



Government of the Republic of Trinidad and Tobago  
Gender and Child Affairs

# NATIONAL STRATEGIC ACTION PLAN ON GENDER-BASED VIOLENCE AND SEXUAL VIOLENCE OF TRINIDAD AND TOBAGO 2023-2027



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

An initiative of the United Nations funded by the European Union





## **United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)**

UN Women is the United Nations organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

### **The Spotlight Initiative**

The Spotlight Initiative is a global initiative of the United Nations which has received generous support from the European Union. Its aim is to eliminate all forms of violence against women and girls.

Launched in 2017 with a seed funding commitment of €500 million from the European Union, the Spotlight Initiative represented an unprecedented global effort to invest in gender equality and women's empowerment as a precondition and driver for the achievement of the Sustainable Development Goals.

### **Disclaimer**

This publication was printed with financial support of the European Union. Its contents are the exclusive responsibility of the Spotlight Initiative and do not necessarily reflect the view of the European Union.

The views expressed in this publication are those of the authors and do not necessarily represent the views of UN Women.

### **Authors**

Inter-ministerial Committee on the National Strategic Action Plan on Gender-Based and Sexual Violence, and the Office of the Prime Minister, Gender Affairs Division  
UN Women Consultant Leisa Perch – SAEDI Consulting

### **UN Women Proofreading**

Sharon Carter-Burke

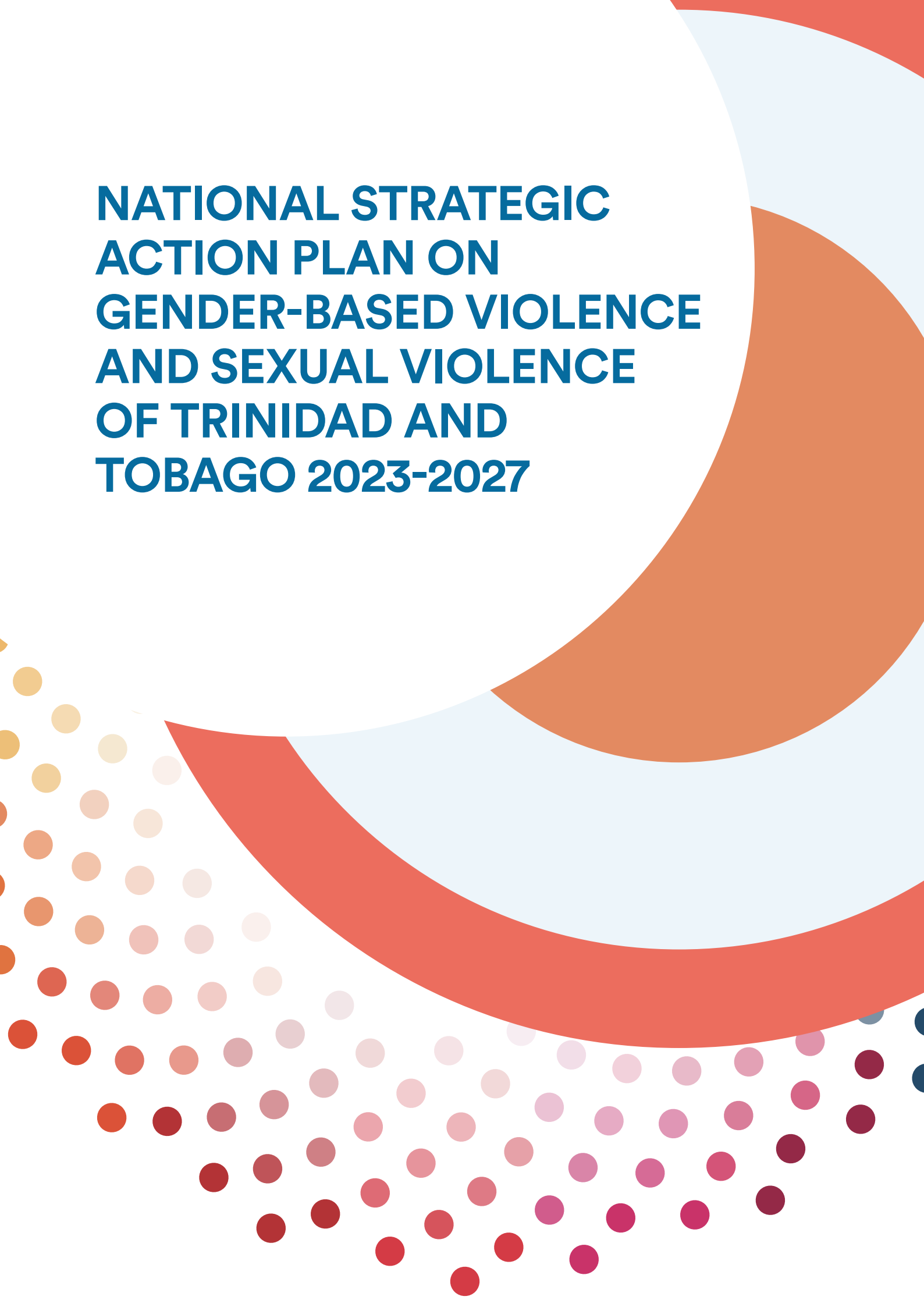
### **UN Women Publications Coordination**

Sharon Carter-Burke

### **Graphic Designer**

Vilmar Luiz

© UN Women 2024  
All Rights Reserved



**NATIONAL STRATEGIC  
ACTION PLAN ON  
GENDER-BASED VIOLENCE  
AND SEXUAL VIOLENCE  
OF TRINIDAD AND  
TOBAGO 2023-2027**



# Table of Contents

<b>Foreword</b>	<b>1</b>
<b>List of Acronyms</b>	<b>3</b>
<b>Definitions of Key Terms</b>	<b>6</b>
<b>Brief Situational – Analysis-Gender-Based Violence and Sexual Violence in Trinidad and Tobago</b>	<b>8</b>
<b>State Responses to Combat GBV &amp; SV</b>	<b>10</b>
<b>Overview of the NSAP GBV &amp; SV</b>	<b>12</b>
<b>The Strategic Framework</b>	<b>14</b>
<b>Guiding Strategies</b>	<b>16</b>
<b>Governance, Management and Coordination</b>	<b>18</b>
<b>Conclusion</b>	<b>20</b>

# Foreword



**T**he National Strategic Action Plan on Gender-Based Violence and Sexual Violence 2023–2027 in Trinidad and Tobago will empower our country to build capacity for curbing violence, a deeply entrenched problem that affects individuals across age, gender, and socio-economic lines. It will foster multi-sectoral collaboration in addressing gender-based violence (GBV) and its detrimental effects on families, communities, and the wider society, thereby allowing all of society to suitably approach challenges and serve our vulnerable populations in a comprehensive manner.

This National Strategic Action Plan places a strong operational emphasis on prioritising both gender-based violence (GBV) and sexual violence (SV), recognising their profound negative effects on women and girls in Trinidad and Tobago while also acknowledging the vulnerabilities and adverse consequences of violence exposure faced by men and boys, persons with disabilities, trafficked persons, migrants, and displaced persons. The Plan seeks to adopt a strategic, tiered approach that will encompass Gender Responsive Budgeting and require stakeholders to develop practical and actionable work plans for reducing and eliminating GBV & SV.

As we cultivate a culture of zero tolerance for violence and implement a coordinated strategy to combat it, the Plan focuses on five (5) outcomes that are fundamental to the national development process. These outcomes encompass increased awareness around GBV & SV, the provision of inclusive gender-responsive services for victims and survivors, the effective enforcement of robust legislation, the provision of appropriate means for seeking redress, penalties, and rehabilitative resources, and the implementation of gender-responsive interventions within a multi-stakeholder framework.

As Minister in the Office of the Prime Minister with responsibility for Gender Affairs, I look forward with hope and confidence that we will surmount existing hurdles to bring about the necessary changes needed by our population to achieve gender equality and a nation free from violence. Together with supporting governmental and civil society stakeholders, the input of the Spotlight Initiative, and the guidance of the UN Women Multi-Country Office for the Caribbean, in collaboration with other United Nations organisations, we have the opportunity to promote a cultural and behavioural shift in society that embraces equality and equity.

This National Strategic Action Plan represents Government’s pledge to create a society free from all forms of gender-based violence. A society where all our men and women, boys and girls, can live free from fear and free from violence within their homes and communities, in their work places, in other public or private spaces, or wherever they choose to spend their time. This is a fundamental human right of all our people. Let us embark on this journey together, united in our determination to create a nation where respect and empathy are the cornerstones of our interactions.

**The Honourable Ayanna Webster-Roy**

Minister in the Office of the Prime Minister – Gender and Child Affairs



# List of Acronyms

<b>AG</b>	Attorney General
<b>AGLA</b>	Office of the Attorney General and Ministry of Legal Affairs
<b>AIDS</b>	Acquired Immunodeficiency Syndrome
<b>CATT</b>	Children’s Authority of Trinidad and Tobago
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination Against Women
<b>COP</b>	Commissioner of Police
<b>CSNRG</b>	Civil Society National Reference Group
<b>CSO</b>	Civil Society Organisation (Includes non-governmental organisations, faith-based organisations and community-based organisations)
<b>DV</b>	Domestic Violence
<b>DPP</b>	Office of the Director of Public Prosecutions
<b>DHWSP</b>	Division of Health, Wellness and Social Protection
<b>EVAWG</b>	Ending Violence Against Women and Girls
<b>GBV</b>	Gender-based Violence
<b>GRB</b>	Gender-responsive Budgeting
<b>HFLE</b>	Health and Family Life Education
<b>HIV</b>	Human Immunodeficiency Virus
<b>JSC</b>	Joint Select Committee
<b>KAPB</b>	Knowledge, Attitudes, Practices and Behaviour
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MCC</b>	Media Complaints Council
<b>MCO</b>	Multi-Country Office
<b>MDT</b>	Ministry of Digital Transformation
<b>MHUD</b>	Ministry of Housing and Urban Development
<b>MNS</b>	Ministry of National Security
<b>MOE</b>	Ministry of Education
<b>MOH</b>	Ministry of Health
<b>MoU</b>	Memorandum of Understanding
<b>MOWT</b>	Ministry of Works and Transport



<b>MPD</b>	Ministry of Planning and Development
<b>MRDLG</b>	Ministry of Rural Development and Local Government
<b>MSDFC</b>	Ministry of Social Development and Family Services
<b>MSCD</b>	Ministry of Sport and Community Development
<b>MYDNS</b>	Ministry of Youth Development and National Service
<b>NCC</b>	National Carnival Commission
<b>NCPD</b>	National Centre for Persons with Disabilities
<b>NIHERST</b>	National Institute of Higher Education, Research, Science and Technology
<b>NSAP GBV &amp; SV</b>	National Strategic Action Plan on Gender-Based Violence and Sexual Violence
<b>OPM-GCA</b>	Office of the Prime Minister, Gender and Child Affairs
<b>PAHO</b>	Pan American Health Organisation
<b>PCA</b>	Police Complaints Authority
<b>PfP</b>	Partnership for Peace Programme
<b>PLWHIV/AIDS</b>	Person Living with HIV/AIDS
<b>PSIP</b>	Public Sector Investment Programme
<b>PWD</b>	Persons with Disabilities
<b>RBM</b>	Results-based Management
<b>RHA</b>	Regional Health Authority
<b>SMART</b>	Specific, Measurable, Achievable, Relevant and Time-bound
<b>SOP</b>	Standard Operating Procedure
<b>SRH</b>	Sexual and Reproductive Health
<b>STI</b>	Sexually Transmitted Infection
<b>SV</b>	Sexual Violence
<b>SVD</b>	Special Victims Department
<b>THA</b>	Tobago House of Assembly
<b>TOR</b>	Terms of Reference
<b>TSTT</b>	Telecommunications Services of Trinidad and Tobago
<b>TTPrS</b>	Trinidad and Tobago Prison Service
<b>TTPS</b>	Trinidad and Tobago Police Service
<b>TVET</b>	Technical and Vocational Education and Training
<b>TWG</b>	Technical Working Group
<b>UN</b>	United Nations
<b>UNFPA</b>	United Nations Population Fund
<b>UNICEF</b>	United Nations International Children's Emergency Fund
<b>VWSU</b>	Victim and Witness Support Unit



# Definitions of Key Terms

Concept/ Term	Definition
Family Violence	Family violence refers to physical, sexual, social, economic and psychological harm that takes place among people with family connections.
Gender	Gender refers to the two sexes, male and female, within the context of society. In most societies there are differences and inequalities between women's and men's roles and responsibilities, access to and control over resources, and participation in decision-making (GORTT, National Policy on Gender and Development 2010, 10). <sup>1</sup>
Gender-Based Violence	Gender-based violence refers to incidents and patterns of violence that are a result of gender inequalities between women, girls, men and boys and the enforcement of rigid gender roles and expectations of people. Gender-based violence disproportionately harms women and girls.
Gendered Division Of Labour	The Gendered Division of Labour refers to the allocation of roles, tasks and status related to work on the basis of gender.
Gender Equality	Gender Equality is a goal for societies and institutions. It is a state in which all women, girls, men and boys have the same entitlements and opportunities.
Gender Equity	Gender Equity refers to the fair distribution of resources, responsibilities and opportunities according to the different needs of women, girls, men and boys.
Gender Mainstreaming	Gender Mainstreaming is a strategy to achieve gender equality. It includes gender in design, implementation, evaluation, outcomes and options of policies, programmes and projects to ensure that the specific needs and experience of women, girls, men and boy are taken into account.

<sup>1</sup> Government of the Republic of Trinidad and Tobago. 2018. National Policy on Gender and Development: A Green Paper.

Concept/ Term	Definition
<b>Gender Relations</b>	The social relationships between men and women that reflect and reproduce gender differences constructed in a particular context, society and time. They express differentiated power, rights, responsibilities and values, as well as mutuality; gender relations intersect with other social relations of based on age, class, ethnicity, race, and disability.
<b>Gender-Responsive</b>	Gender-responsive refers to the conscious action to redress harmful gender beliefs in the design, implementation, monitoring and evaluation of outcomes in policies, programmes and projects.
<b>Intimate Partner Violence</b>	Intimate Partner Violence describes physical violence, sexual violence, stalking and psychological aggression (including coercive acts) by a current or former intimate partner.
<b>Reparations For Gender-Based Violence</b>	Reparations refer to state responsibilities to support persons individually or collectively harmed by gender-based violence.
<b>Sex</b>	Sex refers to the biological and physiological characteristics that a person is born with.
<b>Sexual Violence</b>	Sexual violence refers to any act or behaviour that involves manipulating, forcing, or coercing someone into engaging in sexual activity without their consent.
<b>State Accountability</b>	State accountability refers to the responsibility of government to ensure all people live a life free of violence and all public resources to prevent gender-based violence are made available and mobilised.
<b>Victim And Suvivor-Centred Approach</b>	A Victim and Survivor-Centred Approach involves the prioritisation of victim and survivor voices, experiences and perspectives. In this approach, the rights, needs and concerns of victims and survivors are put at the centre of responses.

## Brief Situational

# Analysis-Gender-Based Violence and Sexual Violence in Trinidad and Tobago

**G**ender-based Violence (GBV) and Sexual Violence (SV) continue to afflict the lives of people in Trinidad and Tobago. Data shows that 44% of ever-partnered women experienced intimate partner violence in Trinidad and Tobago.<sup>2</sup> This is currently higher than the global average of 1 in 3 women and girls experiencing gender-based violence. Furthermore, data from the Crime and Problem Analysis Branch (CAPA) of the Trinidad and Tobago Police Service (TTPS), for the period 2018-2022, indicated that there were 4,667 reports of women and girls who were victims of SV. When disaggregated further, the data from CAPA suggests that assault by beating, breaches of protection orders and threatening behaviour were the most prevalent forms of violations. Alarming, 92% of reports of women and girls who were victims of SV were under the ages of 35 years old. Although GBV & SV disproportionately harm women and girls, it is important to recognise that men and boys are also impacted as victims and survivors of GBV & SV.

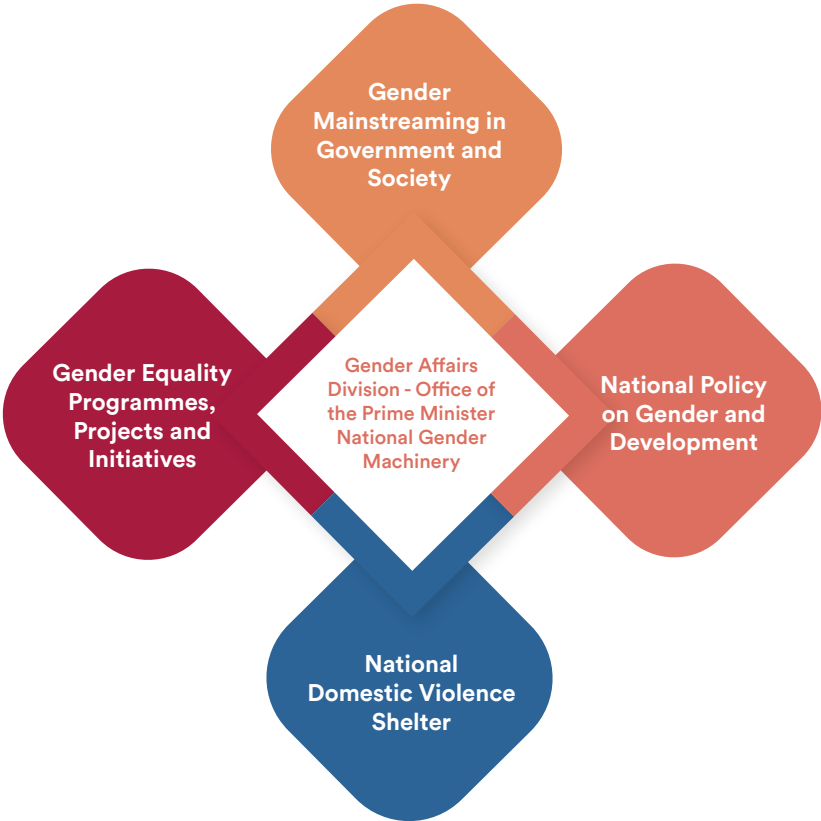
<sup>2</sup> UN Women. Caribbean – Caribbean Women Count: Ending Violence Against Women and Girls Data Hub. Accessed October 16, 2023. <https://caribbeanwomenscount.unwomen.org/index.html>



# State Responses to Combat GBV & SV

**G**ender-based violence and sexual violence are global development challenges that have left no country and sector of society immune to these phenomena. The protection of women and girls from violence remains as one of the major priorities of Government. Over the years, significant investments in policies, programmes, legislation and infrastructure have been made with a view to ending violence against women and girls.

The Gender Affairs Division in the Office of the Prime Minister, the national gender machinery, was established with a mandate to effectively promote gender equality through gender equity and gender justice. The mandate includes gender mainstreaming in all government policies, programmes and projects. This Division was strategically placed in the Office of the Prime Minister to allow for its effectiveness in coordinating the national gender response.



Significant legislative reforms have also taken place. The Domestic Violence Act Chap 45:56 (“the Act”) was assented to on October 12, 1999 which repealed the Domestic Violence Act, 1991, thus introducing an all-inclusive domestic violence legislation in Trinidad and Tobago. The Act offers improved remedies aimed at discouraging the increasing incidents of domestic violence and sought to offer greater protection by: increasing the power and jurisdiction of the Court; enlarging the scope and ambit of the Protection Order; providing harsher penalties; and giving the police greater powers in respect of their ability to intervene in domestic violence situations. The Act was amended in 2020 via the Domestic Violence (Amendment) Act, 2020 to, inter alia, widen the categories of persons entitled to protection to include, for example, dating relationships and child witnesses.

The Children Act, 2012 protects against a wider range of sexual conduct and prescribes increased penalties for the offences. The Miscellaneous Provisions (Marriage) Act, 2017 abolished the harmful practice of child marriage, which is considered a form of violence against children. Another major piece of legislation is the Sexual Offences (Amendment) Act, 2019, which strengthens the provisions on the sex offender registry.

Further safeguarding mechanisms were put in place with the introduction of a dedicated Gender-Based Violence Unit of the Trinidad and Tobago Police Service. Significant investments are also being made through several government Ministries/Agencies and civil society organisations in programming and other services with a view to curtailing the incidence of gender-based violence.

These are all significant steps, not only in keeping with regional and international obligations, but in keeping with the Government’s commitment for the safety, care and protection of all of its citizens. Despite the presence of legal and policy frameworks designed to combat the problem, GBV & SV continue to be a significant concern in Trinidad and Tobago, and there are still existing gaps that impede the effective delivery of services related to GBV & SV in the country. Critical actions to address existing gaps are:

- » Affirming the rights of women and girls in all areas of social, political, economic and public life as well as promoting gender equality for women, girls, men and boys;
- » Strengthening state accountability and community action to end GBV & SV nationally;
- » Improving rates of prosecution of GBV & SV perpetrators;
- » Enhancing service delivery and greater access to justice for victims and/or survivors;
- » Minimising re-traumatisation of victims and/or survivors during the administration of justice in GBV & SV cases;
- » Promoting preventative strategies and the provision of rehabilitative opportunities for perpetrators of GBV & SV; and
- » Strengthening GBV & SV data collection systems.

Evidently, the actions mentioned are not confined to a single entity or institution and the success of all initiatives hinge on adopting a holistic, all-encompassing approach that involves State agencies, Civil Society Organisations (CSOs), communities and families uniting around a common vision for a better future. Therefore, it is imperative that a well-coordinated and integrated plan emerges as a practical guide to combat all forms of GBV & SV in Trinidad and Tobago.



# Overview of the NSAP GBV & SV

**T**he **National Strategic Action Plan on Gender-Based Violence and Sexual Violence (NSAP GBV & SV) 2023 – 2027 of Trinidad and Tobago** is an evidence-based strategy that seeks to eliminate gender-based violence (GBV) and sexual violence (SV) within the national community while enhancing the rights and safety of all women, girls, men and boys.

The NSAP GBV & SV serves to eliminate GBV & SV, which disproportionately harms women and girls, through strengthened and gender-responsive public, private and civil society partnerships. The structure of NSAP GBV & SV is organised around prevention, protection, prosecution, punishment and the effective provision of redress for victims and survivors of GBV & SV, including children, the elderly and persons with disabilities. This plan includes specialised services for key populations and localised programming.

The National Plan puts in place a national framework to inform and guide the responsibility of Government/Government Agencies, CSOs, the private sector, businesses, families and the community in preventing and responding to gender-based violence in all its forms. It also delineates the key areas of focus and the required contributions from each stakeholder group to carry out the initiatives outlined across five distinct outcomes.

## Outcomes of NSAP GBV & SV 2023-2027

This Action Plan aims to foster a zero-tolerance for GBV & SV and provide a coordinated strategy to end GBV & SV in Trinidad and Tobago. The five (5) outcomes areas are as follows:

- » **Outcome 1:** Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV & SV.
- » **Outcome 2:** Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV & SV.
- » **Outcome 3:** Robust legislation implemented by knowledgeable and effective duty bearers, delivering the consistent administration of justice that is underpinned by GBV & SV victim and survivor-centred principles and accessible to all.
- » **Outcome 4:** Improved mechanisms for opportunities for redress and reparations for victims and survivors of GBV & SV, as well as appropriate penalties and rehabilitative resources for perpetrators.



- » **Outcome 5:** Strengthened and effective gender-responsive interventions through enhanced multi-stakeholder coordination and synergetic applications that address GBV & SV in Trinidad and Tobago, including the rehabilitation of perpetrators.

The Plan gives due attention to issues of economic empowerment, under Outcome 2, the largest area of investment. In so doing, it reduces significant duplication within Outcome 2 and between Outcomes 1, and 3 to streamline activities and to ensure a more holistic and coordinated approach, particularly for improved and enhanced quality of service. To address the need for a country-wide approach, the underlying strategy embodied in the NSAP-GBV & SV results matrix considers the diverse stakeholders and their contribution to ending all forms of gender-based violence. It is envisaged that no community will be excluded as the framework is operationalised.



# The Strategic Framework

**E**nding GBV & SV require change at every level – from state systems and laws through to organisations such as schools, workplaces, support services, local and cultural communities, down to individual relationships and behaviours. The Strategic National Action Plan is ‘a blueprint for action’ that aims to identify, coordinate and prioritise the most effective forms of action in the short, medium and long-term. The National Action Plan is multi-sectoral, inclusive of the broadest cross section of stakeholders with responsibility for transitioning beyond drafting actions, to the setting up of effective structures which involve stakeholders for effective implementation. Engagement, advocacy and cooperation between Government departments, Civil Society, and between individuals and communities are essential to coordinate sustainable actions.

The present challenges experienced in Trinidad and Tobago can be broadly addressed by the following high-level actions:

- » Strengthening State Accountability and Community Action to end GBV & SV;
- » Ensuring greater likelihood of perpetrators being punished;
- » Enhancing victim/survivor access to justice;
- » Minimising the trauma of the prosecution process for victims of GBV & SV;
- » Improving the delivery of services to victims and providing rehabilitation of perpetrators;
- » Strengthening data collection systems

Although summarised in six (6) action points, these actions span complex inter and multi-sectoral responses. The overall developmental objective of the design and implementation of a National Action Plan is to end Gender-Based Violence and Sexual Violence through strengthened and responsive State and civil society actions. The development of the NSAP is premised on the following considerations:

- » Building political will to address the significant gaps in policy frameworks for GBV & SV particularly in the justice and security sectors.
- » The need for coordination of national multi-sectoral strategies with an emphasis on the justice and security sectors as a lever for ending impunity.
- » The need for heightened public and community commitment to securing women’s and children’s rights to security.

Based on an overarching commitment to prevent, protect, prosecute, punish and provide effective redress for victims of GBV & SV, the National Action Plan is developed to produce the following results for the most vulnerable including children, elderly and persons with disability:

- » A system and outreach service is in place for psycho-social support, including widening the availability of safe homes where necessary across the country.
- » The economic empowerment for survivors of GBV & SV.
- » A well developed and integrated national protection system with the capacity to prevent and respond effectively and efficiently to GBV & SV.
- » A strengthened health sector responding effectively and efficiently to GBV & SV case management, diagnostic, documentation and reporting on clinical evidence and
- » A strengthened criminal justice system in which cases of GBV & SV are judiciously adjudicated without delay, monitored and where due process is given to survivors and perpetrators of GBV.



# Guiding Strategies

**D**uring the preparation phase of the NSAP GBV & SV, stakeholders conveyed their distinct experiences of GBV & SV in Trinidad and Tobago. This led to the formulation of key strategic interventions for the country that aligned to the overarching themes of Prevention, Protection, Prosecution, Punishment/Penalties and Provision for Redress.

The Five P's model Project addresses Gender Based Violence and Sexual Violence using the following strategies.

- » **Prevention** includes measures taken to combat the occurrence of GBV & SV. Good prevention programmes provide awareness of GBV & SV and information on services and legal protection available post incident, as well as target the underlying risks and causes of such violence.
- » **Protection** keeps the victim/survivor safe from present harm and prevents the re-occurrence of further violence as well as ensuring the victim/survivor receives adequate and timely services. This is sometimes referred to as secondary prevention.
- » **Prosecution** refers to the duty of exercising criminal jurisdiction over those responsible for the violence. This duty must be exercised in an effective, prompt, impartial and thorough manner, which allows the victim to take steps to try to stop the violence without fear of repercussions.
- » **Punishment/Penalties** refers to the obligations of imposing a sanction on perpetrators as a consequence of their having committed GBV & SV acts. Sanctions can be civil, criminal, administrative or others, such as social sanctions.
- » **Provision of redress and reparations:** refers to any form of remedy or compensation made available to the victim/survivor to address the harm or loss suffered by them.

To ensure a zero tolerance for GBV & SV at all levels by stakeholders, policy makers and the citizenry, a deliberate concerted effort, supported by the necessary human and financial resources, will have to be committed towards ending GBV & SV.

The NSAP GBV & SV is an instrument to advance the objectives of Trinidad and Tobago's regional and international commitments as outlined in the:

- » UN General Assembly Declaration on the Elimination of Violence against Women;
- » UN Convention on the Elimination of All forms of Discrimination against Women;

- » Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women;
- » Beijing Declaration and Platform for Action;
- » The Convention on the Rights of the Child;
- » Commonwealth Declaration for Gender Equality and the Empowerment of Women 2022-2030.

In addition to international and regional commitments, the NSAP GBV & SV complements the existing national legal and policy framework:

- » The Domestic Violence Amendment Act, 1999, as amended by the Domestic Violence (Amendment) Act, 2020;
- » Sexual Offences Amendment Act 1986, as amended by the Sexual Offences (Amendment) Act, 2021;
- » Trafficking in Persons Act, 2011;
- » National Policy on Gender and Development, 2018;
- » National Child Policy, 2021.

The National Strategic Plan on Gender-based Violence and Sexual Violence (2023-2027) builds on existing programmes and includes new initiatives to effectively make an impact. The impacts of programmes and initiatives will be overseen by the Gender and Child Affairs Division in the Office of the Prime Minister and the Inter-Ministerial Committee on Domestic Violence to Co-ordinate Strategies to Reduce Domestic Violence.

#### NSAP GBV & SV DEVELOPMENT PROCESS

The NSAP GBV & SV was made possible through the support of the UN Women Multi-Country Office – Caribbean under the Spotlight Initiative. The Spotlight Initiative in Trinidad and Tobago, is a United Nations programme with generous funding support from the European Union, focused on combating family violence through integrated strategies, with a vision of continued sustainability of positive social impact beyond the life of the programme. The NSAP GBV & SV emerged from research conducted with stakeholders in 2015, a baseline review of the legislative, policy and programmatic action and consultations of local multi-sectoral responses to GBV & SV. Several rounds of multi-stakeholder, differentially focused meetings and consultations were conducted involving the Government, EU and UN agencies, civil society, international donor agencies and the private sector. Recommendations emerging from consultations addressed areas in the five (5) outcomes of the NSAP GBV & SV.

# Governance, Management and Coordination

The operational framework for the NSAP GBV & SV results matrix outlines how the implementation of the NSAP GBV & SV results requires a pyramid-based approach. The pyramid-based approach highlights the importance of certain steps occurring first and also how these components serve as a foundation for the connected and subsequent activities, ensuring their successful implementation.

Responsible parties are disaggregated into Lead and Supporting roles, employing an inclusive approach. Therefore, implementation is a shared responsibility among several key stakeholders. However, the OPM-GCA has a critical oversight role with clear responsibility to oversee and facilitate coordination.

The Gender Affairs Division will lead the implementation and coordination of the NSAP GBV & SV together with key stakeholders in the national community. The Inter-Ministerial Committee on Domestic Violence to Co-ordinate Strategies to Reduce Domestic Violence will be the key mechanism to facilitate implementation and coordination. The key officers from the OPM-GCA should be equipped with skills in project management; communication and Monitoring and Evaluation (M&E) to drive the delivery process.



Central to the delivery of broader and pertinent services is the concept of decentralisation. A fundamental shift in the norms of treating with GBV & SV in Trinidad and Tobago is recognising the ways in which location and geography can act as catalyst and facilitator of violent behaviours. This phenomenon is augmented by the limitations placed on service provision by the sectoral boundaries constructed through existing policy frameworks. Fundamental to the strategic and relevant location of GBV & SV services is a diversification of actors, cognitive of the ways in which community norms facilitate violence thus, requiring remedies that are to some extent, lodged in the reality of the specific communities.

As the Gender Affairs Division is housed in Gender and Child Affairs in the Office of the Prime Minister, having the Prime Minister as a champion advocating to end GBV & SV in Trinidad and Tobago supported by key Inter-ministerial and Inter-Agency Committees will send a strong message locally and internationally about Trinidad and Tobago's commitment and efforts to meet its obligations to end GBV & SV in the country.





# Conclusion

The NSAP GBV & SV is a government-led, multi-stakeholder response to effectively combat and eliminate GBV & SV in Trinidad and Tobago. The plan was developed with the inputs, perspectives and needs of government, private sector and civil society organisations. Commitments presented here will inevitably benefit all members of society.

Violence has no place in our society. Each woman, girl, man and boy should enjoy a life free from violence. This plan marks the largest single investment on combatting GBV & SV in national development. It is more than a document. It is a record of the state’s public commitment to the citizens.

**Table. Matrix of Activities for T&T National Strategic Action Plan for GBV 2023-2027**

Outcome 1: Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV & SV				
Objective 1: To establish a standardized understanding of GBV & SV amongst stakeholders and the general public that will lead to changes in behaviour and attitudes				
Initiatives	Activities	Indicators	Evaluation and Outputs	Partners (Lead & Supporting)
1.1. Annual Sensitisation sessions on GBV & SV across all regions and in Tobago at the community and regional level	1.1.1. Increase access to and use of the GBV & SV sensitisation manual by regional corporations and Tobago stakeholders	Number of sensitisation sessions/held annually	Workshop reports Periodic feedback surveys Downloads per year of the online manual	<b>Lead</b> OPM-GCA <b>Supporting</b> Academic Institutions Regional Corporations THA TTPS CSOs VWSU
		Number of persons annually trained/sensitised in GBV & SV (online & in-person)		

Initiatives	Activities	Indicators	Evaluation and Outputs	Partners (Lead & Supporting)	
1.2. A communication strategy to augment information on GBV & SV that will change norms and attitudes of the citizenry	1.2.1. Commission the development of an innovative, needs-based, legal literacy and communication strategy for socializing GBV & SV laws & regulations (include Sexual Offences, Deviant and Cyber Crimes Acts)	Number of specialised, intersectional strategies for marginalised groups (persons with disabilities, migrants/refugees, trafficked persons, children, women living with HIV)	Gap Analysis Report Package of GBV & SV information products for public consumption Platform analytical data Engagement Survey Consultation Register	<b>Lead</b> OPM-GCA AGLA <b>Supporting</b> PAHO THA TTPS UN Women Equal Opportunity Commission CSOs CATT	
		Number and frequency of prevention and response to GBV & SV with a focus on marginalised groups			
		Number of key stakeholders engaged in the development of the communication strategy			
	1.2.2. Develop a model private sector GBV & SV policy (that combines with existing social media campaigns and toolkits)	Number of private institutions that adopt and socialise the GBV & SV policy	Publication of organisational policy GBV & SV policy accreditation		
		Number of private sector organisation using resources from the toolkit annually.	Annual assessment of private sector organisations		
	1.2.3. Train media and GBV & SV champions to advocate for GBV & SV	Number of media practitioners pledging action to combat GBV & SV using their platforms at the Annual Conference for GBV & SV Sensitisation  Number of media houses integrating GBV & SV sensitivity within their code of conduct/standards	Annual report on GBV & SV campaigns  Participant feedback via event evaluation forms  Media houses pledge for GBV & SV guidelines on reporting  Media promotion of the domestic violence hotline (800-SAVE)  Media Complaints Council Reports		<b>Lead</b> OPM-GCA CSOs <b>Supporting</b> MATT MCC UNICEF
	1.2.4. Engage men and boys' groups and networks to champion EVAWG and challenge harmful norms and stereotypes	Number of male-centric spaces/organisations that include GBV sensitizing content for safe public spaces	Public Engagement Surveys  Event Surveys  Organisation Annual Reports		<b>Lead</b> CSOs <b>Supporting</b> OPM-GCA TTPrS TTPS TTAP
		Number of men's organisations strengthened and implementing strategies to reduce GBV including sensitisation			
		Number of resourced and promoted strategies for preventing at-risk men from committing GBV and providing rehabilitation support for perpetrators			
		Number of group counselling sessions with at-risk men and perpetrators (this is linked to the previous indicator)			

Initiatives	Activities	Indicators	Evaluation and Outputs	Partners (Lead & Supporting)
	<b>1.2.5.</b> Implement general multi-year GBV sensitisation campaign (topics to include cyber harassment, consent voyeurism, carnival, religious norms, clarifying what is DV)	Number of subject-specific campaigns (cyber harassment, voyeurism, religious norms, clarifying what is DV)	OPM-GCA public consultations Media Platform Analytics Stakeholder feedback Survey and documents	<b>Lead</b> MoCDCA CSOs <b>Supporting</b> PAHO OPM-GCA
		Number of media platform-specific strategies developed	Periodic engagement sessions with youth and other target groups	TTPS THA MOE NCC CSOs UN Women
		Number of funded feminist communication strategies developed that targets youth	Adoption of socially inclusive-workplace policies	OPM-Communications Academics Institutions MSDFS
		Number of feminist organisations using funding for targeted and coordinated communications on issues of consent, inclusive workplace policies, specialised populations ( eg. displaced persons)	Annual Reports Project Implementation Reports Thematic content incorporated and represented in cultural events and competitions	
		Number of strategies that promote the inclusion of GBV & SV themes into cultural events & festivities		
<b>1.3.</b> Gender responsive service delivery enhanced for GBV response	<b>1.3.1.</b> Develop sector-specific training modules for pre-service and in-service GBV first responders and other professionals (Medical personnel, Judiciary, Police, Defence Forces, Education System, Mental Health Practitioners, CSOs)	25% improvement in efficiency and effectiveness of GBV service delivery	Capacity Assessment Service Delivery Assessment Surveys Gender sensitive Criminal Justice System Training Module Operational procedures for recording and privacy of cases heard and court appointments for GBV & SV cases Accountability Scorecards Case Management Records Training report on resource mobilisation and proposal writing Curriculum for GBV service delivery including GRB Assessment report on the current practice of setting appointments, recording and maintaining confidentiality in GBV & SV cases	<b>Lead</b> CSOs OPM-GCA <b>Supporting</b> UN System MNS MoH DHWSP Academic Institutions MHUD MOWT TTPS

Initiatives	Activities	Indicators	Evaluation and Outputs	Partners (Lead & Supporting)
		Number of revised, Gender Responsive operational guidelines and protocols for safe housing, transitional services and legal aid	Curriculum for GBV service delivery Approved guideline documents User Feedback Survey Recommendations Report for setting appointments, recording and maintaining confidentiality in GBV &S SV cases Model Protocol for setting appointments, recording and maintaining confidentiality in GBV &S SV cases	
		Number of resources allocated annually	Participant evaluations of programmes Sectoral and programming budget documents M&E system to track resources and impact	
1.4. GBV & SV curriculum integrated at the primary, secondary and tertiary levels	1.4.1. Review HFLE and Social Studies curricula with a focus on technology-facilitated GBV, consent, sexual exploitation, abuse and harassment, GBV and its manifestations, and gender and gender norms in collaboration with key Education sector stakeholders	Improved gender-sensitive and age-appropriate GBV & SV content in curricula	Revised curricula MOE approval Stakeholder engagement meeting reports PTA participation	<b>Lead</b> OPM-GCA MOE Academic Institutions <b>Supporting</b> Academic Institutions MNS CSOs UNICEF UNFPA
		Number of primary and secondary schools delivering 1 hour of GBV & SV education per semester	Assessment Reports	
		Operationalisation of an accessible, incident reporting mechanism	Guidelines and protocols for reporting mechanism Reports of teacher and all staff training Incident report book	
	1.4.2. Develop innovative non-classroom based GBV & SV awareness programme	Number of youth-led/serving organisations providing extra-curricular GBV & SV awareness to persons 13-17 years Number of schools providing social engagement and personal development programmes with interactive GBV & SV content	Student Support Service Annual Report Quarterly reports from youth-led organisations and schools Organisational Websites Newsletters Biannual participant surveys	

Initiatives	Activities	Indicators	Evaluation and Outputs	Partners (Lead & Supporting)
	<b>1.4.3.</b> Develop GBV & SV awareness programmes for persons in post-secondary, vocational educational system (including, TVET programmes) [this activity is linked to activity 1.3.1]	Number of persons in post-secondary, vocational education Programmes in mandatory GBV & SV seminars annually	GBV & SV related information, education and communication materials Seminar attendance document Seminar Photos Partnership agreements with Academic Institutions, CSOs and Development Agencies	
		Number of persons 18-29 years reporting domestic violence crimes by sex to the schools	School Records TTPS Records Reporting & referral systems in schools	
<b>1.5.</b> Enhanced awareness of and increased availability data on root causes and prevalence of GBV & SV by key at-risk groups	<b>1.5.1.</b> Conduct KAPB research on regional and sub population prevalence of GBV with an intersectional focus: 1)Disabled persons 2)PLW HIV/AIDS 3)Youth (13-17 years and 18-29 years) 4)Elderly (60 years and older) 5) Migrants/displaced persons 6) Trafficked persons 7) Children	Inclusive, ethical approaches to GBV prevalence assessments and surveys in key populations Number of group specific sex disaggregated GBV datasets available Updated available baseline data with an intersectional and gender lens	Group Specific KAPB Survey Reports Datasets/Reports from Data holders Intersectional gender lens report	<b>Lead</b> OPM-GCA Academic Institutions <b>Supporting</b> MoH DHWSP CATT MNS Academic Institutions MPD NCPD MRDLG TTPS
	<b>1.5.2.</b> National GBV & SV Research Conference	50% of conference attendees report feeling more aware/knowledgeable on the drivers of GBV in key populations Increased research outputs and recommendations Number of new programme initiatives with a focus on one or more of the key populations	Conference Report Research papers Newspapers articles Public commitments by Ministries	<b>Lead</b> OPM-GCA IGDS <b>Supporting</b> MRDLG TTPS NCPD CSNRG (Spotlight Initiative)

**Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV & SV**

**Objective 2 (i): Provide reliable and effective GBV & SV Services nationally in the police and judicial systems**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>2.1.</b> Increased confidence in and use of Public & Private GBV & SV services	<b>2.1.1.</b> Assess the gender responsiveness of key Public & Private GBV & SV services (confidentiality, victim support, legal aid assistance, protection, access to transitional housing)	% Improvement of public knowledge of reporting a GBV or SV act	Biennial Nationwide Survey on use of key GBV & SV services	<b>Lead</b> VWSU PCA TTPS MHUD <b>Supporting</b> OPM-GCA CATT Judiciary TTPS CSOs
		Number of persons reporting GBV & SV to the police doubled		
		10-15% improvement in Public Confidence (including of migrant populations) in protection from and prosecution of GBV & SV	TTPS Annual GBV Statistics PCA Consultation/ Outreach Reports Option/feature to Report GBV on TTPS mobile app Social Media Campaign to promote usage of TTPS app for reporting GBV Annual PCA report on public complaints	
	<b>2.1.2.</b> Conduct case-based review of GBV response ecosystem with victims and witnesses	Annual evaluation of police and legal services provided to GBV & SV survivors and victims, 3 months after case closure	Budget Report for public confidence survey (once every 5 years). Publication of Survey Results and media engagement Independent redress mechanism for GBV & SV Special Police, PCA and GBV stakeholder Conference	
		Number of case evaluations following the 3-month waiting period	Evaluation Report Analysis case experience disaggregated by sex and region Public commitments and budgetary allocations made for operational and protocol changes	
<b>2.2.</b> Consistent effective 24-hour service provided by 800-SAVE	<b>2.2.1.</b> Assess hotline's operations and effectiveness related to reporting/ responding to GBV & SV issues	Baseline Capacity and Gap Assessment of staff competence and operational effectiveness of 800-SAVE	Baseline and Gap Analysis Report Stakeholder Feedback	<b>Lead</b> OPM-GCA <b>Supporting</b> CSOs
	<b>2.2.2.</b> Recruit additional staff to manage hotline	Doubling of the human resource capacity of the hotline centre 50% increase in staff members available on call per shift	Annual Covert Hotline spot Check report Quarterly Hotline reports Staff Performance Review Report User Feedback	

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
	<b>2.2.3.</b> Train staff to be able to offer efficient, gender responsive services to clients	100% of hotline operators trained and sensitised on GBV & SV and related services  % of hotline operators receiving training twice in a 4-year period	Training Reports	
<b>2.3.</b> Enhanced facilities for gender responsive policing and justice administration	<b>2.3.1.</b> Provide a gender responsive and enabling environment at facilities for police stations	5 Pilot police stations with approved GBV & SV facilities	Guidelines and protocols for interviewing and counselling facilities Refurbishment plans Recommendation report from a disability association Testing period reports Spot Check reports Partnership between VWSU, relevant RHAs, and policing administration on the implementation of GBV & SV Unit pilot Meeting minutes from consultations with TTPS, OPM-GCA and disability associations	<b>Lead</b> MNS DPP COP CSOs VWSU <b>Supporting</b> OPM-GCA CATT THA TTPS UN Women RHAs Academic Institutions
		25% increase in skilled gender-sensitive officers assigned to GBV & SV Units	Code of Conduct Implementation Plan Document Project Implementation Pilot Evaluation Report Training Report Officer training officer policy Training of Trainers Curriculum	
		% of police officers equipped with therapeutic approaches to interviewing victims and improved case closure rates	User feedback Survey Report Analysis Case Management Records Quarterly Performance Review Reports Public Accountability Scorecards Updated Protection and Prosecution GBV & SV Evidence Gathering Protocol	
		Revised manual for reporting and investigating GBV & SV	Recommendations Document on Gender Sensitive Policing and Investigation Key Stakeholder Validation Process and Report	

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
	<b>2.3.2.</b> Develop protocols between health sector and the criminal justice sector to facilitate court process and evidence gathering	Proportion of rape kit tests and HIV/STI tests successfully administered  Proportion of rape kit tests and HIV/STI tests results successfully processed through the chain of evidence	Handbook of Medical and Therapeutic protocols for Health Care practitioners  Biennial review and mandated updates of protocols  Case Management Records from the relevant agencies	<b>Lead</b> MoH CSOs MNS TTPS Judiciary DPP <b>Supporting</b> RHAs
	<b>2.3.3.</b> Refurbish court facilities for disability access	Number of courts with PWD-sensitive facilities and processes	Guidelines for PWD-sensitive court Facilities Disability Associations Consultation Report Refurbishment Plans Refurbished Court Facilities Pilot Assessment Report	<b>Lead</b> CSOs Judiciary DPP <b>Supporting</b> VWSU
<b>2.4.</b> Improved Protection and redress services to victims and survivors of GBV & SV	<b>2.4.1.</b> Conduct institutional analysis of barriers and constraints to the timely execution of protection orders	2 institutional capacity assessment for execution of protection orders (1 police, 1 court)	Institutional Capacity Assessment Report	<b>Lead</b> AGLA Judiciary VWSU <b>Supporting</b>
	<b>2.4.2.</b> Develop and implement gender-sensitive guidelines for the consistent application of protection orders based on the revised DV Act	Updated guidelines and procedures	Guidelines and procedures Evaluation of the implementation of the guidelines Special protocols for the treatment of marginalised groups	MNS CSOs
		Reduced time lapse between victim reporting and execution of order	Quarterly Judiciary Reports Case Management Records	
	<b>2.4.3.</b> Develop age sensitive standards for care and protection for students at risk	Standards adopted and implemented by at least 75% of school counsellors/social workers	Standards Document Procedures for the plan Standardisation template Training Report Ministry of Education Annual Report	<b>Lead</b> MOE MSDFS CATT <b>Supporting</b> TTNCPTA OPM-GCA UWI
	<b>2.4.4.</b> Establish a register for child related GBV & SV acts in Trinidad and in Tobago	Protocols and guidelines for the operation of register	Annual Register Data Reports	<b>Lead</b> AGLA MOE OPM-GCA VWSU TTPS CATT <b>Supporting</b> CSOs CSNRG



Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
	<b>2.4.5.</b> Enhance legal representation for GBV & SV survivors and victims	Number of GBV & SV survivors and victims adequately served Number of GBV & SV perpetrators adequately served	Quarterly Reporting of Ongoing and Completed Cases VWSU and Legal Aid Records Client Satisfaction Survey Results Public Accountability Scorecard	<b>Lead</b> AGLA VWSU

**Objective 2 (ii): Improved effectiveness and efficiency in the provision of healthcare services for GBV & SV survivors**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>2.5.</b> High quality standardised medical interventions & psycho-social support for GBV & SV victims and survivors	<b>2.5.1.</b> Operationalise the GBV & SV component of the Sexual Reproductive Health Policy ensuring adequate and timely services to victims & survivors	Number of GBV Screenings at HIV/STI Clinics Proportion of SV survivors accessing rape kits within 48 hours of reporting and assault Proportion of SV survivors accessing Emergency contraception and post exposure prophylaxis within 48 hours of reporting and assault Number of GBV & SV ready health facilities (primary and tertiary) capable of administering a rape kit and providing emergency contraception and HIV & STI testing 100% of survivors tested for STIs within 6 months of assault	Stakeholder Consultation Report on SRH policy GBV component Revised emergency contraception policy Medical practitioners reporting Protocol for physical GBV, sexual assault and neglect Rape kit and emergency contraception availability and access assessment report Population Programme Unit Monitoring Reports (MoH) SRH policy monitoring framework Revised HIV testing protocol	<b>Lead</b> MoH RHAs Association representing Medical and mental health practitioners DHWSP <b>Supporting</b> OPM-GCA CATT Judiciary DPP UNFPA
	<b>2.5.2.</b> Provide annual training on psycho- social protocol to key stakeholders.	Number of mental health professionals trained in GBV & SV protocols for Health Care practitioners	Training Reports Register for Workshops Client Satisfaction Surveys	<b>Lead</b> CSOs OPM-GCA <b>Supporting</b>

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
2.6. Publicly available and user-friendly network of emergency Psycho- social, counselling services and other referral services for GBV & SV victims and survivors established	2.6.1. Enhance mobile and networked applications with a mapped pathway of psycho- social and counselling services nationwide	% of 24-hour accessible psycho-social services used in a given calendar year  Number of networked emergency GBV & SV services with key information requirements requested by GBV & SV survivors and victims	Data bank User Interface Reviews Annual User Statistics Report Social Media/Traditional Media Promotion Campaign National Registry of Mental health care providers in the Ministry of Health	<b>Lead</b> CSOs VWSU TTPS <b>Supporting</b> OPM-GCA TSTT
	2.6.2. Map existing community-based organisations providing GBV & SV services by region	20% increase in public knowledge on services available in their communities	Maps of organisations providing GBV & SV services (prevention, awareness, and outreach) per region Annual administrative records of GBV & SV Service providers (anonymised)	<b>Lead</b> Rape Crisis Society CSOs Regional Corporations <b>Supporting</b> OPM-GCA JSC
2.7. Strengthened psycho and physical therapeutic services for GBV & SV victims, survivors & perpetrators	2.7.1. Gap analysis of available psycho and physical therapeutic capacities and resources	Number of professionals meeting national standards for gender responsive and accessible care (pre-incident, in-incident and post-incident care)  Number of GBV & SV victims and perpetrators receiving mental health care	National standards for gender responsive and accessible care (pre-incident, in-incident and post-incident care)  International standards for mental health care professionals providing GBV & SV therapeutic counselling in select populations  · Children · Youth · Elderly · Trafficked persons	<b>Lead</b> MoH DHWSP <b>Supporting</b> CSOs VWSU OPM-GCA JSC
	2.7.2. Attract and employ specialised mental health professionals and provide training to support GBV & SV support ecosystem		Approved and financed public-private partnership and multi-lateral and bi-lateral assistance programmes  Annual update of National Registry of Mental health providers	
2.8. GBV & SV services expanded at the community level	2.8.1. Expand and enhance existing services and establish new services where they do not exist	Number of community service organisations providing additional and specialised prevention and protection services	Annual CSO service provider Reports CSO Services Recommendations Report. Registration of new CSO service locations/assets	<b>Lead</b> OPM-GCA CSOs CATT <b>Supporting</b> JSC TWG MRDLG Regional Corporations
	2.8.2. Implement gender-sensitive M&E reporting for service organisations	Number of gender-sensitive M&E systems in place and operational	M&E Training Reports Organisations' M&E reports	

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
2.9. Adequate and efficient safe homes / shelters available to GBV & SV victims and survivors	2.9.1. Develop National Standards and operational procedures for the management of GBV shelters	Number of shelters utilizing national standards and operational procedures for GBV shelters	Human Resource Needs Assessment for GBV Shelters National Standards and SOPs for the Management of GBV Shelters Shelter blueprints Disability association recommendations	Lead OPM-GCA Supporting CSOs Shelters TTPS
	2.9.2. Refurbish, repurpose (and build as necessary) additional shelters in underserved areas and for key populations	Average number of GBV-specific safe homes and shelters per 100,000 persons Number of shelters catering for GBV needs of transgender persons, persons with disabilities, men and boys, trafficked persons and the elderly	Code of Conduct for shelter managers, operators and staff Confidentiality agreement for shelter staff Internal administrative reports of confidentiality breaches and actions taken Grievance redress mechanism	
	2.9.3. Implement a programme to train and attract qualified persons to staff shelters nationally	Proportion of Shelter staff and volunteers meeting or exceeding National Standards	Shelter survey responses Assessment Report Training Work Plan Inter-ministerial and public-private partnerships. Annual GBV Service Organisation data collection report Directory of skills training programme nationwide	Lead OPM-GCA Supporting Shelter Managers Key stakeholders

**Objective 2 (iii): Improve livelihood opportunities of unskilled and unemployed victims and survivors**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
2.10. GBV & SV Stakeholders have greater economic empowerment and social enterprise opportunities	2.10.1. Design and execute economic empowerment sessions and provide business related referral services for GBV & SV Survivors, including youth	Number/proportion of survivors accessing social welfare grants annually	Data collection report Social welfare grant programme document Participation and beneficiary data	<b>Lead</b> MYDNS VWSU MOE CSOs <b>Supporting</b> OPM-GCA VWSU and the TTPS
	2.10.2. Host/ Facilitate social enterprise workshops on both islands	Proportion of victims/ survivors participating in capacity development workshops annually	Skills training listing via the OPM-GCA website Sensitisation documentation Financial literacy training and guidance documents	<b>Lead</b> Allies and private sector partners Registrar of Business CSOs <b>Supporting</b> Private Sector Association Ministry of Tertiary Education and CSOs Academic Institutions
		Number of victims/survivors with an improved financial position or increasing ownership of resources Annually	Proportion of service organisations and allies implementing capacity development strategies to support economic empowerment of victims/ survivors	

**Outcome 3: Robust legislation implemented by knowledgeable and effective duty bearers, delivering the consistent administration of justice that is underpinned by GBV & SV victim and survivor-centred principles and accessible to all**

**Objective 3 (i): Enable robust and coherent implementation of GBV & SV legislation in accordance with national and international commitments of Trinidad and Tobago**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
3.1. Improved ecosystem approach to legislation reform and implementation processes	3.1.1. Assess legislative enforcement, sentencing and rehabilitation patterns related to GBV	Extent of application of expanded measures post 2020 DV Act update Quality and consistency of sentencing across GBV cases Consistency of sentencing with sentencing guidelines Time lapse between reporting of the GBV & SV cases to the case conclusion	GBV legislative Review Document including recommendations on legislative amendment or operational procedures for the protection of and redress for survivors and victim's families and the prosecution and sentencing of perpetrators Baseline review document Comments and feedback from the Regulatory Bodies Recommendations Report based Legislative review document	<b>Lead</b> AGLA Judiciary OPM-GCA TTPS CSOs <b>Supporting</b> MNS CATT VWSU

<b>3.2. Critical GBV &amp; SV related legislation amended/ updated</b>	<b>3.2.1.</b> Amend key legislation, operational procedures, and related guidelines to reflect recommended changes from legislative review	40% of recommended legislative amendments, procedural reforms and guidelines updates enacted within 5 years  Proportion of crimes investigated by the police, prosecuted, and resulted in conviction under newly amended legislation	Targeted multi-media campaign on legislative reform  Consultation Reports Annual Reports Progress Reports Periodic Evaluation Reports	<b>Lead</b> OPM-GCA <b>Supporting</b> CSOs
	<b>3.2.2.</b> Enable court mandated enrolment of perpetrators in established intervention & prevention programs	Number of perpetrators successfully completed court mandated intervention and prevention programmes  Number/proportion of recidivist GBV & SV perpetrators	Case Records Intervention & Prevention Programme Registration Documents Programme Progress Reports Mid-term Evaluation Report Participant Feedback (Surveys, focus group discussions)	

**Objective 3 (ii): Enhance the quality and gender responsiveness of the implementation of GBV & SV legislations in Trinidad and Tobago**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>3.3</b> Legislative monitoring and surveillance systems developed	<b>3.3.1</b> Develop gender-sensitive monitoring systems and tools for GBV & SV legislation	Number of gender responsive and GBV specific tools used  Number of GBV-related datasets available on reporting, investigation, and convictions for related crimes  Number of surveillance reports produced annually across the justice ecosystem	Annual GBV Legislation Monitoring Report GBV Legislation Monitoring Committee Meeting Reports Inter-ministerial committee reports and decisions Training Reports Pilot Assessment Reports	<b>Lead</b> AGLA Judiciary CSNRG TTPS Academic Institutions <b>Supporting</b> MNS OPM-GCA CSO UN Women

**Objective 3 (iii): Strengthen the capacities of key stakeholders that enforce GBV & SV legislations**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>3.4.</b> Judicial stakeholders strengthened to enact and enforce GBV & SV legislation in a gender-responsive manner in Trinidad and Tobago	<b>3.4.1.</b> Annual training activities targeting judges, magistrates, prosecutors, lawyers and the police	Number of judges, magistrates, prosecutors, lawyers and police successfully completing annual specialised training	Training and Workshops Reports Participants Evaluation Assessments (Immediately after the training and 6 months after) Participant Feedback Survey Spot-check Reports Independent Assessment of Training and Training Methodology	<b>Lead</b> AGLA Judiciary CSOs <b>Supporting</b> MNS OPM-GCA CSOs

**Outcome 4: Improved mechanisms for opportunities for redress and reparations for victims and survivors of GBV & SV, as well as appropriate penalties and rehabilitative resources for perpetrators**

**Objective 4 (i): Establish institutional and legal frameworks for GBV redress and reparations**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
4.1. Increased conviction rates for GBV & SV cases	4.1.1. Develop protocols and strategies for improving GBV & SV case sustainability rates	Number/proportion of GBV & SV criminal cases referred for probationary follow up	Database of offender and persons charged with GBV & SV cases Annual Reports and analysis of GBV & SV cases for repeat offenders	<b>Lead</b> MNS Judiciary VWSU TTPS CSOs Academic Institutions <b>Supporting</b> OPM-GCA
		Number/proportion of recidivist offenders initially receiving probation	Branch and Judicial Statistics Case, Offender and Victim Tracking System	
	4.1.2. Prepare and enact victim safety and perpetrator accountability protocols	% Decrease in victims reporting of safety breaches during their case % of perpetrators referred for criminal action	Victim Safety Protocols Specialised Safety Protocols for victims belonging to these key populations: <ul style="list-style-type: none"> <li>- trafficked persons</li> <li>- migrants</li> <li>- persons with disabilities</li> </ul> Perpetrator Accountability Protocols Biennial Assessment Report on Protocols Protocols to address perpetrators with disability and underage perpetrators User Feedback Reports Promotional material and campaign on the protocols and their application	
4.2. Improved efficiency of case processing of victim and perpetrators of GBV & SV	4.2.1. Enhance implementation of measures to reduce slow execution of GBV & SV cases	Average length of time taken for GBV & SV cases to go from: <ol style="list-style-type: none"> <li>I. Obtaining a protection order</li> <li>II. Requesting to Receiving legal aid assistance</li> <li>III. Reporting to Investigation</li> <li>IV. Investigation to prosecution</li> <li>V. Prosecution to conviction</li> </ol>	Annual TTPS Crime and Problem Analysis Unit Report on the proposed indicators Annual Judicial Statistics on proposed indicators	

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>4.3.</b> Reparations policy for GBV & SV victims and survivors developed and implemented	<b>4.3.1.</b> Develop GBV and SV Redress Policy for Families of Victims and Survivors and Review Reparations in the Law	Number of redress actions related to GBV & SV cases	National dialogue on reparations with stakeholders and survivors of GBV & SV Report Redress Policy Cabinet minute endorsing policy Annual GBV & SV redress policy report Policy Implementation Report	<b>Lead</b> OPM-GCA CSOs Academic Institutions <b>Supporting</b> Shelters VWSU
	<b>4.3.2.</b> Implement reparations fund for GBV & SV survivors and victims	Number of successful disbursements in a given year as a % of recorded GBV & SV cases	OPM-GCA annual reparations fund reports	

**Objective 4 (ii): Provide comprehensive and evidence-based interventions for perpetrators**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>4.4.</b> Reduced recidivism rate amongst GBV & SV offenders	<b>4.4.1.</b> Assess self-reporting by GBV & SV perpetrators in Trinidad and Tobago	Number of perpetrators seeking help before committing an act of GBV & SV  Number of perpetrators who self-report to the police or other authorities	Self-Reporting GBV & SV Study (in hard copy and online).Self-reporting app/messaging platform	<b>Lead</b> OPM-GCA CSOs TTPS UN Women <b>Supporting</b> MNS Academic Institutions
	<b>4.4.2.</b> Expand access to and enrolment in GBV & SV perpetrator intervention programmes with special attention on cyber-related crimes	Number of persons voluntarily enrolling in GBV intervention programme and therapy	Perpetrator intervention programmes targeting first time and repeat offenders	
		Number of programmes targeting GBV & SV repeat offenders	Cyber harassment intervention programmes	
<b>4.4.3.</b> Reintroduce Family Court Partnership for Peace programme (PfP) for offenders and survivors	Number of cases entering the Partnership for Peace Programme as a proportion of total cases adjudicated in court  Number of repeat offenders of those having completed in the Partnership for Peace Programme	Annual PfP Programme report PfP Project Proposal Family Court Recruitment and training documents Programme Implementation Report Case files		

**Outcome 5: Strengthened and effective gender-responsive interventions through enhanced multi-stakeholder coordination and synergetic applications that address GBV & SV in Trinidad and Tobago, including the rehabilitation of perpetrators**

**Objective 5 (i): Coordinate the efficient and effective implementation of the NSAP-GBV & SV (2023-2027)**

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>5.1.</b> Establishment of institutional structures to implement the NSAP-GBV & SV & SV	<b>5.1.1.</b> Appointing, hiring and enlisting well-trained human resources to manage the implementation of the NSAP	Number of OPM-GCA staff with job descriptions dedicated to NSAP implementation	Cabinet Minute approval for increase of staff for NSAP implementation Annual Budget Estimates (Recurrent Expenditure)	<b>Lead</b> OPM-GCA <b>Supporting</b> NSAP JSC Key Government Ministries
	<b>5.1.2.</b> Establish and operationalise NSAP Joint Steering Committee (NSAP JSC)	At least 50% NSAP JSC are senior level professionals and female	Cabinet Minute approving the establishment of the NSAP JSC Letters of appointment for NSAP JSC members NSAP JSC Quarterly Meeting Minutes Terms of reference for NSAP JSC	
	<b>5.1.3.</b> Constitute a Technical Working Group (TWG) and related sub-committees	Number and diversity of membership of TWG  Proportion of members of regional sub-committees representing key populations	TOR for TWG TORs for sub-committees TORs of regional partners at the community level Annual work plan by sub-Committees Appointment Letters Annual work plans developed by TWG	
	<b>5.1.4.</b> Train NSAP JSC, TWG and sub-committee members on GBV & SV, GRB and use of data	% of committee members with the knowledge of GBV & SV, GRB and use of data % of committee members contributing to the delivery of NSAP	Capacity Assessment Report Training Materials Participant Evaluation Survey Committee Reports	



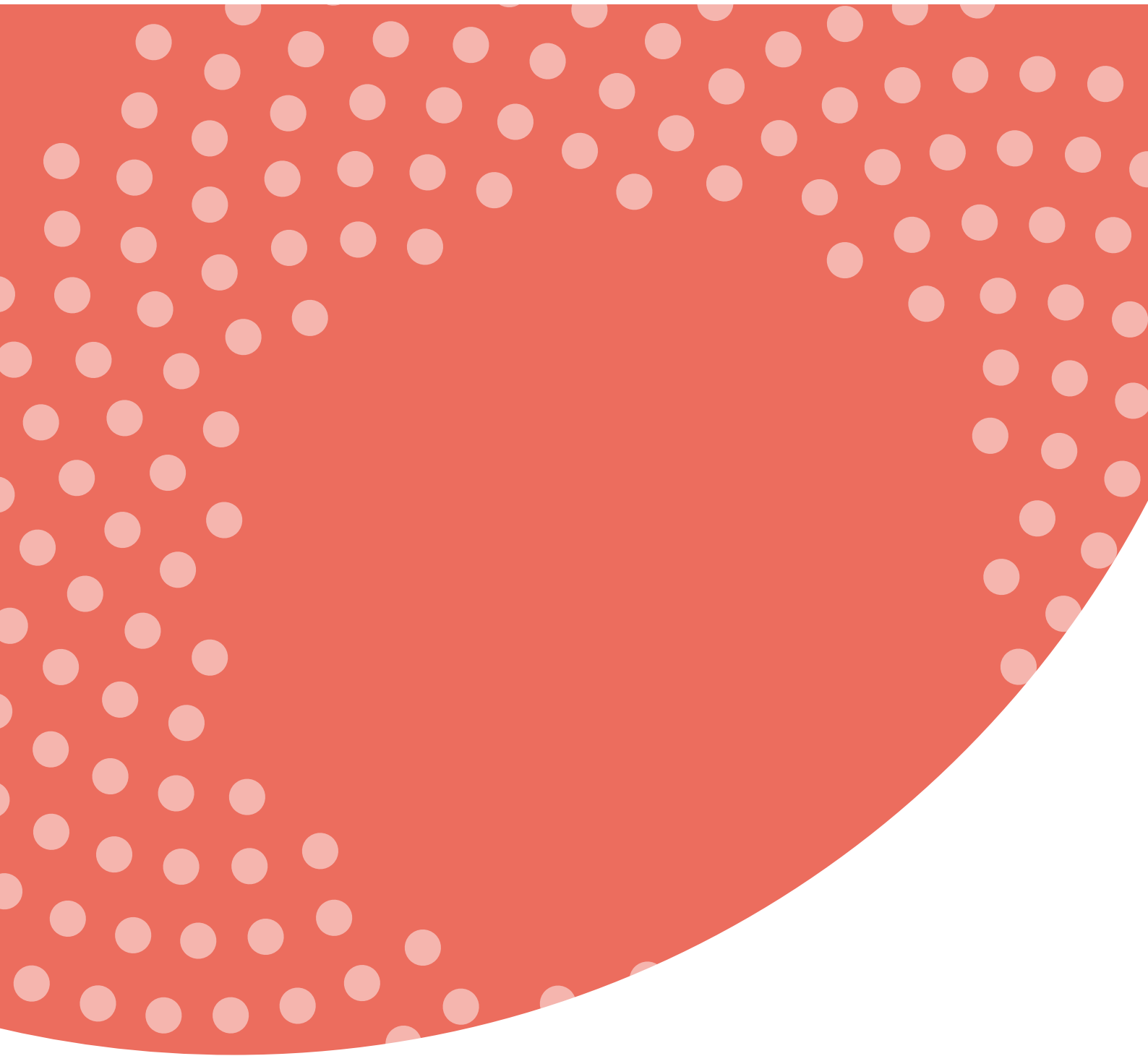
Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
<b>5.2.</b> Monitoring, tracking, evaluation and reporting on NSAP	<b>5.2.1.</b> Design and implement key NSAP related plans: 1) Detailed work plan and budget 2) Monitoring and Evaluation Plan 3) Resources Mobilisation Plan 4) Communications and Knowledge Management Plan 5) Training Plan	100% implementation of the annual work plan 80% targets achieved annually % progress towards outcomes % annual budget that is gender-responsive Proportion of NSAP budget mobilised from non-government sources Number of men and women participating in training/ education and sensitisation products, implementing personal, organisational and institutional changes to support the eradication of GBV & SV after being trained (post event surveys undertaken 9 & 18 months after each type of training/ sensitisation programme)	Annual results report of NSAP NSAP annual report Communication and Knowledge Management products M&E dashboard Resource Mobilisation Report Donor Reports Annual NSAP workplan Regional operational plans Field monitoring report Evaluation of Training and sensitisation for behaviour change and communication Mid-term Evaluation Report End of NSAP 5-Year Period Report	<b>Lead</b> OPM-GCA NSAP JSC TWG Regional sub-committees <b>Supporting</b> All Partners mentioned in the NSAP
<b>5.3.</b> Coordinated national level GBV & SV data collection mechanism established and operationalized	<b>5.3.1.</b> Finalize and operational GBV & SV case registry	% of GBV & SV cases captured in the registry % completeness of case records	Data collection protocols Annual Report on GBV & SV Incidence Domestic Violence Registry Reporting Schedule	<b>Lead</b> OPM-GCA TTPS MDT Telecommunications service providers <b>Supporting</b> CSOs UN System Regional corporations NIHERST
	<b>5.3.2.</b> Create National GBV & SV dashboard	% completeness of dashboard % of specialised protocols to address the privacy needs of key populations Proportion of GBV & SV stakeholders regularly contributing to the GBV & SV dashboard Number of GBV & SV reports produced annually	National Gender-Based Violence Information Management System Report of consultation with GBV Data Producers and consumers Data collection tool and information sharing protocols and reporting scheduling and format Anonymity Guidelines Standards for GBV & SV Data Entry and Definitions	

Objective 5 (ii): Enhanced coordinated GBV service delivery by key stakeholders and agencies within an established referral pathway, at all levels

Expected Output	Activities	Indicators	Means of Verification	Partners (Lead & Supporting)
5.4. NSAP regional mechanism established	5.4.1. Appoint NSAP regional committees	Number of active and operational regional committees	TORS Appointment Letters	<b>Lead</b> OPM-GCA JSC Regional Corporations <b>Supporting</b> CSOs
	5.4.2. Strengthen capacities of regional committees for NSAP implementation and results-based management (RBM)	% of regional committees with knowledge and capacity in RBM % of regional implementation plans on track and fully utilizing budgeted resources Number of Projects/ Programmes implemented by regional committees	Capacity Assessment Training materials Annual Performance Reports Signed MoUs Annual Impact Assessment of Regional GBV Committees Regional operational workplans Revised training and sensitisation manuals with findings from mid-term evaluation	
5.5. GBV & SV services decentralized and more accessible	5.5.1. Establish Partnership agreements with Ministry of Local Government to facilitate the oversight role of regional corporations of decentralised GBV & SV service delivery	Proportion of GBV & SV programmes and projects implemented by the regional level actors Number of GBV & SV programmes and projects involving more than one regional actor Number of GBV & SV specialised programmes and projects implemented only at the regional level	Annual List of programmes and projects implemented under the NSAP Digital directory of decentralised services Regional Committees Annual Reports Training materials Training Reports on programme oversight	<b>Lead</b> OPM-GCA MRDLG THA <b>Supporting</b> Regional corporations MoH DHWSP TTPS CSOs
	5.5.2. Provide resources for the delivery of decentralized primary GBV & SV services	Average annual budget approved for decentralised GBV & SV services by sex, age and region Annual expenditure on delivery of decentralised GBV & SV services by sex, age, region and type of service % user satisfaction with services available at the regional level	Ministerial Budget Statements PSIP Report Annual expenditure reports User Satisfaction Survey Report	



Government of the Republic of Trinidad and Tobago  
**Gender and Child Affairs**



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

An initiative of the United Nations funded by the European Union

