

TC DOCUMENT

I. Basic Information for TC

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| ▪ Country/Region: | Trinidad and Tobago/CCB |
| ▪ TC Name: | Support to the Design and Implementation of a Trinidad and Tobago Women’s City Centre (WCC) |
| ▪ TC Number: | TT-T1047 |
| ▪ Associated Loan/Guarantee Name: | Women’s City Centre Program |
| ▪ Associated Loan/Guarantee Number: | TT-L1037 |
| ▪ Team Leader/Members: | Adria Armbrister (GDI/CCO), Team Leader; Gabriela Vega (SCL/GDI), Alternate Team Leader; Nidia Hidalgo (GDI/CES); Gilberto Chona (IFD/FMM); Ian Ho-A- Shu (SPH/CTT); Vashtie Dookiesingh (MIF/CTT); Dana King (ICS/CTT); Mónica Lugo (LEG/SGO); Gregory Dunbar (FMP/CTT); Shirley Gayle (FMP/CTT); Neeca Brathwaite (CCB/CTT); and Lina Uribe (SCL/GDI). |
| ▪ Beneficiary (countries or entities): | Women of East Port of Spain and San Fernando, Trinidad and Tobago |
| ▪ Executing Agency and contact name | Inter-American Development Bank (IDB) (Adria Armbrister, adriaa@iadb.org) |
| ▪ Donors providing funding: | Gender and Diversity Fund (GDF) |
| ▪ IDB Funding Requested: | US\$450,400 |
| ▪ Local counterpart funding, if any: | US\$0 |
| ▪ Disbursement period (which includes execution period): | 30 months (24 months execution) |
| ▪ Required start date: | December 23, 2013 |
| ▪ Types of consultants (firm or individual consultants): | Individual consultants and consulting firm |
| ▪ Prepared by Unit: | Gender and Diversity Division (SCL/GDI) |
| ▪ Unit of Disbursement Responsibility: | SCL/GDI |
| ▪ TC Included in Country Strategy: | Y |
| ▪ TC included in CPD: | Y |
| ▪ GCI-9 Sector Priority: | Social policy for equity and productivity |

II. Description of the Associated Loan/Guarantee

- 2.1 The general objective of the Women’s City project in Trinidad and Tobago is to contribute to improving the living conditions of women by providing essential public services through comprehensive service centers called Women’s City Centers (WCC). The project will finance the design of WCCs for Port of Spain, to serve the North and Northeast, and San Fernando, to serve the Southern and Central regions of Trinidad.

III. Objectives and Justification of the TC

- 3.1 The objective of this technical cooperation is to provide support to the design and execution of a 2014 loan operation, TT-L1037 Women's City Centre Program, by: i) financing planning consultancies to define the content and scope of the construction of two WCCs planned for Port of Spain (POS) and San Fernando and to provide financial and economic analysis of the WCC model planned for these two cities; and ii) supporting institutional strengthening activities to prepare the Government of the Republic of Trinidad and Tobago (GoRTT) to execute effectively the loan operation and its components. The WCC's menu of services will be based on the *Ciudad Mujer* model developed in El Salvador and financed by the IDB (ES-L1056) that provides women with more than 30 integrated services, ranging from sexual and reproductive health services (e.g., ultrasound and mammogram) to services for survivors of violence (e.g., psychological support and legal counsel), vocational training and labor market intermediation.
- 3.2 Despite the abundance of national health, job training and entrepreneurship development services that have been developed in Trinidad and Tobago, poor women in the country face significant barriers to accessing public services due to the varying quality of programming, the limited geographic range of service offerings and the narrow scope of these services, combined with a general lack of knowledge of their availability. The inaccessibility of services is particularly acute in certain poor areas of POS like East Port of Spain (EPOS) and in the south of the country due to issues of social violence and/or geographic isolation that discourage service providers from setting up shop in places like EPOS, reduce the number and convenience of the hours during which existing service providers can work in these areas, and restrict the mobility of residents. Though the Women's City Centre Program will not address the issues of social violence and geographic isolation within communities like EPOS, it will provide high quality, daily and geographically accessible (in terms both of geographic and frequency of service offerings) services just outside these communities that will respond to the safety needs of both women service users and service providers.
- 3.3 Women's Health. The GoRTT offers health services to the public through its five regional health authorities, with the more advanced technology and standard screening techniques necessary to diagnose common illnesses in women, such as mammography, offered by public hospitals and private medical facilities. Although low by regional standards, Trinidad and Tobago's maternal mortality rate of 46/100,000 live births¹ is a concern for the country's Ministry of Health (MoH). To address the maternal mortality rate, the MoH has instituted a series of hospital protocols to improve outcomes for women in childbirth.² There is also evidence that chronic and autoimmune diseases such as types 1 and 2 diabetes are on the rise in Trinidad and Tobago among women of child-bearing age.³ The presence of these chronic diseases may contribute to an increased number of high risk pregnancies and be the cause of significant morbidity and mortality for women of childbearing age.⁴
- 3.4 Women in the Labor Market. The Central Statistics Office (CSO) of the GoRTT reports that in 2010, 4.2% of women in the formal labor force were unemployed compared with 1.2% of men. Women's unemployment was higher than that of men's in

almost all labor market sectors, including in traditionally female occupations such as service workers.⁵ The country's draft Gender and Development Policy also suggests that women are overrepresented among those employed in the informal sector and that the sex-based, culturally sanctioned segmentation of the labor market in Trinidad and Tobago segregates a significant number of women into low-paying, low-mobility occupations.⁶ The GoRTT's Ministry of Labour and Small and Micro-Enterprise Development (MLSMD) offers a range of job training and entrepreneurship development services through programs like National Employment Service and Integrated Business Incubator System (IBIS), but attendance is low, perhaps due to limited publicity and accessibility.⁷

- 3.5 Of the domestic violence cases reported to Trinidad and Tobago Police Service under the Ministry of National Security (MNS) between 2000 and 2005, 55% involved assault by beating and 22% involved verbal or physical threats. In addition, between 2005 and 2009, 38% of total homicides of women were classified as domestic violence homicides, compared to only 2% of men over the 2005-2009 period.⁸ In addition, the issue of masculinity and the development of violent masculine ideologies is an important generator of gender inequality for men and women in the Caribbean. Though unsupported by analytical studies, the general perception of male vulnerability and female dominance is often cited as a factor in incidents of violence against women and in the increase in criminality among boys and young men.⁹ Services for survivors of violence are offered by both non-governmental organizations (NGO) and the public sector. The initial response of police to an assault is often swift because assistance by the civilian-run Victim and Witness Support Unit is immediate, but follow-up action by police and the judiciary is often not timely. NGO-run services to survivors of VAW are only available on a limited scale due to budgetary and staffing constraints.
- 3.6 The WCC model is based on the integration of existing public services in a one-stop-shop centre. The model promotes a gender- and human rights-based approach to the provision of comprehensive services and adapts these services to the specific needs of each coverage area. WCC brings several innovations to the provision of strategic services for women. First, by grouping several services in the same location, the model reduces the opportunity cost to beneficiaries of availing themselves of normally widely geographically dispersed public services. Second, the WCC's integrated approach allows for the creation of a coordinated and customized package of services for each woman accessing services through the Centre. Third, the integrated model increases the quality of service and allows for effective inter-institutional coordination. Finally, building the model around the modification of existing services and personnel reduces the marginal cost of service provision.
- 3.7 EPOS¹⁰ is one of the most economically depressed areas in the country characterized by high rates of crime and unemployment that affect its 92,000 residents in over 27,000 households and over 70% (or 19,000) of households in EPOS are headed by women¹¹. For these reasons, the GoRTT has requested technical and financial support from the IDB for the construction and rehabilitation of the East Port of Spain area of the capital city under the Emerging and Sustainable Cities Initiative (ESCI) and has requested that the WCC be added to the package of products to be offered under the

ESCI to attend to the needs of women in EPOS (Annex I). In addition, the GoRTT, recognizing both the need for increased and improved services and a purportedly higher prevalence of VAW in the South of the country,¹² has requested that the construction of a second WCC be explored for the San Fernando area.

- 3.8 Therefore, as an integral component of the ESCI, the WCC Project is included in the 2014 Country Programming Document (CPD). The Project is also consistent with the IDB's Country Strategy with Trinidad and Tobago for 2011-2015 because it contributes to the goal of expanding the social safety net to include vulnerable women of low socioeconomic status. Finally, the project responds to several of the challenges faced by the GoRTT as identified in the Strategy, including attention to areas of high poverty; support to interagency coordination efforts; and improvement in data generation around women's service use.
- 3.9 The TC supports the GCI-9 priority for social policy for equity and productivity, since the project will increase the total number of people in Trinidad and Tobago who benefit from the country's package of health services; will increase women's labor market productivity; and will provide opportunities for women in Trinidad and Tobago to receive training that can help them move from the informal sector to formal employment.

IV. Description of Activities/Components and Budget

- 4.1 **Component 1. Service Delivery Model Design for the Women's City Centre at City Gate, Port of Spain, and San Fernando, Trinidad and Tobago.** Consultancies to carry out the following activities will be financed under this component: i) the design of five service delivery modules and a reception and orientation module for each of the two WCCs; ii) the design of a gender and human rights focused training for public servants to be assigned to the WCCs and for NGOs to which the WCCs will refer clients; iii) a consultant to implement an inter-institutional coordination plan and operational manual for the loan project that will define the responsibilities of the program Steering Committee (Section V); iv) a study of the legal ownership and zoning requirements for the land in Port of Spain and San Fernando where the Women's City Centres will be built and an estimation of the costs of construction and administration; and v) the design and implementation of a communication strategy for public and GoRTT audiences. The TC will also finance the organization and execution of inter-institutional workshops and focus groups in POS and San Fernando to validate the service delivery model and architectural design for the WCCs. Finally, this component will finance the contracting of an impact evaluation consultant who will work with the module design consultants to ensure the evaluability of the WCC modules. The final designs and procedures proposed for the WCC will be informed by the results of a prior analysis carried out by a gender expert contracted for that purpose.
- 4.2 **Component 2. Reports and Analyses in Preparation for TT Women's City Centre Loan Operation.** The component will finance the contracting of four consultants who will provide needed technical inputs to design the Women's City Centre Project. These inputs include a cost-effectiveness analysis and long-term sustainability plan for the construction, implementation and continued operation of the WCCs;

environmental and social safeguards management plans with an estimation of related costs (for waste disposal, soil sampling for toxic materials and resettlement procedures among other environmental and social safeguard measures that may be required) to be included in the project budget; a detailed procurement plan for the Women’s City Centres; and a monitoring and evaluation plan and budget for the project.

- 4.3 **Component 3. Institutional Strengthening.** The goal of the institutional strengthening component is to prepare the Ministry of Gender, Youth and Child Development (MGYCD) to execute and administer the WCC Program loan program and the activities financed under this Component are meant to provide the GoRTT with the tools and institutional framework needed to begin executing the WCC loan in 2014, following IDB and GoRTT approval. This component will finance: i) a consultancy to undertake an institutional analysis that will generate recommendations for required professional profiles to form the Program Executing Unit (PEU) within the Ministry of Gender, Youth and Child Development; ii) a consultancy to design and provide a project management training for the PEU within the Ministry of Gender, Youth and Child Development and strategic ministerial partners; and iii) a consultancy to conduct an evaluation of gender-disaggregated data collection systems toward the provision of recommendations for improvements and/or the establishment of gender disaggregated data collection systems in the areas of health, labor markets, violence against women and child care to be funded under the loan operation.

INDICATIVE BUDGET

<http://idbdocs.iadb.org/wsdocs/getDocument.aspx?DOCNUM=38245535>

| Activity/Component | IDB (GDF) | Total (US\$) |
|--|----------------|----------------|
| Component 1. Service Delivery Model Design for the Women’s City Centre at City Gate, in Port of Spain, and San Fernando, Trinidad and Tobago | 263,300 | 263,300 |
| Component 2. Reports and Analyses in Preparation for TT Women’ City Centre Loan Operation | 29,500 | 29,500 |
| Component 3. Institutional Strengthening | 29,600 | 29,600 |
| Program Coordinator | 80,000 | 80,000 |
| Program Assistant | 40,000 | 40,000 |
| TC monitoring and evaluation Consultant | 5,000 | 5,000 |
| Contingencies | 3,000 | 3,000 |
| Total | 450,400 | 450,400 |

V. Executing Agency and Execution Structure

- 5.1 **Execution Mechanism.** At the request of the GoRTT, the Executing Agency (EA) will be the Gender and Diversity Division (SCL/GDI) of the Inter-American Development Bank (IDB). SCL/GDI is responsible for the successful design and execution of the first WCC program in El Salvador. The SCL/GDI specialist located in the IDB Representation in Colombia will lead the TC, assisted by a Port of Spain-based Program Coordinator and Program Assistant to be contracted through the TC. The Program Coordinator and the Program Assistant will be responsible for the technical and fiduciary aspects of program implementation, including: i) organizing training courses; ii) ensuring delivery of project outputs; iii) procurement and processing of the contracts required for the implementation of the

agreed program interventions; and iv) financial management of the TC program under the coordination of the IDB Project Team Leader.

- 5.2 **Program Steering Committee.** In preparation for the WCC loan, the TC will support activities related to the creation of a PEU; a Program Steering Committee (PSC) comprising representatives from the Ministry of Gender, Youth and Child Development and other participant ministries; and a Technical Working Group (TWG). The work of the PEU, PSC and TWG will be coordinated by the Program Coordinator and the Inter-institutional Coordination consultant to be contracted under Component 1 of the TC.
- 5.3 **Operations Manual.** TC resources will fund an individual consultant who will prepare an operations manual to define institutional roles in the development and execution of the WCC loan. The manual will include at a minimum the following components: i) the Terms of Reference for the Project Steering Committee (PSC) and TWG which will identify their roles/responsibilities; ii) financial and procurement procedures; iii) other necessary institutional arrangements for implementation; and iv) internal and external audit arrangements.
- 5.4 Procurement for the proposed project will take place pursuant to IDB institutional procurement policies and to the provisions established in the Procurement Plan (Annex III).
- 5.5 A final evaluation of the TC's activities, financed with the TC's funds, will be conducted based on the indicators and goals established in the Results Matrix (<http://idbdocs.iadb.org/wsdocs/getDocument.aspx?DOCNUM=38245536>). This evaluation will focus on verifying the degree of compliance with the indicators for the program and the different components, and the extent to which this compliance indicates readiness for project implementation.

VI. Major Issues

- 6.1 The TC contemplates the completion of a series of activities and the contracting of more than 20 consultants within a short period. The goal of the compressed time frame is to facilitate the design and approval of the loan operation for the first quarter of 2014; however, the team may encounter problems with contracting and the delivery of reports. Frequent visits and videoconferences with the IDB Team Leader should serve to remind consultants of delivery time frames. In addition, the IDB team and team leader will work with the SCL Contracting Officers to define a timeline and deadlines for the contracting of each consultant.

VII. Exceptions to Bank Policy

- 7.1 There are no exceptions to Bank policy.

VIII. Environmental and Social Strategy

- 8.1 The loan operation (TT-L1037), to which this TC is linked, has been classified as "B" according to the Environmental and Safeguards Compliance Policy (OP-703). Any potential negative impacts, typical for the construction activities of this operation, will be eliminated or mitigated through specific measures to be included in the program's

operating regulations. In addition, the preparation of the operation will include an Environmental and Social Impact Assessment (ESIA) and an Environmental Social Management Plan (ESMP) to be designed by a consultant whose contract will be financed under this technical cooperation project.

Annex I. Request from the Client

<http://idbdocs.iadb.org/wsdocs/getDocument.aspx?DOCNUM=38245530>

Annex II. Terms of Reference

<http://idbdocs.iadb.org/wsdocs/getDocument.aspx?DOCNUM=38245531>

Annex III. Procurement Plan

<http://idbdocs.iadb.org/wsdocs/getDocument.aspx?DOCNUM=38245532>

December 13, 2013

¹ The Global Gender Gap Report. 2012. World Economic Forum.

² Personal meeting with Ministry of Health, GoRTT. June 5, 2013.

³ SLE Lupus Foundation website. About Lupus. Available online: <http://lupusny.org/about-lupus/who-gets-lupus>.

⁴ Dimitrios Godosis, Spyridon Komaitis, Konstantinos Tziomalos, Maria Baltatzi, Georgios Ntaios, Christos G Savopoulos, Apostolos I Hatzitolios. Cardiovascular diseases in pregnancy. *Am J Cardiovasc Dis*. 2012; 2(2): 96–101. Published online 2012 May 15.

⁵ Among women service workers the CSO reported 8.5% female unemployment versus 4% male unemployment; clerks (8.8% female, 4.9% male); and professionals (2.1% female unemployment, 1.6% male). Women in EPOS face higher unemployment rates (14% versus 6%) and lower employment (23% census 29%) than men. *CSSP Annual Labour Force Reports 1990-2010* Central Statistical Office – Trinidad and Tobago.

⁶ Draft National Policy on Gender and Development of the Republic of Trinidad and Tobago. 2009. Available online: <http://www.ttconnect.gov.tt/gortt/wcm/connect/5719380040abdbac95e6ff3ea2aee53f/DraftGenderDevelopment1.pdf?MOD=AJPERES&CACHEID=5719380040abdbac95e6ff3ea2aee53f>.

⁷ Personal meeting with Ministry of Labour, Small and Micro-Enterprise Development. June 6, 2013.

⁸ Amber E. Denoon. 2011. Characteristics of Domestic Homicide in Trinidad & Tobago and the Caribbean (2005-09). Presentation at Organisation of American States 3rd Conference of State Parties to the MESECVI; March.

⁹ Crawford, Charmaine. 1996. The intensification of violence against women in Trinidad and Tobago during the period of structural adjustment. Ontario, Canada: York University, 83 p. (Major research paper for the Graduate Programme in Women's Studies).

¹⁰ According to the Central Statistics Office of Trinidad and Tobago and the EPOS Development Company, EPOS comprises 16 urban villages whose population is estimated at 79,000 residents who occupy an area of about 27²km. The villages included in EPOS are: Balmont; Gonzales; Sealots; Port of Spain East; POS Proper; Picton; Upper Belmont; St. Barbs; Eastern Quarry/Success Village; Laventille; Morvant; Mon Repos; Beetham; Romain lands; Marie Road; and Never Dirty.

¹¹ East Port of Spain Development Company Limited. 2007. East Port of Spain Strategic Development Plan: Situational Assessment. Available online at: http://afraraymond.files.wordpress.com/2011/10/stratplan_pt2.pdf

¹² The assertion of higher violence rates in the Southern regions of the country are supported mainly by news reports of violent murders as a result of intimate partner violence in the South of Trinidad, but little data are available for the more rural areas of the country.