, of an intervention or activity. It is the higher order objective that will assure national capacity building to which a development intervention is intended to contribute.

Outcome
Outcomes represent changes in the institutional and behavioral capacities for development conditions that occur between the completion of outputs and the achievement of goals.

Outputs
Outputs are changes in skills or abilities and capacities of individuals or institutions, or the availability of new products and services that result from the completion of activities within a development intervention within the control of the organization. They are achieved with the resources provided and within the time period specified.

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[34] Please note that the MDGs should be replaced with the Sustainable Development Goals (SDGs).

Annex 2: Risk Management Plan

Risks	Risk Level (Number: Likelihood times Impact)	Likelihood Certain: 5 Likely: 4 Possible: 3 Unlikely: 2 Rare: 1	Impact Essential: 5 Major: 4 Moderate: 3 Minor: 2 Insignificant: 1	Mitigation measures	Responsible PUNO
i) Wavering political commitment	6	3	2	Establishment of the Joint Programme Steering Committee established to ensure buy-in and national ownership. Cabinet approval and sign-off of ASC Programme. Leadership by MNS as co-chair JPSC.	IOM
ii) Evolving migration context and political sensitivities	8	4	2	Joint advocacy and communication campaigns. Data and evidence generation. Capacity development of CSOs.	IOM, UNICEF, UNFPA
iii) Limited human and financial resources	15	5	3	Resource mobilization and leveraging partnerships to streamline processes, avoid duplication and maximise limited resources.	IOM, UNICEF, UNFPA
iv) Economic shock and/or Cultural pushback	12	3	4	COMBI strategy to address xenophobia and discrimination. Provision of livelihood and vocational training as well as support in undertaking entrepreneurial ventures.	IOM, UNICEF, UNFPA
v) National hazards, emergencies and epidemics	12	4	3	Improve preparedness and response capacities in higher risk areas through programming; develop contingency plans for rapid scale-up of programming and administrative and operational capacities in response to droughts,	IOM, UNICEF, UNFPA

				floods, epidemics and/or other manifestations of climate change and environmental degradation.	

LIKELIHOOD	Occurrence	Frequency
5: Very Likely	The event is expected to occur in most circumstances	Twice a month or more frequently
4: Likely	The event will probably occur in most circumstances	Once every two months or more frequently
3: Possibly	The event might occur at some time	Once a year or more frequently
2: Unlikely	The event could occur at some time	Once every three years or more frequently
1: Rare	The event may occur in exceptional circumstances	Over every seven years or more frequently

IMPACT	Result
5: Essential	An event leading to massive or irreparable damage or disruption
4: Major	An event leading to critical damage or disruption
3: Moderate	An event leading to serious damage or disruption
2: Minor	An event leading to some degree of damage or disruption
1: Insignificant	An event leading to limited damage or disruption

	IMPACT				
LIKELIHOOD	**Insignificant (1)**	**Minor (2)**	**Moderate (3)**	**Major (4)**	**Extreme (5)**
Very Likely (5)	Medium (5)	High (19)	High (15)	Very High (20)	Very High (25)
Likely (4)	Medium (4)	Medium (8)	High (12)	High (16)	Very High (20)
Possible (3)	Low (3)	Medium (6)	High (9)	High (12)	High (15)
Unlikely (2)	Low (2)	Low (4)	Medium (6)	Medium (8)	High (10)
Rare (1)	Low (1)	Low (3)	Medium (3)	Medium (4)	High (5)

Level of Risk	Results
Very High	Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Risk cannot be accepted unless this occurs.
High	Immediate action required by senior/executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.

Medium	Senior Management attention required. Mitigation activities/treatment options are undertaken to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Low	Management attention required. Mitigation activities/treatment options are recommended to reduce likelihood and/or impact. Implementation of monitoring strategy by risk owner is recommended.

Annex 3a: Budget Template – Results Based Budget

Migration MPTF: Joint Programme Budget (Results-Based Budget)

	Outcome/ output/ activity formulation:	IOM	UNICEF	UNFPA	TOTAL (all PUNOs)	Amount reserved for direct action on gender equality (if any):
PROGRAMMATIC BUDGET						
OUTCOME 1: National and community-based protection systems demonstrate improved knowledge to screen, identify, assist and re/integrate survivors of trafficking and UASC						
Output 1.1:	**Government actors trained to screen, identify, assist and re/integrate survivors of trafficking and UASC**	**185,000.00**	**292,910.45**	**0.00**	**477,910.45**	**63,000.00**
Activity 1.1.1:	Conduct TiP training needs assessment for government agencies and develop training plan inclusive of survivors' input.	15,000.00	0.00	0.00	15,000.00	6,000.00
Activity 1.1.2:	Capacity development of judicial, national security, health, immigration and child protection actors in TiP, MHPSS, cultural sensitivity awareness, protection and PSEA.	20,000.00	10,000.00	0.00	30,000.00	12,000.00
Activity 1.1.3:	Strengthen case management in line with best interest determination procedures, and specialised services for UAS and trafficked children.	0.00	282,910.45	0.00	282,910.45	0.00
Activity 1.1.4:	Design and pilot an inter-agency case management system for VoTs.	150,000.00	0.00	0.00	150,000.00	45,000.00
Activity 1.1.5:	Facilitate Psychoeducational sessions that promote selfcare and positive coping mechanisms for staff at government agencies to aid VoTs	0.00	0.00	0.00	0.00	0.00
Activity 1.1.6:	Formalizing referral pathways for VoTs	0.00	0.00	0.00	0.00	0.00

Output 1.2:	**Community actors trained to screen, identify, assist and re/integrate survivors of trafficking and UASC**	**65,000.00**	**219,380.90**	**0.00**	**284,380.90**	**49,000.00**
Activity 1.2.1:	Capacity building, awareness raising and sensitization of CSOs (NGOs, CBOs, FBOs) in MHPSS, TiP, self-care, protection and SRH	15,000.00	22,388.06	0.00	37,388.06	9,000.00
Activity 1.2.2:	Bi-lingual culturally sensitive campaign on TiP, MHPSS, and SRH in vulnerable communities and entry points through targeted community outreach, social media marketing and commemoration of United National World Day against TiP – 30th July	50,000.00	3,560.00	0.00	53,560.00	40,000.00
Activity 1.2.3:	Community-based child friendly spaces with intersectoral programming interventions	0.00	193,432.84	0.00	193,432.84	0.00
Total for Outcome 1 (Outputs 1.1 + 1.2 + 1.3…etc.)		*250,000.00*	*512,291.35*	*0.00*	*762,291.35*	*112,000.00*
OUTCOME 2: Increased collaboration among government, CSOs and UN Agencies to effectively coordinate, mitigate risks, identify solutions and tackle xenophobia, discrimination and exploitation.						
Output 2.1:	**Knowledge products to support evidence- based programming and coordination developed**	**45,000.00**	**0.00**	**0.00**	**45,000.00**	**36,000.00**
Activity 2.1.1:	Conduct a Situation Analysis of assistance efforts to survivors of human trafficking	45,000.00	0.00	0.00	45,000.00	36,000.00
Activity 2.1.2:	Develop a resource map of services available to survivors of trafficking	0.00	0.00	0.00	0.00	0.00
Output 2.2:	**Awareness on xenophobia, discrimination and exploitation, enhanced through joint advocacy.**	**15,000.00**	**2,000.00**	**0.00**	**17,000.00**	**12,750.00**
Activity 2.2.1:	Development and implementation of COMBI (Communication for Behavioural Impact) strategy to address xenophobia, discrimination and exploitation	15,000.00	2,000.00	0.00	17,000.00	12,750.00
Total for Outcome 2 (Outputs 2.1 + 2.2 + 2.3…etc.)		*60,000.00*	*2,000.00*	*0.00*	*62,000.00*	*0*

OUTCOME 3: Government, CSOs and UN Agencies provide increased mental health and psychosocial support, direct assistance, services options for empowerment of survivors of trafficking and those at risk, including supporting their participation in trafficking prevention and response.						
Output 3.1:	**Survivors of trafficking and UASC have increased access to comprehensive services including** **• SRH** **• MHPSS services** **• Accommodation** **• Direct Assistance** **• Livelihood and vocational trainings**	**668,869.16**	**349,791.04**	**72,637.94**	**1,091,298.14**	**685,775.94**
Activity 3.1.1:	Conduct individualized needs assessments of survivors of human trafficking.	35,000.00	0.00	0.00	35,000.00	28,000.00
Activity 3.1.2:	Provide MHPSS, mobile and tele-counselling services utilizing a survivor centred approach to participating survivors as part of their ongoing care	83,700.00	232,925.37	35,000.00	351,625.37	281,300.30
Activity 3.1.3:	Configure and roll-out MigApp (bi-lingual) to include reporting of trafficking in persons and provide general tips, indicators and for online screening and identification of VoTs.	15,000.00	0.00	0.00	15,000.00	1,500.00
Activity 3.1.4:	Provide comprehensive and individualized direct assistance to VoTs in the form of food, information kits, cleaning/hygiene kits, well-being/dignity kits, legal assistance, health services and resettlement, based upon individual assessments and a case management approach.	235,169.16	0.00	0.00	235,169.16	141,101.50
Activity 3.1.5:	Provide sexual and reproductive health service and knowledge products. Provide education including comprehensive sexuality education and life skills	0.00	0.00	37,637.94	37,637.94	33,874.15
Activity 3.1.6:	Establish family and community-based alternative care mechanisms for unaccompanied, separated and trafficked children, and short\medium- term safe spaces and accommodation arrangements for VoTs	250,000.00	116,865.67	0.00	366,865.67	150,000.00

Activity 3.1.7:	Provide livelihood and vocational training for survivors of trafficking and support community-based Women's Leadership and Empowerment Program (EMPODERATT).	50,000.00	0.00	0.00	50,000.00	50,000.00
Total for Outcome 3 (Outputs 3.1 + 3.2 + 3.3…etc.)		668,869.16	349,791.04	72,637.94	1,091,298.14	685,775.94
TOTAL PROGRAMMATIC BUDGET: (Outcomes 1 + 2 + 3…)		978,869.16	864,082.39	72,637.94	1,915,589.49	797,775.94

PERSONNEL, OPERATIONAL, M&E BUDGET					
Personnel costs if not included in activities above	335,581.20	40,497.05	17,820.00	393,898.25	
Operational costs if not included in activities above	42,418.80	0.00	0.00	42,418.80	
Monitoring and evaluation (must include provision for final independant evaluation) - minimum 3% of total budget	45,000.00	30,000.00	3,000.00	78,000.00	
TOTAL PERSONNEL, OPERATIONAL, M&E BUDGET:	423,000.00	70,497.05	20,820.00	514,317.05	

SUB-TOTAL PROJECT BUDGET: (Programmatic + Personnel, Operational and M&E)	1,401,869.16	934,579.44	93,457.94	2,429,906.54	2,429,906.54
Indirect support costs (7%):	98,130.84	65,420.56	6,542.06	170,093.46	170,093.46
TOTAL PROJECT BUDGET:	1,500,000.00	1,000,000.00	100,000.00	2,600,000.00	2,600,000.00

Annex 3b: Budget Template – UNDG Budget Categories

Migration MPTF: Joint Programme Budget (by UNDG budget categories)

CATEGORIES	PUNO 1 IOM	PUNO 2 UNICEF	PUNO 3 UNFPA	PUNO 4 N/A	JOINT PROGRAMME TOTAL
1. Staff and other personnel	335,581.20	40,497.05	17,820.00	0.00	393,898.25
2. Supplies, Commodities, Materials	37,418.80	0.00	0.00	0.00	37,418.80
3. Equipment, Vehicles, and Furniture (including Depreciation)	5,000.00	0.00	0.00	0.00	5,000.00
4. Contractual services	45,000.00	30,000.00	3,000.00	0.00	78,000.00
5.Travel	0.00	0.00	0.00	0.00	0.00
6. Transfers and Grants to Counterparts	0.00	864,082.39	72,637.94	0.00	936,720.33
7. General Operating and other Direct Costs	978,869.16	0.00	0.00	0.00	978,869.16
Sub-Total Project Costs	1,401,869.16	934,579.44	93,457.94	0.00	2,429,906.54
8. Indirect Support Costs (must be 7%)	98,130.84	65,420.56	6,542.06	0.00	170,093.46
TOTAL	1,500,000.00	1,000,000.00	100,000.00	0.00	2,600,000.00

Annex 4: Workplan

Activities	Responsible Party	Timeframe											
		Year 1				Year 2				Year 3			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.1.1 Conduct TiP training needs assessment for government agencies and develop training plan inclusive of survivors' input.	IOM	x	x										
1.1.2 Capacity development of judicial, national security, health, immigration and child protection actors in TiP, MHPSS, cultural sensitivity awareness, protection and PSEA.	UNICEF, IOM	x	x	x	x								
1.1.3 Strengthen case management in line with best interest determination procedures, and specialised services for UAS and trafficked children.	UNICEF, Children's Authority of Trinidad and Tobago	x	x	x	x	x	x	x	x	x	x	x	x
1.1.4 Design and pilot an inter-agency case management system for VoTs.	IOM, MSDFS, CTU	x	x	x	x								
1.1.5 Facilitate Psychoeducational sessions that promote selfcare and positive coping mechanisms for staff at government agencies to aid VoTs	IOM				x	x	x	x	x	x	x		
1.1.6 Formalizing referral pathways for VoTs	IOM, WCDCV	x	x	x									

Activity	Responsible partners												
1.2.1 Capacity building, awareness raising and sensitization of CSOs (NGOs, CBOs, FBOs) in MHPSS, TiP, self-care, protection and SRH	IOM, CTU, WCDCV, UNFPA, ChildLine				x	x	x	x	x	x	x		
1.2.2 Bi-lingual culturally sensitive campaign on TiP, MHPSS, and SRH in vulnerable communities and entry points through targeted community outreach, social media marketing and commemoration of United National World Day against TiP – 30th July	IOM, WCDCV, UNICEF		x	x	x	x	x	x	x	x	x	x	
1.2.3 Community-based child friendly spaces with intersectoral programming interventions	UNICEF, AMMR	x	x	x	x	x	x	x	x	x	x	x	x
2.1.1 Conduct a Situation Analysis of assistance efforts to survivors of human trafficking		x	x	x	x	x	x	x	x	x	x	x	x
2.1.2 Develop a resource map of services available to survivors of trafficking	IOM	x	x										
2.2.1 Development and implementation of COMBI (Communication for Behavioural Impact) strategy to address xenophobia, discrimination and exploitation	IOM, UNICEF	x	x	x	x	x	x	x	x	x	x	x	
3.1.1 Conduct individualized needs assessments of survivors of human trafficking.	IOM	x	x										
3.1.2 Provide MHPSS, mobile and tele-counselling services utilizing a survivor centred approach to participating survivors as part of their ongoing care	IOM, ChildLine	x	x	x	x	x	x	x	x	x	x	x	x
3.1.3 Configure and roll-out MigApp (bi-lingual) to include reporting of trafficking	IOM, CTU	x	x	x	x								

Activity	Responsible												
in persons and provide general tips, indicators and for online screening and identification of VoTs.													
3.1.4 Provide comprehensive and individualized direct assistance to VoTs in the form of food, information kits, cleaning/hygiene kits, well-being/dignity kits, legal assistance, health services and resettlement, based upon individual assessments and a case management approach.	IOM, MSDFS, UNFPA, FPATT	x	x	x	x	x	x	x	x	x	x	x	x
3.1.5 Provide sexual and reproductive health service and knowledge products. Provide education including comprehensive sexuality education and life skills	UNFPA, FPATT	x	x	x	x	x	x	x	x	x	x	x	x
3.1.6 Establish family and community-based alternative care mechanisms for unaccompanied, separated and trafficked children, and short\medium-term safe spaces and accommodation arrangements for VoTs	IOM, UNICEF, AMMR	x	x	x	x	x	x	x	x	x	x	x	x
3.1.7 Provide livelihood and vocational training for survivors of trafficking and support community-based Women's Leadership and Empowerment Program (EMPODERATT).	IOM, TTVSOLNET		x	x	x	x	x	x	x	x	x	x	

Annex 5: Human Rights Marker Self-Assessment Matrix

Element of an HRBA	Yes/ No/ Not Applicable	Justification
1. A human rights-based situational analysis has been conducted to identify: a) the key human rights obligations of the State(s) in which you work/whose government's) you are supporting; and b) the key human rights issues of relevance to your intended target group, including a particular attention to migrants most vulnerable to human rights violations and abuses and/or most at risk of being left behind.	YES	The key human rights obligations of Trinidad and Tobago have been identified. Further, the intersecting inequalities and forms of discrimination that may leave those further behind are identified.
2. Staff are aware of the human rights obligations of the government they are supporting.	YES	Staff is aware of the human rights obligations of the government.
3. Measures have been identified to mitigate any unintended negative human rights impacts identified in the situational analysis and their monitoring has been integrated in the project's Monitoring and Evaluation processes.	YES	IOM's Accountability to Affected Populations (AAP) Framework, will offer a mechanism to ensure quality and responsive programming, which is consistent with the evolving needs of beneficiaries and enforces it's zero tolerance policy against Sexual Exploitation and Abuse (SEA) and other forms of misconduct

4. Monitoring processes are in place and evaluation processes are contemplated that make specific reference to relevant human rights and other relevant standards.	YES	Monitoring processes make reference to the relevant SDGSs and to the international human rights obligations of Trinidad and Tobago.
5. Migrants, civil society, national human rights institutions and other stakeholders have been meaningfully engaged in the design and development of the Joint Programme.	YES	The Access, Support and Coordination programme will be jointly led by local and migrant actors, to ensure both migrants and their communities in terms of ownership of the initiative, and allowing a greater degree of support to migrants in situations of vulnerability from their migrant peers. Civil society actors are also included as implementing partners to ensure meaningful participation.
6. A plan to ensure a meaningful consultation processes with all relevant stakeholders is in place and will be maintained throughout the duration of the Joint Programme and in the evaluation phase.	YES	Effective participation and consultation with the relevant stakeholders are provided for, via the participation of the implementing partners and consultations with the target groups. Additionally, the JPSC will provide regular updates to the Protection Coordination Working Group (PCWG) under National Platform for the Refugee and Migrant Response

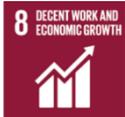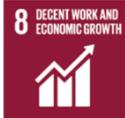|		Platform (RMRP). The committee will also conduct monthly committee meetings to provide timely feedback on project implementation and roll-out
7. Appropriate due diligence will be exercised throughout the duration of the joint programme, regarding partnerships with or support to State, non-State, civil society, employers' and workers' organizations and corporate actors.	YES	Capacity building with respect to PSEA will be provided.
8. A plan is in place to ensure that Joint Programme staffing is gender-balanced and staff are equipped to respond effectively to stakeholder and target group needs.	YES	Vacancies/positions within the programme will be gender inclusive. Additionally, staff will continuously receive training to build capacity to effectively treat with the client group.
9. Transparency and access to information by the intended target group and relevant stakeholders, including cultural, linguistic, and age-appropriate access, will be maintained throughout the duration of the joint programme.	YES	Access to information has been identified as a strategy to implement the goal of increased access of survivors of Trafficking to comprehensive and integrated survivor-centered specialised services. Further bi-lingual culturally sensitive campaigns will be maintained throughout the programme.
10. Measures, including an effective complaint and remedy mechanism, will be put in place in order to provide redress for negative human rights impacts.	YES	Through the ASC Programme, measures will be adopted to ensure that children have access

		to effective complaints procedures through mechanisms such as UReport, which is a social media tool for community participation. Further, IOM's Accountability to Affected Populations (AAP) Framework provides for a complaints process and sets out the guidance for responding to feedback in general and also covers any negative human rights impacts.

Note: Migration MPTF Scoring: A "yes" response should be given a score of 1. A "no" response or a "not applicable" responses should be given a score of 0.

A	8-10	The Human Rights Marker has largely been achieved.
B	4-7	The Human Rights Marker shows significant integration of human rights in the joint programme but some challenges remain.
C	1-3	The Human Rights Marker shows a very partial integration of human rights in the joint programme.

Annex 5: List of Global Compact Objectives per Thematic area and Key SDG Targets

Global Compact Objective	Linkages to Key Sustainable Development Goals and Targets
Cross-Cutting – Applicable to all Thematic Areas:	
Obj 23: Strengthen international cooperation and global partnerships for safe, orderly and regular migration *Note: Objective 23 on international cooperation is incorporated in each thematic area to signify that all thematic areas can also support regional and global projects.*	**10.7:** Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies **17.16:** Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries
Thematic Area 1: Promoting fact-based and data-driven migration discourse, policy and planning	
Obj 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies **Obj 3**: Provide adequate and timely information at all stages of migration **Obj 17**: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration	**16.B:** Promote and enforce non-discriminatory laws and policies for sustainable development **17.18** By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts
Thematic Area 2: Protecting the human rights, safety and wellbeing of migrants, including through addressing drivers and mitigating situations of vulnerability in migration	
Obj 2: Minimize the adverse drivers and structural factors that compel people to leave their country of origin **Obj 7**: Address and reduce vulnerabilities in migration	**1.5:** By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters **3.D:** Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks

Obj 8: Save lives and establish coordinated international efforts on missing migrants **Obj 12**: Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral **Obj 13**: Use migration detention only as a measure of last resort and work towards alternatives	*[SDG 5 Gender Equality icon]* *[SDG 8 Decent Work and Economic Growth icon]* *[SDG 16 Peace, Justice and Strong Institutions icon]*	**5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation **8.7:** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms **8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment **16.1:** Significantly reduce all forms of violence and related death rates everywhere **16.2:** End abuse, exploitation, trafficking and all forms of violence against and torture of children **16.3:** Promote the rule of law at the national and international levels and ensure equal access to justice for all.
Thematic Area 3: Addressing irregular migration including through managing borders and combatting transnational crime		
Obj 9: Strengthen the transnational response to smuggling of migrants **Obj 10:** Prevent, combat and eradicate trafficking in persons in the context of international migration **Obj 11:** Manage borders in an integrated, secure and coordinated manner **Obj 14:** Enhance consular protection, assistance and cooperation throughout the migration cycle **Obj 21:** Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration	*[SDG 5 Gender Equality icon]* *[SDG 8 Decent Work and Economic Growth icon]* *[SDG 16 Peace, Justice and Strong Institutions icon]*	**5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation **8.7:** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms **16.2:** End abuse, exploitation, trafficking and all forms of violence against and torture of children **16.3:** Promote the rule of law at the national and international levels and ensure equal access to justice for all **16.4:** By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime **16.6:** Develop effective, accountable and transparent institutions at all levels

![Migration Multi-Partner Trust Fund]

Thematic Area 4: Facilitating regular migration, decent work and enhancing the positive development effects of human mobility		
Obj 5: Enhance availability and flexibility of pathways for regular migration	1 NO POVERTY	**1.4:** By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance
Obj 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work	3 GOOD HEALTH AND WELL-BEING	**3.C:** Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States
Obj 18: Invest in skills development and facilitate mutual recognition of skills, qualifications and competences	4 QUALITY EDUCATION	**4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
Obj 19: Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries	5 GENDER EQUALITY	**5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation **5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
Obj 20: Promote faster, safer and cheaper transfer of remittances and foster financial inclusion of migrants	8 DECENT WORK AND ECONOMIC GROWTH	**8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value **8.6:** By 2020, substantially reduce the proportion of youth not in employment, education or training **8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	10 REDUCED INEQUALITIES	**10.C:** By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent
	17 PARTNERSHIPS FOR THE GOALS	**17.3:** Mobilize additional financial resources for developing countries from multiple sources

Thematic Area 5: Improving the social inclusion and integration of migrants

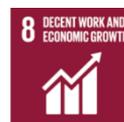|		
Obj 4: Ensure that all migrants have proof of legal identity and adequate documentation **Obj 15:** Provide access to basic services for migrants **Obj 16:** Empower migrants and societies to realize full inclusion and social cohesion **Obj 22:** Establish mechanisms for the portability of social security entitlements and earned benefits	**1 NO POVERTY** **3 GOOD HEALTH AND WELL-BEING** **4 QUALITY EDUCATION** **8 DECENT WORK AND ECONOMIC GROWTH** **10 REDUCED INEQUALITIES** **11 SUSTAINABLE CITIES AND COMMUNITIES** **16 PEACE, JUSTICE AND STRONG INSTITUTIONS**	**1.3:** Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable **1.4:** By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance **3.7:** By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes **3.8:** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all **4.1:** By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes **8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value **8.6:** By 2020, substantially reduce the proportion of youth not in employment, education or training **10.2:** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status **10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality **11.1:** By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums **16.7:** Ensure responsive, inclusive, participatory and representative decision-making at all levels

		16.9: By 2030, provide legal identity for all, including birth registration
		16.B: Promote and enforce non-discriminatory laws and policies for sustainable development