



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

Trinidad and Tobago

# Annual Narrative Programme Report

01 January 2021 – 31 December 2021

Initiated by the European Union and the United Nations:



**Programme Title & Programme Number**

**Programme Title:** Spotlight Country Programme in Trinidad and Tobago

**MPTF Office Project Reference Number:**  
00119135

**Priority Regions/Areas/Localities for the Programme**

Tunapuna/Piarco  
Mayaro/Rio Claro  
Tobago

**Recipient Organization(s)**

UNFPA  
UN Women  
UNICEF  
PAHO  
UNDP

**Key Partners**

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

**Programme Cost (US\$)**

**Total Phase I budget, and (where OSC approved) Phase II budget as per the Spotlight CPD/RPD:** \$4,335,561 USD

**Phase I and (where OSC approved) Phase II Spotlight funding:** <sup>2</sup>\$3,700,000 USD

**Agency Contribution:** \$635,561 USD

**Spotlight Funding and Agency Contribution by Agency:**

Name of RUNO	Spotlight Phase I (+ II, where OSC approved) (USD)	UN Agency Contributions (USD)
UNFPA	\$1,108,250	\$85,008
UN Women	\$898,581	\$161,212
PAHO	\$377,829	\$145,501
UNDP	\$452,807	\$120,000
UNICEF	\$862,533	\$ 123,840
<b>TOTAL:</b>	<b>\$3,700,000</b>	<b>\$ 635,561</b>

**Programme Start and End Dates**

**Start Date:**  
01.01.2020

**End Date:**  
30.06.2022

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# Table of Contents

Acronym List .....	5
Executive Summary .....	6
Contextual Shifts and Implementation Status .....	9
Implementation progress by outcome area: .....	11
Programme Governance and Coordination .....	12
National Steering Committee .....	12
Civil Society National Reference Group (CS-NRG) .....	13
Inter-agency coordination, technical committees and other governance mechanisms .....	14
Programme Partnerships .....	16
Government .....	16
Civil Society .....	18
European Union Delegation .....	20
Cooperation with other UN agencies .....	21
Other Partners and resource mobilisation .....	21
Results .....	23
Capturing Broader Transformations Across Outcomes .....	23
Capturing Change at Outcome Level .....	27
Challenges and Mitigating Measures .....	47
Lessons Learned and New Opportunities .....	49
Lessons Learned .....	49
New Opportunities .....	50
Innovative, Promising or Good Practices .....	51
Communications and Visibility .....	52
Next Steps .....	61
Annexes .....	63

## List of Acronyms and Abbreviations

<b>CADV</b>	Coalition Against Domestic Violence
<b>CBO</b>	Community-based Organisation
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination Against Women
<b>CHAMP</b>	Collaborative HIV Prevention and Adolescent Mental Health Programme
<b>CPIMS</b>	Child Protection Information Management System
<b>CRC</b>	Convention on the Rights of the Child
<b>CS-NRG</b>	Civil Society-National Reference Group
<b>CSOs</b>	Civil society organisations
<b>CSW</b>	Commission on the Status of Women
<b>DV</b>	Domestic Violence
<b>ECA</b>	Employers' Consultative Association
<b>ESP</b>	Essential Services Package
<b>EUD</b>	European Union Delegation
<b>EVAWG</b>	Ending Violence against Women and Girls
<b>FPATT</b>	Family Planning Association of Trinidad and Tobago
<b>FV</b>	Family Violence
<b>GBV</b>	Gender-Based Violence
<b>GIS</b>	Geographic Information System
<b>GRP</b>	Gender-Responsive Policing
<b>HFLE</b>	Health and Family Life Education
<b>HIMS</b>	Health Information Management System
<b>IMC</b>	Inter-Ministerial Committee
<b>IP</b>	Implementing Partner
<b>IPV</b>	Intimate Partner Violence
<b>IPVSV HIS</b>	Intimate Partner Violence and Sexual Violence Health Information System
<b>IWD</b>	International Women's Day
<b>LGBT</b>	Lesbian, Gay, Bisexual and Transgender
<b>M&amp;E</b>	Monitoring & Evaluation
<b>MoE</b>	Ministry of Education
<b>MoH</b>	Ministry of Health
<b>MSC</b>	Multi-stakeholder Case Management Coordination Committee
<b>MSDFS</b>	Ministry of Social Development & Family Services
<b>MTI</b>	Ministry of Trade & Industry
<b>NACC</b>	National Aids Coordinating Committee
<b>NATUC</b>	National Trade Union Centre
<b>NCSS</b>	National Child Safeguarding Strategy

<b>NCP</b>	National Child Policy
<b>NFS</b>	National Family Services
<b>NGO</b>	Non-Governmental Organisation
<b>NSAP</b>	National Strategic Action Plan
<b>NSC</b>	National Steering Committee
<b>OPM GCA</b>	Office of the Prime Minister Gender and Child Affairs Division
<b>OSC</b>	Operational Steering Committee
<b>PPE</b>	Personal Protective Equipment
<b>PSCC</b>	Police Station Community Councils
<b>PSEA</b>	Prevention of Sexual Exploitation and Abuse
<b>PWDs</b>	Persons Living with Disabilities
<b>RHA</b>	Regional Health Authority
<b>RPYC</b>	Roxborough Police Youth Club
<b>RUNOs</b>	Recipient United Nations Organisations
<b>SDGs</b>	Sustainable Development Goals
<b>SIP</b>	Perinatal Information System (acronym in Spanish)
<b>SoPs</b>	Standard Operating Procedures
<b>SPMF</b>	Spotlight Performance Monitoring Framework
<b>SRH</b>	Sexual and Reproductive Health
<b>SRHR</b>	Sexual and Reproductive Health and Rights
<b>SV</b>	Sexual Violence
<b>TCU</b>	Technical Coordination Unit
<b>THA</b>	Tobago House of Assembly
<b>ToR</b>	Terms of Reference
<b>TTPS</b>	Trinidad and Tobago Police Service
<b>TTT</b>	Trinidad and Tobago Television
<b>TYC</b>	Trinidad Youth Council
<b>UPR</b>	Universal Periodic Review
<b>UWI IGDS</b>	University of the West Indies Institute for Gender and Development Studies
<b>VAC</b>	Violence against Children
<b>VAW</b>	Violence against Women
<b>VAWC</b>	Violence against Women and Children
<b>VAWG</b>	Violence Against Women and Girls
<b>VWSU</b>	Victim and Witness Support Unit
<b>WAG</b>	Women and Girls
<b>WHO</b>	World Health Organization
<b>YWIL</b>	Young Women in Leadership

## Executive Summary

The Spotlight Initiative team in Trinidad & Tobago advanced implementation of Phase I in 2021 with strong emphasis on collaboration, securing national ownership and joint stakeholder engagement as one UN. With the guidance of the Resident Coordinator, the team has deepened alliances with the private sector, civil society inclusive of grassroots and women's organisations, key government stakeholders as well as development partners to enhance visibility of objectives and deliverables, promote sustainable frameworks, reinforce national buy-in and strengthen mechanisms for achievement of pivotal target results. Despite major hurdles in timely implementing the programme as designed, including severe COVID-19 lockdowns and restrictions that occurred as a result of the state of emergency which took effect during the period from April to November 2021, outputs and deliverables have been considerable including supporting 5,000+ women as beneficiaries. These deliverables will serve as the basis for a shift in the experience of women and girls that suffer violence, in accessing services and their recourse to justice as well as a movement towards societal and cultural norms that more effectively promote respectful and equitable relationships.

With strong media and public attention on gender-based violence (GBV) at the start of the year as a result of the brutal sexual assault and murders of young women, the Spotlight team designed and implemented crucial interventions which cut across Pillars. These included: the digitisation and support for implementation of the National Child Policy - safeguarding and protecting children's rights; the establishment of a multi-stakeholder case management coordination committee housed at the highest level of Government to assess and report how GBV cases are treated; training to re-engineer the attitudes of key staff at the Judiciary and Law Association thereby providing a more sensitive gender-responsive environment in the Family and Children's Courts for survivors; and building the knowledge and service capacity of the health sector by developing National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence as well as electronic data management systems to improve the experience of survivors accessing health care. Duty bearers in the police sector were also trained using global best-practices in gender-responsive policing and victim and survivor-centred, trauma-informed policing. This marked the start of a successful partnership with police institutions including the Police Academy and Gender-Based Violence Unit, in professionalising the police service and upholding the duty of care to those seeking support and services.

Furthermore, in 2021, the Spotlight team through civil society and consultant partners bolstered the provision of psychosocial services for survivors amongst the most marginalised populations including asylum seekers and refugees through a bilingual hotline; championed the engagement of men and boys in leadership positions within their communities including at faith-based organisations and youth clubs to tackle gender stereotypes, create healthy relationships and navigate conflict; commissioned a landmark study on social norms relating to violence against children to inform

a communications campaign to address same; strengthened the women's movement through targeted grant support and tailored capacity building programmes, and involved civil society organisations in target communities during the 16 Days of Activism Against Gender-Based Violence in distributing posters to educate the public on appropriate care of survivors of domestic violence during COVID-19.

Although the programme has targeted interventions within the three communities of Tunapuna/Piarco Regional Corporation, the Mayaro/Rio Claro Regional Corporation and Tobago, numerous activities have far reaching implications for the wider society and for improving the lives of women and girls. These include the strengthening of legislative frameworks such as the Domestic Violence Act, and critical institutions in the fight against GBV such as the Office of the Prime Minister Gender and Child Affairs Division (OPM GCA) and the Trinidad and Tobago Police Service (TTPS).

The COVID-19 lockdown measures resulted in engagement of most stakeholders and beneficiaries via virtual platforms in some cases creating delays; delays also resulted from the transfer or removal of important partners (focal points) within state agencies, and human resource and technical capacity limitations in both Government and civil society which ultimately contributed to the termination of a major agreement with the GCA Division and insufficient response to calls for proposals. A further challenge was that specific activities such as the restorative justice study had to be cancelled given the challenges and lessons stemming from similar research designs in other contexts within the region.

Through strategic planning incorporating the voices of critical national stakeholders in the Operational and National Steering Committees, the team has managed in most cases to redesign, reprogramme and redirect funds towards other relevant and much needed projects keeping the principles of leave no one behind and UN Reform to the fore. For example, the revision of the social accountability activity under Pillar 6 towards a small granting mechanism allowing for additional grassroots organisations to participate in programming that may have been excluded from implementing partner agreements due to capacity limitations. Further, the team has sourced solutions to mitigate the capacity challenges of national partners through an extensive capacity building programme specifically targeting local and grassroots organisations within the three target communities as well as contracted personnel including a Project Administrator and IT staff to assist Government partners such as the Gender and Child Affairs Division.

The meaningful engagement of civil society remains a priority for the Spotlight Initiative in Trinidad & Tobago and the team has supported the CS-NRG to create a membership policy which will encompass a remuneration clause in recognition of the time and efforts of these volunteer members. While the EU Delegation and CS-NRG contributed to the monitoring and evaluation (M&E) frameworks including the baseline assessment for the initiative, efforts are underway to encourage more participatory M&E such as joint field visits and audit/spot checks of workshops, campaigns and research.

The team continues to work closely with the EU Delegation which lends advisory support and supports visibility initiatives. In late 2021, the EU Ambassador assumed office in the country and has already taken a strong stance through media appearances against GBV, meeting periodically with the Resident Coordinator to discuss strategies for continued national focus.

With the extension of Phase I of the programme to June 30th, 2022, the team will implement an acceleration plan to meet all targets in close collaboration with national stakeholders to ensure no beneficiary is left behind.



## Contextual Shifts and Implementation Status

At the onset of 2021, social and political activism came to a fore and the country was plunged into nationwide mourning as a result of the kidnapping, sexual assault and brutal murders of several young women while they were taking public transportation. Widespread calls for justice, accountability and safety measures for women and young girls who take public transport were followed by marches, protests and night vigils particularly around International Women's Day. In solidarity, almost 500 businesses across the country suspended operations on February 12th, 2021. The Spotlight team supported the women's movement's call for justice and sought to place emphasis on the development of gender-responsive policing toolkits and the sensitisation of the TTPS for treating both victims and perpetrators. Financial assistance was provided for a coalition of NGOs to purchase t-shirts branded with strong messaging during peaceful protests around International Women's Day and the Initiative has prioritised open dialogue and discussions around creating safer spaces for women in public transportation.

An additional and significant contextual shift included the transfer of the Permanent Secretary at the Office of the Prime Minister Gender and Child Affairs Division who has been a champion for the Spotlight Initiative within Government encouraging greater involvement of state agency representatives and other Permanent Secretaries and gender focal points with Spotlight governance structures. Additionally, she has lobbied for the development of a blueprint for Spotlight implementation in the three communities which would serve as a model for addressing GBV nationwide. In July 2021, this Permanent Secretary was transferred to the Ministry of Social Development and Family Services, still a major Ministry and a partner of the Spotlight team but not the primary agency responsible for gender affairs in the country. Additionally, the contracts of the majority of staff to support implementation of key activities within the GCA Division including the re-integration of the Foundations programme to work with youth, 16 Days of Activism events and the Inter-Ministerial Committee on DV came to an end in early 2021. This critical gap in the human resource capacity of the key government stakeholder for Spotlight Initiative has represented a major challenge. The Spotlight Initiative team has had to re-initiate relationship building with the new Permanent Secretary and Deputy Permanent Secretary and has sought to support GCA by reprogramming funds for staffing support.

With respect to the humanitarian context, Trinidad & Tobago has been a destination and transit country for asylum seekers, refugees and other vulnerable migrants for decades but most recently and notably affected by a large and growing influx of persons of concern from Venezuela. Within this influx are women and girls that are vulnerable to trafficking, sexual exploitation, intimate partner violence and other forms of gender-based violence. By having UNHCR as an Associated Agency for the Spotlight Initiative involved in planning and implementation discussions, and also a key partner within the Venezuelan protection nexus in the region, the programme has been designed to ensure that we leave no one behind and these most vulnerable categories of persons

are included and prioritised. This includes ensuring access to services such as the bilingual hotline and bilingual app; support for the translation/interpretation of critical documents such as the catalogue of services for the economic empowerment of women available in Spanish and Braille and ensuring most media appearances and communication materials are available in both Spanish and English. Additionally, guiding principles for quality of care based on human rights were built into the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence, including women-centred care, a rights-based approach, gender equality and sensitivity. These principles underlie all the training and other capacity-building being conducted with the health sector in the Spotlight Initiative, to prevent abuse and strengthen supportive care by service providers.

Given the alarming rise in COVID-19 cases in the country including the rise in mortalities, the Government of Trinidad & Tobago sought Parliamentary approval to impose a state of emergency which lasted for the period April-November 2021. This state translated into severe lockdown measures creating massive challenges for key economic sectors including construction, retail, hospitality and entertainment accompanied by rising unemployment and threats to food security. Challenges in managing hospital occupancy for COVID-19 patients were reported extensively, while COVID-19 vaccination drives continued. According to data obtained from the Crime and Problem Analysis Branch of the TTPS, reports of domestic violence most notably breaches of protection orders and threats, increased during this period. As a result of these dramatic restrictions, the implications for women and girls were considerable with safe spaces including shelters limiting access and provision of services curtailed notably within the health sector as COVID-19 care was prioritised. For the implementation of activities, planned in-person initiatives including workshops, public awareness drives and sensitisation campaigns, leadership training, research activities were massively impacted creating delays in implementation which was exacerbated by implementing agencies having to reorder priorities and in some cases, unable to access target groups potentially affecting targeted beneficiaries as many of the most vulnerable may struggle with virtual access. In 2020, it was reported that over 60,000 children were without access to online learning. In 2021, this figure was halved, yet the challenge remained that many from vulnerable households and groups were left behind.

The programme has experienced significant delays in implementation as a result of these contextual shifts which have resulted in an approval for extension of Phase I. Agencies together with implementing partners have designed acceleration plans revising the programme and budget to meet the demands of the country as well as to adapt to implementing partner capacity limitations. For example, in the case of some of the prevention programming under Pillar 3 such as the Collaborative HIV Prevention and Adolescent Mental Health Programme (CHAMP) revised to encompass GBV modules, the preferred modality for delivery is in-person engagement with young persons and their parents/caregivers. It therefore took time to adapt the approach to a virtual reality. Furthermore, some of the participants did not have devices to facilitate their virtual participation and therefore had to share devices which reduced the number of participants.

An online modality was also employed to enhance the effectiveness and build the capacity of the TTPS, under Outcomes 2 and 4, agencies jointly collaborated to plan and deliver a 3-day course on gender-responsive policing. Close collaboration with the TTPS and the Police Academy supported the planning and logistics for this pilot series, by coordinating physical attendance at identified locations, to ensure participants could access the training, while a number of regional and international facilitators delivered a series of modules on key aspects of GRP. Under Outcome 3, the rollout of the Foundations Programme in community settings moved to a hybrid approach through the engagement of Regional Corporations and Community Police agencies, to mobilise and support participation in the programme, while employing virtual engagement strategies through an online launch, virtual advocacy events during the 16 Days of Activism Against GBV, and online training of programme facilitators. This complemented small but targeted interventions within the community setting, including the painting of community park benches and planting of trees.

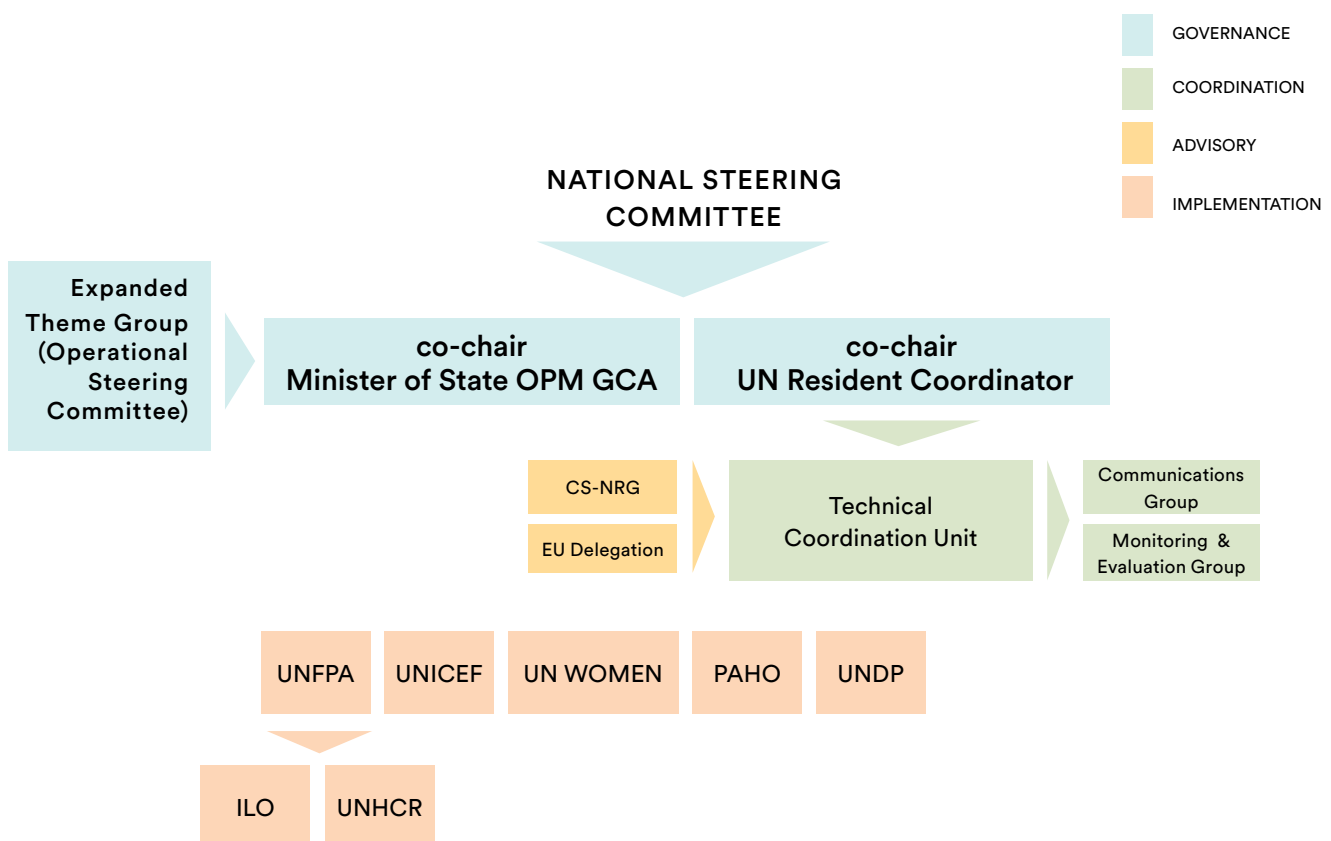
The health sector has been under special strain during the COVID-19 period. Nevertheless, the commitment of the health sector to addressing GBV is demonstrated by the successful implementation (with some delays) of consultations with Regional Health Authorities (RHAs) to develop National Clinical and Policy Guidelines and a Health Information System on IPV and SV, and training of trainers from RHAs and the Ministry of Health in Health Care for Survivors of IPV and SV. The persons trained as trainers in July planned to conduct training in their RHAs, but due to competing priorities during COVID-19, two of the five RHAs had not yet completed their onward training workshops as of the end of 2021. Training and technical support activities with health-care providers have also shifted to online modalities, resulting in some underspending or delay in spending of programmed funds.

## Implementation progress by outcome area:

Spotlight Initiative - Outcome areas	Implementation progress as of 31 Dec 2021
Outcome 1: Legal and Policy Framework	36%
Outcome 2: Institutions	63%
Outcome 3: Prevention and Norm Change	43%
Outcome 4: Quality Services	49%
Outcome 5: Data	28%
Outcome 6: Women's Movement	43%
<b>TOTAL</b>	<b>43%</b>
<b>Total With Commitments</b>	<b>55%</b>

# Programme Governance and Coordination

Figure 1 - Trinidad & Tobago Governance and Coordination Structures Table



## a) National Steering Committee (NSC)

The National Steering Committee (NSC) for the Spotlight Initiative in Trinidad & Tobago is co-chaired by the Minister of the Office of the Prime Minister; Gender and Child Affairs and by the United Nations Resident Coordinator. The Committee which initially convened in August 2020, has had three subsequent meetings using virtual platforms with the most recent occurring on the 26th October 2021. Representatives include the EU Ambassador, Ministry of Planning and Development, Ministry of National Security, Ministry of Social Development and Family Services, Ministry of Health, Tobago House of Assembly and Ministry of Education. Additionally, 3 representatives from the CS-NRG participate alongside all RUNO representatives while the Spotlight coordination unit provides secretariat support. The Committee has approved the 2020 and 2021 annual work plans, Spotlight performance monitoring and results frameworks, as well

as 2020 programmatic and budgetary revisions and has been made aware of further revisions required in 2021 pending post-facto approval.

Members provide strategic direction including capturing and documenting key results and lessons learned from Spotlight Initiative implementation to provide a blueprint for the nation, oversee the overall implementation of the Spotlight Initiative programme with the recognition that adjustments/corrections are possible based on fluctuating realities such as that related to the COVID-19 response, and share information on policy and legal decisions pertinent to the gender-based violence response in Trinidad and Tobago. This structure has facilitated a mechanism for members to serve as Spotlight ambassadors within respective Ministries and to identify additional resources including internal processes to review activities which could impact on their service delivery arms, links to other ongoing programmes in the country and to assist in building stakeholder relationships. The NSC can represent a critical foundation to ensure sustainability beyond the lifespan of the programme which would make an impact in combating GBV. The Committee is aligned with the priorities and dynamics of the country, reflecting the Initiative's principles of inclusiveness, transparency, accountability, consensus-based decisions, and national ownership.

Additionally, an Operational Steering Committee (the Expanded Theme Group on Gender Equality and Human Rights) as outlined in the Spotlight country programme document is co-chaired by the Permanent Secretary of the OPM GCA Division and UN Women with participation (technical leads) from the Government, UN, civil society and EU. This committee convened its first meeting on the 21st October 2020 with representation from Government, EU and civil society. The OSC meets on a quarterly basis to discuss on a more technical level programmatic lessons and issues, to monitor progress against the Spotlight Performance Monitoring Framework; leverage existing initiatives and renew collaboration commitments and finally raise any challenges to be addressed strategically to the NSC.

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

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

Additionally, the interim group helped to draft the selection criteria and terms of reference for the permanent CS-NRG. The formal CS-NRG was established in April 2020 with guidance from the Spotlight Secretariat and currently meets on a bi-monthly basis with a quorum of 5 members. Membership initially comprised a cross-section of 13 diverse individuals with representative experience from grassroots, national and academic civil society organisations and proven track records in the following thematic areas: positive masculinities, sexual and reproductive health and

rights, vulnerable populations including those facing multiple intersecting forms of discrimination (LGBTQIA individuals, migrant/refugee women and girls, persons with disabilities, rural populations, etc.), gender and development, strategic communications, programme management, child protection and at-risk youth, amongst others. These individuals were also evaluated based on project management/advisory or project collaboration experience. Finally, geographic considerations for the membership of the CS-NRG ensured the inclusion of two representatives from Tobago. As of December 2021, the membership has been reduced to 10 individuals due to personal challenges of 2 members and conflicts of interest with another. The reduction in the size of the group has not negatively impacted the achievement of the group's workplan.

The CS-NRG has an updated annual costed work plan, which includes monitoring visits, communication and community outreach to ensure engagement with grassroots CSOs, women's rights groups and feminist activists. The work plan also includes advocacy activities and full representation on the NSC and OSC. A total of USD\$10,000 has been allocated in the country programme budget to resource the CS-NRG's work plan, including the shadow report, transportation costs and venue rental costs for bi-annual in-person meetings. In 2021, just under 10% of these financial resources have been utilised for field visits to the three target communities to re-assess the needs of community and women's groups. The shadow report has been delayed and will be developed during the extension period of 2022 to accompany this 2021 annual report. With Secretariat approval for compensation, the group is now in the process of finalising a membership policy with support from the technical coordination unit to encompass a remuneration clause. This policy also includes a succession planning clause which would encourage commitment from members and sustainability of the group's efforts.

To encourage more meaningful engagement, documentation of raised concerns and proposed recommendations by the group as well as regular meetings between the CS-NRG and the UN recipient and associated agencies have been established. Moreover, the coordination unit provides monthly update emails to the members to ensure consultation and input during implementation of the various components of the Programme. During 2021, besides the above-mentioned community visits, members have also been engaged in stakeholder consultations, the convening of focus groups with survivors which provided critical input for training with the Trinidad & Tobago Police Service and Judiciary, review of draft documents and toolkits, and furnished guidance on specific programmes related to engagement with men and boys and young persons such as the landmark social norms study on violence against children as well as served in an advisory capacity for communications campaigns including 16 Days of Activism and International Women's Day.

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

The programme has created a mechanism for regular engagement with civil society and government with EUD involvement through the establishment of the Operational Steering Committee which

meets on a quarterly basis. This coordination mechanism provides a platform to ensure accountability to and engagement of civil society at every stage of implementation as well as to jointly address bottlenecks and challenges and build upon and discover areas for collaboration and linkages.

Additionally, the Spotlight Programme Coordinator as well as focal points from specific RUNOs also form part of the Theme Group on Gender Equality, HIV and Human Rights. These meetings provide an opportunity for dialogue to address issues affecting the most marginalised groups, those facing intersecting and multiple forms of discrimination, VAWG and SRHR, and, more broadly, issues of gender inequality.

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

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

The Spotlight team developed standard operating procedures (SOPs) (revised in 2021) which clearly outline the governance and management structures, working relationships, roles and responsibilities related to the implementation of the Spotlight Initiative in Trinidad and Tobago and which serve to enhance collaboration under the UN Reform.

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

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

## Programme Partnerships

### a) Government

The Spotlight Initiative team continues to partner with the key state agency for gender and development which is the Office of the Prime Minister Gender and Child Affairs division (OPM GCA) and associated agencies including the Children's Authority. The GCA Division is responsible for coordination of the response to GBV, manages the Domestic Violence Hotline and the Central Registry on Domestic Violence and has been engaged in implementing or supporting activities under the Spotlight Initiative. This engagement with government at the highest level is with the aim to encourage political buy-in and national ownership of the Spotlight Initiative and to eliminate violence against women and girls.

In 2021, collaboration with the Gender Affairs Division encountered challenges as the human resource capacity of the Division became severely constrained and the Permanent Secretary, keenly involved in Spotlight design and implementation consultations, was transferred to another Ministry. The new adopting Permanent Secretary of the GCA Division has expressed her commitment to support and advance the activities of the Spotlight Initiative with equal fervour. The implementing partner agreement with the Division was terminated by the close of the year however through in-depth discussions to strengthen the Division and ensure sustainability, the Spotlight team and GCA Division have agreed to reprogram funds to provide human resource support to the Division through a Programme Coordinator position. It is expected that the terms of reference of this position which include supporting Gender Affairs to create a blueprint from Spotlight will be finalised during the Phase 1 extension. Despite these challenges, the Spotlight team continues to work with the GCA Division on the following:

**Outcome 1:** Consultations related to the Gap analysis of the Domestic Violence Act to support reform; Financial and technical support for the Inter-Ministerial Committee to Coordinate Strategies to reduce Domestic Violence; Finalisation and adoption of the National Strategic Action plan on gender-based violence and provision of IT and Project Administrative staffing to monitor the implementation plan which accompanies the Child policy approved in 2020.

**Outcome 2:** Establish and sustain the Multi-Stakeholder case management coordination committee to oversee implementation and monitoring of the Standard Operating Procedures for National Family Services and the Division of Health, Wellness and Family Development of the Tobago House of Assembly; Sensitise and reinforce the gender focal point network within national and sub-national systems and institutions to develop policies and plan, fund and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors



**Outcome 3:** Advise through its representation on the Steering Committees prevention programming and communications campaigns which can contribute to gender equitable social norms, attitudes and behaviour change at community and individual levels to prevent violence against women and girls.

**Outcome 4:** Guide and provide advisory support related to the updating of the Essential Services Package for survivors of gender-based violence. The revised ESP report was completed in December 2021.

**Outcome 5:** Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes in the assessment of systems used by GBV first responders to address family violence; equipment, training and the enhancement and inclusion of interfaces for GBV first responders for the updated Registry on GBV

Notable other Government partners include the Ministry of Health and Regional Health Authorities that, despite prioritising COVID-19 public health measures, have continued to endorse and actively engage with the Initiative through the Spotlight committee of five persons appointed by the Chief Medical Officer. This committee has contributed to the development and finalisation of the National Clinical and Policy Guidelines on IPV and SV and training materials for front-line health care providers. They have assisted in liaising with key stakeholders to facilitate consultations related to the National Clinical and Policy Guidelines, the IPV and SV Health Information System and the development of communications products to raise standards of care and support for survivors. The Committee is currently playing a key role in supporting the process of acceptance of the National Clinical and Policy Guidelines on IPV and SV as the official guidance document for Ministry of Health policy and practice in relation to IPV and SV health care for Trinidad and Tobago.

Additionally, the Ministry of Health is represented in the National Steering and Operational Steering Committees. Under Outcome 4, health service human resource capacity strengthening activities have been conducted in 2021 with all 5 Regional Health Authorities, the Ministry of Health and the University of the West Indies. Under Outcome 5, documentation of violence, associated health conditions, care support and referral are being strengthened through the development of the first Intimate Partner Violence and Sexual Violence Health Information System (IPVSV HIS) in the Americas.

Crucial to securing partnerships with other Ministries was the relationship that the Spotlight team built with the Permanent Secretary of the OPM GCA who played a key role in securing Government buy-in and was able to ensure representation of the Ministries of Planning and Development, Social Development and Family Services and Education on the National and Operational Steering Committees. This Permanent Secretary who now serves at the Ministry of Social Development and Family Services is responsible for oversight related to the assessment and strengthening of National Family Services.

Additionally, the Spotlight team has engaged the Tobago House of Assembly to ensure buy-in for the implementation of prevention programming including the CHAMP and Foundations projects, the development of referral pathways and expansion of counselling services within communities in Tobago. The Tobago House of Assembly is represented on both Steering Committees.

Engagement with national security has occurred through Spotlight sensitisation and consultation meetings with the focal points nominated by the Commissioner of Police including the Manager of the Gender Based Violence Unit and Sexual Offences Unit, Manager of the Child Protection Unit and the Director of the Victim and Witness Support Unit of the TTPS. Further, the team has consulted with municipal and community police bodies within Tobago, Tunapuna/Piarco and Mayaro/Rio Claro to identify gaps in service provision and determine how best to strengthen these institutions to service women and girl survivors of violence. These meetings served to streamline communication channels for implementing partners and highlight areas to strengthen the work of the TTPS including community police and the GBV unit.

## **b) Civil Society**

For decades, women's rights groups, autonomous social movements and organisations have advocated and campaigned to address family violence. They have contributed to driving policy change and articulated social perspectives of all groups of women, including youth, marginalised groups and/or groups facing intersecting forms of discrimination and marginalisation.

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

The Spotlight team has supported and strengthened work of civil society partners including: financing the Family Planning Association's (FPATT) bilingual hotline, which allows this longstanding sexual and reproductive health rights organisation to provide services for the growing migrant and refugee population; support to the Young Women in Leadership (YWIL) programme - training and encouraging potential future female parliamentarians; as well as the Roxborough Police Youth Club to continue actively engaging the Tobago East community to provide effective quality of care for the elderly. Additionally, this support extends through various CSO capacity building activities and the establishment of peer networks to sustain a strengthened women's movement post-Spotlight. In line with the above-mentioned principles of meaningful engagement of civil society, effective representation of civil society in the Operational and National Steering committees as well as the Multi-Stakeholder Case management coordination committee has been critical to

ensure that Spotlight focal points explore existing programmes and seek areas for collaboration in lieu of duplicating efforts.

The CS-NRG continues to advise on the overall strategic direction of the Programme and on current VAWG/Family violence-related issues where the Spotlight Initiative's advocacy, leadership and support to CSO advocacy is important. The Group also serves as an interactive space and open forum for dialogue between the Spotlight Initiative and organisations working on EVAWG and family violence. It supports monitoring of implementation of the Spotlight Initiative through full membership on the National and Operational Steering Committees. The Reference Group is self-selected and represents the diversity of women and girls. In 2021, members provided critical input to key deliverables including the landmark study on social norms related to violence against children, various communications campaigns including 16 Days of Activism and served as a liaison for research with survivors. Additionally, members engaged in missions to each target community accompanied by a Consultant contracted specifically to strengthen civil society through asynchronous and synchronous learning platforms as well as coaching and mentoring support and whose terms of reference were prepared by the group.

In late 2021, funds were re-programmed to provide additional small grants to local/grassroots organisations in the three target communities. Further, throughout the year, additional implementing partner agreements were formalised with the Network of Rural Women Producers, the Network of NGOs and the Indigenous Creative Arts Network under Outcomes 3 and 5 while projects continued with existing partners under Outcomes 2, 3 and 4 including: the Coalition Against Domestic Violence (CADV), University of West Indies Institute for Gender and Development Studies (UWI IGDS), Arthur Lok Jack Graduate School, Employers' Consultative Association, National Trade Union Centre and FPATT.

Notwithstanding the positive contributions as outlined above from civil society to the Initiative, challenges remain. These include the impact of COVID-19 and the severe lockdown measures imposed during a state of emergency which lasted most of 2021 on the operations of many CSOs that struggled to stay afloat. This added to the limited number of CSOs within a small island developing state that are mobilised to support GBV. Many projects were delayed as a result and will continue into 2022.

Additionally, given the resource constraints of many of these groups, utilising the expertise, efforts and time of persons through the CS-NRG without requisite compensation has brought challenges in securing meaningful engagement most notably with respect to ensuring representation for other grassroots organisations not represented in the group. Given a heavier workload than initially anticipated, and despite immense good will to participate as broadly as possible, the engagement of this group was constrained including the delay related to the production of the shadow report and other activities within the work plan and the approval for requisite compensations was not finalised by the Secretariat till late 2021. As identified in global reference group consultations, members continue to express a lack of clarity on the group's role and the coordination unit has

been unable to secure support for participatory monitoring and evaluation activities. Finally, one member has submitted a formal resignation and the other's is pending, both citing personal challenges. An additional member has been asked to resign by the Resident Coordinator following public allegations of inappropriate conduct. The Spotlight Initiative has also severed relations with this member's organisation pending an investigation.

It is anticipated that the adoption and implementation of the membership policy of the CS-NRG as previously mentioned, which incorporates a compensation mechanism as well as succession planning will mitigate some of these challenges related to workload constraints. This policy also encompasses the nomination of a Chairperson by members which will contribute to greater autonomy and clarity of the group's role within the Initiative.

### **c) European Union Delegation**

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

To improve information flow and communication and to more successfully manage the partnership with this critical stakeholder, the coordination unit has established monthly meetings with the EUD, specifically its programme and communications staff, to provide implementation updates as well as to seek guidance and support in addressing challenges. Additionally, the Resident Coordinator and newly appointed EU Ambassador meet periodically on an ad-hoc basis to jointly advocate with Government at the highest level to secure political buy-in and support as well as sensitise development partners through their Heads of Mission and technical level colleagues.

The EUD has helped to improve activities and foster more cohesive programming by offering its institutional knowledge, technical expertise, and other resources including networks for dissemination of communication materials.

The UN-EU partnership has also proven instrumental in planning and executing events, such as panel discussions, media representations as well as providing input on communications content to boost visibility of the Initiative. Additionally, the EUD participates in the Operational Steering Committee meetings and bi-annual National Steering Committee meetings. This participation strengthens collaboration between the UN and EU and enables the EUD to support the Spotlight Initiative in engaging civil society.

Finally, the EU and UN will work closely with the Government to develop a sustainability plan that includes a feasible financing strategy with conditions to ensure that funding and services/programmes initiated under Spotlight can continue following programme closure.

## **d) Cooperation with other UN agencies**

The ILO remains committed to the Spotlight Initiative as an associated agency given its specialisation in labour rights and expertise in human rights in the workplace in the prevention and awareness activities within the workplace in support of achieving outcome 3. It was instrumental in the development of a Catalogue of Services for the Economic Empowerment of Women. It also oversees the implementation of the economic cost study on the impact of family violence to the workplace in support of achieving outcome 5. Further, it has been instrumental in crafting the Joint GBV Workplace Policy between employers and trade unions. In addition to the ILO's specialisation, it is also able to reach a great number of non-traditional actors and persons through the labour force for both prevention and facilitation of access to services.

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

The UN ECLAC has given critical support and oversight in the study of the economic costs of violence against women under Outcome 5 and continues to provide advisory support to the Initiative as well as collaborate on major events through the Expanded Theme Group on Gender Equality, HIV and Human rights.

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

## **e) Other Partners and resource mobilisation (if applicable)**

During 2021, the Spotlight Initiative continued its work with the National AIDS Coordinating Committee on the prevention of GBV and in the facilitation of access to services for young people, persons with disabilities, migrants, persons living with HIV and other key populations. In addition, the team has initiated a relationship with the Sexual, Reproductive, Newborn, Child and Adolescent Health Committee which has reviewed the National Clinical Guidelines and is guiding the process of obtaining its approval by the Minister of Health. These partnerships enable the Spotlight Initiative to better reach populations of women and girls that are traditionally left behind and that face intersecting forms of discrimination.

The Spotlight Initiative is partnering with the University of the West Indies to develop curricula to train students in the care of survivors of IPV and SV. Draft curricula were developed for undergraduates and postgraduates in disciplines relating to helping professions, including nursing, medicine, social work, psychology, dentistry, midwifery and gender studies. These curricula provide pre-service training to sensitise participants as to causes and consequences of GBV and build skills to deliver care in line with good practice documents, including the National Clinical and Policy Guidelines on IPV and SV developed under the Spotlight Initiative. In the 2022 extension period of Phase I, the curricula will be piloted and finalised.

The Spotlight team has also engaged with the private sector through its implementing partners Employers' Consultative Association (ECA) and the National Trade Union Centre of Trinidad and Tobago (NATUC) that works with trade unions throughout the country. Over 140 union members have received GBV sensitisation training to date and the Spotlight team has been building on these strategic partnerships to more effectively and cohesively implement activities in the workplace including the development and implementation of a joint sexual harassment workplace policy.

As the Spotlight Initiative aims to strengthen the rule of law in Trinidad and Tobago, an independent and knowledgeable judicial system based on justice and human rights principles, efficient procedures and judicial decisions contribute to increased public trust in its judicial systems. The Spotlight team sustained its partnership with the independent Judiciary of Trinidad and Tobago (JORTT) as well as initiated a relationship with the Office of the Director of Public Prosecutions to provide training for judges, lawyers, prosecutors and other legal professionals on international human rights and the dynamics of family violence. Additional knowledge sessions were organised both for the justice sector and general public relating to the operationalisation of the gender protocol to strengthen the justice chain by supporting cooperation and networking between institutions – including courts, prosecution, police and correctional services. COVID-19 containment measures forced these interdisciplinary trainings to go online. While technology provides the opportunity to develop connections, it can never replace the impact or benefits of face-to-face communication, especially when exploring sensitive issues in the cultural exploration of gender-based violence. Nevertheless, facilitators sought to mitigate these disadvantages through creative methodological approaches including encouraging the use of 'learning journals' by participants, fostering discussions and interactive presentations and maintaining small group sessions as feasible.

In 2022, the Spotlight team will continue to engage other development partners in Trinidad & Tobago in an effort to jointly advocate for the adoption and implementation of the updated and costed National Strategic Action Plan on Gender-Based Violence as well as to mobilise resources and supplement Spotlight funding thus ensuring greater sustainability of programmatic results.

# Results

## Capturing Broader Transformations Across Outcomes

Broad transformations at an outcome level for any programme typically require medium to long-term sustained investments, national buy-in across various sectors and significant political will. In two years, the Spotlight Initiative in Trinidad and Tobago has fostered collaboration across the UN, EU, Government, civil society and the private sector, contributing to laying a critical foundation for the achievement of the SDGs most notably Goals 5 and 17. It has provided an opportunity to connect the UN and civil society in a way not previously done, and it is hoped that the end result will be greater collaboration, support and understanding across the system as joint entities working toward ending violence against women and girls.

Through the establishment of a multi-stakeholder case management committee under Pillar 2, the Spotlight team has created a mechanism for civil society through their participation to assess, monitor and hold state agencies accountable for quality services including the National Family Services and the Division of Health, Wellness and Family Development of the Tobago House of Assembly. With the strengthening of these institutions through standard operating procedures and advocacy for additional resources, survivors will have access to health, legal, psychosocial and economic empowerment opportunities.

Under Pillar 4, the Spotlight team has effectively engaged the health sector in the development of the country's first National Clinical and Policy Guidelines on IPV and SV. These guidelines were supported by the establishment of a Spotlight Ministry of Health committee and extensive training for front line health service providers was conducted. Health professionals are also engaged in developing a digitised GBV electronic health information management system, the first of its kind in the Americas, as a key output of Pillar 5. The health care form which is being digitised has been included in the National Clinical and Policy Guidelines as a key tool in improving documentation. This documentation of cases of GBV, health consequences, care, support and referrals, facilitates evidence-informed care and policy decisions to the benefit of survivors. Such documentation will facilitate coordination of services between different service providers such as housing, social services and the police.

Similarly, the Spotlight Initiative has supported a comprehensive child protection information management system with access to better quality data, enhancing case management processes and service provision and strengthening institutions such as the Children's Authority for management of child abuse cases utilising this Primero System. This translates into a coordinated national system for treating, referring and managing all cases of child abuse that are brought to the attention of authorities.

Coordination as one UN is evidenced by the recent training for the Trinidad and Tobago Police Service developed by UNDP and UN Women following joint consultations with multiple stakeholders across the justice and security sectors as well as the continued joint work of UNFPA and PAHO to strengthen and enhance data systems with relevant government parties. This strategy will enable Government entities and related agencies to be effective duty bearers and to provide timely and effective, appropriate responses, in their duty of care to family violence survivors.

The recent decision to reprogram funds previously allocated to Government towards additional small grants specifically targeting local and grassroots organisations making an impact in their communities highlights the principle of Leaving no one Behind as many of these organisations work with rural, impoverished women and girls, migrants and/or young girls within the foster or state systems. Furthermore, the team has made a decisive effort to create a comprehensive capacity building programme for these CSOs ensuring that their activities can be sustained through establishment of foundational frameworks and processes. With this training, these CSOs can improve capacity to potentially enter into implementing partner agreements on various Pillars in Phase II thus proving a good resource for the RUNOS. Six of these CSOs were similarly engaged during 16 Days of Activism on GBV by engaging members of the public in dialogue about family violence and ways to support survivors through evidence-based posters. These posters designed to facilitate members of the public in providing care for GBV during COVID-19 were distributed also to government agencies. The posters were placed in key locations such as bars, restaurants, bus stops, tourist attractions and community centres in the three target Spotlight communities.



## Reporting on the implementation of Participatory Monitoring and Evaluation (PME)

Although not ingrained systematically yet in the Trinidad & Tobago Spotlight country programme, there have been several informal PME methods and tools engaging stakeholders at different levels. These consisted mainly of donor/funding partners, implementing partners and CS-NRG members. Through a participatory process, each has been involved in different aspects of the programme, from design to M&E to course correction. This has enabled the Spotlight team to ensure programme quality, technical coherence and timely delivery of results, as well as build capacity to contribute to their further engagement during the PME process.

A PME plan was drafted in the last quarter of 2021 which elucidates the Most Significant Change methodology that the team will adopt and execute in 2022. This was chosen as it will elicit the qualitative effects of Spotlight's activities thus far on beneficiaries. Primary beneficiaries were identified as CSOs, grassroots organisations, communities, rights holders, and duty-bearers. These beneficiaries were identified after introduction of the PME process and subsequent consultation with the CS-NRG. A follow-up discussion was held with one of the CSOs on the inclusion of grassroots and community organisations and to brainstorm additional ideas for their inclusion.

Complementary formal research-based methods have also been proposed to determine the outcomes of training, capacity-building, and awareness activities. This is crucial, particularly in the context of the COVID-19 pandemic that required more virtual modes of facilitation, as opposed to in-person or in the field/practicum. The methods include conducting follow-up surveys, key informant interviews and focus group discussions, ideally within specified timeframes, that will elucidate whether or to what extent retention and application of knowledge, information and skills have happened, and whether attitudes, perceptions

and behaviours have changed. The ultimate goal is to determine whether the activities have impacted women and girls and in what way – whether changes were positive or negative, intended or unintended.

Another idea explored for the plan involves forming and utilising a CSO M&E Working Group that would serve as a pool of CSO members from: the CS-NRG, CSOs engaged as implementers, or beneficiaries of Spotlight activities, who would volunteer to participate in monitoring other Spotlight activities. Including them in monitoring would therefore ensure that they have a voice in how activities have been implemented, feedback which may then be applied to future ones.

A key strategy implemented recently is building the M&E capacity of individuals, small grantees and other CSOs who are benefitting from Spotlight activities as implementers, and supporting them to develop the appropriate tools and monitor the activities funded.

Although still in development, the Spotlight team facilitated small strides and achievements through the improvised execution of some PME elements from the plan:

- During the development of the Spotlight Performance Management Framework (SPMF), EUD partners as well as the monitoring sub-group members of the CS-NRG were closely engaged in an iterative process to ensure that indicators chosen reflected the country context and aims of the TT programme, and that measures chosen would accurately capture results.
- The crash courses for CSOs have been initiated. One small grantee under Outcome 6, one individual beneficiary responsible for training other young people under Outcome 3, and one IP under Outcome 3 all benefited from increased

## Reporting on the implementation of Participatory Monitoring and Evaluation (PME)

capacity to monitor their activities as funded by Spotlight.

- Several “informal” methods were adopted that related to revising reporting systems to enable greater efficiency, monitoring and stakeholder feedback. Doing this also precipitated opportunities for collaboration and increased synergies among RUNOs, and aided in clarity among activities, thus reducing at least two instances of duplication. The methods included a review of reporting processes among RUNOs and introduction of a new structured and regular process directly based on their feedback on what worked and what did not. This reporting process was successfully implemented in the last four months of 2021. Data and information feed into both a performance management matrix and planning tool used internally by the Spotlight team to measure progress, which in turn aided in capturing data for the SPMF and the annual reporting process.
- Spot check reports take participant and beneficiary feedback into account for future phases of an activity or similar future activities. A collaborative version of the report was developed in the last quarter of 2021 for use by teams of monitors that include relevant RUNO focal points, Spotlight M&E focal point and CS-NRG members.
- Increased efforts to invigorate the M&E sub-group of the CS-NRG and build their capacity to encourage their participation as monitors/observers in Spotlight activities. This was only marginally successful and gained more traction directly engaging certain members one-on-one. Participation in Spotlight monitoring checks has been low.

Gaining traction with the CS-NRG is the most significant challenge currently, which creates concerns around buy-in when the PME plan is finalised. This is caused by a slew of factors, particularly that some of the CSOs represented are Spotlight IPs, therefore their time is constrained; many CSOs have multiple commitments, constraining their time as well; and “Spotlight fatigue” has been mentioned due to the number of Spotlight activities that result in the same, often small, pool of CSOs being engaged as implementers (this is particularly affected by the resources available to CSOs and their size, which is further influenced by their reputation and length of their history). As such, CS-NRG members expressed that they are often unavailable for after-hours monitoring/observations. Moreover, they expressed concerns that their participation is “after the fact” or tokenistic, as often they were not involved in the design of the activity. Finally, the topic of compensation—in this case, for the proposed CSO Working Group—was raised, since non-compensation could be viewed as disregard for the time and expertise of these CSOs and a lowered value attached to their input.

Given this context, an important lesson learned is that early, and especially, constant engagement is necessary with CS-NRG and CSO members to assuage concerns and increase the sense of inclusion. Moreover, one-on-one interactions seem to be more fruitful than group settings, since members may hold private differing views from the group. However, this depends on the setting and the topic at hand. Another lesson learned is that simple, informal and quick methods to build capacity may be more useful than complex, structured or lengthy ones. Extra-small group sessions may also be more useful to accommodate learning styles and pace.

# Capturing Change at Outcome Level

## Outcome 1: Legal and Policy Framework

Under outcome 1, Spotlight seeks to ensure that policy and legislative frameworks are strengthened, implemented and/or translated into actionable plans that will address all forms of VAWG. The passage of the Domestic Violence (Amendment) Act, 2020 and other key policies such as the National Child Policy approved in 2020 laid the foundation for further work in 2021 to solidify and strengthen how DV and other forms of FV are addressed. The Gap Study Report on the implementation of the Act is in preparation following virtual consultations and will identify and analyse remaining gaps in this critical legislation providing policymakers with key recommendations to strengthen service access and legal redress for survivors.

The National Strategic Action Plan (NSAP) on Gender-Based Violence, developed and housed at the highest level of governance in the Office of the Prime Minister to address VAWG, has important linkages with the DV Act. Although it did not receive Cabinet approval in 2021, to date, an updated costing is currently in progress, after which external consultations will be scheduled. It is expected that this costing will provide a more realistic and fiscally manageable package for required budget approvals and thereby accelerate cabinet approval. The NSAP will provide a multi-sectoral, coherent strategic policy and programming framework to strengthen a coordinated national response to the crisis of gender-based violence in the country. By facilitating an effective coordination and cross-sectoral integrated response to family violence, this would mean the reduction of fragmentation and siloed work and the implementation of a fully comprehensive strategy, which addresses justice and security sectors, social services, health, education, housing and community advocacy. The plan aims to produce a combination of responses such as protection policies, service provision, enhanced justice and prevention to combat all forms of violence, drawing on a range of governmental and non-governmental agencies, beyond the confines of the national gender machineries, in order to improve the quality of services provided on the ground. Importantly, the NSAP is a strong blueprint that models Spotlight principles and activities, and once approved and implemented, will contribute to the sustainability of the work started in Spotlight.

Under Spotlight, technical support and funding has been provided for the establishment of a multi-stakeholder accountability mechanism to promote the adoption and implementation of NSAP and harmonisation with other relevant policy frameworks. This mechanism was integrated into the Inter-Ministerial Committee (IMC) in 2020, which is the national coordination and oversight mechanism for VAWG, whose mandate overlaps. Utilising this existing committee encourages national ownership and sustainability of programme results. At its most recent meeting in November 2021, the IMC discussed the needs of stakeholders working in the GBV field including the need for a standard intake form across the various sectors that survivors interact with, thereby reducing their revictimization and complementing a case management system and interoperability of

different service providers' databases. The IMC also brainstormed addressing the challenges of coordination and communication between the shelters and the national DV hotline, particularly the impact of COVID-19 protocols hampering access for victims and their dependents.

The country's National Child Policy (NCP), that adopts a comprehensive and strategic whole-of-government approach to child wellbeing was approved in 2020, and digitised an adult and child version under the Spotlight Initiative in 2021. Additionally, the team supported the development of an animation video to accompany the child version that explained the policy in simple, accessible terms. Both the video and digital versions were widely disseminated during 16 Days of Activism via the OPM GCA's website and social media platforms. These achievements will contribute to wider recognition of children's rights, especially their right to a life free of violence and to have their best interests placed first. In addition to this, Spotlight inaugurated a web platform that will aid in monitoring the progress of the NCP's Implementation Plan. This platform will be especially crucial in showing progress towards the full realisation of children's rights and the guiding principles the policy adopts, as well as holding accountable State actors who are responsible for implementing the measures in the policy. The safeguarding of children is a critical part of the finalisation of the NCP and was specifically earmarked in the NCP as a priority action. The strategy is especially important considering the continuing high levels of abuse and family violence perpetrated against children. Currently in development, the National Child Safeguarding Strategy (NCSS) will contribute to mainstreaming child protection as a key component of the rights of children and aligned to the principles of preventing GBV. For example, girls and boys experience GBV at school which is masked as "discipline". Children and adolescents may not report GBV at school for a range of reasons, including norms that position teachers in positions of authority. The NCSS challenges such inequitable gender norms and promotes gender equality right from the start.

The restorative justice study initially programmed under Outcome 1 had to be cancelled post-inception report given concerns expressed by the Secretariat and during the technical coherence review. Their view at that time was that restorative justice is a controversial approach that if not sufficiently survivor centred could potentially pose greater harm to survivors and therefore, it was decided following Resident Coordinator approval to reprogram funds. The Spotlight team has initiated discussions with the Attorney General's Office to instead strengthen the application of law through the development of a comprehensive communications campaign to fortify the public's understanding and awareness of relevant DV legislation and its practical applications. It is expected that this activity will take place in 2022

## **Outcome 2: Institutions**

The Multi-Stakeholder Case Management Committee (MSC) was established as a sub-committee of the IMC, with representation from the three Spotlight communities, government and civil society including those that serve marginalised groups. WAG who face multiple and intersecting forms of discrimination are a key focus, demonstrated by representation from three CSOs that

work with marginalised populations, including the LGBT community, persons with disabilities (PWDs), refugees and migrants. Both the IMC and MSC continued to be supported by Spotlight in 2021, and the MSC has provided oversight to the assessment of the case management services of the National Family Services Division (NFS) of the Ministry of Social Development & Family Services (MSDFS) and the Division of Health, Wellness and Family Development of the Tobago House of Assembly. This assessment will be used to inform the development of standard operating procedures and it is envisioned that this committee could monitor their implementation.

The amendment of the Domestic Violence Act in 2020 not only strengthened the legal framework to respond to DV in Trinidad & Tobago but equipped the court and the justice sector more broadly with improved measures to address DV matters and provide support to victims and survivors. However, gender stereotypes about women's and men's roles persist and may subconsciously impact the duty of care of judicial and police officers and their administration of justice and perpetuate marginalisation. Access to justice can be enhanced considerably where decision makers are aware of or sensitive to, the gendered or vulnerable realities of the lives of those who seek the protections and remedies that the law offers. With this in mind, the Judicial Project was set up, with support from Spotlight, to review the implementation of the Justice Through a Gender Lens: Gender Equality Protocol for Judicial Officers ("Gender Protocol"), developed in 2018, and provide relevant trainings to support justice and security sectors to build capacity and systems of oversight to design and meet due diligence response programme standards.

The Gender Protocol is a practical guide geared towards fostering and improving gender sensitive adjudication in Trinidad and Tobago. It builds on the fundamental principle of access to justice and equality of treatment for all, which are essential elements of our judicial system. However, stakeholder interviews have revealed that justice actors know little of the Gender Protocol and its operation. The Spotlight Initiative team therefore developed a Companion Guide to the Gender Protocol as a new Knowledge Product to mitigate this issue. By leveraging the existing evidence-base to capture practice-based knowledge, the Knowledge Product harnesses the opportunity to create sustainable impact for the EVAWG. As a complement, a learning series, "A Companion Guide to the Justice Through a Gender Lens: Gender Equality Protocol for Judicial Officers" was launched in December to sensitise judicial officers and the public about the provisions in the Gender Protocol and the roles and responsibilities of actors in the justice continuum. Widely disseminated to ensure a positive response, at the first session for the public, 32 participants were present. It is expected that this session will contribute to greater awareness by the actors within the justice continuum of their roles and responsibilities as duty bearers towards rights holders within the justice system. The second session for judicial officers is planned for early 2022.

In December 2020 and continuing through to 2021, the Spotlight team worked with the Judiciary to facilitate the domestic violence training programme entitled "Fighting Family Violence by Reengineering Attitudes and Actions" through which 70 judges and judicial officers, 241 justice sector partners and 274 court staff were trained via 11 virtual workshop sessions. These sessions intended to change attitude, recognition and management of bias, and develop the requisite skills

to handle DV at all levels, including at the Judiciary and amongst justice partners. This training is expected to improve the Court's performance and will in turn contribute to enhancing customers' trust and confidence, reducing barriers to access to justice and improving the treatment of men, women and children. The Chief Justice was also present for two of these sessions, signalling the immense importance of the initiative to improving the sector's functioning.

Strengthening the law enforcement response is another crucial aspect in Outcome 2 and has consistently been cited as one of the most challenging issues when responding to VAWG. The Security/Police Sector Project works synergistically with the Justice Project to ensure that FV victims and survivors receive effective care and treatment once they interact with the system. In 2021, following consultations with varying departments and units within the Trinidad and Tobago Police Service, the Spotlight team through consultants established a professional competencies framework inclusive of due diligence standards with some reference to the gender protocol previously outlined and the assessment of the use of police standing orders and DV manuals conducted under Pillar 4. These standards will contribute to the promotion of institutional cultures founded on gender equality and gender responsiveness and service delivery as crucial to prevention, highlighting how the work of one Spotlight outcome influences the other. Details about the Police Sector training are provided under Pillar 4.

The Children's Authority and Spotlight Initiative continued work on the Child Protection Information Management System (CPIMS) that started in 2020. A case management implementation committee was established that reviewed the internal case management procedures, mapped workflow processes, and amended forms for the new CPIMS (Primer) which launched in 2021. The committee held initial discussions with MSDFS and the Ministry of National Security to assess the interoperability between the CPIMS and other case management systems. The CPIMS will enhance case management from initialization until case closure, with referral features to support information sharing with other partners such as government ministries, government agencies, NGOs, hospitals, police, and other child protection actors in Trinidad & Tobago.

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

Preventative strategies to address VAWG through awareness, sensitisation and norms change is a particularly important element of the Spotlight programme. Prevention strategies include a focus on ensuring young people are equipped with the requisite skills and knowledge to develop healthy attitudes and behaviours related to sexuality, peer and intimate relationships and resolving conflict. During the reporting period, Spotlight continued to support and implement such activities under this Outcome, thereby providing targeted prevention responses to GBV. Stakeholders engaged included men and boys, leaders of faith-based organisations, young persons, parents, educators, civil society actors and the private sector.

The Collaborative HIV Prevention and Adolescent Mental Health Programme (CHAMP) model has been developed to implement primary prevention programming for out-of-school youth. Although developed to address HIV prevention, it has proven to positively impact those pre-adolescent youth who are less likely to respond to peer pressure or become involved in adolescent sexual activity, through education. The programme therefore aims to confront risks by including intervention components aimed at multiple levels, including the individual skills of youth and their parents, family processes, and community resources. The programme will do this by supporting and enhancing family processes and encouraging protective relationships between youth and their adult caregivers, as well as impart information to the entire family about puberty, family violence, sexuality and HIV prevention in the three SI communities. CHAMP also addresses youth social problem-solving abilities, such as recognition of risk and refusal and assertiveness in handling sexual peer pressure. At the end of the reporting period, a desk review and revision of the CHAMP curriculum was completed by the NGO FPATT, which analysed previous implementation of CHAMP and incorporated recommendations on its efficacy and relevance to family violence for the current period. In terms of the awareness, behaviour change and educational component, three of the four workshops were executed in two of the SI communities. The fourth workshop is projected to start in 2022. One hundred and three (103) youth and parents/caregivers (31 women, 8 men, 47 girls and 17 boys), were enrolled in CHAMP at the close of 2021.

Continuing from last year was the UN's joint initiative with the Ministry of Education (MOE) to support online training for teachers in the use of the Notes Master platform. In 2020, NotesMaster facilitators worked with relevant persons to develop the 2021 Training, Sensitization and Support plan which was shared with schools in T&T. Using this plan and building on the existing training modalities, a module on GBV was added to the training, which was implemented in 2021. This module sought to raise awareness of GBV within the context of a blended learning environment and positively influence attitudes and practices of teachers and students. Moreover, the programme overall will benefit students primarily – as well as teachers – by increasing their capacity to deal with mental health challenges, emotional pressures and even physical harm, by building emotional intelligence, giving positive reinforcement and offering psychological support. These would all be done in the context of online learning to create safer virtual environments for children's education. Completed in the latter half of 2021, at the close of the activity, 4,742 teachers at the primary and secondary school level were provided training on the GBV module: 56% were female and 44% were male teachers. Specifically, teachers were trained to utilise the FASO toolkit to actively engage their students while in the virtual classroom. It is estimated that approximately 70,000 girls and boys across Trinidad and Tobago at the primary and secondary levels would be reached, with 65% being girls and 35% of them boys.

The HFLE curriculum enhancement project, a collaborative effort by the Ministry of Education and the Spotlight Initiative, continued into 2021. The implementing partner, University of the West

Indies Institute for Gender and Development Studies (UWI IGDS), conducted a gap assessment to examine how to incorporate the topic of FV, which includes GBV, into the primary and secondary school HFLE curriculum. Completed and peer reviewed by UN agencies in early 2021, the assessment provided the basis for the curricula to be updated to ensure that key modules related to family violence are included, and teachers trained. It also detailed the knowledge, skills, and attitudes to which students should be exposed. This activity was delayed significantly due to challenges obtaining feedback from the MOE, that was managing the transition to virtual school and parents and children's educational concerns. Feedback was therefore only obtained in December 2021 and comprised MOE's concerns on the proposed topics in the gap assessment, with recommendations for revision to ensure the curricula are culturally relevant, age-appropriate, supported by national policy frameworks and have the consensus of all stakeholders. Once revised and approved by the MOE and stakeholders, the curricula will be positioned to provide a targeted response to the social and behaviour problems faced by young people in the country, since it focuses on the development of life skills which are abilities for adaptive and positive behaviour that foster psycho-social competence. Teacher training is expected to follow the approval of the HFLE curriculum in 2022.

Another programme that targets young people is the Foundations programme ('Foundations'), which started in 2021 with the selected Implementing partner, Network of Rural Women Producers of Trinidad and Tobago (NRWPTT). Designed for young people aged 13 to 24, Foundations is aimed at the prevention of GBV and is grounded in a human rights approach. Foundations is based on the premise that violence is intentional, and that abusive behaviours are chosen methods for gaining control over people and situations. Using a participant-centred approach, the programme encourages beneficiaries to 'think through' concepts such as gender, gender socialisation, gender hierarchies, sexuality and their impact on relationships with themselves and others. NRWPTT implemented two phases of the Foundations training with special focus on the most vulnerable within the target communities: one cohort with the police, comprising officers from TTPS, VWSU and NRWPTT; and the second cohort targeted at young people, delivered through the various police youth clubs, Girl Guides, Boy Scouts and the Civilian Conservation Corps. At the close of 2021, 26 officers had registered for the programme, with 19 of them completing the required contact hours. Supplemental training is planned in 2022 for those who were unable to participate the first time. Sessions were facilitated with young people using a blend of online and limited in-person presentations, with a total of 902 participants who benefitted from the sessions, including participants from two of the Spotlight communities. It is expected that participants will start engaging in cognitive and behavioural shifts that challenge gender biases and support gender equality. This training also lays a foundation for young persons to demonstrate a commitment to broadening the understanding of gender equality and equity among females and males in the Caribbean and an ability to establish and maintain emotional and physical safety to talk about gender as a concept as well as the ways in which gender has been learned and discussed in their personal domains. An online seminar was also hosted in the third quarter, "Combating Gender Based Inequality and Violence in Religious Circles", which included training modules from Foundations.



In addition to the work by NRWPTT, OPM-GCA rolled out Foundations Master Trainers training in the last quarter of 2021.

Spotlight continued its engagement with the private sector in 2021 through ECA and NATUC as implementing partners. Both ECA and NATUC undertook the development of workplace policies on GBV based on the recognition that GBV has important implications for the workplace that need attention from employers and business leaders. While traditional Human Resources policies have a singular focus, these innovative draft model workplace policies address several core issues, including family violence and GBV in the workplace, and particularly sexual harassment. It also provides best practice approaches for establishing a complaints mechanism to report alleged violations. ECA's policy is designed as a model so that it can be easily customised, modified and adapted by companies to ensure improved relevance and consistency with company cultures. Both policies were completed in the reporting period. To bolster these achievements, both organisations undertook the development of a joint ECA/NATUC workplace policy on GBV, which included definitions for IPV encompassing same-sex relationships, which will be completed in 2022.

Building awareness and improving sensitisation were identified as important activities to bolster the development of the workplace policies by ensuring buy-in from all stakeholders, creating a sense of inclusion for the underrepresented and shifting organisational cultures that may perpetuate GBV. Accordingly, both ECA and NATUC undertook awareness campaigns, accompanied by identifying a champion to promote the campaign. Additionally, both implemented training and sensitisation workshops: in total 86 small and medium-sized enterprises and 160 members from 20 unions benefited from these workshops, with sessions occurring in the three Spotlight communities. Participants included shop stewards and members of negotiating teams, who were engaged in a discussion on gendered norms within the trade union setting and solutions for creating a safe work culture, free from harassment and violence. See testimonials from workshop participants [here](#). NATUC's campaign included development and dissemination of posters and video testimonials, accompanied by key messages about GBV prevention. Nine posters and four video testimonials were created and widely shared on social media platforms throughout 2021. ECA also created ads for television, one of which was aired in December 2021. As a result of Spotlight's support, these two organisations, typically on opposing ends of the negotiating spectrum for the private sector, have mutually recognised that GBV must be prioritised and efforts collaborated

Research has well established that gender equality cannot be achieved without the involvement of men and boys. It has shown that working with men and boys, as well as women and girls to promote gender equality and to specifically address and prevent GBV, contributes to achieving health and development outcomes, including poverty reduction and addressing other population concerns. Moreover, in addition to men and boys, faith-based organisations (FBO) are important and respected agents of change and the majority of FBO leaders in Trinidad & Tobago are men. Since they work with a variety of stakeholders in the public and private sphere, they are key responders to health and social issues and can play an influential role in validating and promoting best practices to prevent and reduce FV. In this vein, Spotlight supported training for men and

faith-based leaders in 2021. This activity built upon elements from both Partnership for Peace and Foundations Programmes to work with men and boys and FBO leaders in the three Spotlight communities, who will serve as champions of gender equality with a zero tolerance for family violence upon completion. The implementing partner, UIW IGDS, implemented training for two cohorts of men and faith-based leaders in the latter half of 2021, with a total of 67 men and boys graduating. A third cohort, comprising volunteer graduates as facilitators, began in December 2021; more of these workshops are planned for January 2022 to complete the activity. It is anticipated that graduates of the training will also be able to establish networks of their peers and FBO leaders to rally against GBV.

Family violence refers to a wide range of forms of violence. These include sexual abuse, psychological abuse, elder abuse, intimate and non-intimate partner violence, violence among siblings, incest, emotional violence and physical violence. All these forms of violence are experienced in Trinidad & Tobago. However, sexual, emotional and physical abuse of girls and boys are the most prevalent against children in the Caribbean. Spotlight therefore supported the conduct of a national study on the social norms that perpetuate VAC, with the aim of understanding what social, cultural and religious norms perpetuate or lead to these forms of VAC, especially girls. The findings of this study would then underpin a prevention strategy based on the principles of gender equality and non-violence, and address sites of primary socialisation. The social norms study on VAC was undertaken and completed in 2021: activities included dissemination of a national public survey and several in-depth interviews with key stakeholders. A total of 1,888 people participated in the survey and 29 stakeholder interviews were held. Some of the key findings were that: there are often alternative definitions of what constitutes VAC; both girls and boys are victims of all forms of abuse; reporting is not the norm; and fear is the main reason for non-reporting. Recommendations included comprehensive education on violence, increasing the capacity of community advocacy organisations, and engaging key decision makers. A communications campaign to address and seek to challenge some of these social and cultural norms launched in December 2021 and will continue into 2022.

A series of events were undertaken by OPM-GCA and the Spotlight Initiative during 16 Days of Activism. OPM-GCA hosted a virtual town hall, engaged diverse influencers for an online advocacy campaign, and opened a virtual museum for public consumption. Other activities coordinated by the TCU included the production of a video entitled “Woman to Woman”, which featured women survivors of DV discussing their experience with abuse; the publication of a 4-page newspaper supplement highlighting the major achievements in 2021, which also featured the introduction of two national Spotlight champions; and social media engagement via #WithHer talks with the national champions and other experts. These events are elaborated in the Communications and Visibility section.

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

The health sector continued to be prioritised in Spotlight's work under Outcome 4, given their centrality as first responders in the care of victims and survivors of FV. In particular, National Clinical and Policy Guidelines on IPV and SV ("the Guidelines") were finalised. These include recommendations on identifying survivors, first-line support, medical care, mental health care and referrals. It is significant that this document aligns with the Health Module of the Essential Services Package (ESP) of the United Nations Joint Global Programme on Essential Services for Women and Girls Subject to Violence and further guided by World Health Organization (WHO) evidence-based recommendations for the care of women subjected to IPV and sexual violence. The Guidelines therefore constitute a critical response to all levels of IPV and SV throughout Trinidad & Tobago and capitalise well on data from the National Women's Health Survey that shows healthcare workers are the professionals to whom survivors most often tell their stories and incidents of violence. This data underscored the need to provide training based on the Guidelines to increase the capacity of the health sector to address VAW from a human rights and trauma-informed care perspective.

To inform the guidelines, consultations through focus group discussions occurred with health care providers in the government (including the RHAs, given their responsibility for decentralised provision of public healthcare services in the country) and civil society sectors. Following the finalisation of the Guidelines, they were reviewed and accepted by the Sexual, Reproductive, Maternal, Neonatal, Child and Adolescent Health Committee. Acceptance by this Committee is a major step towards reform of health care for women subjected to IPV and SV in Trinidad and Tobago. In mid-2021, while the Guidelines were being finalised, Train the Trainer sessions were completed with 30 representatives from the five RHAs, the Ministry of Health and the UWI School of Nursing. To date, the 28 persons trained as trainers from the RHAs have trained a further 133 persons in three RHAs, with some of these volunteering to become trainers, with plans to train a further 100 in Spotlight Phase I. The remaining two RHAs have cited difficulties with virtual training and the duration of the sessions as major hurdles, which may also be exacerbated by the pandemic and the role of the health sector as the major first responder. Despite this challenge, a promising development was that the Director of Primary Care in North West Regional Health Authority has proposed implementing the training in all healthcare centres in north-west Trinidad. Additionally, some persons trained in the RHAs have participated in communications work to publicise Spotlight work, including radio and TV interviews and providing quotes for the Spotlight newspaper supplement for the 16 Days of Activism on GBV.

The Guidelines are also being used as a major resource for the development of curricula on care of survivors of gender-based violence in further and higher education institutions under

another Spotlight Pillar 4 consultancy. Training curricula for the health sector should cover a wide variety of professions, and building capacity is an urgent priority. Particularly on the latter, the student population at universities was identified as the most effective target, so that they enter the field already equipped with the requisite knowledge and skills to provide high quality, gender-responsive, trauma-informed care. As such, the development and testing of curricula for healthcare students to build capacity in care and support of survivors of GBV commenced in 2021. UWI reviewed existing curricula on care of survivors and conducted consultations with students, health professionals, NGOs and other further and higher education institutions. Draft curricula, with strong use of local examples and emphasis on local cultural appropriateness were developed. Students of helping professions such as nursing medicine, social work, psychology, dentistry and midwifery were included. The curricula are being piloted in the Phase I extension phase. The final report is to include recommendations for the sustainability of teaching in this area across further and higher education institutions in Trinidad and Tobago.

In terms of providing services to respond to arising or ongoing victim/survivor needs, a bilingual hotline is in operation, which provides case management, emergency contraception, dignity kits, consultation and counselling. Two hundred and thirty people were engaged via the hotline in 2021 (47 male and 183 female), with 179 of them referred for psychosocial support. Additionally, the provision of psychosocial and mental health services support to survivors in Tobago continued throughout 2021. One hundred and seventy-nine sessions with 63 unique clients were conducted during the last quarter of 2021, with 70% engaging in psychosocial support being women.

Another key sector earmarked by Spotlight for strengthening to ensure high quality service provision during emergency situations is the justice sector, in particular the Police. Strengthening the law enforcement response has consistently been cited as one of the most challenging issues when responding to VAWG. Particularly during the COVID-19 pandemic, when there was a reported 140% increase in cases of abuse against WAG compared to the same period last year, gender-responsive and trauma-informed policing is more critical than ever. A positive initial contact experience with police is crucial for survivors of violence. As such, a high-quality police response must be available and accessible to all WAG, especially those who are most vulnerable and are at greater risk of experiencing violence. In response to this, a review of the Police Standing Orders and other relevant Legislation around sexual violence and domestic violence was conducted. This led to the development of a Training Programme and Tool-Kit on Gender-Responsive Policing. It covers in depth areas such as: gender-responsive police investigations; prevention; intersectionality; survivor-centred approaches; promoting positive masculinities; coordination; institution-building; and emerging issues such as online and ICT-facilitated violence against women and girls.

Furthermore, as explained in Outcome 2, the justice sector faces challenges with persistence of gender inequality and stereotypes and assumptions influencing decisions, resulting in victims' marginalisation and perpetuation of unequal power relations. This may not be consciously understood by the Security/Police decision makers. This emphasises the importance of gender-responsive policing, sustained programmes of training and the need for police leaders, both male

and female, as role models. By the close of 2021, two training series were completed. The first was a Train the trainer week-long workshop conducted by the Trinidad and Tobago Police Service, Police Academy, the curriculum of which was informed by the Spotlight Initiative Trinidad and Tobago Police Service (TTPS) Trainers Toolkit - Gender Responsive Policing 2021. This was completed in October, with 12 participants from various divisions of the TTPS. A second round of training was completed in December 2021, which was a collaboration between UNDP, UN Women and the TTPS Police Academy. There was also input from regional and global experts. The goals of this round of training were to increase the capacity of duty bearers to effectively and ethically provide quality essential service delivery to victims/survivors of Family Violence/VAWG, and to strengthen the police service by embedding training within the police academy. The training was focused on providing awareness and sensitisation on gender definitions/roles and stereotypes, gender mainstreaming, gender-responsive policing, human rights principles, the role of duty bearers, the justice continuum, the legislative framework, adopting a victim and survivor-centred approach, the introduction of competencies and performance indicators, GBV in Trinidad and Tobago, TTPS policies and procedures, and self-care for law enforcement officers. Seventy-one members of the TTPS (48 female, 23 male) participated. This second round is one of four; the remaining three are scheduled to be completed 2022. After the series is completed, it is expected that members of the TTPS who were trained would have increased capacity to deliver quality essential services to victims/survivors of GBV. Further, the integration of Gender Responsive Policing into the established training programme of the TTPS Police Academy and their commitment to have all police officers trained (7,000) speaks to the sustainability of this initiative. It is expected that this Gender Responsive Policing initiative will facilitate increased victims/witnesses reporting, more successful outcomes for victims/survivors, and thereby improve the trust and confidence in the police service including by WAG that face multiple and intersecting forms of discrimination.

The analysis of the Police Station Councils (PSC), initiated last year, was finalised in 2021. PSC's may serve as a multi-stakeholder oversight and coordinating mechanism that can function to raise awareness of the problem of DV/FV in the community; connect communities to services; build networks of leaders; and hold the police accountable to the community. The analysis focused on the three Spotlight regions in the country, and was centered on leaving no one behind, as beneficiaries would include WAG who face multiple and intersecting forms of discrimination. The assessment revealed however that the number of active PSCs were limited. Additionally, there was insufficient interest by the TTPS to revitalise this community based initiative. In that regard, alternative activities are being explored under this outcome area including work with the community justice clinics and police youth clubs that are closely connected to their communities. Simultaneously, in 2021, the court and police accompaniment programme utilising CSOs as peer navigators to provide emotional support and referral services to victims/survivors in navigating the justice system was developed and is expected to be implemented in 2022 following extensive review by relevant stakeholders.

In 2021, the National Child Abuse protocol was further developed and will be finalised by the Children's Authority in 2022. This will form a critical component of the safeguarding strategy and is aligned with the National Child Policy. The Protocol presents a formalised and streamlined multi-agency approach to effectively treating with reports of child abuse and maltreatment within Trinidad and Tobago. The aim of the protocol is to provide direction on the reporting and investigation of child abuse in accordance with the tenets of all child protection legislation and clearly define the roles and responsibilities of key agencies involved in the continuum of care for children in need of care and protection.

Ensuring that survivors, first responders and State agencies have access to comprehensive information on available services is an important aspect under Outcome 4. Four hundred copies of the Catalogue of Services for Economic Empowerment of Women, were printed and disseminated widely at 20 distribution points in two of the Spotlight regions. Digital copies were also disseminated through government and non-government agencies. Furthermore, the Catalogue was translated into Spanish and Braille, making it more widely available to the migrant and refugee population as well as those with vision impairments. This is a key achievement aligned to the principle of leaving no one behind. The government was engaged to host and digitally manage the Catalogue to ensure continued visibility, relevant updates and sustainability.

Spotlight in Trinidad & Tobago recognises the importance of empowering CSOs, particularly by scaling up advocacy on VAWC, SV and IPV. A consultant was therefore engaged to identify and empower CSOs to lead and implement communication and outreach initiatives for underserved groups of communities in the Spotlight regions. The 12 CSO beneficiaries (4 from each region) that participated in the workshops gained improved human rights and legal literacy through workshops on understanding gender and child abuse from a human rights perspective; understanding the DV legislation; effective tools for community communication and outreach; and development of outreach plans for their communities. Once their campaigns are implemented in 2022, this will contribute to improving community reporting of GBV and those who seek care and other services due to FV. An innovative practice adopted for this activity involved utilising an umbrella modality approach to coordinate the activity, whereby a stronger CSO, Coalition Against Domestic Violence (CADV), was contracted as the key implementing partner to support implementation of multiple smaller CSOs, many of whom were weaker administratively. Although not new, this practice has multiple advantages for various stakeholders under Spotlight. The CSOs selected for implementation via the Year 1 Assessment are being managed by CADV and this is reducing the overall administrative burden on the smaller CSOs, thus enabling them to focus on the core activities related to implementation. It also allows for the optimisation of resources under this activity and in each Spotlight region, and networking and collaboration between CSOs of varying capacity, thus facilitating synergies, knowledge exchange and growth.

Also pursued under Spotlight this year was the development of a bilingual mobile application that provides a list of relevant services for those experiencing violence and a peer chat for support. This app will increase access to services by victims and survivors and create a space for ensuring

they feel supported (through the peer chat). App development was completed this year and is currently available on the Google Play and Apple Store platforms. The bilingual functionality is currently underway and will be rolled out next year.

### **Outcome 5: Data**

Accessible and usable data on family violence and related issues remains a complex issue for Trinidad & Tobago due to the fact that survivors seek support from agencies that collect data using different methods. The purpose and usage of the data also varies so that cross-sector usability is limited, limiting drawing accurate conclusions about the status of FV in the country and developing evidence-based and targeted interventions. A series of activities undertaken under the Spotlight Initiative will strengthen the Registry on GBV modelling after a similar system in Antigua & Barbuda which will not only provide data to support programming, but also serve as a GBV Case Management system, reducing the burden on the survivor to repeat her story to various service providers. Through the Spotlight Initiative, a baseline assessment of GBV First Responders started in 2021 in an effort to onboard key essential service providers representing health, justice, the law, case management and psychosocial support, housing and other social services. The assessment tool determines the data collected, existing databases in use, how data is used by each agency, the potential for integration into the Registry and agency technological needs and gaps in the system. Through resources provided under the Spotlight Initiative, interfaces will be created so that users who are using alternative systems can still report under the GBV Registry. Collaboration with the Ministry of Digital Transformation is also being sought to ensure that data systems already created or planned by the Government will have a seamless interface. The project will also train users not only in how to use the system to report and refer cases, but how to analyse the data collected in order to improve the delivery of services to our survivors. Furthermore, it will mitigate one of the key challenges the IMC raised of ineffective communication between some of the key agencies providing services to victims. The Registry was earmarked for strengthening in 2020 after discussions between the Ministry of Health (MOH), the Office of the Prime Minister (OPM) and Spotlight. It was agreed that the health sector is an important source of data to address GBV; thus, integrating health with other data sources would enable this data capture.

A review of existing data collection systems in the health sector relating to GBV revealed considerable weaknesses, with few variables captured, lack of standardisation, incomplete data entry and very little use of data to inform care and policy decisions. A standard data collection instrument, the Intimate Partner Violence and Sexual Violence Health Care Form, was therefore designed and completed in 2021 after consultations with the Regional Health Authorities (RHAs), members of the CS-NRG and other government stakeholders. This form is adapted from the WHO's Medical History and Examination Form for Sexual Assault, from the WHO's Health care for women subjected to intimate partner violence or sexual violence: a clinical handbook and

will be used by health service providers in the healthcare system, with the data captured feeding into the Health Information Management System (HIMS) that was collaboratively designed by Spotlight stakeholders. The HIMS will include forms, organised logically from the point of entry of the survivor in the system, through care and support to referral and plans to optimise safety. Health care providers will complete the forms, thus orienting them to good practice in treating survivors and also equip the health sector to produce data on FV, conduct audits and surveillance to inform policy, programmes and decisions in health and other sectors. In the absence of IT equipment and electronic data entry and sharing capacity in many health care settings, the paper version of the form can be used for documentation of cases of IPV and SV and to assist in orienting the pathway of care and support.

Improving the data capacity of key first responder agencies on GBV is an equally important result under this outcome. Based on request from the Victim and Witness Support Unit (VWSU) at the TTPS, equipment was procured to supplement the existing inventory of the OPM and VWSU. The equipment has been purchased and will be handed over early in 2022. This equipment will contribute to the provision of enhanced services to victims and survivors, in addition to improved data collection capacity of both agencies. It is expected that it will also contribute to strengthening the collection and storage of FV and GBV data by these agencies.

In addition to strengthening the collection and storage of data, Spotlight also aims to improve and increase the use of FV data in evidence-based interventions to respond to, address and raise awareness of GBV. It was determined that combining statistics with communications products was an effective way to convey important data and information on GBV. The evidence-based communications products for the health sector which were developed in 2020 were distributed utilising CSOs, along with other agencies, to provide information to communities on how to support survivors. Over 2,200 posters on care of survivors of domestic violence during COVID-19 were disseminated to 24 agencies, including government, communities and civil society, during the 16 Days of Activism. Six NGOs in target communities received support to put up the posters and talk to community members about prevention of domestic violence and how to support survivors. Disseminating these posters during 16 Days, at a time when there is heightened awareness and advocacy for EAWG, contributed to increased visibility of Spotlight's work.

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

The women's movement is of particular importance to Spotlight, as key agents of change, advisors to the programme, implementers, and advocates who will continue to lobby for EAWG when the programme ends and fuel its sustainability. Developing CSO capacity and supporting the current work they undertake is therefore crucial. Several activities in this Outcome are designed with these views in mind.



Grantees' achievements mean that CSOs, WROs, and volunteer networks that represent marginalised groups who may also face multiple forms of discrimination, have the strengthened technical capacity to design, implement and monitor their programmes on FV.

The Trinidad Youth Council (TYC) embarked on a three-phase project targeting young people and youth-led organisations, and by extension those working in interventions aimed at EVAWG. Phases were the development of a GBV Facilitator's Manual and accompanying Youth Advocacy Workbook, launch of a youth advocates programme with training based on the GBV manual as a precursor, and the launch of an art competition for primary and secondary schools to raise awareness of GBV. The GBV manual is intended for facilitators in youth organisations to convene spaces for interventions on ending gender-based violence at the community level. It was also designed to build the intellectual and political capacities of youth, specifically youth leaders, to effectively respond to problems of gender-based violence and gender injustices. The youth advocates component encompassed participants implementing a community project aimed at raising awareness of GBV issues and promoting the end of VAWG. The first two phases of TYC's project were completed: the GBV manual was successfully piloted during the training sessions and 60 young people were trained across the country; however the art competition has experienced some delays due to limited responses to invitations. The GBV manual will be created into a knowledge product and is currently pending evaluation of its effectiveness and a peer review before this occurs. Moreover, the project team was given a crash course on basic monitoring and evaluation (M&E) principles and supported to develop an M&E framework so they could successfully monitor the implementation of their project. The TYC did experience some challenges after being awarded the grant early in 2021, due to an internal election and change of leadership subsequently occurring in the organisation. A transition period followed which delayed the start of the project to the third quarter of 2021, as relevant change management procedures proceeded slower than planned.

The CHOICE Foundation executed the project "Children with a Future", which targeted children who were exposed to violence by using non-conventional methods for their recovery. The ultimate goal was to transform their mindset and behaviour from victim to survivor and provide them with the knowledge to support their peers going forward. This project targeted children in vulnerable and marginalised populations, such as the deaf and hearing impaired, as these children may often be neglected in interventions that address VAC. A support group was created that will provide the children a safe space to express themselves, and various therapeutic methods will be employed by a team of facilitators to encourage recovery, such as play and art therapy, sports, dance and drama. Four Youth Ambassadors and Mentors were chosen from among the group at the close of the project, who would represent the organisation and support their peers in similar fashion in communities and locally.

The NiNa Young Women's Leadership Programme, in collaboration with the Cleopatra Borel Foundation, continued its project that started late in 2020 under Spotlight. Their project involved three complementary activities. First was a workshop series based on understanding the power

and implications of choice, that included yoga sessions and art therapy, anchored around a licensed child psychologist who guided the discussion in an open informal safe space. Specially invited experts were also invited to share their stories and lessons in a safe open space allowing young women and girls to ask questions, interact, learn and share. Resources were developed and shared for continuing access to information after the series, such as an electronic and paper toolkit/manual, upload of training videos uploaded to YouTube and other streaming platforms, and/or an animated short that was aired on social media and local television stations. The workshop series was held from late December throughout the first quarter of 2021, engaging fifteen (15) young women and girls under the age of 22 years from the St. Jude's Home for Girls, to help them to cope with past abuse and to become entrepreneurs. The Home houses young women up to the age of 18 who have either been appointed by the Family Court due to disputes at home as a result of family violence, sexual abuse or deemed in need of supervision.

The NiNa programme also developed an app which is featured on both the Apple and Google Play platforms. The G.I.R.L.S app seeks to provide resource networks, safe physical and psychological spaces, personal healing, growth and development and will facilitate education for young women ageing out of State care. Especially during the pandemic and limited in-person activities, developing and sharing a free app was identified as one of the best ways to reach young women. The app gives the user an outlet to share their feelings on any matter including documenting the incidences of family violence in a non-intrusive manner. Contact information and location of support services is also offered, and there are links to the programme's regular counsellor and mentors. Notably, the young women in the programme chose the name of the app and their faces are featured. The third activity entailed teacher training. Two teachers in two secondary schools (four total) were trained to identify victims of family violence and to help them manage such young ladies at risk and in transition. One of the major outputs of the activity was the development of a toolkit, which is still being finalised, that gathered the lessons, challenges and methods used by the NiNa Programme in one helpful resource. The toolkit, like the app, will be used to support young women in transition from State care or at-risk situations.

"Project P.O.W.E.R" (Protecting Our Women and Elderly Residents), led by the Roxborough Police Youth Club (RPYC) and continued from 2020, was aimed at protecting the elderly. Arising from the increased pressure that the COVID-19 pandemic and national restrictions brought against this population, RPYC sought to focus on education and programme transference to address these issues. Partnering with the Tobago House of Assembly (Division of Ageing), TTPS, the Roxborough Elderly Care Centre and the community of Roxborough, the project involved training enumerators to collect data primarily on the number of elders (aged 60 and above) who suffer from Alzheimer's and other health conditions, and who may be victims of abuse. Data collection methods used were individual and mobile phone interview surveys and targeted the elderly, women and children. Despite challenges with obtaining responses due to interviewee hesitance and restrictions due to the pandemic, five enumerators were trained, who captured 112 responses to the survey. Results illustrated a high level of verbal and financial abuse against

this vulnerable population as well as the inadequate preparation of many caregivers who were family members and had taken the responsibility, but were never formally trained in elderly caregiving. In the next phase of the project, young people, adults, members of TTPS, the public and police youth club members were sensitised on the need for quality elderly care through a series of media campaigns on radio, television, social media and email (via newsletter) featuring interviews with a gerontologist and former head of the Division of Aging. The next level was a 2-day social intervention programme in the form of training. Over the course of the two days, participants were sensitised on the major issues affecting the elderly especially in the context of the COVID-19 pandemic; and were given knowledge and tools to address misinformation and malpractices. Reports highlighted that trainees felt more confident about their skills upon receiving the training and felt better equipped to manage their responsibilities.

Small grantee Jabulous launched their “That’s Not Love” campaign in 2021, which included media appearances. This campaign sought to address VAWG through addressing perceptions which are culturally embedded and establish clear definitions of tools used by abusers to trap, isolate, silence and remove the identity of the survivor of abuse. The campaign launched with an interview on a popular morning talk show programme that was broadcast on two television stations and streamed on their respective social media pages, reaching an estimated 120,000 people. Community workshops were held via online platforms and the discussions with various community members who requested information and engaged on the shared material also provided rich feedback on the topic of abuse and its various forms. Other activities included the establishment of a hotline to provide information services to victims and survivors, and training of frontline responders to provide “psychological first aid” and more effective listening and support for those who called the hotline. During this training, five first line responders were trained in data collection to enable any follow-up needed with those who accessed the hotline. Two phone lines were established for use as help and support for survivors and community members and 135 calls logged. Through these activities, it is intended that frontline responders will be able to provide enhanced services to WAG who are survivors of DV, while lending support and providing referrals to other relevant services through the hotline.

Continuing in 2021 were the implementing partner agreements allocated to strengthen peer networks among community-based organisations and CSOs so that they may better advocate for and monitor FV service delivery along with key government stakeholders and the public. Specifically, strengthened networks will further the promotion of effective prevention and services primarily by creating a strong infrastructure of CSO networks who have improved organisational and technical capacity, and extending the reach of the network to areas not normally reached. Two activities were funded: a series of activities led by a woman-led NGO working in the area of FV and DV; and a leadership training series for young women interested in public service.

The first project targeted two of the Spotlight communities. The focus on CBOs was based on the need for more predictable and accessible support to persons especially affected by FV in

areas outside of urban centres. Following a rapid mapping and needs assessment of CBOs, these organisations were privy to a targeted capacity development programme for responding to survivors, and interacting with and monitoring FV services as well as strengthening advocacy skills. At the close, 17 CBOs/NGOs at community level increased their skills for psychosocial support to persons affected by FV, were equipped with information and tools to refer victims to relevant service providers and exercise their leadership in their role as advocates for GBV prevention as the development of advocacy plans. A Family Violence Services Referral Pathway brochure was also prepared and disseminated. In addition to this, the CBOs were taught techniques for collecting data to monitor FV and give feedback to FV service agencies. Continuous peer support was provided by the NGO CADV leading the project. Finally, the NGOs will be supported to coordinate an NGO platform to interact with State agencies on a comprehensive and coordinated FV prevention, protection and services response. Through this platform, the project will facilitate sustained networking and dialogue between GBV professionals and members of the NGO, so they advocate for and give feedback on needed improvements in FV service provision as well as prevention programming.

The second project that was funded as part of the peer network was the Young Women in Leadership (YWiL) initiative. Women in Latin America and the Caribbean remain under-represented in positions of political decision-making. In Trinidad & Tobago, women currently hold 11 out of 42 seats in the lower chamber (26%) and 13 of 32 seats in the upper chamber (41%). While this means the Parliament has reached the 30% “critical mass” as laid out in the Beijing Declaration and Platform for Action, it also leaves opportunity for further efforts to move toward parity in formal decision-making spaces. With this in mind, the Caribbean Institute for Women in Leadership (Trinidad & Tobago chapter) [CIWiL], designed the YWiL initiative, with the goal of encouraging young women’s interest in public leadership. The project entailed a series of virtual training sessions over three weeks and two hybrid mock Parliamentary sessions. The sessions covered transformational leadership, gender equality and parliamentary procedure benefitting 53 young women leaders from across the country in growing their networks and engaging with political, community, and academic leaders and experts on issues related to governance, national development, and gender equality.

The activity to provide capacity building and development of toolkits for local and grassroots CSOs in the three Spotlight communities commenced this year. This activity is particularly significant for involving a range of CSOs that work not only on EVAWG, but who also work with WAG who face multiple and intersecting forms of discrimination within the three target communities, in line with the principle of Leave No One Behind. Moreover, Spotlight recognises the need to shift ownership for sustainable development and gender equality from international agencies to national, and importantly, local and grassroots organisations. The latter especially require

support to build their capacity to overcome barriers in diversifying their funding streams and gaining access to international grants and opportunities to implement larger-scale projects. This activity was guided by the input of the CS-NRG and was designed to better position civil society organisations to meet societal demands for increased community programming to FV. The four phases of this project were: the conduct of a mapping and needs assessment that would inform development of a capacity-building strategy; creation of a curriculum for a series of capacity-building workshops with CSOs including a mentoring and coaching programme in the targeted communities; creation of a CSO service provider/vendor database; and a follow-up assessment/evaluation of increased capacity. The CS-NRG was involved in actual implementation of this activity by initiating community meetings with the CSOs, which were supported by the consultant for the project. To date, the mapping of 51 CSOs was completed with 24 organisations participating in the needs assessment and creation of the curriculum were completed with fifty-one CSOs, while the capacity-building workshops are in progress with 12 CSOs committed to participate.

Overall, the assessment provided insights into the cultures and knowledge, attitudes and practices of the participating CSOs, and revealed that they are working diligently to adapt to a new virtual landscape in the midst of the pandemic. Some are thriving as a result, while some are floundering and others are finding their feet slowly, but surely. However, the need to adapt in order to thrive seems to exacerbate already-existing needs for capacity building or gaps in capacity.

An unexpected programmatic revision was necessary to one of the activities initiated in 2020 under this outcome. This activity was related to the design and implementation of social accountability tools for service providers, especially the police and judiciary by the women's movement. The call for proposals was also envisioned to have these actors engage in CEDAW, CSW, UPR and CRC processes. The major challenge was no response to the call, despite advertising multiple times, with extended deadlines, direct advertisements to CSOs and the CS-NRG, and reducing the procurement requirements. To mitigate these issues, the activity was redesigned as a small grants modality instead of an implementing partner agreement, with non-objection from the Resident Coordinator. The small grants modality also involved a simpler application process. As redesigned, the activity now involves providing small grants to support the expansion of the technical substantive capacity of civil society organisations, including those that represent vulnerable or marginalised groups, and who work on FV and VAWG. It is intended that funds will be used to support institutional strengthening and capacity-building, especially for small CSOs. It is anticipated that by improving these CSO areas, they will be better supported to use existing or develop new social accountability mechanisms to bolster their advocacy on prevention and response efforts on VAWG. The call was issued in November 2021 and 8 applications received, which were reviewed by an evaluation committee and are pending award of the grants.

## Rights Holders (“Beneficiaries”)

Indicative numbers	Direct for 2021	Indirect for 2021	Comments/Explanations
<b>Women</b> (18 yrs. and above)	<b>3,872</b>	1,105	Trinidad and Tobago police service training, Regional Health authority training, Gender Protocol Learning session for justice sector, Judicial Officers and other Judicial staff beneficiaries of Family Court training, FASO toolkit Teacher training, beneficiaries of prevention programming including CHAMP, Foundations, private sector GBV sensitization; beneficiaries of hotline and psychosocial support in Tobago and legal aid clinic and beneficiaries of CADV peer networks training. Indirect beneficiaries include persons assumed to be impacted by IWD and 16 Days of Activism communications programmes.
<b>Girls</b> (5-17 yrs.)	<b>50</b>	45,545	Beneficiaries of CHAMP programme, and TYC GBV training. Indirect includes students that will benefit from the teacher training.
<b>Men</b> (18 yrs. and above)	<b>2,418</b>	<b>630</b>	Trinidad and Tobago police service training, Regional Health authority training, Gender Protocol Learning session for justice sector, Judicial Officers and staff for Family Court training, Teacher training, beneficiaries of prevention programming including CHAMP, Foundations, Partnership for peace, private sector GBV sensitization; beneficiaries of hotline and psychosocial support in Tobago, legal aid clinic. Indirect beneficiaries include persons assumed to be impacted by IWD and 16 Days of Activism communications programmes
<b>Boys</b> (5-17 yrs.)	<b>17</b>	24,549	Direct includes CHAMP beneficiaries. Indirect includes students that will benefit from the teacher training and woman to woman video viewers
<b>TOTAL</b>	<b>6,357</b>	71,829	Additional beneficiaries not disaggregated: Direct – 3,288 Indirect – 304,500

## Challenges and Mitigating Measures

Major challenges included navigating to accelerate implementation during the state of emergency as a result of the COVID-19 pandemic, declared by the Government of Trinidad & Tobago which took effect for the period April to November 2021; lack of initial buy-in of key state agencies for specific deliverables which required extensive negotiation as well as human resource challenges of implementing partners as well as of the overall Initiative and Spotlight team which impacted execution.

Following a rapid rise of COVID-19 cases in March and recommendations from the Chief Medical Office, the country was placed under a state of emergency by the governing party in April 2021 which was not lifted in its entirety till the end of November 2021. During this period, most non-essential businesses were closed and public gatherings were limited to between 5-10 persons; this meant that all planned events including workshops, panels, campaigns and research activities such as focus groups and key informant interviews were either initially postponed or shifted to online platforms. Utilising solely virtual means affected participation in certain cases as was exemplified during the data collection phase of the research study on social norms whereby researchers had to devise new methods to encourage survey and key informant responses. The Spotlight Team was able to assist government stakeholders, in specific cases, with accessing virtual platforms to conduct training thereby ensuring participation. Additionally, activities had to be reassessed and funds re-programmed where initiatives would not be feasible in a virtual context such as the expansion of the Safe Schools model made impossible with the schools' closure. Following discussions with the Ministry of Education, the Spotlight team was able to re-program this activity to engage and sensitise teachers via an online platform for teaching on gender-based violence in virtual classrooms, i.e. the FASO toolkit. However it is unclear how effective this model would be for engaging with students on these themes and the capacity of teachers to do so.

In some cases, this prolonged lockdown provoked a reduction in the human resource capacity of key state agencies as a result of staff who were required to work on a rotational basis in some cases without access to sufficient equipment, translating into difficulties in communications and delays in achieving agreement on the path to implementation. Local and grassroots NGOs that received small grants under Pillar 6 experienced severe challenges in timely implementation and a few were unable to complete their projects as a result of the COVID measures which halted revenues from other income-generating activities.

Capacity challenges were not limited to effects from COVID-19. Despite repeated calls for proposals and informative sessions for potentially interested parties, the team was unable to contract CSOs to execute the development of social accountability mechanisms and tools to hold key duty-bearers to account and ensure that women and girls have access to quality services, a key outcome of Pillar 6. With similar challenges encountered in other country programmes in the region, it was decided to re-program the funds for additional small grants towards the latter

part of the year. The procurement processes of UN agencies which may seem a deterrent is compounded by the low capacity of CSOs to engage in these calls.

One particular activity, the Legal Aid Clinic, unfortunately had to be halted and the agreement terminated as a result of allegations of improper conduct against its Founder/Co-Director. The Spotlight team continues to support civil society through the development of a comprehensive capacity-building programme encompassing a mentoring and coaching initiative which provides for more sustained strengthening of civil society as larger more established CSOs are paired with more grassroots community groups. Additionally, all implementing partners have been required to complete PSEA training and to develop PSEA policies and procedures.

Human resource capacity challenges in Government is evident in the line agency for the Spotlight Initiative, the Gender and Child Affairs Division of the OPM which lost most of its staff in the early part of the year. All previously assigned Spotlight focal points within the Gender Division have either been transferred to another unit or Division including the Permanent Secretary or their contracts have not been renewed. This situation presented substantial delays to implementation. The Spotlight team has mitigated these challenges through staffing support including a Programme Coordinator to be contracted in 2022.

Challenges in implementation also reflected a lack of sufficient national buy-in for Phase I during the design phase of Spotlight from key stakeholders or a potential lack of appreciation for the extensive time commitment required to obtain this buy-in for meaningful impact. Specific interventions such as the court and police accompaniment programme, police station community council strengthening, development of a course on GBV on the PAHO virtual campus for health practitioners and supporting local government to encompass family violence policies within strategic plans were affected as significant time was required in achieving buy-in from the relevant government stakeholders to sufficiently contextualise these activities. The Spotlight team worked to mitigate this through inviting the Trinidad & Tobago Police Service, Judiciary and local government representatives to form part of the Operational Steering Committee which serves as a crucial consultative mechanism and monitoring function. These members have been engaged in planning activities for Phase II and through this Committee, are regularly consulted and provide strategic oversight of implementation. Additionally, opportunities for collaboration with existing programmes are regularly explored via this platform.

Finally, under Pillar 5, while the Ministry of Health has been a critical partner and duly invested in the programme, the health sector like much of the public sector in Trinidad & Tobago is not digitised. This means that the electronic health information management system currently in development will likely not be feasible without substantial investment in equipment and IT support which has not been budgeted. It is likely that most health care workers will continue to utilise paper forms but at best, these forms will guide and ensure quality of care consistent with WHO guidelines.



The Spotlight team continues to confront deeply entrenched social norms that may be resistant to change with the recognition that changes in these ideologies are long-term processes. Spotlight is contributing to the foundation to encourage these generational transformations through advocacy, sensitisation of stakeholders and the general public, and research.

## **Lessons Learned and New Opportunities**

### **a) Lessons Learned**

Critical to the success of implementing Spotlight in alignment with UN Reform is ensuring mechanisms for interagency collaboration are developed during the planning and design phases of the programme. These include standard operating procedures, streamlined and joint procurement processes, the development of a joint stakeholder engagement strategy as well as the presence of the coordination unit. As a result of these tools and structures not existing prior to implementation and the ambitious timeframes to achieve outputs, opportunities for collaboration may have been missed as agencies were under significant pressure to quickly execute projects or delays occurred while attempts were made to rectify and ensure one UN implementation. This development of strategies post-design includes the participatory monitoring and evaluation strategy which was introduced in year two and therefore post-baseline assessment and the establishment of the monitoring and evaluation frameworks for the programme. Much of the indicators are quantitative and therefore its introduction mid-programme may not have the effect of engaging civil society and beneficiaries as desired. Again this strategy should have been developed during the planning and design of the programme and its implementation now will likely contribute more effectively in Phase II.

Understanding stakeholders is a critical success factor for development projects. In order to foster buy-in/commitment, and to support the realisation of synergies within Spotlight, it is necessary to understand the needs, interests and influence of Spotlight stakeholders (current and potential). Stakeholder mappings, management plans along with communications/engagement strategies are therefore critical elements of the programme and should be living documents developed at the planning stage and updated throughout the life cycle of the programme. This joint stakeholder engagement strategy would also support the development of advocacy strategies, work planning, communications planning and other tools under Spotlight and avoid stakeholder fatigue and bombardment by multiple consultants and/or implementing partners. Additionally, while conceptual approval and commitment was received from the highest level of government for the overall initiative, this commitment did not necessarily trickle down to the State agencies, who are tasked with the implementation. This resulted in extensive delays and in some cases required course correction away from the original design of the programme.

One key stakeholder that was omitted is the Ministry of Finance, an oversight that resulted in significant delays when disbursing funds to State agencies. The Ministry of Finance has since been invited to participate as a key partner under Spotlight through the Steering Committees as well as during Phase II consultations.

To mitigate project delays, time for validation of deliverables through a technical coherence review process as well as by Government and civil society counterparts as well as approval of cabinet notes must be duly considered during project planning. These approvals should be factored into agreements (contracts and work plans etc).

The Spotlight Initiative team recognised that it was critical to support civil society and the women's movement during key visibility events such as International Women's Day and 16 Days of Activism to ensure a harmonised approach, minimise the overburdening of the target population with duplicate messaging and reduce wastage of resources. For example, to highlight the alarming statistics of girls and young women being exposed to or becoming victims of sexual assault and even murder in public transportation and to support the calls from the women's movement for government action and accountability from the police service, the Spotlight team reprogrammed funds and provided financial and material support to the peaceful protest which occurred during IWD. This was an opportunity for visibility as the Spotlight logo was featured on all participants' t-shirts but also visibility for the women's movement during this manifestation.

Given the lack of response from civil society to repeated calls for the development of social accountability tools and mechanisms, it is clear that there are capacity challenges which need to be addressed before the anticipation of the women's movement being in a position to deliver. For many CSOs on the ground, other areas may be seen as higher priority when faced with resource constraints. One final lesson therefore relates to the importance of incorporating needs assessments and capacity building prior to programming to strengthen institutions as a crucial first step before partners are able to execute activities especially as it relates to social accountability.

## **b) New Opportunities**

The Spotlight team identified new opportunities for sustainability of Spotlight deliverables through alignment of the programme with key national priorities. For example, the team engaged with key development partners such as the British High Commission and received critical feedback related to the engagement with the justice sector given the commission's substantial experience with the Trinidad and Tobago Police Service and Judiciary. The Spotlight team was therefore able to identify additional key stakeholders through this collaboration, including sub-divisions within the TTPS, to expand the reach of the programme. Additionally, the Spotlight Programme Coordinator represents the initiative in the gender coordination group which includes the EU Delegation, Canadian High Commission, US Embassy, British High Commission, CSOs and other

development partners. Opportunities for synergy and collaboration including during key events and campaigns such as IWD and 16 Days of Activism are emphasised.

The Assessment Report on GBV Case Management revealed that the Ministry of Social Development and Family Service received a significant portion of the national budget and therefore key opportunities arise in expanding the already established partnerships between that Ministry and the Spotlight Initiative.

Collaboration between employers and trade unions in creating a Joint Gender Based Violence Workplace Policy was a key opportunity which presented itself under the Spotlight Initiative to bring partners that typically sit across the aisle to collaborate. Through their respective representatives, employers and unions initially developed their own model workplace policies and subsequently met to determine synergies and thereby concluded that a joint policy on GBV and sexual harassment in the workplace would be most effective. Eliminating violence against women and girls and family violence through joint collaboration between non-traditional actors has proven very useful.

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

The Spotlight Initiative team explored various innovative practices in 2021 specifically under Pillars 2 and 4, which are described in further detail in Annex D. These include meaningfully engaging community based organisations to effectively conduct outreach and human literacy campaigns within their respective communities via a CSO umbrella modality approach. In 2022, a more well established and 'stronger' CSO will coordinate and guide these CBOs to align their communications with the overarching Spotlight core messaging with considerations for contextual differences across communities.

Additionally, the team introduced for the first time into the country National Policy and Clinical Guidelines on IPV and SV. Following extensive consultations across the health sector, these guidelines were developed to provide health care workers and policy makers clear instructions on providing care to vulnerable victims of IPV and SV. Care in the context of COVID-19 was emphasised. These are the first national guidelines which outline procedures to achieve quality care for survivors.

Finally, interagency collaboration across Pillars was prioritised most notably in the engagement with the justice and security sectors to increase capacity of key duty bearers and frontline service providers. The cross-pillar collaboration served as an innovative practice through bringing together experts from different fields and backgrounds, in close collaboration with the police service, both locally and internationally. This resulted in a comprehensive gender-responsive policing curriculum.

# Communications and Visibility

## Overview

Building on the Communications and Visibility efforts of year one, the Spotlight team sought to sustain communications momentum in 2021 with a range of outputs. These included television and radio interviews, published opinion editorials, newspaper articles and publications, video productions and Social Media campaigns. Activities for key observances including International Women’s Day and 16 Days of Activism comprised messaging campaigns, survivor stories and online dialogues to engage a range of stakeholders with an emphasis on women and girls. Communications campaigns also encompassed a focus on addressing sexual harassment and violence in the workplace, evidence-based mechanisms for treating survivors in the health sector, child abuse identification and prevention, promotion of healthy relationships and conflict resolution and challenging social norms.

## Key communications and visibility activities.

### Five television interviews:

1. [What is GBV?](#) (Let’s Talk GBV Series on Morning Edition)
2. [The need for GBV prevention in schools.](#) (Let’s talk about GBV Series on Morning Edition)
3. [Types of GBV against children.](#) (Let’s talk about GBV Series on Morning Edition.)
4. [Child Abuse Prevention](#) (Universal Children’s Day)
5. [Spotlight and Government on GBV.](#) 16 Days of Activism 2021

One [Op-Ed](#): Spotlight in collaboration with UN Women calling for men to step up against gender-based violence.

One [Radio interview](#) on i95.5FM: Spotlight on GBV in Trinidad and Tobago.

One [Television Ad](#): International Women’s Day 2021; “All Women Are Leaders.”

One [Feature Video](#): Woman to Woman - 16 Days of Activism 2021

Two Social Media #WithHer Talks ([VAWG in Public Spaces](#)) and ([VAWG in Public Transportation](#)) - 16 Days of Activism

Four Page Newspaper Supplement: [Supplement](#) published for 16 Days of Activism.

Four Anti-GBV In The Workplace [Video Testimonials](#) - Know More Do More Campaign

## Messages

- **Change D Culture** (GVB Work-Place Awareness and Prevention Campaign)  
In collaboration with the Employers Consultative Association (ECA), this campaign focused on creating GBV Champions in the workplace and targeted employers including business owners, managers, supervisors and human resources staff as well as employees. In addition to

messaging, inclusive of television ads and social media, GBV sensitisation workshops focused on family violence and its impact on human capital in the workplace were conducted.

- **It Takes A Virtual Village** (Child Abuse Prevention Campaign) In partnership with the Office of The Prime Minister Gender and Child Affairs, this campaign was developed to address the increasing incidence of VAWG during the pandemic and to put a spotlight on meaningful ways communities can protect children from harm and danger. This was a digital campaign on Television and Social Media with messaging that addressed existing social norms and shared information on how to recognize, prevent and respond to child abuse.

## Media and visibility events

### High Profile Visibility Events

- International Women’s Day Spotlight Feature video “ All Women Are Leaders” created to promote Spotlight Initiative, highlight the issue of GBV and call for collective action and leadership against GBV against women and girls. Aired on prime time slots reaching 95% of the population via the number one television news program.
- Introduction of the Spotlight National Champions published in two national dailies with a combined reach of 120,000 readers to kick off 16 Days of Activism.
- Press release and Social Media Coverage by the TTPS of the Training of Trainer - Gender Responsive Policing (GRP) sessions, which highlighted the importance of GRP and the Spotlight Initiative.
- **LIVES methodology for first-line support of survivors.** Spotlight training and communications products (notebooks, water bottles and tote bags) for health-care providers featured evidence-based recommendations for first-line support, based on the LIVES model. This was developed globally by WHO and included in the National Clinical and Policy Guidelines on IPV and SV. The LIVES acronym stands for Listen, Inquire, Validate, Enhance safety and Support; these are among the first steps in the optimal care pathway for survivors.
- Young Women in Leadership Initiative (YWIL), developed by a regional CSO, Caribbean Women in Leadership (CIWiL), was designed to engage a group of diverse young women to provide an opportunity to network, learn new skills, gain experience, and engage with political, community, and academic leaders and experts. The initiative seeks to address the lower levels of political aspiration found among young women, to create more spaces to encourage intergenerational collaboration, and to provide access to training and education on political leadership as a way to open new doors and paths. 53 young women were engaged in this second year of the initiative, with the inaugural cohort transitioning to leadership roles in civil society and advocacy and movement building. Following a series of mentor-led

workshops by esteemed female parliamentarians and leaders, the Initiative culminated in a Simulated All Women’s Parliamentary Sitting in November 2021. The theme of this year’s debate was Gender-Based Violence, which included debating a bill on sexual harassment and the implementation of the National Gender Policy.

## Campaigns

The Spotlight team supported the Office of the Prime Minister, Gender and Child Affairs, with the execution of a **Child Abuse Prevention Campaign** which was developed to address the increasing incidences of VAWG during the pandemic and to put a spotlight on meaningful ways communities can protect children from harm and danger. This was a digital campaign on Television and Social Media with messaging that addressed existing social norms and shared information on how to recognize, prevent and respond to child abuse.

In collaboration with the Indigenous Creative Arts Network (ICAN) Spotlight also rolled out a **social and behaviour change campaign** to challenge prevalent social and gender norms contributing to VAWG. The campaign which will continue into 2022 has included a newspaper column series, survivor testimonials and media interviews.

As part of the Spotlight Initiative Small Grant programme, social outreach organisation Jabulous launched a **GBV sensitization campaign titled, “That’s not Love”** aimed at communicating clear definitions of love and identifying tools used by abusers to trap, isolate, and suppress survivors of abuse. Jabulous also trained frontline workers in psychological first aid, active listening and motivational interviewing which enables them to support survivors who call hotlines seeking services. There was also capacity built in data collection during the interview process to enable any follow up needed with those accessing support.

Spotlight also conducted in partnership with the Employers Consultative Association (ECA) and The National Trade Union Center (NATUC), **Anti-GBV and GBV in the workplace education and awareness campaigns** targeted to trade union membership, the private sector, employees and industrial relations and human resources stakeholders.

- a. ECA National Sensitisation Campaign: Together with GBV in the Workplace training workshops, the “Change D Culture” Sensitisation campaign comprised both television and social media which were targeted to employers across Trinidad and Tobago. The campaign was intended to increase awareness among the business community about gender-based-violence (GBV) and its impact on the workplace, increase awareness of the Spotlight Initiative and initiate a change in attitude among employers and an increased willingness to take action against GBV.
- b. NATUC’s “Know More Do More”, Social Media GBV Awareness Campaign focused on raising awareness about different forms of violence and included posters, as well as video testimonials from survivors of GBV in the workplace. The campaign was intended to demonstrate the

scope of GBV beyond physical violence and to illustrate the pervasiveness of GBV in the workplace and the importance of creating an anti-GBV culture and zero tolerance GBV workplace policy.

### **Human interest stories:**

- Outcome 6 (Strengthening civil society and the Women's Movement) - [Building Independence: Young Women Reclaiming Their Power In Trinidad and Tobago](#)
- Outcome 6 (Strengthening civil society and the Women's Movement) [Addressing Violence Against Elderly Women In Tobago](#)
- Outcome 4 - Services - [Strengthening Care For Survivors of Intimate Partner and Sexual Violence](#)
- Outcome 3 - Prevention - [Engaging Men and Boys to Advocate For Gender Equality and End Violence Against Women and Girls](#)

## Testimonials



*This was a life changing experience for myself and my family.*

**Kemraj Besessea,  
Participant Male Leadership Training**



*This program has helped me become a much better person.*

**Colin Poon Whay,  
Participant Male Leadership Training**



*This training increased my consciousness about how I create an environment of confidentiality and give clients hope as they navigate their options.”*

**Vickey Valley,  
Medical Social Worker**



*This workshop raised my awareness of how much of a public health problem GBV is.*

**Dr. Latoya Baptise Manzano,  
Acting Registrar Accident  
and Emergency**



*Gender and Child Affairs was happy to be an active participant of Phase I of the Spotlight initiative in Trinidad and Tobago. The initiative has contributed significantly to the national conversation on family violence, elevating gender-based violence on the agenda of the Government, raising the overall visibility of the various programmes and facilitating collaboration and the strengthening of networks among key stakeholder Ministries and Agencies*

**Permanent Secretary Jacinta Bailey-Sobers,  
Office of the Prime Minister Gender and Child Affairs Division**



## Photos



**Caption:** Dr. Jennifer Rouse presenting to workshop participants. Photo: Roxborough Police Youth Club/Sharon Ramsay Hazel



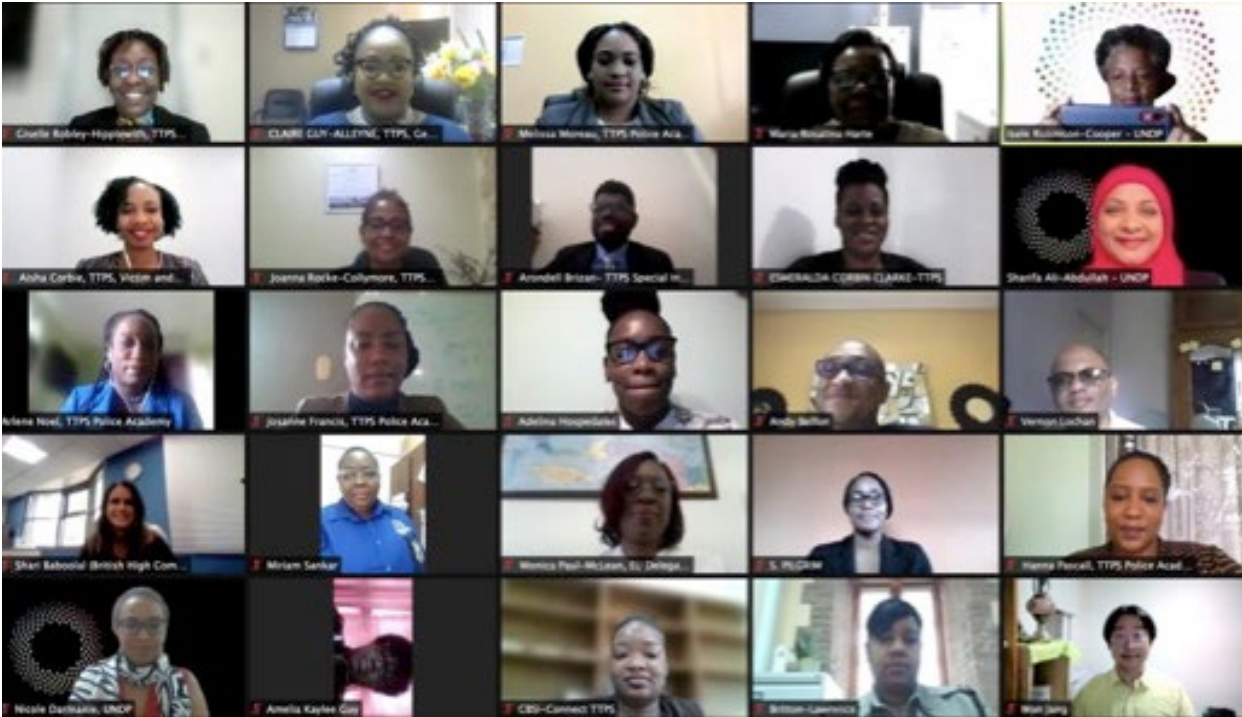
**Caption:** International Women's Day, "Walk Out For Women" march, in Port of Spain. Photo: NATUC



**Caption:** UNLearn Regional Media Townhall for 16 Days of Activism. Photo: UN Women



**Caption:** Participants in session at National Trade Union Center GBV In the Workplace Workshop. Photo: UNFPA



**Caption:** Participants at the virtual launch of the Gender Responsive Policing Training initiative. Photo: UNDP

## Videos:

One **Television Ad**: International Women’s Day 2021; “All Women Are Leaders.”

One **Feature Video**: Woman to Woman - 16 Days of Activism 2021

**Two Social Media #WithHer Talks** (**VAWG in Public Spaces**) and (**VAWG in Public Transportation**) - 16 Days of Activism

**One animation video** explaining the National Child Policy against child abuse.

**Four Anti - Violence Video Testimonials**: NATUC “Know More Do More” campaign.

[Video 1](#)

[Video 2](#)

[Video 3](#)

[Video 4](#)

Spotlight Communications activities for the reporting period were closely aligned with the Communications and Visibility Action Plan beginning with a key visibility product for International Women’s Day, followed by the roll out of several communications campaigns and series of media appearances throughout the year, closing out with another key visibility product for 16 days of Activism and dialogues across social media platforms. All communications activities were supported by and executed in collaboration with RUNOs and Implementing Partners via meetings and technical guidance, by the CSNRG who contributed via ideation and suggestions and with feedback from the EU Delegation focal points with whom concepts and collateral were shared.

## Next Steps

In 2022, the team will endeavour to complete all Phase I activities and develop Phase II plans incorporating lessons learned and taking advantage of new opportunities to ensure sustainability of results. These Phase I activities include the continuation of the comprehensive communications campaigns addressing social norms relating to violence against children, behaviour change and creating more visibility and awareness of GBV in the country. It is expected that the economic costs study will receive ethical approval by the Ministry of Health within the first quarter of the year to commence data collection; the results of which will be used as the basis for Parliamentarian and technocrat training on gender-responsive budgeting for Phase II.

With an increased understanding of stakeholder needs, key capacity building and institutional strengthening will continue for frontline service providers as well as advocates in the GBV space including with the Trinidad and Tobago Police Service, the Regional Health Authorities and grassroots organisations from the three communities. The Spotlight team will strive for the curricula developed for the health and security sectors, to be institutionalised within the Regional Health Authorities and Police Academy, respectively as part of the sustainability plan so that structures are created which can be maintained post-Spotlight. This strengthening will improve the experiences of survivors accessing services ensuring quality of care. Moreover, the Spotlight team will continue prevention programming with men and boys, faith based organisations and will update and cost the National Strategic Plan with an advocacy plan for its adoption. The team will continue to support the implementation and monitoring of the Child Policy through human resource support to the Gender and Child Affairs Division as well as strengthen case management mechanisms and interoperability across agencies through data sharing and linkages of data registries.

Additionally, the Spotlight Initiative will support the Judiciary of Trinidad and Tobago to launch and implement the RESET project which aims to reshape behaviours and attitudes that contribute to violence in families, empower victims of domestic violence with education and social support, support positive behaviour change to both victims and perpetrators, enhance communication, conflict resolution and coping skills and transform individuals to maintain healthy relationships. This project will be integrated into the Judiciary's Family and Children Division Courts and sustainability will be ensured through a cadre of master trainers to build the capacity of future programme facilitators.

In 2022, the collaboration with the Attorney General's Office is expected to yield an awareness campaign to sensitise and educate the public on key and pertinent aspects of the Domestic Violence legislation thereby strengthening its use. The Judiciary and Trinidad and Tobago Police Service will provide a final approval of the police and court accompaniment programme allowing the intervention to be piloted with trained CSO peer navigators in the three communities. Local

governments will be supported to develop family violence policies and programmes thus enhancing the responsiveness of each community and allowing for greater measures for survivor safety and perpetrator accountability. The GBV registry will be assessed, upgraded and linked with other data systems minimising the experience of survivors having to repeat their stories to multiple front line responders and providing access to better quality data to inform programming and policy.

To meaningfully support civil society, grassroots organisations will receive additional funding support to strengthen their institutions and build sustainability within the women's movement. Additionally, the intensive and comprehensive capacity building and mentorship programme will continue to ensure that the team continues to incorporate lessons learned from implementation to date. During the next 6 months, the CS-NRG will finalise and approve a membership policy which will formalise the structure and promote succession planning. Key clauses include working arrangements, the code of conduct and a compensatory package based on the Guidance note developed by the Spotlight Secretariat. Members have agreed that compensation would be based on key deliverables within the CS-NRG workplan including meeting attendance, Steering Committee representation, community visits where possible, development of the shadow report and review of main deliverables as well as advisory support to the Initiative. It is expected that during this upcoming period, following review of the policy by the RUNOs and approval by the Resident Coordinator, remuneration will commence utilising funds allocated to UNDP under Pillar 6.

Interagency collaboration will be fueled by key focal points working through the Phase II planning process and participation in joint stakeholder consultations. Successful mechanisms for coordination will be assessed, fine-tuned and revised as needed including technical coherence processes and the standard operating procedures. Additionally, the EU Delegation has committed to supporting the CS-NRG and to ensuring the voices of the most marginalised and those within grassroots organisations are heard by more direct collaboration with members and participation in CS-NRG meetings.

Finally, the EU Ambassador and Resident Coordinator will continue to strategically position the Spotlight Initiative and the fight to end family violence on the national agenda through high level periodic meetings with line Ministers, Permanent Secretaries, through the Steering Committees and via media engagements. The technical coordination unit will continue to organise monthly meetings with the EU Programme Manager and Press and Information Officer to ensure that regular updates are provided and key perspectives are encompassed throughout implementation.

## **ANNEXES**

**Annex A: Results Framework**

**Annex B: Risk Matrix**

**Annex C: CSO Engagement Report**

**Annex D: Innovative, Promising or Good Practices Reporting Template**

**Annex E: Annual Work Plan**

## Annex A

### Results Framework

#### Outcome 1 Summary Table

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes	
	Legal age of Marriage					
Indicator 1.1 Laws and policies on VAWG/ HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations.	0.00	0.00	0.00	0.00	In 2021, Spotlight started the process of identifying the gaps in the implementation of the Domestic Violence Act.	
	Parental Authority in Marriage					
	0.00	0.00	0.00	0.00		
	Parental Authority in Divorce					
	0.0	0.00	0.00	0.00		
	Inheritance rights of Widows					
	0.0	0.00	0.00	0.00		
	Inheritance rights of Daughters					
	0.0	0.00	0.00	0.00		
	Laws on Domestic Violence					
	0.25	0.25	0.25	0.00		
	Laws on Rape					
0.25	0.25	0.25	0.25			
Laws on Sexual Harrassment						
0.50	0.50	0.50	0.50			
Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.	National level					
	Evidence-based Costed Participatory Development	Evidence-based Costed Participatory Development	Evidence-based Costed Participatory Development	Evidence-based Costed Participatory Development	The action plan was developed previously for the period 2016-2020 before the Spotlight programme, but had not been approved by Cabinet. In 2021, under Spotlight work began on updating and re-costing the plan. Cabinet approval will be sought in Phase 2.	
	Sub-National Level					
Does not apply/ there is no plan	Does not apply/ there is no plan	Does not apply/ there is no plan	Does not apply/ there is no plan			



Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year.	Developed or Strengthened				
	0	0	3	3	The National Inter-Agency Child Abuse Protocol was developed in 2021, and is pending finalisation.
Indicator 1.1.6 Number of assessments completed on pending topics and strategic litigation implemented by women's rights advocates, within the last year.	0	1	1	1	The core activity that fulfills this output was a restorative justice study, however, it was revised to a review of the DV Act and psycho-social services dimensions. It was revised again in late 2021 to a national media sensitisation campaign on legal matters related to GBV. It will be executed by a media house, in collaboration with the Ministry of the Attorney General & Legal Affairs, with support from Spotlight. The campaign will be launched in 2022, and will be reported under Pillar 4, indicator 4.2.3. However, the Gap Analysis Report of the Domestic Violence (DV) Act of Trinidad and Tobago, currently being finalised, fulfills this indicator and is being reported here. reported here.
Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.	National level				
	Evidence-based Programs & activities costed	Evidence-based Programs & activities costed	see comment box for reporting list of action plans	Evidence-based Programs & activities costed	Action Plan: National Strategic Action Plan on Gender-based Violence, Sector: Over reporting period: Evidence-Based Costed

## Outcome 2 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes
	<b>Coordination Mechanism?</b>				
Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.	Yes	Yes	Yes	Yes	Both committees include representation from civil society, however only the Multi-Stakeholder Case Management Coordination Committee (MSC) included representation from marginalised groups.
	<b>Justice</b>				
Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.	Medium integration	High integration	High integration	High integration	
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.	0	11	12	11	The Child Protection Information Management System (CPIMS) and the National Inter-Agency Child Abuse Protocol are more closely aligned with the child protection sector rather than social security.  The RESET programme was developed in 2021, but is pending approval. It will be implemented in 2022 under Spotlight.

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2020)	Target	Reporting Notes	
Indicator 2.1.6 Number of key government officials trained on human rights and gender-equitable norms, attitudes and behaviours towards women and girls, including for those groups facing intersecting and multiple forms of discrimination, within the last year.	Government Officials					
	0	550	494	550	In 2021, the Spotlight team trained Government officials from the health, justice and security sectors. Activities involved increasing competencies related to the provision of healthcare services to victims/survivors, administration of justice, and gender-responsive policing, respectively. The breakdown is as follows. Health sector - 160 people (139 women) Justice sector - 263 people (222 women) Security sector - 71 people (48 women) Although foundational tasks and planning continued and were completed, the overall beneficiary target was not met for the period due to challenges and delays in executing training in the health and justice sector agencies. However, training is expected to continue in 2022.	
	Women Government Officials					
	0	255	409	255		
Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year.	N/A there is no coordination mechanism	Established at the highest level	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure	Established at the highest level Composed of relevant stakeholders With a clear mandate and governance structure With annual work plans		The Multi-Stakeholder Case Management Coordination Committee (MSC) was established as a sub-committee of the Inter-Ministerial Committee (IMC) to coordinate strategies to reduce Domestic Violence (DV). In November 2021, the term of the IMC (and therefore the MSC) expired. In 2022, Cabinet approval will be sought to extend the life of the IMC/MSC under Spotlight.

### Outcome 3 Summary Table

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.	12%	12%	12%	12%	The data provided by the Women's Health Survey is considered as valid for the next 5-10 years based on international standards. At the end of the Spotlight Initiative, it is unlikely that there would be measurable change at the impact and outcome levels. However, the indicators of improvement under Spotlight would be captured at the output level. The survey was designed exclusively for women.
Indicator 3.3 Existence of with at least 3 evidence-based, transformative/ comprehensive prevention strategies/ programmes that address the rights of those marginalized and are developed in a participatory manner.	7	7	5	7	Some of the programmes already existed before Spotlight and were piloted nationally; however implementation was not consistent. Under Spotlight, those programmes were relaunched. The target was not met for the period due to challenges obtaining feedback and lengthy approval processes related to two of the programmes that were not launched during the period. These were the Health and Family Life Education (HFLE) curriculum enhancement project and Partnerships for Peace (PfP). However, implementation of both is expected to occur in 2022.
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in - and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.	In-School Programmes				In addition to the numbers reported for the out-of-school programmes, through the Foundations programme, the Spotlight team sensitised 902 youth participants in police youth clubs; however, disaggregation is not available.  Although foundational tasks continued and were completed, the in-school programme was significantly delayed in 2021. There were no beneficiaries for the reporting period, as a result. However, implementation will occur in 2022.
	0	150	0	150	
	In-School Programmes Girls				
	0	75	0	75	
	In-School Programmes Boys				
	0	75	0	75	
	Out-of-School Programmes				
	0	122	78	122	
	Out-of-School Programmes Girls				
	0	75	58	75	
Out-of-School Programmes Boys					
0	47	20	47		

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	National or Sub-National				
Indicator 3.1.3 Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year.	0	1	1	1	The Health and Family Life Curriculum was already developed and implemented before the Spotlight programme. However, the revised version that incorporated the GBV modules is pending approval by the Ministry of Education.
Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.	0	20,000	310,228	20,250	Disaggregated numbers were not available for some of the campaigns (which includes social media and in-person campaigns).
Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	0	7	8	7	"Community" is used in two senses for this indicator - as a population of people with specific characteristics, and as a geographic location.
Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.	0	3	3	3	The men who participated in this activity were sensitised, however more training is required based on the facilitator's evaluation. Additional training is proposed in Phase 2 to equip them as advocates to EVAWG.
Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year.	EVAWG Policies				
	0	2	2	2	Name of Institution: Employers' Consultative Association, Name of Policy: Model Workplace Policy on Gender-based Violence, Intimate Partner Violence and Sexual Harassment, Sector/Area of Work: Private Sector, LNOB? Yes/No: Yes Name of Institution: National Trade Union Centre, Name of Policy: Workplace Policy on Gender-based Violence, Sector/Area of Work: Trade Union, LNOB? Yes/No: Yes
	EVAWG Policies including LNOB				
0	2	2	2		

## Outcome 4 Summary Table

Outcome Indicator	Baseline	Milestone 1	Results for Reporting Period (2021)w	Target	Reporting Notes
	Women				
Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.	389	389	1,175	389	At the end of the Spotlight Initiative, it is unlikely that there would be measurable change at the impact and outcome levels. However, the indicators of improvement under Spotlight would be captured at the output level.
	Girls				
	1,121	1,121	1,205	1,121	
Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year.	Government Service Providers				
	0	620	494	620	Target was not met as results have been delayed due to foundational developmental work being done on the Health Information System (HIS) on IPV & SV, after which training of healthcare workers in its use can commence. With the dedication of health care resources to COVID-19, this also caused several delays to the consultative processes to develop the system.
	Women Government Service Providers				
	0	395	409	395	
Indicator 4.2.3 Existence of strategies for increasing the knowledge and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination.	Strategies Designed				
	No	Yes	Yes	Yes	Name of Strategy: Catalogue of Services for the Economic Empowerment of Women - Translation and Dissemination Plan, Modality of Intervention, including LNOB?: Yes Name of Strategy: CSO Engagement and Empowerment Initiative, Modality of Intervention, including LNOB?: Yes Name of Strategy: Accompaniment Programme for Survivors of Gender-based Violence, Modality of Intervention: , including LNOB?: Yes Name of Strategy: Journey to Justice: A Survivor's Handbook - Translation and Dissemination Plan, Modality of Intervention: , including LNOB?: Yes Name of Strategy: Production and Dissemination of Health Communications Products: 1. Posters for the general public on support of survivors of DV in the context of COVID-19 2. Evidence-based products to strengthen the response to GBV among healthcare professionals, Modality of Intervention: , including LNOB?: Yes Name of Strategy: Expanding Civil Society Advocacy and Action to Enhance Quality Service Delivery to Women and Girls affected by Family Violence, Modality of Intervention: , including LNOB?: Yes Name of Strategy: 16 Days of Activism - Survivor/Human Interest Testimonials, Modality of Intervention: , including LNOB?: Yes
	Strategies Designed that include LNOB				
	No	Yes	Yes	Yes	

## Outcome 5 Summary Table

Outcome Indicator	Baseline	Milestone 2021	Results for Reporting Period (2021)	Target	Reporting Notes
	Prevalence				
Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	Yes	Yes	No	Yes	The survey data used for this indicator is not attributable to Spotlight. The data and collection system has been strengthened for reporting GBV via the work on the Central Registry on Domestic Violence and the Intimate Partner and Sexual Violence Health Information System. However, reporting data cannot be used to measure prevalence or incidence.
	Incidence				
	Yes	Yes	No	Yes	
Indicator 5.1.1 National Statistical Offices has developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG.	Yes	Yes	Yes	Yes	The National Statistical Office in this case is the Central Registry on Domestic Violence (CRDV), managed by the Office of the Prime Minister (Gender & ChildAffairs), not the Central Statistical Office (CSO). The CRDV is being strengthened for reporting GBV. In 2022, Spotlight will seek to execute the Multiple Indicator Cluster Survey (MICS); the Women's Health Survey will be executed attime. These surveys can then be used for incidence and prevalence data. another
Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year.	National Statistics Officers				
	0	150	0	150	Target was not met as results have been delayed due to foundational developmental work being done on the Health Information System (HIS) on IPV & SV, after which training of healthcare workers in its use can commence. With the dedication of health care resources to COVID-19, this also caused several delays to the consultative processes to develop the system. However, the Spotlight team sensitised 147 healthcare workers on the work being done to strengthen documentation and develop a health information system on IPV and SV. This sensitisation will be followed by more in-depth training to enhance capacity.
	Women National Statistics Officers				
0	114	0	114		
Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG.	0	10	0	10	Results have been delayed due to foundational work being done on the Central Registry on Domestic Violence, after which training can commence.
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making, within the past 12 months.	Knowledge products				
	0	6	6	6	The Catalogue of Services was completed in 2020, but not disseminated until 2021.

## Outcome 6 Summary Table

Outcome Indicator	Baseline	Milestone 2	Results for Reporting Period (2020)	Target	Reporting Notes
Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG.	0	6	19	6	
Indicator 6.3 Number of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, report having greater influence and agency to work on ending VAWG.	0	24	16	43	The modality for this activity was revised mid-2021 due to challenges in garnering a response to the initial calls for implementing partners. As revised, results for this indicator will now be reported under outcome indicator 6.3; results were previously aligned to outcome indicator 6.2. Due to the challenges and revision, the activity will be implemented in 2022.
Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year.	0	15	17	31	: Inter-Ministerial Committee on Domestic Violence, Including LNOB?: Yes : National Steering Committee, Including LNOB?: No : Operational Steering Committee, Including LNOB?: No : Multi-Stakeholder Case Management Coordination Committee (MSC), Including LNOB?: Yes
Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year.	0	6	17	6	
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year.	CSOs with strengthened capacities 0	24	16	43	The modality for the activity fulfilling output indicator 6.2.1 was revised mid-2021 due to challenges in garnering a response to the initial calls for implementing partners. As revised, results for the activity will now be reported under output indicator 6.3.1. Due to the challenges and revision, the revised activity will be implemented in 2022.



## Annex B

### Risk Management Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: 01 January 2021 - 31 December 2021

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk			Periodicity	Source for monitoring		
<b>Contextual risks</b>						
Deeply entrenched harmful and inequitable social norms resistant to change	Extreme (5)	Major (4)	Quarterly	M&E Spot checks on Sensitization sessions, Meetings with IPs, workshops and trainings for CSOs	Landmark Study on social norms which contribute to violence against children executed in 2021 and results being used in communications campaign; work with men and boys and faith-based leaders through Foundations and Partnerships for Peace adapted programmes to challenge these norms.	RUNOs
Some institutional actors are resistant to change in capability	Likely (4)	Moderate (3)	Monthly	Operational Steering Committee meetings; RUNO monthly reports	Close partnership with Office of the Prime Minister Gender and Child Affairs Division; presentation to key Government partners on Spotlight and Government buy-in with Permanent Secretaries of Ministries; continuation of Spotlight Ministry of Health appointed Committee; focused assessments with institutional partners to modify programmes to address identified needs including Judiciary and TTPS	RUNOs, Coordination unit
High turnover of trained staff within institutions and service providers	Likely (4)	Major (4)	Monthly	Consultations with civil society and Government	Prioritizing the sensitization and engagement of staff with long-term commitment to institutions. With the use of virtual platforms to conduct training and build capacity, a larger number of individuals have received training which can minimise the loss of information due to staff rotation.	RUNOs, Associated/Implementing Agencies. Coordination unit
Natural disasters, insecurity and hostilities in designated municipalities slow down implementation	Possible (3)	Moderate (3)	Quarterly	Meeting	Local government is represented on the Operational Steering committee through regional corporation and THA representation; additionally focal points are part of the multi-stakeholder case management committee and are regularly consulted on various projects. The virtual platform has allowed greater reach to the number of government officials at various levels that are engaged on the programme.	Coordination Unit, RUNOs, Associated/Implementing Agencies
Global pandemic lockdown measures are reinstated following another wave of COVID-19 cases (NEW)	Extreme (5)	Major (4)	Weekly	Continuous engagement with RUNOs	All activities moved to virtual platforms; Digicel Foundation has been engaged for the provision of wifi devices for civil society partners in remote locations.	Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
			How (and how often) did your programme monitor the risk(s) during the reporting period?			
Risk			Periodicity	Source for monitoring		
<b>Programmatic risks</b>						
Inadequate access to data likely to reduce the impact of interventions on project beneficiaries.	Possible (3)	Moderate (3)	Monthly	Sharing of all Spotlight products/ deliverables	Ensured the integration of a 'learning culture' through the development and implementation of a knowledge management work plan; All Spotlight products/ deliverables shared by RUNOs with Technical Coherence Lead and Coordination unit for review and in joint working shared folder; RUNOs prioritised the development of knowledge products and key outputs captured and published by Comms team for public consumption.	RUNOs, Coordination Unit
Bureaucratic bottlenecks slow down attainment of project milestones	Certain (5)	Extreme (5)	Monthly	Technical coordination meetings; Quarterly OSC meetings.	Regular technical sessions to enhance problem-solving enhances the efficiency of project implementation. Quarterly Meeting of Operational Steering committee with Government representation and the establishment of Spotlight focal points in relevant Ministries and the Tobago House of Assembly to explore linkages and ensure collaboration with Government priority projects as well as monitor progress holding agencies accountable for deliverables within assigned timeframes; development of acceleration plans and joint engagement with key stakeholders.	Coordination Unit, RUNOs, Associated Agencies, Government partners
Strong leadership and commitment from government and NGOs to continue with the change in behaviour and social norms delivered by Initiative. (NEW)	Likely (4)	Moderate (3)	Quarterly	Meetings with Government	At the National Steering Committee level, Ministers and Senior Officials can issue mandates for implementation by the operational arms of the ministries and associated agencies that are engaging with improving the procedures and policies through legislative reform.	Government partners, Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies
Lack of strong leadership and commitment from government, the private sector and civil society to sustain programmatic activities	Likely (4)	Moderate (3)	Quarterly	NSC and OSC meetings; Monthly RUNO/ Coordination meetings; RUNO monthly reports	At the National Steering Committee level, Ministers and Senior Officials can issue mandates for implementation by the operational arms of the ministries and associated agencies that are engaging with improving the procedures and policies through legislative reform. Reprogramming of funds to support the OPM GCA with the recruitment of a Programme Coordinator who will be charged with the development of a blueprint/ model from Spotlight Initiative which will guide nationwide implementation. Institutional strengthening of CSOs and development of a coaching/ mentorship programme to create peer networks. Development of GBV policies and strategies as well as impactful training sessions for key actors within the private sector.	Government partners, Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies
Access to data from Government partners and key Government Officials due to perceived victimization or reprimanding associated with the sharing of sensitive data on processes and systems within respective institutions.	Likely (4)	Extreme (5)	Quarterly	Meetings with Government	Engagement with high level officials including the Trinidad and Tobago Police Services on the Spotlight Initiative, to obtain buy-in, and demonstrate how Spotlight's work will support the work of the respective institutions and how the anticipated outcomes align with their objectives	RUNOs, Government partners
Lack of government inter-agency alliance and information sharing can impede the implementation process and deter complete analysis on various laws, policies and procedures.	Likely (4)	Moderate (3)	Quarterly	Consultation with Government official, Implementing Partners and RUNOs	Through engagement at both the National and Operational Steering Committee meetings bottlenecks can be alleviated for a smooth information sharing by the inter-agency department with the implementing partners. Additionally, the Spotlight team is represented at and supports the Inter-Ministerial committee to reduce strategies to address DV hosted by the OPM GCA.	Coordination Unit, RUNOs, Associated/ Implementing Agencies

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring: How (and how often) did your programme monitor the risk(s) during the reporting period?		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
Risk			Periodicity	Source for monitoring		
<b>Institutional risks</b>						
Health and Safety risks at face to face activities due to COVID-19 (NEW)	Possible (3)	Moderate (3)	per event	attendance register and via data collected on contact tracing forms	Contact tracing forms to collect data at all events; provision of PPE to IPs for their use and dissemination at events; provision of hand sanitizer, electronic thermometers and communication/agreement to adhere to strict event protocols.	
National stakeholders are not willing to support CSOs	Possible (3)	Major (4)	Monthly	Consultations with civil society and Government; Quarterly meetings.	Engaged national stakeholders from the outset and established both a National and Operational Steering Committees with government and civil society representation facilitating dialogue and advocacy on the importance and benefits of supporting women's rights and civil society organizations. These engagements with government have augmented the programme and allowed CSOs to voice their sentiments on the value of women's rights and the avenues of support they may institute. Additionally, emphasized comprehensive CSO capacity building activities to strengthen these organisations and promote confidence in their capabilities.	Coordination Unit, RUNOs.
Political statements are not translated into action, or there is a lack of political will	Possible (3)	Major (4)	Ongoing	Quarterly Meetings	Ongoing dialogue with various sectors and contacts within the government through both the National and Operational Steering Committees, ensuring that family violence features in political agendas at the national and local levels, and there are multiple entry points and allies within government.	RCO, Coordination Unit, RUNOs
Spotlight results are not sustained due to lack of budget allocations at the end of the programme	Likely (4)	Moderate (3)	Ongoing	Bi-annual NSC meetings	Achievement of formal recognition and expression of interest from Government in Parliament via a Cabinet note with clear assignment of institutional lead OPM GCA. Complemented by CSO representation in Terms of Reference for National Steering Committee providing an advocacy mechanism. The Spotlight 2020 Annual report was also submitted and approved via a Cabinet note in 2021 following review by key Government stakeholders. Developing strategies for advocacy tools such as the study on the economic costs of violence in the workplace. Resource mobilisation efforts to develop additional partnerships within the private sector as well as including development partners such as mission organisations ensuring national ownership. Provision of HR support to key agencies charged with continuation of Spotlight achievements including the OPM GCA and alignment of the National Strategic Plan with Spotlight. Foster relationship with Ministry of Finance who are responsible for allocation of resources to Ministries and State Agencies by inviting focal points to participate on Committees and events held by Spotlight.	RCO, Coordination Unit, RUNOs
Weak institutional and governance structures inhibit data collection on Family Violence	Possible (3)	Moderate (3)	Bi-Weekly	Meetings/Site Visits, Monthly reports, Steering committee meetings	Advocated with government stakeholders to demonstrate the importance and benefits of having strengthened data on Family Violence. Supported with purchase of equipment for key partners as well as development and upgrade of information management systems including within the health sector, OPM GCA, Children's Authority and other key GBV responders.	Coordination Unit, RUNOs

Risk Assessment	Likelihood: Almost Certain – 5 Likely – 4 Possible – 3 Unlikely – 2 Rare – 1	Impact: Extreme – 5 Major – 4 Moderate – 3 Minor – 2 Insignificant – 1	Risk Monitoring:		Addressing the Risk Please include the mitigating and/or adaption measures taken during the reporting period.	Responsible Person/ Unit
Risk			Periodicity	Source for monitoring		
Gender bias against men and boys are not addressed because the program is focused on VAWG. Gender bias toward men and boys may have societal repercussions that are difficult to overcome.	Likely (4)	Major (4)	Ongoing	Consultations with civil society and Government; Media representations, Monthly RUNO reports	Engagement with national stakeholders and CSOs from the outset in the process of addressing VAWG with an understanding of Gender equality and the empowerment of women and girls are central to the 2030 Agenda for Sustainable Development, while the focus is on Family Violence against women and girls, this will highlight the general issues of family violence and improvement in the policies which will benefit men and boys in the community. Engagement of men and boys in various prevention programming including Foundations, CHAMP, Partnerships for Peace and within the private sector and faith-based organisations.	Coordination Unit, CS-NRG, RUNOs, Associated/ Implementing Agencies
<b>Fiduciary risks</b>						
Disbursement of resources to small stakeholders (CSOs) and national IPs have the potential to lead to leakages and incurring of ineligible costs.	Possible (3)	Major (4)	Quarterly	Site visits and requests for documentation, CSO capacity building Consultant updates	Drafting of ToRs in consultation with civil society for capacity building for beneficiary CSOs/ National Institutions on project management and financial management which is tailored to EU requirements shall be undertaken. Follow-through support from the Technical coherence lead and coordination unit is available to all beneficiaries in managing their procurement and other related activities. Open and transparent processes have been utilised to channel funds to CSOs. Development of CSO institutional strengthening programmes specifically targetting grassroots organisations and incorporating training modules related financial accountability measures.	Coordination Unit, CS-NRG, RUNOs, Associated/ Implementing Agencies
Insufficient funding to continue in-depth assessment on the impact of the policies amended.	Possible (3)	Major (4)	Monthly progress meeting updates and Quarterly meetings with the Operational Steering Committee	Agency logframes and Performance matrix were developed with activities indicators and targets to monitor progress.	The outcome and output indicators will show whether implementing budgets was adequately allocated for the activities to measure the impact by the amendments to the legislative framework that supports the elimination of VAWG.	RUNOs / AA

**Assumptions:**

- ✓ There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts.
- ✓ Government and CSO partners will collaborate closely to ensure the programme is implemented as planned and do so beyond the project's lifespan for the purpose of continuity
- ✓ CSOs have the capacity to implement programmes developed for the Spotlight Initiative.
- ✓ The workshops, training sessions and Peer to Peer networking will successfully build capacity of grassroots organisations to be able to continue working on the elimination of VAWG.

## **Annex C**

### **CSO Engagement Report**

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: This is a Cumulative Report since the start of the Spotlight Programme until 31 December 2021

## Annex C

### CSO Engagement Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: This is a Cumulative Report since the start of the Spotlight Programme until 31 December 2021

Total budget for Civil Society Reference Group's (CSR) workplan since programme start				\$10,000						Submission deadline: 31 Jan 2022 (ahead of the Programme Report)								
Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award	Modality of Engagement (see definition below table)	Total Award Amount (USD) (see definition below table)	Is the awarded CSO sub-granting or sub-contracting to other CSOs (or neither)? (important definition below table)	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support to CSOs?		Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO?	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (important definition below table)	
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to VAWG and harmful practices, including in other sectors.																		
Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups.																		
UNFPA	2	2.2	Coalition against Domestic Violence (CADV)	National	\$6,348		Implementing Partner (IP)	\$34,994.35	neither	0.00%	0.00	12.76%	\$4,465.00	\$34,570.01	\$34,714.42	Yes	Existing	
OUTCOME 3: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices.																		
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings.																		
UNFPA	3	3.1	Family Planning Association of T&T	National	Adolescent girls	Implementing Partner (IP)	\$ 86,000.00	neither	0.00%	0.00	37.96%	\$ 32,644.00	\$ 38,959.31	\$ 38,959.31	Yes	Existing		
UNFPA	3	3.1	University of the West Indies Institute of Gender and Development Studies	Regional (operates in at least two countries within same region)	Adolescent girls	Implementing Partner (IP)	\$ 94,053.00	neither	0.00%	0.00	77.51%	\$ 72,900.00	\$ 52,843.61	\$ 52,843.61	Yes	Existing	Additional resources were transferred but the IP must return \$2,275	
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviors, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem, and transforming harmful masculinities.																		
UNFPA	3	3.2	Indigenous Creative Arts Network	Local/Grassroots		Implementing Partner (IP)	\$ 142,326.00	neither	0.00%	0.00	16.23%	\$ 23,100.00	\$ 62,683.19	\$ 62,683.19	Yes	New	The IP returned US\$3,725.50 that was not utilized in 2021.	
<p>DEFINITIONS - New 2021 definitions in <a href="#">colour</a></p> <p>Type of CSOs</p> <ul style="list-style-type: none"> <li>-International CSOs operate in two or more countries across different regions.</li> <li>-Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.</li> <li>-National CSOs operate only in one particular country.</li> <li>-Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.</li> </ul> <p>Primary Vulnerable/Marginalised Population Supported by Award</p> <p>Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.</p> <p>-Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.</p> <p>-Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.</p> <p>-Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.</p> <p>Award Amount</p> <p>In this context, an "award" is any financial grant, contract, or partnership agreement with a CSO.</p>									<p>Sub-granting : When a CSO issues grants to other CSOs who have submitted their own proposals for grant funding.</p> <p>Sub-contracting: When a CSO contracts another CSO to carry out part of its own contract with a RUNO as part of a pre-defined TOR</p> <p>Core institutional funding</p> <p>The purpose of core institutional funding is not to finance the delivery of a programmatic activity, it also distinct from the overheads related to delivering said programmatic activity. It is usually used to support an organization's overall institutional capacity covering general operations and core costs, such as paying staff salaries and office rent, buying equipment and ICT services, providing psychosocial support and health insurance for staff, to put in place new adaptive strategies and systems, or even to raise staff awareness and develop their capacities in technical areas. Institutional funding is multifaceted and constantly evolving based on the organization's needs.</p> <p>Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs</p> <p>To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EVAWG and gender based violence and work to transform these.</p> <p>Please select "No" if the above definitions do not apply to the CSO.</p> <p>Modality of Engagement</p> <p>Please select "No information available" if no information is available on or it's not known if the CSO is headed by a woman or is a WRO/feminist CSO.</p> <p>New or Existing Partner (the rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs)</p> <p>To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>Please select "No information available" if no information is available on if the CSO is a new or existing partner.</p>									

Total budget for Civil Society Reference Group's (CSRG) workplan since programme start				\$10,000				Submission deadline: 31 Jan 2022 (ahead of the Programme Report)								
Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award	Modality of Engagement (see definition below table)	Total Award Amount (USD) (see definition below table)	Is the awarded CSO sub-granting or sub-contracting to other CSOs (or neither)? (important definition below table)	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support to CSOs?	Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO?	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (important definition below table)
UN Women	3	3.2	Network of Rural Women Producers	Local/Grassroots		Implementing Partner (IP)	\$ 50,000.00	neither	0.00%	0.00	40.42%	\$ 20,212.23	\$ 50,000.00	\$ 19,931.96	Yes	New
UNICEF	3	3.2	Indigenous Creative Arts Network	Local/Grassroots	Adolescent girls	Vendor	\$ 67,137.90	neither	0.00%	0.00	11.23%	\$ 7,539.82	\$ 26,548.67	\$ 16,936.32	Yes	New
Output 3.3: Decision makers in relevant institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG and for gender-equitable norms, attitudes and behaviors, and women and girls' rights.																
UNFPA	3	3.3	Employers' Consultative Association	National		Implementing Partner (IP)	\$ 21,968.16	neither	0.00%	0.00	47.00%	\$ 10,324.50	\$ 25,056.60	\$ 25,056.60	No	New
UNFPA	3	3.3	National Trade Union Centre	National		Implementing Partner (IP)	\$ 27,227.22	neither	0.00%	0.00	3.15%	\$ 857.04	\$ 26,650.62	\$ 26,650.62	No	New
UNFPA	3	3.3	University of the West Indies Institute of Gender and Development Studies	Regional (operates in at least two countries within same region)		Implementing Partner (IP)	\$ 36,781.00	neither	0.00%	0.00	46.90%	\$ 17,250.00	\$ 36,012.32	\$ 36,012.32	Yes	Existing
OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable and quality essential services, including for long-term recovery from violence.																
Output 4.1: Relevant government authorities and women's rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRHR services and access to justice, to women and girls' survivors of violence, especially those facing multiple and intersecting forms of discrimination.																
UNFPA	4	4.1	Family Planning Association of T&T	National		Implementing Partner (IP)	\$ 31,094.00	neither	0.00%	0.00	0.34%	\$ 105.00	\$ 20,372.72	\$ 20,372.72	Yes	Existing
UNFPA	4	4.1	Family Planning Association of T&T	National	Women and girls with disabilities	Implementing Partner (IP)	\$ 25,005.00	neither	0.00%	0.00	0.00%	\$ -	\$ 10,729.99	\$ 10,729.99	Yes	Existing
UNFPA	4	4.1	Arthur Lok Jack School of Business	National	Other marginalised groups relevant in national context	Implementing Partner (IP)	\$ 28,301.50	neither	0.00%	0.00	66.60%	\$ 18,850.00	\$ 27,971.38	\$ 27,971.38	No	New
<p>DEFINITIONS - New 2021 definitions in <b>colour</b></p> <p>Type of CSOs</p> <ul style="list-style-type: none"> <li>-International CSOs operate in two or more countries across different regions.</li> <li>-Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.</li> <li>-National CSOs operate only in one particular country.</li> <li>-Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.</li> </ul> <p>Primary Vulnerable/Marginalised Population Supported by Award</p> <p>Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.</p> <p>-Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.</p> <p>-Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.</p> <p>-Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.</p> <p>Award Amount</p> <p>In this context, an "award" is any financial grant, contract, or partnership agreement with a CSO.</p>									<p>Sub-granting : When a CSO issues grants to other CSOs who have submitted their own proposals for grant funding.</p> <p>Sub-contracting: When a CSO contracts another CSO to carry out part of its own contract with a RUNO as part of a pre-defined TOR</p> <p>Core institutional funding</p> <p>The purpose of core institutional funding is not to finance the delivery of a programmatic activity, it also distinct from the overheads related to delivering said programmatic activity. It is usually used to support an organization's overall institutional capacity covering general operations and core costs, such as paying staff salaries and office rent, buying equipment and ICT services, providing psychosocial support and health insurance for staff, to put in place new adaptive strategies and systems, or even to raise staff awareness and develop their capacities in technical areas. Institutional funding is multifaceted and constantly evolving based on the organization's needs.</p> <p>Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs</p> <p>To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EVAWG and gender based violence and work to transform these.</p> <p>Please select "No" if the above definitions do not apply to the CSO.</p> <p>Modality of Engagement</p> <p>Please select "No information available" if no information is available on or it's not known if the CSO is headed by a woman or is a WRO/feminist CSO.</p> <p>New or Existing Partner (the rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs)</p> <p>To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>Please select "No information available" if no information is available on if the CSO is a new or existing partner.</p>							

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UNFPA	4	4.1	Family Planning Association of T&T	National		Grantee	\$ 25,763.00	neither	0.00%	0.00	0.00%		\$ 25,763.00	\$ 25,763.00	Yes	Existing	
Output 4.2: Women and girls survivors of violence and their families are informed of and can access quality essential services, including longer-term recovery services and opportunities.																	
UNFPA	4	4.2	Family Planning Association of T&T	National	Migrant women and girls	Implementing Partner (IP)	\$ 27,980.00	neither	0.00%	0.00	100.00%	\$ 27,980.00	\$ 20,579.71	\$ 20,579.71	Yes	Existing	
UNFPA	4	4.2	Family Planning Association of T&T	National	Migrant women and girls	Implementing Partner (IP)	\$ 19,901.00	neither	0.00%	0.00	0.00%	\$ -	\$ 13,824.01	\$ 13,824.01	Yes	Existing	
UNDP	4	4.2	Coalition Against Domestic Violence	National	Other marginalised groups relevant in national context	Implementing Partner (IP)	\$ 40,644.00	sub-granting	59%	10.00	7.00%	7%	\$ 8,111.95	\$ 8,111.95	Yes	Existing	
OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of VAWG and harmful practices is collected, analysed and used in line with international standards to inform laws, policies and programmes.																	
Output 5.2: Quality prevalence and/or incidence data on VAWG is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.																	
UNFPA	5	5.2	Network of NGOs for the Advancement of Women	National	Indigenous women and girls	Implementing Partner (IP)	\$ 30,000.00	sub-contracting	49.60%	1.00	38.46%	\$ 11,539.00	\$ 5,929.41	\$ 5,929.41	Yes	Existing	
OUTCOME 6: Women's rights groups, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on gender equity and women's empowerment, and ending VAWG.																	
Output 6.1: Women's rights groups and relevant CSOs have increased opportunities and support to share knowledge, network, partner and jointly advocate for gender equity and women's empowerment, and ending VAWG, more specifically, with relevant stakeholders at sub-national, national, regional and global levels.																	
UN Women	6	6.1	Coalition Against Domestic Violence	National		Implementing Partner (IP)	\$ 33,489.00	neither	0.00%	0.00	3.30%	\$ 1,106.20	\$ 22,492.00	\$ 18,369.00	Yes	New	
UN Women	6	6.1	Caribbean Women in Leadership Trinidad and Tobago National Chapter	Regional (operates in at least two countries within same region)		Implementing Partner (IP)	\$ 15,040.00	neither	0.00%	0.00	0.00%	\$ -	\$ 15,040.00	\$ 15,040.00	Yes	New	
Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG.																	
<p>DEFINITIONS - New 2021 definitions in <b>colour</b></p> <p>Type of CSOs</p> <ul style="list-style-type: none"> <li>-International CSOs operate in two or more countries across different regions.</li> <li>-Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.</li> <li>-National CSOs operate only in one particular country.</li> <li>-Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.</li> </ul> <p>Primary Vulnerable/Marginalised Population Supported by Award</p> <p>Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.</p> <p>-Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.</p> <p>-Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.</p> <p>-Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.</p> <p>Award Amount</p> <p>In this context, an "award" is any financial grant, contract, or partnership agreement with a CSO.</p>										<p>Sub-granting : When a CSO issues grants to other CSOs who have submitted their own proposals for grant funding.</p> <p>Sub-contracting: When a CSO contracts another CSO to carry out part of its own contract with a RUNO as part of a pre-defined TOR</p> <p>Core institutional funding</p> <p>The purpose of core institutional funding is not to finance the delivery of a programmatic activity, it also distinct from the overheads related to delivering said programmatic activity. It is usually used to support an organization's overall institutional capacity covering general operations and core costs, such as paying staff salaries and office rent, buying equipment and ICT services, providing psychosocial support and health insurance for staff, to put in place new adaptive strategies and systems, or even to raise staff awareness and develop their capacities in technical areas. Institutional funding is multifaceted and constantly evolving based on the organization's needs.</p> <p>Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs</p> <p>To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EVAWG and gender based violence and work to transform these.</p> <p>Please select "No" if the above definitions do not apply to the CSO.</p> <p>Modality of Engagement</p> <p>Please select "No information available" if no information is available on or it's not known if the CSO is headed by a woman or is a WRO/feminist CSO.</p> <p>New or Existing Partner (the rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs)</p> <p>To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.</p> <p>Please select "No information available" if no information is available on if the CSO is a new or existing partner.</p>							



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Name of Recipient UN Organisation (RUNO) funding the CSO	Outcome	Output	Name of Civil Society Organisation (CSO)	Type of CSO (see definition below table)	Total Award Amount (USD) (see definition below table)	Primary Vulnerable/Marginalised Population Supported by Award	Modality of Engagement (see definition below table)	Total Award Amount (USD) (see definition below table)	Is the awarded CSO sub-granting or sub-contracting to other CSOs (or neither)? (important definition below table)	What total percentage of this award is planned for sub-granting?	What is the estimated planned number of sub-grantee CSOs?	What is the percentage of the Award that is going to core institutional support to CSOs?		Total amount disbursed to the CSO by 31 December 2021	Total expenditure by the CSO by 31 December 2021	Is this CSO woman-led and/or women's rights organisation (WRO)/ feminist CSO?	Is the CSO a new or existing partner? Please indicate if the RUNO has/has not partnered with the CSO prior to the Spotlight Programme start. (important definition below table)
UN Women	6	6.3	WOMANTRA	National		Grantee	9,173	neither	0.00%	0.00	0.00%	\$ -	9,173	\$ 2,411.50	Yes	New	
UN Women	6	6.3	Jabulous	Local/Grassroots		Grantee	8,930	neither	0.00%	0.00	36.42%	\$ 3,252.00	8,930	\$ 7,475.10	No	New	
UN Women	6	6.3	Cleopatra Borel Foundation	Local/Grassroots		Grantee	8,667	neither	0.00%	0.00	0.00%	\$ -	8,667	\$ 7,669.61	Yes	New	
UN Women	6	6.3	Choice Foundation	Local/Grassroots		Grantee	8,774	neither	0.00%	0.00	0.00%	\$ -	8,774		Yes	New	Report pending from grantee.
UN Women	6	6.3	Myrtle's Place	Local/Grassroots		Grantee	9,163	neither	0.00%	0.00	0.00%		9,163		Yes	New	Agreement closed - refund pending
UN Women	6	6.3	CEDAW Committee	National		Grantee	9,153	neither	0.00%	0.00	8.06%	\$ 737.46	9,153	\$ 5,968.70	Yes	New	
UN Women	6	6.3	Trinidad Youth Council	Local/Grassroots		Grantee	8,903	neither	0.00%	0.00	0.00%	\$ -	8,903	\$ 6,004.42	No	New	
UN Women	6	6.3	Groots T&T	Local/Grassroots		Grantee	9,109	neither	0.00%	0.00	0.00%	\$ -	9,109		Yes	New	Agreement closed - refund pending
UN Women	6	6.3	Roxborough Police Youth Club	Local/Grassroots		Grantee	9,121	neither	0.00%	0.00	18.67%	\$ 1,702.65	9,121	\$ 9,121.00	No	New	
PROGRAMME MANAGEMENT COSTS (including pre-funding)																	
	PMC	PMC															
				TOTAL AWARDS TO CSOs			\$ 918,698.13						\$ 605,131.50	\$ 519,129.85			

DEFINITIONS - New 2021 definitions in colour  
 Type of CSOs  
 -International CSOs operate in two or more countries across different regions.  
 -Regional CSOs operate in two or more countries within the same region (i.e. Africa, Latin America, Asia, Caribbean, Pacific). In this case, a regional CSO is not one that operates in a particular region within one country.  
 -National CSOs operate only in one particular country.  
 -Local and grassroots organisations focus their work at the local and community level and do not have a national scope. They tend to have a small annual operational budget (for example, under USD \$200,000); to be self-organised and self-led; and to have a low degree of formality.

Primary Vulnerable/Marginalised Population Supported by Award  
 Under the principle of Leave No One Behind, Spotlight UN Country Teams are expected to ensure the representation of vulnerable and marginalised groups, including by engaging with CSOs that service or advocate for these groups. If the award covers several vulnerable or marginalised populations, select one population that is primarily served by the award.

-Implementing Partner (IP): Programmes may contract out particular activities for a CSO to implement.  
 -Grantee: Programmes may issue a broad Call for Proposals to which CSOs submit proposals for grant funding.  
 -Vendor: Programmes may engage with CSOs through a procurement process, such as purchasing services from a CSO or hiring a CSO for a training or other activity.

Award Amount  
 In this context, an "award" is any financial grant, contract, or partnership agreement with a CSO.

Sub-granting : When a CSO issues grants to other CSOs who have submitted their own proposals for grant funding.  
 Sub-contracting: When a CSO contracts another CSO to carry out part of its own contract with a RUNO as part of a pre-defined TOR

Core institutional funding  
 The purpose of core institutional funding is not to finance the delivery of a programmatic activity, it also distinct from the overheads related to delivering said programmatic activity. It is usually used to support an organization's overall institutional capacity covering general operations and core costs, such as paying staff salaries and office rent, buying equipment and ICT services, providing psychosocial support and health insurance for staff, to put in place new adaptative strategies and systems, or even to raise staff awareness and develop their capacities in technical areas. Institutional funding is multifaceted and constantly evolving based on the organization's needs.

Woman-Led and/or Women's Rights Organisation (WRO)/Feminist CSOs  
 To be considered a "woman-led CSO," the organisation must be headed by a woman. To be considered a "women's rights or feminist organisation," the organisation's official mission/visions statements must reflect its commitment to addressing multiple/intersecting forms of discrimination and advancing gender equality and women's rights. The organisation should aim to address the underlying drivers/systems/structures, including patriarchy and gendered power dynamics, that perpetuate EVAWG and gender based violence and work to transform these.  
 Please select "No" if the above definitions do not apply to the CSO.

Modality of Engagement  
 Please select "No information available" if no information is available on or it's not known if the CSO is headed by a woman or is a WRO/feminist CSO.

New or Existing Partner (the rationale behind this question is to understand the extent to which RUNOs are expanding their outreach to CSOs beyond usual partners, giving opportunities to new CSOs)  
 To be considered a "new partner", the RUNO has not engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.  
 To be considered an existing partner, the RUNO has engaged the CSO in any partnership modality, prior to the start of the Spotlight Programme.  
 Please select "No information available" if no information is available on if the CSO is a new or existing partner.

## Annex D

### Promising or Good Practices Reporting Template

#### State of a practice: good practice or promising practice?

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

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

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

#### Guidance and Template on Innovative, Promising and Good Practices

As a Demonstration Fund, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the potential for adaptability, sustainability, replicability and scale-up<sup>1</sup>. This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

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

##### Definition of an Innovative Practice

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

##### Definition of a Promising Practice

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

##### Definition of a Good Practice

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

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

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

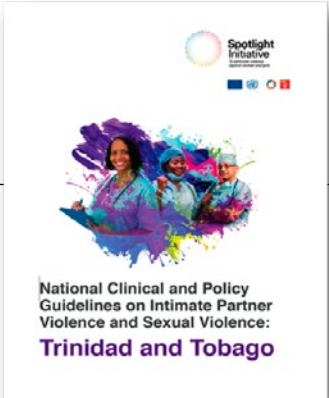
## Annex D

### Promising or Good Practices Report

Country Programme / Regional Programme: Trinidad and Tobago

Reporting Period: 01 January 2020 - 31 December 2020

<b>Title of the Innovative, Promising or Good Practice</b>	<b>CSO Umbrella Modality Approach</b>
<b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</b>	CSO umbrella modality approach to empowerment and execution of community outreach. Pillar 4 and the meaningful engagement of civil society.
<b>Objective of the practice: What were the goals of the activity?</b>	Empowerment of communities to treat with issues of VAWGs by fostering relationships with CSOs and through information sharing on the ground level
<b>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</b>	Three communities under Spotlight, specifically women and girls who are victims of DV and/or vulnerable women and girls.
<b>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</b>	An umbrella modality approach was used to coordinate the activity whereby a stronger CSO, Coalition Against Domestic Violence (CADV) was contracted as the key implementing partner to support implementation of multiple smaller CSOs, many of whom were weaker administratively. Although not new, this practice has multiple advantages for various stakeholders under Spotlight. The CSOs selected for implementation via the Year 1 Assessment are being managed by CADV and this is reducing the overall administrative burden on the smaller CSOs thus enabling them to focus on the core activities related to implementation. It allows for the optimization of resources under this activity. It also allows for networking and collaboration between CSOs of varying capacity which facilitates synergies, knowledge exchange and growth. Additionally, this optimizes use of resources in each Spotlight region.
<b>What challenges were encountered and how were they overcome?</b>	<p>Challenges: Securing participation by the CSOs for activities, meetings due to their schedules and events, particularly during the 16 Days of Activism and in December 2021; Many of the CSOs are run by volunteers who have day jobs and hence their availability during work hours is limited or not possible. Day 1 of the outreach planning session was rescheduled 3 times and was only successful on the 3rd try; Limited pool of Consultants to conduct training in specific programme areas and hence delays in their availability for official engagement.</p> <p>Measures: Some events also had to be rescheduled and pushed back to 2022 to cater for delays caused by conflicting priorities of the CSOs due to UN Observances with other Agencies and with counterparts and the Christmas holiday slow down. Many of the events were held after working hours to cater for CSOs schedules.</p>
<b>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</b>	While this activity is ongoing and scheduled to be completed in April 2022, the outreach and communication planning process and the institutional strengthening received by the weaker CSOs from the stronger CSOs, will improve their competency to implement future projects in the area of GBV/FV;
<b>Adaptable (Optional) In what ways can this practice be adapted for future use?</b>	
<b>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</b>	There is a high possibility that this can be scaled up throughout Spotlight and beyond where there are numerous CSOs with varying levels of competency and this should be encouraged given the limited capacity of CSOs to deliver quality results within budgeted timeframes.
<b>Sustainable What is needed to make the practice sustainable?</b>	Documenting this good practice is the first step towards sustainability; however, this information must be communicated to the relevant stakeholders and integrated into future programmes and project design if it is to be sustained.
<b>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</b>	While this activity is still ongoing, feedback to date for CSOs have been positive
<b>Additional details and contact information</b>	Nikita Mohammed, <a href="mailto:nikita.mohammed@one.un.org">nikita.mohammed@one.un.org</a>

<b>Title of the Innovative, Promising or Good Practice</b>	<b>Promising practice: National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence, Trinidad and Tobago</b>
<b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</b>	This is a major output under Pillar 4, Quality Services, to strengthen health sector responses to violence against women. A Spotlight consultancy November 2020-May 2021 developed the draft Guidelines, which were revised via further reviews and stakeholder consultations, culminating in acceptance by the national Sexual, Reproductive, Maternal, Neonatal, Child and Adolescent Health Committee in November 2021. With the Ministry of Health, work is ongoing with Regional Health Authorities (RHAs) to adopt the Guidelines. Printed copies are to be produced.
<b>Objective of the practice: What were the goals of the activity?</b>	To provide guidelines to health-care workers and policy-makers on care of survivors of intimate partner violence and sexual violence. Care in the context of COVID-19 was among the issues considered.
<b>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</b>	The Guidelines were developed via consultations with policy-makers and health-care providers in the Ministry of Health and each of the five Regional Health Authorities, as well as review of national legislation, protocols and international good practice documents. Results were fed into training of trainers in each of the RHAs and the University of the West Indies.
<b>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</b>	As a result of thorough stakeholder consultation and review, the Guidelines have been accepted by the Ministry of Health and provide a template through which significant improvements will be made in care and support of survivors through the health system and via referral to other agencies (e.g. social services, housing, the police).
<b>What challenges were encountered and how were they overcome?</b>	Focus on the COVID-19 pandemic led to some delays in the consultations with health stakeholders. The consultant continued desk reviews while waiting. Inconsistencies between new Domestic Violence legislation and some existing health care practices were discovered, which were discussed with the Ministry of Health to resolve what to include in the Guidelines and what to address in further Spotlight work.
<b>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</b>	Acceptance by the Sexual, Reproductive, Maternal, Neonatal, Child and Adolescent Health Committee is a major step towards reform of health care for women subjected to intimate partner violence and sexual violence in Trinidad and Tobago. To date, the 28 persons trained as trainers based on the Guidelines have trained a further 133 persons in RHAs, with some of these volunteering to become trainers, with plans to train a further 100 in Spotlight Phase 1. The Guidelines are also being used as a major resource for the development of curricula on care of survivors of gender-based violence in further and higher education institutions under another Spotlight Pillar 4 consultancy.
<b>Adaptable (Optional) In what ways can this practice be adapted for future use?</b>	
<b>Replicable/Scale-Up (Optional) What are the possibilities of extending this practice more widely?</b>	
<b>Sustainable What is needed to make the practice sustainable?</b>	Acceptance by the Sexual, Reproductive, Maternal, Neonatal, Child and Adolescent Health Committee is a major step towards reform of health care for women subjected to intimate partner violence and sexual violence in Trinidad and Tobago. To date, the 28 persons trained as trainers based on the Guidelines have trained a further 133 persons in RHAs, with some of these volunteering to become trainers, with plans to train a further 100 in Spotlight Phase 1. The Guidelines are also being used as a major resource for the development of curricula on care of survivors of gender-based violence in further and higher education institutions under another Spotlight Pillar 4 consultancy.
<b>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</b>	
<b>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</b>	<p>Focal person: Dr Caroline Allen, Spotlight Initiative Project Manager, Pan American Health Organization. Email: <a href="mailto:allencar2@paho.org">allencar2@paho.org</a>. Tel: (+1868) 491 3593</p> <p>Following is a screenshot of the poster:</p> 

<b>Title of the Innovative, Promising or Good Practice</b>	<b>Promising Practice: Cross-pillar collaboration to strengthen the justice and security sectors</b>
<b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</b>	The activity included the design and implementation of a gender-responsive policing course through the Trinidad and Tobago Police Academy. The activity addresses fair and equitable access to justice, and supported projects under Pillars 2 and 4.
<b>Objective of the practice: What were the goals of the activity?</b>	The goals of the activity were to increase the capacity of duty bearers to effectively and ethically provide quality essential service delivery to victims/survivors of Family Violence/VAWG, and to strengthen the police service through embedding training within the police academy which provides awareness and sensitisation on gender definitions/roles and stereotypes, gender mainstreaming, gender-responsive policing, human rights principles, the role of duty bearers, the justice continuum, the legislative framework, adopting a victim and survivor-centred approach, the introduction of competencies and performance indicators, GBV in Trinidad and Tobago, TTPS policies and procedures and self-care for law enforcement officers.
<b>Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</b>	The target audience were trainers with the Police Academy and members at all levels of the Trinidad and Tobago Police Service. The Police Academy supported the Spotlight Initiative by coordinating participation from several police stations and providing common spaces for learning, as well as requesting time off to attend the 3-day course. There was also a high-level launch held to promote and engage key stakeholders, and to ensure support for ongoing training through the police academy.
<b>What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</b>	The cross-pillar collaboration served as an innovative practice through bringing together experts from different fields and backgrounds, in close collaboration with the police service. Trainers from the UK, including retired police from Scotland Yard and a Tribunal Judge, contributors to the global handbook on gender-responsive policing, joined local police trainers and regional police from the Jamaica Constabulary Force to deliver a multi-cultural, diverse, and engaging course on gender-responsive policing. Approaching the event as one UN, also leveraged resources and expertise from multiple agencies, which resulted in positive outcomes for the beneficiaries.
<b>What challenges were encountered and how were they overcome?</b>	Initial challenges in coordinating the training course and determining a joint approach were resolved through multiple dialogues and close collaboration between the RUNOs with the support of the Coordination Unit, and a flexible and open approach by the TTPS.
<b>Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?</b>	Feedback from the initial training has been overwhelmingly positive, within the highest levels of the TTPS, the Police Academy and from participants themselves. Requests have been made to continue the training in 2022 and to ensure that the entire police service receives the training in future.
<b>Adaptable (Optional)</b>	
<b>Replicable/Scale-Up (Optional)</b>	
<b>Sustainable What is needed to make the practice sustainable?</b>	Embedding the training as a mandatory course within the police service for orientation and/or promotions, and conducting refresher training every 2-3 years would make this a sustainable practice.
<b>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</b>	An evaluation has been conducted by the police service and results will be made available in January 2022.
<b>Additional details and contact information</b>	Focal Person: Je'nille Maraj - UN Women Planning and Coordination Specialist (Trinidad and Tobago) <a href="mailto:jenille.maraj@unwomen.org">jenille.maraj@unwomen.org</a> 1-868-329-7440

## Section B: Knowledge Production

A Knowledge Product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

A learner-oriented product is structured in a practical way that allows the reader to clearly understand and retain the knowledge being provided. Knowledge Products play a key role in advancing the Initiative's Knowledge Management Strategy to document, analyze and disseminate knowledge, as well as capture lessons learned and innovative, promising and good practices. As such, a Knowledge Product can be understood as an output and a key asset for the success of Spotlight Initiative.

Types of Knowledge Products include the following:

- Assessments
- Research Papers
- Brochures
- Capacity Development Modules
- Guidance note
- Tools
- Infographics
- Magazines/Newsletters
- Policy Briefs
- Position Papers/Thematic Strategy Briefs
- Briefs/Factsheets

For more information, please refer to the Spotlight Initiative Knowledge Products Guidelines available [here](#).

Please list all Knowledge Products developed by the Spotlight Initiative Regional/Country programme below, as well as Knowledge Products in the pipeline..

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed/ published or expected to be	Link to Knowledge Product (if available)
<b>Catalogue of Services for the Economic Empowerment of Women</b>	Mapping	A resource guide for victims and survivors of gender-based violence who seek support services to enhance their economic empowerment and increase their autonomy, making them less dependent on their abusive partners. It can also be used by support organisations to respond to violence against women and girls, including family violence.	March 2021	<a href="https://drive.google.com/file/d/1ibvYxmG_Gf2M2A3UUS6WKFgwVj66i8v0/view?usp=sharing://drive.google.com/file/d/1ibvYxmG_Gf2M2A3UUS6WKFgwVj66i8v0/view?usp=sharing">https://drive.google.com/file/d/1ibvYxmG_Gf2M2A3UUS6WKFgwVj66i8v0/view?usp=sharing://drive.google.com/file/d/1ibvYxmG_Gf2M2A3UUS6WKFgwVj66i8v0/view?usp=sharing</a>
<b>Gender-Responsive Policing Report</b>	Assessment	A gap analysis on the utilization of police standing orders; departmental orders; Domestic Violence Investigative and procedural Manual for Police Officers and propose recommendations to improve implementation including the development of training manuals and toolkits.	April 2021	<a href="https://drive.google.com/file/d/1yw-ysXb7IW1ZYUGQVbndLKuS3ezdhFp/view?usp=sharing">https://drive.google.com/file/d/1yw-ysXb7IW1ZYUGQVbndLKuS3ezdhFp/view?usp=sharing</a>
<b>Social Norms Survey on Violence Against Children in Trinidad &amp; Tobago</b>	Research Paper	To conduct a survey among the general public in Trinidad and Tobago to determine 1) The social and cultural norms and other factors that perpetuate gender-based violence in Trinidad and Tobago 2) The social, religious and cultural norms and other factors that prevent persons from reporting gender-based violence in Trinidad and Tobago	July 2021	<a href="https://drive.google.com/file/d/1KnJvgvJrqaKC7zox1pblO34A1SKQF1bk/view?usp=sharing">https://drive.google.com/file/d/1KnJvgvJrqaKC7zox1pblO34A1SKQF1bk/view?usp=sharing</a>
<b>Gap Analysis Report of the Trinidad and Tobago Domestic Violence Act</b>	Assessment	The focus in the context of the DV Act is to conduct an implementation gap study, make recommendations for further reform, propose an implementation strategy and present the Draft Study for review and feedback.	February 2022	
<b>Assessment of Case Management Services for Gender-Based Violence Survivors in Trinidad and Tobago</b>	Assessment	This study reviews and assesses the current case management strategies of the National Family Services Division of the Ministry of Social Development and Family Services and the Division of Health, Wellness and Social Development of the Tobago House of Assembly, alongside the Essential Services Package (ESP) of the United Nations Global Programme on Essential Services for Women and Girls Subject to Violence published by UNFPA and UN Women in 2015. This framework provides comprehensive guidelines for the provision of quality services for GBV survivors across health, policing and judiciary and social service sectors. This report offers recommendations based on the current case management practices to facilitate the development of a coordinated approach to domestic violence case management that aligns with the ESP and promotes quality services for women and girls who experience domestic violence.	February 2022	
<b>National Clinical and Policy Guidelines on Intimate Partner and Sexual Violence: Trinidad and Tobago</b>	Guidance Note	The Guidelines provide actions and recommendations for the clinical care of women subjected to IPV and SV. The specific goals include: 1. To strengthen the capacity of health-care providers to deliver a minimum package of clinical services for women subjected to violence. 2. To develop standards of care and assist health-care providers to better identify and respond to the needs of women subjected to violence. 3. To strengthen the health systems response and the delivery of high-quality care for women subjected to violence.	December 2021	<a href="https://s3.amazonaws.com/SmartsheetB1/93452b816523426b884393749f7687c7?response-content-disposition=inline%3Bfilename%3D%22Final+National+Clinical+and+Policy+Guidelines+of+IPV+and+SV+Trinidad+and+Tobago+22Nov21.pdf%22%3Bfilename%3DUTF-8%27%27Final%2520National%2520Clinical%2520and%2520Policy%2520Guidelines%2520of%2520IPV%2520and%2520SV%2520Trinid">https://s3.amazonaws.com/SmartsheetB1/93452b816523426b884393749f7687c7?response-content-disposition=inline%3Bfilename%3D%22Final+National+Clinical+and+Policy+Guidelines+of+IPV+and+SV+Trinidad+and+Tobago+22Nov21.pdf%22%3Bfilename%3DUTF-8%27%27Final%2520National%2520Clinical%2520and%2520Policy%2520Guidelines%2520of%2520IPV%2520and%2520SV%2520Trinid</a>

Title of Knowledge Product	Product type(s)* (Select from the list above. If other, please specify)	Brief Description & Purpose	Date completed/ published or expected to be	Link to Knowledge Product (if available)
<b>Gender Protocol Knowledge Product</b>	Tool	<ol style="list-style-type: none"> <li>1) To detail the purpose, role and aim of the Justice Through a Gender Lens Gender Equality Protocol for Judicial Officers in Trinidad and Tobago ('the Gender Protocol')</li> <li>2) To disseminate, share and exchange impactful knowledge regarding the role of judicial officers in Trinidad and Tobago</li> <li>3) To share judicial best practice in delivering gender-responsive institutional change to achieve sustainable change in ending family violence</li> <li>4) To enable justice continuum actors (Prosecutors, Police, Defence representatives, Probation and Rehabilitation Services, Court Staff), civil society organisations and victims/survivors to gain an insight into the decision-making process of judicial officers relating to gender equality and decision making in court</li> <li>5) To increase victim/survivor confidence in the justice system regarding the handling of cases involving family violence</li> </ol>	February 2022	<a href="#">Act 2.1.1 - Gender Protocol Knowledge Product_REVISED.docx</a>
<b>Study on the Economic Impact of Family Violence</b>	Research Paper	Study to assess the economic cost of family violence with special focus on violence against women and children, and its impact in the workplace.	April 2022	



## **Annex E**

### **AWP & Budget - Phase I (year 1-3)**

Country Programme / Regional Programme: Trinidad and Tobago  
Reporting Period: 01 January 2021 - 31 December 2021



Budget By Outcome				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)											Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking
				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN			REVISED Total Phase I (USD)		Narrative description of budget lines	Delivery Modality							
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration			Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)		
A. PROGRAMME OUTCOME COSTS																											
OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans.																											
Output 1.1: National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations																											
Activity 1.1.1: Support the reform Domestic Violence Act based on findings of study on implementation challenges.																											
1	1.1	1.1.1	Contractual Services	UNW				x	x	x	15,360	-	8,640	-	24,000	1	\$400.00	60	Days	100%	4	24,000	24,000	To complete implementation gaps study and make recommendations for reform.	Payment to an Individual Consultant		
1	1.1	1.1.1	Travel	UNW					x	x	-		1,050	-	1,050	1	\$150.00	7	Days	100%	5	1,050	1,050	Travel for Consultant to visit 3 target communities	Other		
1	1.1	1.1.1	General Operating and Other Direct Cost	UNW					x	x	-		3,000	-	3,000	3	\$1,000.00	1	Days	100%	7	3,000	3,000	Workshop Costs for parliament and THA, as well as CSOs in T&T: Venue and Catering	Other		
											15,360	-	12,690	-	28,050				Sub-Total Activity 1.1.1:			28,050	28,050				
A. PROGRAMME OUTCOME COSTS																											
Activity 1.1.2 : Develop a strategy for consultations, lobbying and communication to promote the finalisation and adoption of the National Strategic Plan on Gender-based and Sexual Violence and the Sexual and Reproductive Health and Rights Policy, Child Policy and Child Protection Plan as well as an operational plan for its implementation and financing.																											
1	1.1	1.1.2	Contractual Services	UNW				x	x	x	-		3,500	-	3,500	1	\$1,750.00	2	Years	100%	4	3,500	3,500	Contract Consultant to work with Gender and Child Affairs OPM to lead consultations and lobbying - including costs for workshops (venue/ catering)	Payment to a Consultancy Company		

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
1	1.1	1.1.2	Travel	UNW			x		x	x	277		3,923	-	4,200	2	\$350.00	6	Days	100%	5	4,200	4,200	For UN System staff to support the consultations in at least 3 communities.	Other			
1	1.1	1.1.2	Contractual Services	UNW					x	x	-		17,500	-	17,500	1	\$350.00	50	Days	100%	4	17,500	17,500	Contract Communications Firm to develop strategy for national campaign which highlights strategic interventions with target communities.	Payment to a Consultancy Company			
1	1.1	1.1.2	Contractual Services	UNICEF	x	x	x	x	x	x	11,642		18,358	-	30,000	1	\$15,000.00	2	Years	100%	4	30,000	30,000	Support OPM Child Affairs to finalize and cost Child Policy and CP Implementation Plan.	Payment to an Individual Consultant	Yes	Delays related to processing payments directly to Govt. Advised to directly contract Consultant.	
1	1.1	1.1.2	Contractual Services	UNICEF	x	x	x	x			21,700		-	-	21,700	1	\$10,850.00	2	Meses	100%	4	21,700	21,700	Support the development of a strategy to support cross-sectoral adoption, implementation and monitoring.	Payment to an Individual Consultant	Yes	Delays related to processing payments directly to Govt. Advised to directly contract Consultant.	
											33,619	-	43,281	-	76,900							76,900	76,900					
A. PROGRAMME OUTCOME COSTS																												
OUTCOME 1 : Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans.																												
Activity 1.1.4 : Undertake an exploratory study on the appropriateness and utility of a restorative justice approach and possible incorporation within the Domestic Violence Act framework																									Yes		Change in activity scope; guidance received from Secretariat to reconsider restorative justice approach in this region.	
1	1.1	1.1.4	Contractual Services	UNDP	x						7,376		624	-	8,000	1	\$533.33	15	Days	100%	4	8,000	8,000	Conduct study to assess feasibility of restorative justice approach between survivors and perpetrators	Payment to an Individual Consultant	Yes	Reallocation of funds towards budget line to support training of Parliamentarians. Activity was cancelled post-inception report.	

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				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)								
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q2	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality				
1	1.1	1.1.4	General Operating and Other Direct Cost	UNDP					x		-		730	-	730	1	\$730.00	1	Lumpsum	100%	7	730	730	Support training of Parliamentarians on instrumental domestic violence legislation and its application to the local context	Other	Yes			
											7,376	-	1,354	-	8,730				Sub-Total Activity 1.1.4:			8,730	8,730						
Sub-Total OUTPUT 1.1:											56,355	-	57,325	-	113,680								113,680	113,680					
Output 1.2 : National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending VAWG in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination																													
"Activity 1.2.1: Promotion of the creation of a multi-stakeholder accountability platform to promote the adoption and implementation of National Strategic Plan and harmonisation with other relevant policy frameworks.																													
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNW			x	x	x	x	5,478		-3,478	-	2,000	1	\$2,000.00	1	Years	100%	6	2,000	2,000	Reimbursement to OPM for the purchase of a Zoom license/ online platform for the multistakeholder committee	Transfer to Government/Regional Body	Yes		OPM agreement terminated - funds to be refunded in 2022- no overexpenditure.	
1	1.2	1.2.1	General Operating and Other Direct Cost	UNW	x						3,213		1,787	-	5,000	1	\$5,000.00	1	Lumpsum	100%	7	5,000	5,000	Dissemination of video highlighting women in leadership positions for International Women's Day	Other				
											8,690	-	-1,690	-	7,000				Sub-Total Activity 1.2.1:			7,000	7,000						
"Activity 1.2.2: Technical support for costing of National Strategic Plan"																													
1	1.2	1.2.2	Contractual Services	UNW				x	x	x	640		7,360	-	8,000	1	\$8,000.00	1	Years	100%	4	8,000	8,000	Technical support for costing of National Strategic Plan	Payment to an Individual Consultant				
Subtotal Activity 1.2.2											640	-	7,360	-	8,000				Sub-Total Activity 1.2.2:			8,000	8,000	-					
Sub-Total OUTPUT 1.2:											9,330	-	5,670	-	15,000								15,000	15,000					
Sub-Total OUTCOME 1:											65,685	-	62,995	-	128,680								128,680	128,680					

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			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q2	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration			Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)			
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors																												
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including family violence, especially for those groups of women and girls facing multiple and intersecting forms of discrimination, including in other sectors																												
Activity 2.1.1: Support security and justice sectors in collaboration with accountability institutions to build capacity and systems of oversight to design and meet due diligence response programme standards																												
2	2.1	2.1.1	Contractual Services	UNW			x	x	x	x	13,750		250	-	14,000	1	\$2,800.00	5	Months	100%	4	14,000	14,000	Consultant to Judiciary for the implementation of Gender Protocol and trainings	Payment to a Consultancy Company			
2	2.1	2.1.1	Contractual Services	UNW			x	x	x	x	30,625		21,625	-	52,250	1	\$52,250.00	1	Lumpsum	100%	4	52,250	52,250	Contract Consultant for the development of gender-responsive tools and training for the police.	Payment to a Consultancy Company	Yes	Reallocation of other two budget lines in this Activity to this line; same consultancy company. Removal of travel line in light of COVID	
2	2.1	2.1.1	Contractual Services	UNICEF		x	x	x	x	x	12,496		17,504	-	30,000	1	\$15,000.00	2	Years	100%	4	30,000	30,000	Support Children's Authority to reinforce case management in coordination with TTPS (CPU and VWSU) to respond to family violence	Payment to an Individual Consultant	Yes	Delays related to processing payments directly to Govt; advised to expedite implementation through directly contracting Consultant to work with Govt.	
											56,871	-	39,379	-	96,250				Sub-Total Activity 2.1.1:			96,250	96,250					
Activity 2.1.2: Develop and implement a strategy to integrate family violence response and prevention into the strategies, plans and programmes of local government/municipal corporation authorities																												
2	2.1	2.1.2	Contractual Services	UNICEF					x	x	-		15,000	-	15,000	1	\$15,000.00	1	Years	100%	4	15,000	15,000	Consultant to mainstream and support FV responses in communities, regional corporations in 2 regions and THA	Payment to an Individual Consultant			
											-	-	15,000	-	15,000				Sub-Total Activity 2.1.2:			15,000	15,000					

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			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q2	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration			Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)		
Activity 2.1.3 : Support Ministry of Social Development and Family Services as well as the OPM GCA in the development of a critical incidents first responders' framework inclusive of family violence incidents																											
2	2.1	2.1.3	Contractual Services	UNW					x	x	-		9,000	-	9,000	1	\$300.00	30	Days	100%	4	9,000	9,000	Contract Consultant to develop critical incidents framework in support of MSDFS and other state responders.	Payment to an Individual Consultant		
2	2.1	2.1.3	Travel	UNW			x	x	x	590		5,410	-	6,000	2	\$300.00	10	Days	100%	5	6,000	6,000	MCO based staff travel and travel for Tobago and non POS colleagues.	Other			
										590	-	14,410	-	15,000					Sub-Total Activity 2.1.3:			15,000	15,000				
Activity 2.1.4 :Enhance capacity of the Family Court to strengthen access to justice and support case management of DV matters including for those groups facing intersecting and multiple forms of discrimination																											
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNICEF	x	x					21,500		-	-	21,500	1	\$10,750.00	2	Years	100%	6	21,500	21,500	Enhance capacity of the Family Court to strengthen access to justice and support case management of DV matters including for those groups facing intersecting and multiple forms of discrimination	Transfer to Government/Regional Body		
										21,500	-	-	-	21,500					Sub-Total Activity 2.1.4:			21,500	21,500				
Sub-Total OUTPUT 2.1:											78,961	-	68,789	-	147,750							147,750	147,750				
Output 2.2 : Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups																											
Activity 2.2.1 : Establish multi-stakeholder coordinating mechanism to facilitate case management linkages, information, resources sharing, support and monitoring of policies first responder agencies (development of terms of reference, preparatory training etc.)																											

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking			
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality				
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNFPA	x	x	x	x	x		34,714		281	-	34,995	1	\$34,995.00	1	Lump sum	100%	6	34,995	34,995		Grant to CSO to work with National Family Services in 3 communities	Payment/Transfer to a CSO			
2	2.2	2.2.1	Contractual Services	UNFPA				x			1,503		- 3	-	1,500	1	\$1,500.00	1	Lump sum	100%	4	1,500	1,500		Consultant to update the social services section of the Essential Services Package report; information to inform the assessment of GBV Case management services	Payment to an Individual Consultant			
											36,218	-	277	-	36,495				Sub-Total Activity 2.2.1:			36,495	36,495	-					
Sub-Total OUTPUT 2.2:											36,218	-	277	-	36,495								36,495	36,495	-				
Sub-Total OUTCOME 2:											115,178	-	69,067	-	184,245								184,245	184,245	-				
OUTCOME 3 : Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices																													
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings																													
Activity 3.1.1: Collaborate with CSOs and youth peer groups to design and implement adapted primary prevention programming (Foundations and CSE) which promotes gender equality and violence prevention behaviour change programmes for out of school youth.																													
3	3.1	3.1.1	Transfers and Grant to Counterparts	UNFPA		x	x	x	x	x	38,959	-	47,041	-	86,000	1	\$43,000.00	2	Years	100%	6	86,000	86,000		Grant to CSO to implement the CHAMP Programme in 3 communities	Payment/Transfer to a CSO			
3	3.1	3.1.1	Contractual Services	UNW		x	x	x			6,474	-	2,526	-	9,000	1	\$9,000.00	1	Years	100%	4	9,000	9,000		Contribute to Consultant to complete (i) Training of Master trainers in Foundations curriculum; (ii) adapt training for virtual learning and (iii) monitor the implementation of the programme.	Payment to an Individual Consultant			



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				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN			REVISED Total Phase I (USD)		Narrative description of budget lines	Delivery Modality									
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration			Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)				
3	3.1	3.1.1	Contractual Services	UNW					x	x	32,704	-	12,296	-	45,000	1	\$7,500.00	6	Months	100%	4	45,000	45,000	Programme Coordinator (Consultant) to support capacity development for the OPM GCA and develop a blueprint for the elimination of VAWG .	Payment to an Individual Consultant	Yes	Staffing support for Gender Affairs Division. Expenditures related to advance of funds to OPM which will be returned. Programme Coordinator position to be recruited in 2022.		
											78,138	-	61,862	-	140,000				Sub-Total Activity 3.1.1:			140,000	140,000	-					
Activity 3.1.2 : Support implementation of student-focussed initiatives to augment girls' empowerment and boys' transformation programmes with enhanced HFLE component																													
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNICEF					x	x	-	-	58,000	20,000	78,000	1	\$78,000.00	1	Years	100%	6	78,000	58,000	20,000	Grants to NGOs to support Technical support for leadership training, advocacy skills development and mentorship for Students Councils; and mini-grants to School Clubs/Student Councils in secondary schools to implement violence prevention programming; parent mobilisation and engagement	Payment/Transfer to a CSO			
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNICEF	x	x	x				25,000	-	13,500	20,000	58,500	1	\$58,500.00	1	Years	100%	6	58,500	38,500	20,000	Contract NotesMaster on behalf of Ministry of Education for principals and teacher training and management of student platform	Transfer to Government/ Regional Body			
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNFPA			x	x	x	x	52,844	-	41,209	-	94,053	1	\$94,053.00	1	Lumpsum	100%	6	94,053	94,053		Grant to assess and amend HFLE curriculum; and to conduct 3 teacher training workshops using the BTS model;	Payment/Transfer to a CSO			
											77,844	-	112,709	40,000	230,553				Sub-Total Activity 3.1.2:			230,553	190,553	40,000					
Sub-Total OUTPUT 3.1:											155,981	-	174,572	40,000	370,553								370,553	330,553	40,000				

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Output 3.2 : Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities (Including informing parenting skills around gender socialization through early childhood development programmes)

Activity 3.2.1 :Development of tools and materials for key institutions (health, social services) that interface with parents and primary caregivers to incorporate family violence prevention messages within their services (ante-natal and child clinics, parenting programmes, PTAs etc.)																													
3	3.2	3.2.1	General Operating and Other Direct Cost	UNFPA					x	x	-		45,016	-	45,016	1	45015.99	1	Lumpsum	100%	7	45,016	45,016		Printing , design and layout of communication tools and materials as required by implementing partners	Other	Yes		
3	3.2	3.2.1	Contractual Services	UNICEF			x	x	x	x	30,000	1,339	-	18,661	50,000	1	25000	2	Years	100%	4	50,000	30,000	20,000	Contract Consultant to develop culturally relevant communication materials for parents on prevention of child abuse	Payment to an Individual Consultant			
3	3.2	3.2.1	Contractual Services	UNICEF			x	x	x		2,000	399	-	9,601	12,000	1	12000	1	Years	100%	4	12,000	2,000	10,000	Contract Consultant to develop messaging for teachers on positive behavioural management and prevention of sexual abuse in a virtual learning setting both with children and their caregivers.	Payment to a Consultancy Company			
											32,000	1,738	45,016	28,262	107,016				Sub-Total Activity 3.2.1:			107,016	77,016	30,000					
Activity 3.2.2 : Provide financial grants or other support to women's organisations, civil society and government to implement 16 Days of Activism to End Violence against Women and Girls that highlight FV programmes.																													
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNW					x	x	-	-	45,000	-	45,000	1	45000	1	Years	100%	6	45,000	45,000		Support to Judiciary to enhance and implement the Partnership for Peace programme.	Transfer to Government/Regional Body	Yes		
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNW				x			6,890	-	2,111	-	9,000	1	4500	2	Years	100%	6	9,000	9,000		Reimbursement to OPM vendors for events during 16 Days of Activism	Transfer to Government/Regional Body	Yes		
3	3.2	3.2.2	General Operating and Other Direct Cost	UNFPA				x			1,516	-	484	-	2,000	1	1000	2	Years	100%	7	2,000	2,000		Support to CSOs to lead advocacy initiatives in the 3 regions.	other			
											8,406	-	47,595	-	56,000				Sub-Total Activity 3.2.2:			56,000	56,000	-					
Activity 3.2.3 :To support community advocacy with a focus on adolescent girls to promote positive social norms and practices on gender equality, healthy relationships and self-esteem																													
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNW		x	x	x	x		19,932		30,068	-	50,000	1	\$25,000.00	2	Years	100%	6	50,000	50,000		Support Foundations programme beneficiaries to act as social ambassafors on FV in Trinidad and Tobago in collaboration with CSOs and OPM (linked to 3.1.1.)	Payment/Transfer to a CSO			

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking				
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality					
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNFPA			x	x	x	x	62,683		79,642	-	142,326	1	\$142,325.50	1	Lump Sum	100%	6	142,326	142,326		implementation of Communication Campaign, utilizing edutainment and key influencers	Payment/Transfer to a CSO				
3	3.2	3.2.3	Contractual Services	UNICEF		x	x				30,000	-	5,000	10,000	45,000	1	\$45,000.00	1	Years	100%	4	45,000	35,000	10,000	Contract Consultant to conduct study to understand social norms and other norms that perpetuate violence against women and girls	Payment to a Consultancy Company				
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNICEF					x	x	-		20,500	20,000	40,500	2	\$20,250.00	1	Years	100%	6	40,500	20,500	20,000	Grant to CSO to sensitize and mobilize key influencers around prevention of VAWG	Payment/Transfer to a CSO				
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNICEF				x	x	x	16,937		43,063	10,000	70,000	2	\$35,000.00	1	Years	100%	6	70,000	60,000	10,000	Grant to CSO to develop and implement social norm campaign	Payment/Transfer to a CSO				
Sub-Total OUTPUT 3.2:											129,552	-	178,274	40,000	347,826								347,826	307,825.50	40,000					
Sub-Total OUTPUT 3.2:											169,957	1,738	270,884.30	68,262	510,841.49									510,841	440,841.49	70,000				

**OUTCOME 4 : Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence**

Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination

**Activity 4.1.2 Develop and train in the use of implement inter-agency protocols and tools for institutions, in particular health sector, to screen, treat and refer survivors of family violence**

4	4.1	4.1.2	Transfers and Grant to Counterparts	UNFPA	x	x	x	x	x	x	20,373		10,721	-	31,094	1	\$31,094.00	1	Years	100%	6	31,094	31,094		Provision of psychosocial support in Tobago by CSO technically guided by UNHCR and UNFPA	Payment/Transfer to a CSO		
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNFPA	x	x	x	x	x	x	10,730		14,275	-	25,005	1	\$25,005.0	1	Years	100%	6	25,005	25,005	-	Delivery of SRH, including SGBV to persons with disabilities and other key populations	Payment/Transfer to a CSO		
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNFPA	x	x					29,578	-	-7	-	29,571	1	\$29,571.00	1	Lumpsum	100%	6	29,571	29,571	-	CSO to develop catalogue of services and programmes for economic empowerment - includes printing, translation and dissemination. Supported by the ILO	Payment/Transfer to a CSO		
4	4.1	4.1.2	General Operating and Other Direct Cost	UNFPA							7,390		-0	-	7,390	1	\$7,389.50	1	Lumpsum	100%	7	7,390	7,390		Procurement of COVID-19 related supplies for CSOs to deliver clinical management and facilitate remote case management and psychosocial support for GBV survivors. tan siendo definidas en un proceso colectivo e interinstitucional desde 2018	Other		
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNICEF	x	x	x	x	x		12,556		17,444	-	30,000	1	\$30,000.00	1	Years	100%	6	30,000	30,000		Support CATT for the finalization and adoption of National Child Abuse Protocol	Transfer to Government/Regional Body		

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN								REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking	
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
4	4.1	4.1.2	Contractual Services	PAHO		x	x	x			33,000		-	-	33,000	1	\$33,000.00	1	Lump sum	100%	4	33,000	33,000	-	Consultant hired to support MoH to develop national policy and clinical guidelines based on relevant PAHO/WHO guidelines on inter-partner violence and sexual violence against women, adolescents and children, child maltreatment etc.	Payment to an Individual Consultant		
4	4.1	4.1.2	Contractual Services	PAHO				x	x	x	19,000	-	3,000	25,501	47,501	1	\$47,501.00	1	Years	100%	4	47,501	22,000	25,501	Reduce family violence through capacity-building in the form of curricula to be delivered through taught sessions, design and deliver risk communications activities to support UTT, COSTATT, UWI and UWISO, Trinidad and Tobago Association of Midwives, Trinidad and Tobago Medical Association. Teaching and communications modalities will be adapted to the COVID-19 context to include online synchronous and asynchronous delivery as appropriate.	Payment to a Consultancy Company		
4	4.1	4.1.2	General Operating and Other Direct Cost	PAHO	x	x	x	x	x	x	14,957		10,043	-	25,000	1	\$25,000.00	1	Lumpsum	100%	7	25,000	25,000		"Development of communication strategies and products to support health sector capacity-building			
"	Other																											
4	4.1	4.1.2	Travel	PAHO		x	x	x	x	x	1,601		2,399	-	4,000	1	\$4,000.00	1	Lumpsum	100%	5	4,000	4,000		Travel to support programme implementation in Tobago	Other		
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNFPA							25,763		-	-	25,763	1	\$25,763.00	1	Lump sum	100%	6	25,763	25,763	-	Transfer to CSO for purchase of equipment and supplies to facilitate tele-medicine and other services in response to COVID-19.	Payment/Transfer to a CSO		
											174,947	-	57,875	25,501	258,324							258,324	232,823	25,501				
Activity 4.1.3 Training on the use of police standing orders and tools including training on aspects of gender-sensitive policing (e.g. support listening, reducing re-traumatization, etc.). The training should targets i) first responders, ii) police station supervisors and iii) senior management																												
4	4.1	4.1.3	Contractual Services	UNDP	x	x	x				17,562		438	-	18,000	1	\$6,000.00	3	Months	100%	4	18,000	18,000		"Conduct gap analysis in use of police standing orders and tools on gender-responsive policing.			
4	4.1	4.1.3	Transfers and Grant to Counterparts	UNDP				x	x	x	-		25,000	-	25,000	1	\$12,500.0	2	Years	100%	6	25,000	25,000	-	Transferred to CSOs to execute trainings	Payment/Transfer to a CSO		
4	4.1	4.1.3	Travel	UNDP					x	x	-		6,000	-	6,000	1	\$3,000.00	2	Years	100%	5	6,000	6,000		Transportation costs related to conducting training sessions (across 4 municipal regions)	Other		

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
4	4.1	4.1.3	Supplies, Commodities, Materials	UNDP					x	x	-		4,000	-	4,000	1	\$2,000.0	2	Years	100%	2	4,000	4,000	-	Materials for execution of training (across 3 municipal regions)	Other		
											17,562		35,438		53,000							53,000	53,000	-				
Sub-Total OUTPUT 4.1:											192,509	-	93,314	25,501	311,324								311,324	285,823	25,501			
Output 4.2 : Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities																												
Activity 4.2.1. Improve human rights and legal literacy (including information on complaints procedures, information on available services; access to protection orders, etc.) of underserved communities such as persons living with disabilities, HIV and the LBTQI population, migrant populations																												
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNFPA		x	x	x	x	x	20,580	-	7,400	-	27,980	1	\$27,980.00	1	Years	100%	6	27,980	27,980	-	Establishment of a bilingual hotline to serve populations of concern, while utilizing the language skills of refugees and asylum-seekers under a cash-for-work initiative to facilitate the functioning of the hotline	Payment/Transfer to a CSO		
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNFPA			x	x	x		13,824		6,077	-	19,901	1	\$9,950.50	2	Years	100%	6	19,901	19,901	-	Development of a bilingual app to access services	Payment/Transfer to a CSO		
4	4.2	4.2.1	General Operating and Other Direct Cost	UNFPA	x	x	x	x	x	x	16,655		- 6	-	16,649	1	\$8,324.50	2	Years	100%	7	16,649	16,649		Translation of key information products in braille, Spanish and videos with sign language or geared towards specific communities;	Other	Yes	The vendor selected for the provision of translation services will be engaged through a regular 3 quote procurement process and not engaged via a contractual arrangement
4	4.2	4.2.1	General Operating and Other Direct Cost	UNFPA	x	x	x	x	x	x	11,927		3,200	-	15,127	1	\$15,127.00	1	Lumpsum	100%	7	15,127	15,127		Printing and production (videos) of communication products	Other	Yes	Correction in payment modality and change in amt to cover costs.
4	4.2	4.2.1	Contractual Services	UNDP	x	x					23,650		- 689	-	22,961	1	\$5,740.25	4	months	100%	4	22,961	22,961		Identification and empowerment of civil society organization to lead and implement communication/outreach activities. (across 3 municipal regions).	Payment to an Individual Consultant		
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNDP				x	x	x	8,112		21,888	-	30,000	1	\$15,000.00	2	Years	100%	6	30,000	30,000		Implementation of communication/outreach activities by CSOs across 3 municipal regions.	Payment/Transfer to a CSO		
4	4.2	4.2.1	Supplies, Commodities, Materials	UNDP					x	x	-		12,000	-	12,000	1	\$6,000.00	2	Years	100%	2	12,000	12,000		Promotional materials and supplies purchased	Other		
											94,747	-	49,871	-	144,618							144,618	144,618.00	-				
Activity 4.2.2 Development of a GBV GIS Mapping prototype for provision of information on and referrals to health, security, justice, social services and economic empowerment at the community level displaying disaggregated GBV data and statistics																												

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)																	
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking						
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality							
4	4.2	4.2.2	Contractual Services	UNFPA			x	x	x	x	8,232	-	6,648	-	14,880	4	\$3,720.00	1	Lump Sum	100%	4	14,880	14,880		Development of a GBV GIS Mapping prototype	Payment to a Consultancy Company	Yes	The DV Registry activity was initially to be implemented through OPM as an Implementing Partner. Given Govt payment processing delays, the activity will be expedited through a contractual arrangement.				
											8,232	-	6,648	-	14,880				Sub-Total Activity 4.2.2:			14,880	14,880	-								
Activity 4.2.3 Capacity development and implementation of a civil society led police and court accompaniment programmes (peer navigators) - with linkages with police stations and police station councils to support victim reporting and perpetrator interventions																																
4	4.2	4.2.3	Contractual Services	UNDP	x	x	x	x	x		21,501	-	25,518	-	47,019	1	\$7,836.50	6	Months	100%	4	47,019	47,019		Development of accompaniment programmes in consultation with police, justice sector and civil society .	Payment to an Individual Consultant						
4	4.2	4.2.3	Equipment, Vehicles, and Furnitures	UNDP					x	x	-	-	11,913	-	11,913	1	\$11,913.00	1	Lumpsum	100%	3	11,913	11,913		Phones and IT supplies as well as other office equipment for implementation of accompaniment programme	Other	Yes	Addition of line for supplies and materials.				
4	4.2	4.2.3	Supplies, Commodities, Materials	UNDP					x	x	-	-	6,283	-	6,283	1	\$6,282.70	1	Lumpsum	100%	2	6,283	6,283		Training materials, refreshments, comms materials for implementation of accompaniment programme	Other						
4	4.2	4.2.3	Contractual Services	UNDP					x	x	-	-	35,413	-	35,413	1	\$5,902.10	6	Months	100%	4	35,413	35,413		Programme Coordinator and Assistant to drive piloting and monitoring the accompaniment programme	Payment to an Individual Consultant	Yes	Use of Consultants to drive the programme as requested by VWSU.				
4	4.2	4.2.3	Transfers and Grant to Counterparts	UNDP					x	x	-	-	741	-	741	1	\$741.00	1	Lumpsum	100%	6	741	741		Support to Victim and Witness support unit to pilot accompaniment programme	Transfer to Government/Regional Body						
4	4.2	4.2.3	Transfers and Grant to Counterparts	UNDP					x	x	-	-	59,860	-	59,860	1	\$9,976.67	6	Months	100%	6	59,860	59,860		Implementaion of accompaniment programmes, with key stakeholders, inclusive of training Peer Navigators. Resulting in a cadre of trained peer navigators in the 3 municipal regions.	Payment/Transfer to a CSO						
4	4.2	4.2.3	Contractual Services	UNDP	x	x					19,386	-	- 347	-	19,039	1	\$4,759.75	4	Months	100%	4	19,039	19,039		Analyse Police Station Community Councils (PSCCs) and provide recommendations on re-invigorating this community engagement framework.	Payment to an Individual Consultant						

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021			Projections Y3-2022		Y1-3 PLAN						REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking				
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality					
4	4.2	4.2.3	Transfers and Grant to Counterparts	UNDP					x	x	-	-	41,771	-	41,771	1	\$6,961.83	6	Months	100%	6	41,771	41,771		Support to empower and increase capabilities of civil society in 3 municipal regions to actively participate in engaging with PSCCs in these regions.	Payment/Transfer to a CSO				
4	4.2	4.2.3	Travel	UNDP						x	-	-	5,000	-	5,000	1	\$5,000.00	1	Lumpsum	100%	5	5,000	5,000		Transportation costs related to consultations and other efforts related to engaging with PSCCs.	Other				
4	4.2	4.2.3	Supplies, Commodities, Materials	UNDP						x	-	-	4,000	-	4,000	1	\$4,000.00	1	Lumpsum	100%	2	4,000	4,000		Purchasing of material for promotion of PSCCs	Other				
4	4.2	4.2.3	Contractual Services	UNDP	x	x					14,282	-	718	-	15,000	1	\$2,500.00	6	Months	100%	4	15,000	15,000		To provide oversight to the development of the accompaniment programmes and the Police Station Community Councils (PSCCs).	Payment to an Individual Consultant				
Subtotal Activity 4.2.3											55,169	-	190,869	-	246,038.30		2,500		-				246,038	246,038.30	-					
Activity 4.2.4 Undertake campaigns to support access to services, knowledge as well as strengthening of domestic violence legislation																														
4	4.2	4.2.4	Contractual Services	UNDP					x	x	-	-	40,000		40,000	1	\$6,666.67	6	Months	100%	4	40,000	40,000		Contract consultancy company develop and implement communications campaign in collaboration with the AG's office to sensitize public on key DV legislation.	Payment to a Consultancy Company	Yes			
4	4.2	4.2.4	General Operating and Other Direct Cost	UNDP					x	x	-	-	6,270		6,270	1	\$6,270.00	1	Lumpsum	100%	7	6,270	6,270		Development of communication materials and products	Other	Yes			
4	4.2	4.2.4	Transfers and Grant to Counterparts	UNDP					x	x			5,000	-	5,000	1	\$2,500.00	2	Months	100%	6	5,000	5,000		Support communications campaign	Payment/Transfer to a CSO	Yes	Change in narrative based on the change in activity scope.		
Subtotal Activity 4.2.4											-	-	51,270	-	51,270		15,437		-				51,270	51,270	-					
Sub-Total OUTPUT 4.2:											158,149	-	298,658	-	456,806								456,806	456,806	-					
Sub-Total OUTCOME 4:											350,657	-	391,971	25,501	768,130	-	-		-				768,130	742,628.80	25,501					

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)													
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
OUTCOME 5 : Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes																												
Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes																												
Activity 5.1.1: Comprehensive baseline assessment of status of family violence/VAWG data systems and processes in T&T building on knowledge of the use of the existing domestic violence registry																												
5	5.1	5.1.1	Contractual Services	UNFPA			x	x	x	x	13,720		1,280	-	15,000	1	\$3,000.00	5	Months	100%	4	15,000	15,000		Assess in collaboration with OPM GCA which systems are presently being used by first responders to store family violence related data	Payment to a Consultancy Company	Yes	The DV Registry activity was initially to be implemented through OPM as an Implementing Partner. Given Govt payment processing delays, the activity will be expedited through a contractual arrangement.
											13,720	-	1,280	-	15,000				Sub-Total Activity 5.1.1:			15,000	15,000	-				
Activity 5.1.2 : Support the collection and inclusion of family violence data in health information, audit and surveillance systems and in MICS																												
5	5.1	5.1.2	Contractual Services	UNFPA					x	x	-		15,000	-	15,000	1	\$3,000.00	5	Months	100%	4	15,000	15,000		Facilitate in collaboration with the OPM GCA the interface of the health information system with the DV/GBV Registry	Payment to a Consultancy Company	Yes	The DV Registry activity was initially to be implemented through OPM as an Implementing Partner. Given Govt payment processing delays, the activity will be expedited through a contractual arrangement.
5	5.1	5.1.2	General Operating and Other Direct Cost	PAHO	x	x	x	x	x	x	29,132		28,000	-	57,132	1	\$28,566.00	2	Years	100%	7	57,132	57,132		Build out electronic medical history and examinations form (VAWC-HIMS) for physical violence and sexual assault against women and children, including data on women diagnosed with COVID-19.	Other		
5	5.1	5.1.2	Contractual Services	PAHO					x	x	-		14,200	-	14,200	1	\$2,366.67	6	Months	100%	4	14,200	14,200		Train health care providers in VAWC HIMS and provide ongoing change management support. Training and support may be provided online or using blended approaches in accordance with COVID-19 physical distancing guidelines.	Payment to an Individual Consultant		



				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)													
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN						REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking			
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
5	5.1	5.1.2	Contractual Services	PAHO	x	x	x				20,246		0	-	20,246	1	\$3,374.35	6	Months	100%	4	20,246	20,246		Consultants to assess VAWC HIMS, train IT professionals, guide IT procurement, implement change management strategies, m&e	Payment to an Individual Consultant		
5	5.1	5.1.2	Equipment, Vehicles, and Furnitures	PAHO					x		-		62,776	-	62,776	1	\$62,776.00	1	Lump sum	100%	3	62,776	62,776		Procurement of IT equipment- computers, servers, printers, remote access facilities.	Other		
5	5.1	5.1.2	Equipment, Vehicles, and Furnitures	UNFPA							3,768		- 0	-	3,768	1	\$3,767.83	1	Lump sum	100%	3	3,768	3,768		Purchase of equipment for OPM to facilitate the interface of the health information system with DV/GBV	Other	Yes	Correction in budget category and modality given narrative.
5	5.1	5.1.2	Contractual Services	UNICEF					x		-		-	10,000	10,000	1	\$5,000.00	2	Years	100%	4	10,000	-	10,000	To support data collection and analysis on family violence in the 2019 Multiple Indicator Cluster Survey.	Payment to an Individual Consultant		
											53,146	-	119,976	10,000	183,122				Sub-Total Activity 5.1.2:			183,122	173,121.93	10,000				
Activity 5.1.3 : Collaborate with CSOs to use technological innovation to improve collection of community-based data on family violence to inform accountability mechanisms																												
5	5.1	5.1.3	General Operating and Other Direct Cost	UNFPA					x		-		6,232	-	6,232	1	\$6,232.17	1	Years	100%	7	6,232	6,232		Purchase of equipment and training for CSOs	Other		
											-	-	6,232	-	6,232				Sub-Total Activity 5.1.3:			6,232	6,232.17	-				
Activity 5.1.4 : Enhance availability of sex disaggregated data on family violence by strengthening the capacity and systems of key ministries ( health, national security) on collection and analysis and distribution of data																												
5	5.1	5.1.4	Transfers and Grant to Counterparts	UNW					x		-		75,000	-	75,000	1	\$75,000.00	1	Lump sum	100%	6	75,000	75,000		Reimbursement to government for Equipment,consultancy training for data collection.	Transfer to Government/Regional Body	Yes	Correction in payment modality. Also increase in amt to support VWSU equipment needs for provision of remote psychosocial support to survivors.
5	5.1	5.1.4	Contractual Services	PAHO	x	x	x				20,246		0	-	20,246	1	\$3,374.35	6	Months	100%	4	20,246	20,246		Produce basic indicators and analyze disaggregated data on family violence to guide policy programmes and behaviour communications strategies	Payment to an Individual Consultant		

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)														
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking			
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality				
5	5.1	5.1.4	General Operating and Other Direct Cost	PAHO	x	x	x	x	x	x	4,999		5,000	-	9,999	1	\$9,999.00	1	Lumpsum	100%	7	9,999	9,999		Production and Printing of Evidence-Based Communication materials	Other			
5	5.1	5.1.4	Contractual Services	UNFPA						x	-		10,000	-	10,000	1	\$2,000.00	5	Months	100%	4	10,000	10,000		Training of users in collaboration with OPM GCA of the DV/GBV Registry in the production and analysis of data (approximately for 4 months each year)	Payment to a Consultancy Company	Yes	The DV Registry activity was initially to be implemented through OPM as an Implementing Partner. Given Govt payment processing delays, the activity will be expedited through a contractual arrangement.	
											25,245	-	90,000	-	115,245				Sub-Total Activity 5.1.4:			115,245	115,245.10	-					
Sub-Total OUTPUT 5.1:											92,111	-	217,489	10,000	319,599								319,599	309,599.20	10,000				
Output 5.2 :Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making																													
Activity 5.2.1:Study on the economic impact of family violence to inform public and private decision- makers and as an input into GRB training for ministries																													
5	5.2	5.2.1	Transfers and Grant to Counterparts	UNFPA				x	x	x	5,929		24,071	-	30,000	1	\$30,000.00	1	Lump sum	100%	6	30,000	30,000		Grant to complete Economic Costs of Violence Survey to inform programmes and policies to address/respond to FV (including enterprises) and to improve productivity. ILO (AA) will collaborate on the private sector component of the study. Other agencies, UN Women and UNFPA will also contribute particularly to the public sector part of the study.	Payment/Transfer to a CSO			
											5,929	-	24,071	-	30,000				Sub-Total Activity 5.2.1:			30,000	30,000.00	-					
Sub-Total OUTPUT 5.2:											5,929	-	24,071	-	30,000								30,000	30,000	-				
Sub-Total OUTCOME 5:											98,040	-	241,559	10,000	349,599								349,599	339,599.20	10,000				

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)														
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking			
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality				
OUTCOME 6 : Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG																													
Output 6.1 : Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels																													
Activity 6.1.1 : Provide capacity development support including for CSOs working with underserved communities (LBTQI persons, women and girls with disabilities, women living in rural communities etc.), to engage with police community councils, service providers, parliamentarians and policy makers to influence law and policy developments and with media to promote gender-responsive messages on prevention, protection and response to family violence																													
6	6.1	6.1.1	Contractual Services	UNW					x	x	-		15,000	-	15,000	5	\$1,000.00	3	Days	100%	4	15,000	15,000		Workshop Costs for 3 communities (venue rental catering etc)	Payment to an Individual Consultant	Yes	Change in budget category and payment modality. Supported the experienced RCO capacity- building consultant working with CSOs to develop the mentorship programme.	
6	6.1	6.1.1	Contractual Services	UNDP				x	x	x	21,124		20,676	-	41,800	1	\$41,800.00	1	Lumpsum	100%	4	41,800	41,800		CSO Capacity building consultant for overall Spotlight Implementation- to help build, strengthen the capabilities of civil society and improve overall sustainability efforts. These funds will be implemented by the RCO; incl. Venue rentals, refreshments to facilitate capacity building workshops	Payment to an Individual Consultant	Yes	Removal of this line from PMC and addition to Pillar 6.	
											-	-	35,676	-	56,800				Sub-Total Activity 6.1.1:			56,800	56,800	-					
Activity 6.1.2 : Strengthen Peer Networks among CBOs and CSOs to better advocate for and monitor FV service delivery with key government stakeholders and the public																													
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNW			x	x	x		37,557		32,443	-	70,000	1	\$70,000.00	1	Lumpsum	100%	6	70,000	70,000		Transfer to CSOs for peer-to-peer support network strengthening and mechanisms	Payment/Transfer to a CSO	Yes	Reduction of amt and allocation to Act 3.2.2 - to support Judiciary's partnership for peace full programme.	
6	6.1	6.1.2	General Operating and Other Direct Cost	UNDP		x	x	x	x	x	759		9,241	-	10,000	1	\$5,000.00	2	Lump Sum	100%	7	10,000	10,000		National Civil Society Reference Group Meetings. UNDP to chanel funds to RCO for refreshments, venue rentals, etc.	Other			
6	6.1	6.1.2	Contractual Services	UNICEF					x		-		6,000	-	6,000	1	\$250.00	24	Months	100%	4	6,000	6,000		Conduct workshops to support strengthening of CSOs to develop and implement behavior change and strategic communication strategies.	Payment to an Individual Consultant	Yes	Change in payment modality and budget category to support collaboration with the RCO capacity building consultant.	

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)														
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)					Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality				
											38,316	-	47,684	-	86,000				Sub-Total Activity 6.1.2:			86,000	86,000	-					
Sub-Total OUTPUT 6.1:											38,316	-	83,360	-	142,800								142,800	142,800	-				
Output 6.2 : Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including DV/IPV, and GEWE more broadly																													
Activity 6.2.1 :																													
											-	-	-	-	-				Sub-Total Activity 6.2.1:			-	-	-					
Sub-Total OUTPUT 6.2:											-	-	-	-	-								-	-	-				
Output 6.3 :Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG																													
Activity 6.3.1: Establish a small grant funding modality to support the expansion of technical substantive capacity of women's organizations on issues of FV (with focus on volunteer networks)																													
6	6.3	6.3.1	Transfers and Grant to Counterparts	UNW	x	x	x	x			79,621		4,379	-	84,000	1	\$84,000.00	1	Years	100%	6	84,000	84,000		Small Grants to support the expansion of technical substantive capacity of women's organizations on issues of FV (with focus on volunteer networks)	Payment/Transfer to a CSO			
6	6.3	6.3.1	Transfers and Grant to Counterparts	UNW					x	x	15,100		118,900	-	134,000	1	\$134,000.00	1	Lump sum	100%	6	134,000	134,000		Rollout the small grant funding modality to support the expansion of the technical substantive capacity of CSOs, WROs, CBOs, Youth Organisations, LGBTQI+, and other organisations representing vulnerable/marginalised groups, working on FV and VAWG	Payment/Transfer to a CSO	Yes	Inadequate response to multiple calls for social accountability grants, revision to support institutional strengthening of CSOs	
											94,721	-	123,279	-	218,000				Sub-Total Activity 6.3.1:			218,000	218,000	-					
Sub-Total OUTPUT 6.3:											94,721	-	123,279	-	218,000								218,000	218,000	-				
Sub-Total OUTCOME 6:											133,037	-	206,639	-	360,800								360,800	360,800	-				
<b>Total PROGRAMME OUTCOME COSTS:</b>											<b>1,179,261</b>	<b>1,738</b>	<b>1,414,242</b>	<b>143,763</b>	<b>2,760,127</b>								<b>2,760,127</b>	<b>2,614,626.49</b>	<b>145,501</b>				<b>21,124</b>

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)													
Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
B. PROGRAMME MANAGEMENT COSTS (Project Office cost) Cost for all outcomes combined. Should not exceed 18% of total Programme Outcome Costs.																								Narrative description of budget lines				
Recipient UN Organization 1 : UNDP																												
N/A	C	N/A	Equipment, Vehicles, and Furnitures	UNDP							4,280		720	-	5,000	1	\$5,000.00	1	Years	100%	3	5,000	5,000	Video Camera and Videography equipment (tripod, light, storage); Projector, speakers and projector screen for Spotlight staff and community consultations		Yes	Two budgetary lines combined given inability to separate projector and camera shipping costs.	
N/A	N/A	N/A	Staff and Personnel	UNDP								42,504	-	42,504	85,008	1.00	\$3,542.00	24	Months	100%	1	85,008	-	85,008	Back office support and technical assistance on tenders. financial management (5%),reporting and IT (5%) and technical oversight for TORs for the implementation of the UNDP component (Prog Officer 30%)			
N/A	N/A	N/A	Staff and Personnel	UNDP							35,922		16,078	-	52,000	1.0	\$2,166.67	24	Months	100%	1	52,000	52,000	-	Dedicated support for Spotlight implementation for RCO, UN Women, and UNDP for procurement functions (19% per annum).	Yes	Increase in amt to cover Phase I extension	
N/A	P	N/A	Contractual Services	UNDP							19,500		-	-	19,500	1.00	\$3,900.00	5	Months	100%	4	19,500	19,500	-	Prefinancing for Consultant (CDP Development) - RC Office	Yes	Correction in budget to reflect AWP	
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP							7,924		76	-	8,000	1.00	\$8,000.00	1	Lumpsum	100%	3	8,000	8,000	-	Laptops for 4 Spotlight Staff / Mobile phones for Programme Coordinator, M&E Officer and Communications Officer			
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP							334		1,666	-	2,000	1.00	\$2,000.00	1	years	100%	3	2,000	2,000	-	Office Stationery and Miscellaneous Items (Tonor, notepads, etc)			
N/A	C	N/A	Equipment, Vehicles, and Furnitures	UNDP							988		1,012	-	2,000	1.00	\$1,000.00	2	years	100%	3	2,000	2,000	-	Adobe suite software for Communications officer	Yes	To cover software costs for 2022	
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP							-		801	-	801	1.00	\$801.00	1	years	100%	3	801	801	-	Office equipment (Printer, printing paper, guilotine, laminating machine) for Spotlight Staff			
N/A	N/A	N/A	Travel	UNDP							802		8,130	-	8,932	1.00	\$4,466.00	2	Years	100%	5	8,932	8,932		Transport Costs for Spotlight Staff (Trinidad and Tobago)	Yes	Correction in budget to reflect AWP, Also reduction in amt given limited travel in COVID context. Reallocation to support monthly operating costs.	

				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)													
Budget By Outcome				Y2- 2021		Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN								REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)		Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q2	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
N/A	C	N/A	Staff and Personnel	UNDP							60,747		36,381	-	97,128	1.00	\$4,047.00	24	Months	100%	1	97,128	97,128		Communications for Development Specialist. Service Contract (SB4-1) located in the RCO for overall Spotlight coordination, implementation			
N/A	RCO	N/A	Staff and Personnel	UNDP							49,967		36,361	-	86,328	1	\$4,543.58	19	Months	100%	1	86,328	86,328		M & E Officer Service Contract (SB4) located in the RCO for overall Spotlight coordination, implementation and monitoring		Yes	Savings from Phase I used to fund other RUNO positions
N/A	RCO	N/A	Staff and Personnel	UNDP							91,197		35,906	-	127,103	1.0	\$5,295.96	24	Months	100%	1	127,103	127,103		Spotlight Coordinator (SB5) located in the RCO for overall Spotlight coordination, implementation		Yes	Savings from Phase I used to fund other RUNO positions
N/A	RCO	N/A	Staff and Personnel	UNDP							50,076		31,012	-	81,088	1	\$3,378.67	24	Months	100%	1	81,088	81,088	-	Admin Associate- Service Contract (SB4) located in the RCO for overall Spotlight coordination, implementation		Yes	Savings from Phase I used to fund other RUNO positions
N/A	RCO	N/A	Contractual Services	UNDP							-		10,800	-	10,800	1	\$5,400.00	2	Months	100%	4	10,800	10,800	-	GBV Specialist to support accelerated implementation and close of Phase 1			
N/A	N/A	N/A	Travel	UNDP							614		5,386	-	6,000	1	\$6,000.00	1	Lumpsum	100%	5	6,000	6,000	-	Monitoring: Field visits, monitoring missions. 4 municipalities over two years			
N/A	N/A	N/A	Travel	UNDP							-		3,400	-	3,400	1	\$3,400.00	1	Lumpsum	100%	5	3,400	3,400	-	Quarterly joint programme and finance spot checks			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP							6,022		2,578	-	8,600	1	\$8,600.00	1	Lumpsum	100%	7	8,600	8,600	-	Monthly work phone plans : Coordination, planning, stakeholder communication, m&e and Finance/Procurement software access.		Yes	Increase to cover monthly phone costs.
N/A	N/A	N/A	Supplies, Commodities, Materials	UNDP							-		1,200	-	1,200	1	\$1,200.00	1	Lumpsum	100%	2	1,200	1,200	-	Monitoring: printing of tools and procurement of supplies			
N/A	N/A	N/A	Contractual Services	UNDP							1,632		3,368	-	5,000	1	\$5,000.00	1	Lumpsum	100%	4	5,000	5,000	-	Monitoring: Knowledge product development based M&E results			
N/A	C	N/A	General Operating and Other Direct Cost	UNDP							9,173		10,827	-	20,000	1	\$10,000.00	2	Lumpsum	100%	7	20,000	20,000	-	Communication:Production of multimedia and communication products			
N/A	C	N/A	Travel	UNDP							-		4,000	-	4,000	1	\$2,000.00	2	Years	100%	5	4,000	4,000	-	Communication: Travel including field Visits for EU, Govt, and the UN		Yes	Reduction to supplement software costs.
N/A	C	N/A	Contractual Services	UNDP							9,852		1,216	-	11,068	1	\$11,068.00	1	Lumpsum	100%	4	11,068	11,068	-	Communication: Production of Web/Radio/ TV jingles and special programs		Yes	Correction in budget to reflect AWP.
			Sub-Total RUNO 1:								349,029	42,504	210,919	42,504	644,956							644,956	559,948	85,008				

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Budget By Outcome				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN							REVISED Total Phase I (USD)				Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking		
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q3	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)	Narrative description of budget lines	Delivery Modality			
Recipient UN Organization 2 : UNFPA																												
N/A	N/A	N/A	Staff and Personnel	UNFPA							-		-	161,212	161,212	1.0	\$80,606.00	2	Years	100%	1	161,212	-	161,212	In-kind staff support			
N/A	N/A	N/A	Staff and Personnel	UNFPA							53,177		90	-	53,267	1	\$2,219.46	24	Months	100%	1	53,267	53,267		Technical support for Spotlight implementation for UNFPA, ILO, and UNHCR for coordination and implementation functions (86%)			
			Sub-Total RUNO 2:								53,177	-	90	161,212	214,479								214,479	53,267	161,212			
Recipient UN Organization 3 : UNICEF																												
N/A	N/A	N/A	Staff and Personnel	UNICEF							24,686	-	298	-	24,984	1.00	\$1,041.00	24	Months	100%	1	24,984	24,984	-	15% of cost of Programme Officer for technical oversight of TORs for the implementation of the UNICEF component.			
			Sub-Total RUNO 3:								24,686	-	298	-	24,984								24,984	24,984	-			
Recipient UN Organization 4 : UN WOMEN																												
N/A	N/A	N/A	Staff and Personnel	UNW							31,448	7,125	0	14,427	53,000	1	\$1,766.67	30	Months	100%	1	53,000	31,448	21,552	50% of the time of National Programme Coordinator (SBS). Will support Spotlight activities across all Pillars particularly Pillar 1, 2 and 6.			
N/A	N/A	N/A	Staff and Personnel	UNW								16,234	-	7,938	24,172	1.00	\$12,086.00	2	Months	100%	1	24,172	-	24,172	5% of Deputy Representative (P4) support to Spotlight activities particularly Pillar 6			
N/A	N/A	N/A	Staff and Personnel	UNW							-	22,305	-	8,207	30,512	1	\$15,256.00	2	Years	100%	1	30,512	-	30,512	20% of Programme Associate - G6 (based in Barbados) support to project implementation			
N/A	N/A	N/A	Staff and Personnel	UNW								825	-	6,175	7,000	1	\$3,500.00	2	Years	100%	1	7,000	-	7,000	Support to quarterly meetings and costing for sustainability (Activity 1.2.1)			
N/A	N/A	N/A	Staff and Personnel	UNW							-	8,672	-	1,964	10,636	1	\$5,318.00	2	Years	100%	1	10,636	-	10,636	5% of Comms Specialist (NOA) based in Barbados to Communications and Visibility			
N/A	N/A	N/A	Staff and Personnel	UNW										20,000	29,968	49,968	1.00	\$2,082.00	24	Months	100%	1	49,968	20,000	29,968	10% of Regional Spotlight Staff (P4) based in Barbados. Mainly supports the Regional Programme but will also support the TechnicalLead role of UNW in Trinidad and Tobago		
E	E	N/A	Contractual Services	UNW										34,579	-	34,579	1.00	\$34,579.00	1	Lumpsum	100%	4	34,579	34,579	-	Mid term evaluation (as recommended by Secretariat)		
E	E	N/A	Contractual Services	UNW										34,579	-	34,579	1	\$34,579.00	1	Lumpsum	100%	4	34,579	34,579		Thematic/periodic evaluation (as recommended by Secretariat)		

Budget By Outcome				AWP section (updates in annual split will not be considered budget revisions)											BUDGET section (updates in annual split will not be considered budget revisions)										Revision Yes/No (if YES include a justification in the next column)	Revision Justification - Fill in a brief explanation for any line with an orange marking	
				Y2- 2021				Y3- 2022		Expenditures 2020-2021		Projections Y3-2022		Y1-3 PLAN			REVISED Total Phase I (USD)		Narrative description of budget lines	Delivery Modality							
			Budget Lines (by UNDG category)	RUNO	Q1	Q2	Q2	Q4	Q1	Q2	Spotlight (USD)	Agency Contribution (USD)	Spotlight (USD)	Agency Contribution (USD)	TOTAL Phase I AWP Plan	Unit quantity	Unit Cost (USD)	Duration			Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7) (USD)	Total (USD)	Total Spotlight Phase I (USD)		
			Sub-Total RUNO 4:								31,448	55,160	89,158	68,680	244,446							244,446	120,606	123,840			
Recipient UN Organization 5 : PAHO																											
N/A	N/A	N/A	Staff and Personnel	PAHO							122,496	-	- 2,496	120,000	1.00	\$60,000.00	2	Years	100%	1	120,000	-	120,000	In kind support			
N/A	N/A	N/A	Staff and Personnel	PAHO							57,720	-	26,792	-	84,512	1.00	\$2,817.07	30	Months	100%	1	84,512	84,512	-	33.58% contribution to Staff Support Cost, Spotlight Project Manager, P4 - USD 134,000 (over two years)		
			Sub-Total RUNO 5:								57,720	122,496	26,792	- 2,496	204,512		62,817		-			204,512	84,512	120,000	-		
<b>Total PROGRAMME MANAGEMENT COSTS:</b>											<b>516,060</b>	<b>220,160</b>	<b>327,258</b>	<b>269,900</b>	<b>1,333,377</b>							<b>1,333,377</b>	<b>843,317</b>	<b>490,060</b>			
			TOTAL DIRECT PROGRAMME COSTS								1,695,321	221,898	1,741,499	413,663	4,093,505							4,093,505	3,457,944	635,561			
			Indirect Programme Support Costs (7 %)								118,672		121,905		242,056							242,056	242,056				
											1,813,993	221,898	1,863,404	413,663	4,335,561	GRAND TOTAL COSTS						4,335,561	3,700,000	635,561			





# Spotlight Initiative

