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COUNTRY PROGRAMME DOCUMENT

Tajikistan

27 November 2019

Revision submitted to the Government of the Republic of Tajikistan on 29 September 2020

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<table>
<tr>
<td>Programme Title: Spotlight Initiative in Tajikistan – A Joint EU-UN Initiative to Eliminate Violence Against Women and Girls</td>
<td>Recipient UN Organizations (RUNOs):
UNDP, UNFPA, UNICEF, UN WOMEN</td>
</tr>
<tr>
<td>Programme Contact:

Name and Title: Sezin Sinanoglu, United Nations Resident Coordinator

Address: 39 Aini Street, Dushanbe, Tajikistan, 734024

E-mail: sezin.sinanoglu@un.org</td>
<td>Programme Partner(s):
Government: <u>Implementing Partners</u> currently under consideration are: i) Committee on Women and Family Affairs; ii) Ministry of Justice, iii) Ministry of Internal Affairs, iv) Ministry of Health and Social Protection, v) Ministry of Education and Science, vi) Agency for Statistics. <u>Programme Partners</u>: Ministry of Foreign Affairs, Ministry of Finance, Ministry of Economic Development and Trade, Ministry of Labor, Employment, and Migration, Committee on Youth and Sports, Police, Courts (including the Supreme Court); General Prosecutor’s Office, State Entity Legal Aid Centre, Union of Advocates, Office of Commissioner for Human Rights in the Republic of Tajikistan and Committee of Religion, Regulation of Traditions and Ceremonies Under Government of the Republic of Tajikistan
- Non-governmental organizations (NGOs), Civil Society Organizations (CSOs): At this stage of programme design, specific CSOs have not been agreed as implementing partners (with the exception of the Eurasia Foundation of Central Asia, as part of an on-going partnership that will ensure services under Pillar 4). However there is agreement that the programme will aim to engage with the following types of CSOs: women’s rights organizations and networks; grassroots and women community groups; organizations of persons with disabilities (like League of Women with Disabilities); religious associations ; human rights organizations; youth centres, PO “Union of Youth of Tajikistan”; PO “Youth follower of the Leader of Nation”; organizations working on gender equality issues; Mass media workers; Sport schools
- Independent Commissions and Oversight Bodies – Commissioner for Human Rights in the RT; Commissioner for Children's Rights
- Parliament</td>
</tr>
<tr>
<td>Programme Country:

Tajikistan</td>
<td>Programme Location (priority oblasts, cities, and districts):
To ensure effective and meaningful impact of the Spotlight Initiative in Tajikistan, the Programme will</td>
</tr>
</table>

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<table>
<tr><td></td><td>focus on a comprehensive set of actions at the national level, with targeted actions at sub-national level. Preliminary analysis of needs, gaps and opportunities, from a thematic and geographic lens was done in accordance with the SI Guidance and, based on consultation with the Government, development partners and CS-NRG, RUNOs agreed to focus the prevention and service provision outreach interventions in three regions (Soghd, Khatlon and Districts of Republican Subordination) and in the capital Dushanbe – targeting two districts in each region and the four districts of Dushanbe City. This selection will however be subject to final approval by the Government.</td></tr>
<tr><td>Programme Description:

The overall vision of the Spotlight Initiative in Tajikistan is that women and girls enjoy their right to a life free of violence.

The programme will contribute to the elimination of sexual and gender-based violence (SGBV) by responding to the needs of women and girls and addressing the underlying causes of violence against women and girls using a multi-sectoral and intersectional approach

The Spotlight Initiative will accelerate Tajikistan's progress toward reaching its targets under the 2030 Agenda, particularly in regard to SDG 5 on Gender Equality, but also SDG 3 “Health and Well-Being”, SDG. 4 “Quality Education”, SDG 10 “Reduced Inequalities”, SDG 16 “Peace, Justice and Strong Institutions”, and SDG 17 on “Partnerships”.

It will contribute to the National Development Strategy for the period to 2030 and the Mid-term Development Programme for the period 2016-2020 and reinforce Tajikistan’s implementation of its commitments under the Beijing Platform for Action, the Concluding Observations of the CEDAW Committee, among other obligations.

The Programme is grounded on the core principle of “Leaving no one behind” and “ Start with the ones who are most behind”.

The interventions have been designed to target women and girls most marginalized (rural, poor, with disabilities), at higher risk of sexual and gender based violence.</td><td>Total Cost of the Spotlight Country Programme (including estimated Unfunded Budget):

USD 8,729,655

Total Funded Cost of the Spotlight Country Programme (Spotlight Phase I and UN Agency contribution: USD 5,567,038

Breakdown of Total Funded Cost by RUNO:

<table>
<tr><th>Name of RUNOs</th><th>Spotlight Phase I (USD)</th><th>UN Agency Contributions (USD)</th></tr>
<tr><td>UNDP</td><td>1,343,275</td><td>239,864</td></tr>
<tr><td>UNFPA</td><td>1,214,127</td><td>181,897</td></tr>
<tr><td>UNICEF</td><td>1,079,059</td><td>231,014</td></tr>
<tr><td>UN WOMEN</td><td>1,263,539</td><td>23,262</td></tr>
<tr><td>TOTAL</td><td>4,900,000</td><td>667,037</td></tr>
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Spotlight Initiative
To eliminate violence against women and girls

Estimated No. of Beneficiaries: a breakdown by Pillar and methodology used for estimation is provided in Section II of this document.

Indicative numbers	Direct	Indirect
Women	**89,301**	**2,512,558**
Girls	**72,797**	**1,090,006**
Men	**36,527**	**2,499,709**
Boys	**43,271**	**2,029,552**
Total	**241,896**	**8,931,200**

Funds transferred date: 21 January, 2020

End Date: 31 December 2022

The duration of the Country Programme should be maximum of 3 years.

Recipient UN Organization

United Nations Development Programme (UNDP)

Ms. Pratibha Mehta
Resident Representative

Signature [redacted]

Date & Seal 20-Oct-2021

Recipient UN Organization

United Nations Population Fund (UNFPA)

Mr. Yu Yu
Country Director

Signature DocuSigned by: [redacted] 6D7FC455...

Date & Seal 22-10-2021

Recipient UN Organization

United Nations Entity for Gender Equality an Empowerment of Women (UN Women)

Ms. Alia El-Yassir
Regional Director of
UN Women Office for Europe and Central Asia

Signature [redacted]

Date & Seal

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Spotlight Initiative
To eliminate violence against women and girls

Recipient UN Organization **United Nations Fund for Children's (UNICEF)** *Mr. Osama Makkawi* *[illegible]ntative* *Signature* *Date & Seal* 21/10/2021	
UN Resident Coordinator in Tajikistan *Ms. Sezin Sin[illegible]* *Signature* *Date & Seal* 20-Oct-2021	**On behalf of: Government of Tajikistan** **Head of Committee of Women and Family Affairs under the Government of RT** Ms. Hilolbi Kurbonzoda Signature Date & Seal

The UN Executive Office of the Secretary General:

Ms. A[illegible] Mohammed

Signature: Mich[illegible]s-McDonnough

Date: 09/11/21

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Acronyms

AS	Agency on Statistics under the President of the Republic of Tajikistan
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CP-SC	Country Programme Steering Committee
CPD	Country Programme Document
CoRRTCC	The Committee of Religion, Regulation of Traditions, Celebrations and Ceremonies under the Government of the RT
CoWFA	Committee on Women and Family Affairs under the Government of Republic of Tajikistan
CS	Civil Society
CS-NRG	Civil Society National Reference Group
CSO	Civil Society Organization
DHS	Demographic and Health Survey
DRS	Districts of the Regional Subordination
DV	Domestic Violence / Violence in the family
EFCA	Eurasia Foundation of Central Asia
EU	European Union
EUD	European Union Delegation in Tajikistan
EVAWG	Ending Violence Against Women and Girls
GAP	European Union Gender Action Plan 2016-2020
GBV	Gender-Based Violence
GII	Gender Inequality Index
GPO	General Prosecutor's Office
GRB	Gender Responsive Budgeting
HRW	Human Rights Watch
INGO	International Non-Governmental Organization
IPV	Intimate Partner Violence
LPVF	Law on Prevention of Violence in the Family
LNOB	Leaving No One Behind
M&E	Monitoring and Evaluation
MoES	Ministry of Education and Science of RT
MoF	Ministry of Finance of RT
MoHSP	Ministry of Health and Social Protection of Population of RT
MoIA	Ministry of Internal Affairs of RT
MoJ	Ministry of Justice of RT
MPI	Multidimensional Poverty Index
MSCG	Multi-Sectoral Coordination Group
NAP-PVF	National Action Plan on Prevention of Violence in the Family
NDS-2030	National Development Strategy of the Republic of Tajikistan - 2030
NGO	Non-Governmental Organization
PROVAW	Project to Reduce Violence against Women in Tajikistan
RCO	Resident Coordinator's Office
RT	Republic of Tajikistan
RUNOs	Recipient UN Organizations

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SLAC	State Legal Aid Centre
SC	Students Councils
SDC	Swiss Agency for Development and Cooperation
SDC/PDV	SDC Prevention of Domestic Violence Project in Tajikistan
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender-Based Violence
SI	Spotlight Initiative
SOPs	Standard Operating Procedures
SC	Supreme Court of RT
UN	United Nations
UN CRPD	UN Convention on the Rights of Persons with Disabilities
VAC	Violence Against Children
VAWC	Violence Against Women and Children
VAWG	Violence against Women and Girls
WGWD	Women and Girls With Disabilities

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Definitions[1]

Child marriage (or early marriage), is any marriage or civil union where at least one of the parties is under 18 years of age. It is considered a harmful practice by the United Nations. Forced marriages are marriages in which one and/or both parties have not personally expressed their full and free consent to the union. A child marriage is considered to be a form of forced marriage, given that children cannot give consent and thus one and/or both parties have not expressed full, free and informed consent.[2]
Domestic Violence is defined as violence perpetrated by intimate partners and other family members, and manifested through: *physical abuse* (e.g. slapping, beating, arm twisting, stabbing, strangling, burning, choking, kicking, threats with an object or weapon, and murder); *sexual abuse* (e.g. coerced sex through threats, intimidation or physical force, unwanted sexual acts, forcing sex with others or sexual acts without voluntary consent); *psychological abuse* (e.g. threats of abandonment or abuse, confinement to the home, surveillance, threats to take away custody of the children, destruction of objects, isolation, verbal aggression and constant humiliation); and *economic violence* (e.g. denial of funds, refusal to contribute financially, denial of food and basic needs, and controlling access to health care, employment, etc.)
Ecological Model: A model to help understand the root causes and risk factors of violence that need to be identified and addressed by prevention strategies. The model identifies risk factors at four levels: individual, relationship, community and societal. The ecological model helps to clarify the causes of violence and their complex interactions. The model is multilevel, allowing for the interaction of factors both between the different levels as well as at the same level and suggests that to prevent violence it is necessary to develop interventions at the different levels.
Economic Abuse: Causing/or attempting to cause an individual to become financially dependent on another person, by obstructing their access to or control over resources and/or independent economic activity.
Exploitation[3] shall include, at a minimum, the exploitation or the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.[4]
Gender: socially constructed identity centring around notions of "masculinity" and "femininity". It refers to the "socially constructed relationship between women and men and the attributes, behavior and activities to which each is expected to adhere". Globally gender differences are determined and reinforced by cultural, historical, ethnic, religious and economic factors, with gendered roles creating a hierarchy in which (globally) men have greater rights, entitlement, and opportunity to access resources than women.

[1] http://endvawnow.org/en/articles/347-glossary-of-terms-from-programming-essentials-and-monitoring-and-evaluation-sections.html and UN Essential Services Package for women and girls subject to violence; http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence

[2] United Nations Human Rights Office of the High Commissioner, 2019. *Child, Early and Forced Marriage, Including in Humanitarian Settings.* [ONLINE] Available at: https://www.ohchr.org/EN/Issues/Women/WRGS/Pages/ChildMarriage.aspx [Accessed 23 May 2019].

[3] "Exploitation" is not defined by the Palermo Protocol; rather, a non-exhaustive list of examples is provided. Within this list, the **exploitation of the prostitution of others** constitutes a form of exploitation under the crime of human trafficking. The Palermo Protocol addresses the exploitation of the prostitution of others **only in the context of trafficking in persons**. While there is no legal definition of the "exploitation of the prostitution of others", UNODC Model Law proposes that it refer to "the unlawful obtaining of financial or other material benefit from the prostitution of another person." For further information see: United Nations Office on Drugs and Crime. 2015. *The Concept of 'Exploitation' in the Trafficking In Persons Protocol*, available at: https://www.unodc.org/documents/human-trafficking/2015/UNODC_IP_Exploitation_2015.pdf

[4] UN General Assembly, United Nations Convention against Transnational Organized Crime and the Protocols Thereto, 15 November 2000, by resolution 55/25, available at: https://www.unodc.org/unodc/en/organized-crime/intro/UNTOC.html [Accessed 23 May 2019].

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Gender-Responsive Budgeting (GRB): An approach to ensure equal impact of actual government expenditure and revenue on women and girls as compared to men and boys. It neither requires separate budgets for women, nor does it aim to solely increase spending on women-specific programmes. It helps governments decide how policies, plans need to be formed, and where resources should be allocated to address gender inequalities.
Health care provider: is an individual or an organization that provides health-care services in a systematic way. An individual health-care provider may be a health care professional, a community health worker; or any person who is trained and knowledgeable in health. Organizations include hospitals, clinics, primary care centres and other service delivery points. Primary health care providers are nurses, midwives, doctors, others.
Intimate Partner Violence (IPV): A pattern of assaultive and coercive behaviours, including physical, sexual, and psychological attacks, as well as economic coercion, that adults or adolescents use against their intimate partners. It includes a range of sexually, psychologically and physically coercive acts used against adult or minors by a current or former intimate partner, without their consent. Though women can be violent toward men in relationships, the largest burden of intimate partner violence is inflicted by men against their female partners.
Justice service providers: State/government officials, judges, prosecutors, police, legal aid, lawyers, bailiff services, and survivors of violence support/social services staff.
Masculinities: the socially constructed notions of what it means to be a man, including ideals about men's characteristics, roles and identities, constructed based on cultural, social and biological factors and change over time.
Sexual and Gender Based Violence: any act that results in, or is likely to result in, physical, sexual, economic or psychological harm or suffering against someone based on gender discrimination, gender role expectations and/or gender stereotypes, or based on the differential power status linked to gender. This includes, among others: (a) physical, sexual, economic and psychological violence occurring **in the family**, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; (b) physical, sexual, economic and psychological violence occurring within the **general community**, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution.
Sexual harassment: form of sexual violence that includes unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. Sexual harassment can happen in workplaces and public spaces. In the workplace, sexual harassment is categorised into:[5] "Quid pro quo" sexual harassment which involves any physical, verbal or non-verbal conduct of a sexual nature and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient; and a person's rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person's job. "Hostile working environment" harassment which involves conduct that creates an intimidating, hostile or humiliating working environment for the recipient.

[5] UN Women and International Labour Organisation (ILO), 2019. Handbook: Addressing violence and harassment against women in the world of work. UN Women: New York 10017, USA.

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Survivor-Centered Approach is defined in the UN Essential Services Package for women and girls subjected to violence as an approach that places "*the rights, needs and desires of women and girls as the centre of focus of service delivery. This requires consideration of the multiple needs of victims and survivors, the various risks and vulnerabilities, the impact of decisions and actions taken, and ensures services are tailored to the unique requirements of each individual women and girl. Services should respond to her wishes*."
Social services: responding to violence against women and girls are specifically focused on survivors of violence. They are imperative for assisting women's recovery from violence, their empowerment and preventing the reoccurrence of violence and, in some instances, work with particular parts of society or the community to change the attitudes and perceptions of violence. They include, but are not limited to, providing psycho-social counselling, financial support, crisis information, safe accommodation, legal and advocacy services, housing and employment support and others, to women and girls who experience violence. In the Pacific, social services are primarily provided by CSOs.
Trafficking in persons: the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.
Violence against Children: All forms of physical or mental violence, injury or abuse, neglect or negligent treatment, exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.[6] There are several areas of intersection between violence against children and violence against women, namely shared risk factors, co-occurrence within the family, common consequences, and inter-generational and cyclical nature of VAC and VAW.
Violence against Women and Girls: Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

[6] Article 19 of the Convention on the Rights of the Child (CRC).

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Executive Summary

Although the Constitution of Tajikistan guarantees equal rights to both men and women and the principle of non-discrimination is enshrined in the legislation, Tajikistan has the lowest gender parity index in the region (0.679) and despite significant progress and evidence of important advancement in the last decade, harmful social norms and practices continue to result in gender inequality.

In Tajikistan, (especially in remote rural areas), women and girls face barriers to accessing sexual and reproductive health and rights, education, economic opportunities, and advancement, and are under-represented in decision-making.

In this traditionally patriarchal society, in some families' males are considered the future providers and heads of household and encouraged to go to school, whereas girls are expected to become housewives and mothers. Restrictive gender norms and conservative societal practices prevent girls from continuing secondary education and taking active part in society. Consequently, early marriage, combined with illiteracy, unavailability of set of skills and mothering young children puts young women to high risk of falling into extreme poverty if they divorce or are abandoned by their husbands.

This gender inequality fuels the high levels of violence against women and girls (VAWG), which remains one of the most widespread human rights abuses in Tajikistan. Violence against women in Tajikistan is pervasive, and a large proportion of married women throughout Tajikistan report experiencing spousal violence. However, exact figures are not available due to the lack of a centralized data collection system, and a lack of disaggregated data designating the relationship of the perpetrator to the survivors of violence.

Sexual and Gender Based Violence (SGBV) is aggravated by a high tolerance to violence, with low levels of help-seeking registered. In addition, despite being illegal, harmful practices often linked to domestic violence, including polygamy, and unregistered, and forced and child marriages remains unchecked in remote rural places.

The Spotlight Programme in Tajikistan will build on the increasing commitment by the Government to key reforms, notably strengthening the legal framework on Domestic Violence, which have already resulted in important developments to the legal and policy framework for protecting women and preventing violence.

The Spotlight Initiative (SI) comes at a key moment in Tajikistan, bringing the resources to leverage the increasing political will to strengthen institutions and to engage civil society to significantly increase and expand on the Ending Violence Against Women and Girls (EVAWG) efforts done to date. Building on European Union's (EU) *"commitment to gender equality, human rights, the empowerment of women and girls and the eradication of gender-based violence"* it will contribute to a new way of collaborating to fill important legal gaps and institutional needs and change the norms and perceptions that will address root causes of SGBV and prevent VAWG in Tajikistan, while supporting women and girls' survivors of violence, in a holistic and impact-oriented manner.

This will be achieved through a comprehensive multi-sectoral, survivor-centred and do no harm approach to the implementation of interventions across the six Outcome Areas/Pillars, to bring positive and meaningful change to the lives of women and girls subject to all types of violence and harmful practices in Tajikistan, ensuring that women and girls, particularly those most vulnerable, live a life free of violence and harmful practices.

This intervention will take an explicit approach to integrating the experiences of women and girls who face multiple forms of discrimination, in line with the SDG principle of Leaving No One Behind (LNOB). This will be based on the socio-ecological model for addressing VAWG and will adopt a life-cycle approach. This recognizes that, while all forms of VAWG are rooted in gender inequality and unequal power relationships between men and women, relationships change throughout life, as do the specific risks and protective factors that contribute to the victimisation and perpetration of VAWG.

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The development of the "Spotlight" programme in Tajikistan was carried out through consultations and discussions with State actors, key State institutions, civil society and development partners, in close coordination with the EU Delegation in Tajikistan. This became possible, despite the extremely reduced time for programme design, due to a clear commitment of the various stakeholders to EVAWG.

There are further consultations planned until the programme's launch and during inception phase, notably at the regional level, where local stakeholders and women and girls survivors of VAWG will be meaningfully engaged

The consultations held, the setting up of (and feedback from) the interim Civil Society National Reference Group (CS-NRG), and the extensive programming experience of the UN Family in Tajikistan have resulted in a holistic intervention that has the potential to leverage the SI's investment to effect positive and long-lasting change in the lives of the most marginalized women and girls (rural, poor, with disabilities), at higher-risk of sexual and gender based violence in Tajikistan.

The interventions across the six Pillars will complement each other to engage a range of actors and institutions at the national and sub-national levels, **ensuring that actions at the national level are influencing change at the sub-national levels and that local actions and voices are informing decisions at the national level**.

The Spotlight Tajikistan Programme aims to effect change at the individual and inter-personal level, while shifting institutional practices and social norms towards gender equality and supporting legal and policy improvements and strengthening of existing legislation on VAWG, in line with international human rights standards. This aims to accelerate Tajikistan's achievement of SDG 5 on Gender Equality and the broader 2030 Agenda.

The programme will generate new connections and facilitate creativity in seeking solutions to difficult challenges. It will listen to and build on the priorities of key stakeholders and recognize that empowerment and change must start from within. The UN system will model this change in its investment and approach to partnership, striving to '*walk the talk'* in EVAWG and building the momentum for wider fight for equality in Tajikistan.

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I. Situational Analysis

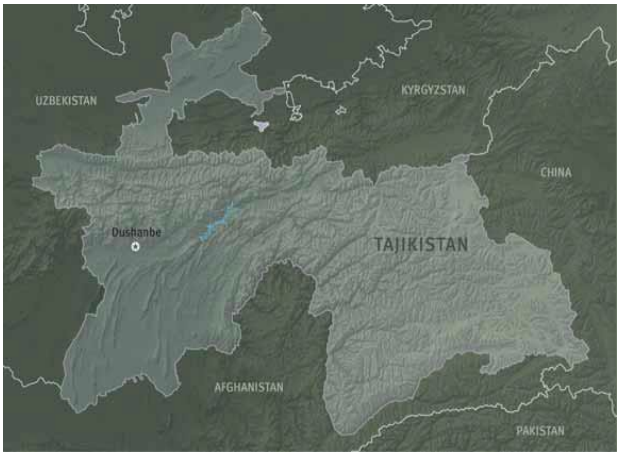
A. National Context

The Republic of Tajikistan is a landlocked country in Central Asia with a population of 9 million, 40% of which under 18 years old and 62% young adults under 30 years old, making it one of the youngest populations in the region. Tajikistan achieved independence in 1991 following the dissolution of the Soviet Union. Within a year of its independence the country became embroiled in a civil war that raged for five years, ending in 1997.

The current Constitution, adopted in 1994, established three branches of government. The President holds a dual position, acting as President and head of government. Two oblasts and Gorno Badakhshan Autonomous Oblast, Republican Subordination Districts, and Capital city of Dushanbe are divided into 68 cities and districts, that report to the central government.

Tajikistan is split into four regions: GBAO, Soghd, Khatlon oblasts, and Districts of Republican Subordination (DRS), and capital Dushanbe city that includes four districts. All regions register levels of poverty, with the highest poverty rate recorded in the RSD and Khatlon region at 33,2% and 32,7%. Violence against women and physical punishment of children is high throughout the country but is highest in Khatlon.

Figure 1- Map of Tajikistan



In the last decades the nation has done significant progress, being included into the list of countries with a rapid poverty reduction level in the last 15 years[7]. This was mainly driven by development of the agriculture and service sectors, remittances of labour migrants and state investments in industry and construction, which have reduced national average poverty rates to 27,5 % in 2018 (from 83% in 1999), with poverty dropping to 11,8% (from 36 % in 1999)[8].

The goal of further economic development is to achieve sustainable, high and regionally balanced and equitable growth. According to the National Development Strategy for the period up to 2030 (NDS-2030), Tajikistan is expected to double the GDP. However, despite this progress, in 2018 Tajikistan dropped from Low-Middle Income Country to becoming the only Low-Income Country in the region and, is still the poorest nation in the Community of Independent States (CIS) region[9].

[7] The World Bank Group – Tajikistan Partnership Program Snapshop http://www.worldbank.org/content/dam/Worldbank/document/Tajikistan-Snapshotru.pdf

[8] Statistics Agency under the President of the Republic of Tajikistan, https://stat.tj/

[9] Approximately 900,000 children live below the poverty line, and over 400,000 children fell into extreme poverty in 2016 https://stat.tj/en/welfare-of-the-population

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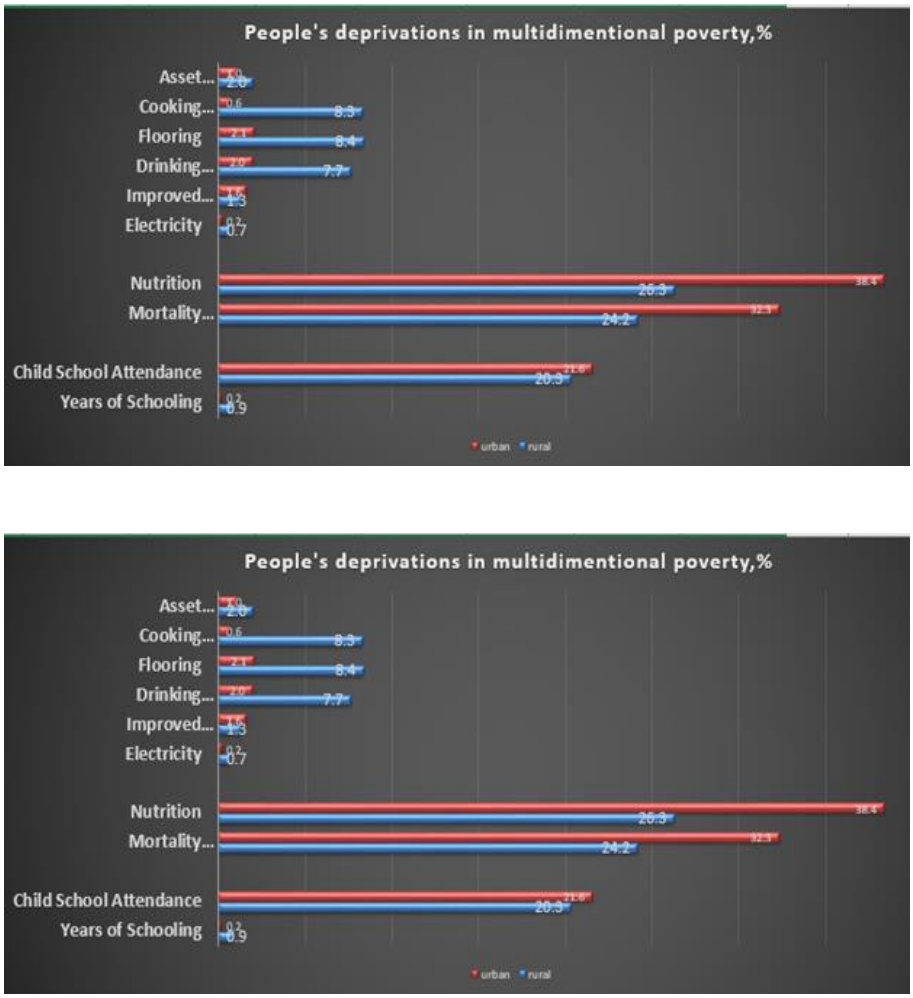
Figure 2 - Multidimensional Poverty Index 2017 (MPI)



Tajikistan's most recent Human Development Index (HDI) value is 0.650, which puts the country in the medium human development category, ranked 125 out of 189 countries and territories[10]. However, when the value is discounted for inequality, the HDI falls to 0.562. The 2017 Gender Development Index (GDI) value for Tajikistan is 0.624 for females in contrast with 0.669 for males. And the Gender Inequality Index (GII) is 0.317, ranking it 69 out of 160 countries in 2017[11].

According to the annual "Global Report on the gender gap for 2017" in the ranking among 144 countries of the world, Tajikistan ranked 95th. **In 2018**, **Tajikistan** slipped 28 places to 123rd due to a widening Economic Participation and Opportunity gender gap, driven by updated data availability regarding women's share of legislators, senior officials, and managers as well as labour force participation and estimated earned income.

In fact, in Tajikistan 24% of parliamentary seats is held by women. Female participation in the labour market is 45.5% compared to 73.3% for men for every 100,000 live births, 24.1 women die from pregnancy related causes (MedStat); and the adolescent birth rate is 54 births per 1,000 women of ages 15-19 (DHS)

The Constitution of Tajikistan guarantees equal rights to both men and women and principle of non-discrimination is enshrined in the legislation, Tajikistan has the lowest gender parity index (0.679) in the region according to the World Economic Forum. Despite progress and evidence of some advancement,

[10] DHS 2017 http://hdr.undp.org/en/countries/profiles/TJK
[11] https://ec.europa.eu/epale/sites/epale/files/wef_global_human_capital_report_2017.pdf

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particularly through legislative reform, harmful social norms and practices continue to perpetuate gender inequality.

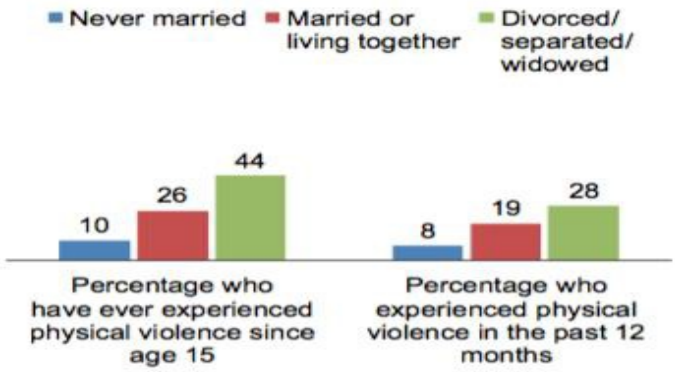
In this traditionally patriarchal society males are considered the future providers and heads of household and therefore they are often encouraged to go to school, whereas girls are frequently expected to become housewives and mothers.

Restrictive gender norms and conservative societal practices often prevent girls from continuing secondary education and a more taking active part in society[12]. Consequently, early marriage, combined with illiteracy, unavailability of skills and mothering young children puts young women at high risk of falling into extreme poverty if they divorce or are abandoned by their husbands.

This gender inequality fuels high levels of violence against women and girls (VAWG). According to the Baseline Study conducted by the NGO Social Development Group - under the Swiss Agency for Development and Cooperation (SDC) funded *Project to Reduce Violence against Women (PROVAW) in Tajikistan* - domestic violence emerged as a social issue in Tajikistan following the dissolution of the Soviet Union. Although domestic violence existed before independence, the Soviet system provided some social and legal mechanisms to mitigate the problem. During the war that followed the dissolution of the Soviet Union and Tajikistan's declaration of independence, violence against women significantly increased and many girls and women were subject to rape, torture, verbal abuse and forced marriage[13].

VAWG in Tajikistan is pervasive, although exact figures are not available due to underreporting, the lack of a centralized system of data collection, and lack of disaggregated data designating the relationship of the perpetrator to the survivors of violence.

Figure 3 - Women's experience of physical violence by marital status, DHS 2017[14]



Still, and despite the progress achieved through the commitments and significant efforts of the Government of Tajikistan, according to the 2017 DHS, nearly one quarter (24%) of women between the ages of 19-49 in Tajikistan report experiencing physical or sexual violence.[15] Physical violence is the most common form of violence reported, with only 2% of women reporting that they ever experienced sexual violence. The most common perpetrators of violence for ever-married women are current or former husbands (97%)[16] . Almost a third of women who have ever been married report that their husbands have physically, sexually, or emotionally abused them, with a quarter reporting violence of this sort happening in the past year.

The vast majority (80%) of married women in Tajikistan report that their husbands exhibit at least one form

[12] 77.7% of girls transition to secondary education, 60%in Districts of Regional Subordination region
[13] "Violence Against Women In Marriage: A General Population Study In Khatlon Oblast, Tajikistan", Social Development Group, December 2005 – available f
[14] DHS 2017
[15] DHS 2017
[16] DHS 2017

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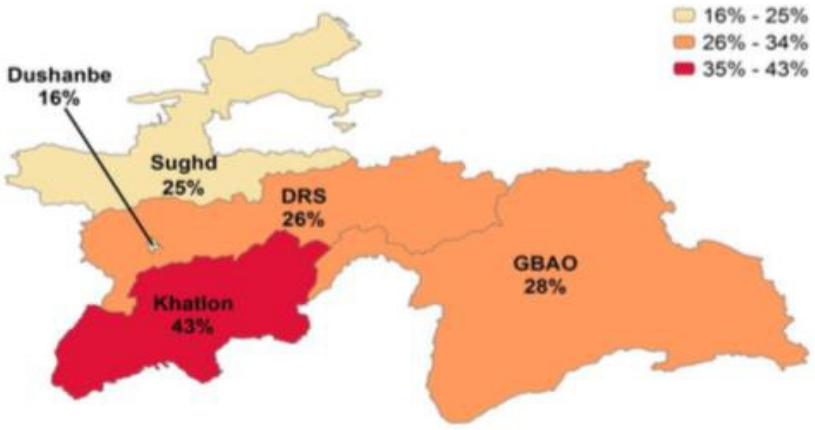
of marital control. Control by a spouse, such as prevention of seeing friends or becoming angry if the spouse speaks with a member of the opposite sex, correlates with the likelihood of experiencing spousal violence. A large proportion of married women throughout Tajikistan report experiencing spousal violence, with the situation being markedly more profound in Khatlon, where 43% of women report this type of abuse.

Figure 4 - Proportion of women who report experiencing spousal violence, by region[17]



In addition, baseline research conducted in 2016 to inform the Zindagii Shoista (Living with Dignity) project[18] revealed that a high number of women had experienced sexual, physical or emotional abuse in the 12 months prior to data collection. Additionally, high rates of depression and suicidal behaviour among women and men were reported.

The research found that the group most affected by various forms of gender-based violence is young women aged 18– 24, who reported having experienced violence in the 12 months prior to the research. Young married women are particularly vulnerable both to intimate partner violence (IPV) and violence from in-laws. Moreover, the 2018 national Adolescent Baseline Study conducted by the Strategic Research Center under the President confirmed the exposure of adolescent girls to violence in private and public spaces from early ages. According to this study 26% of adolescents (10-19 years old) reported having experienced at least one incident of violence in the recent past, with physical violence being predominant (reported by 43% of adolescents).

Sexual and Gender Based Violence (SGBV) is aggravated by high levels of individual and community acceptance of violence. According to a 2016 study performed by the research organization Tahlil va Mashvarat (Analysis and Advice), the Committee on Women and Family Affairs (CoWFA) and Oxfam, which interviewed 400 people across six regions of Tajikistan, 97% of men and 72% of women believed that a woman must tolerate violence to keep her family together[19]. In fact, according to the information provided by the SDC Prevention of Domestic Violence Project in Tajikistan (SDC/PDV) during the consultations for programme design, their 2019 endline data is registering that the acceptability of DV for both males and females is higher than in the baseline data from 2017. Physical domestic violence against women has also significantly increased, while against men it remains very low. This level of acceptance of violence is considered to be amongst the reasons why **help-seeking by survivors of violence is extremely low**, with the majority of women never disclosing violence or seeking help.

[17] DHS 2017
[18] https://www.international-alert.org/publications/zindagii-shoista-living-dignity-workshop-manual
[19] Human Rights Watch, "Violence with Every Step", Weak State Response to Domestic Violence in Tajikistan, 2019

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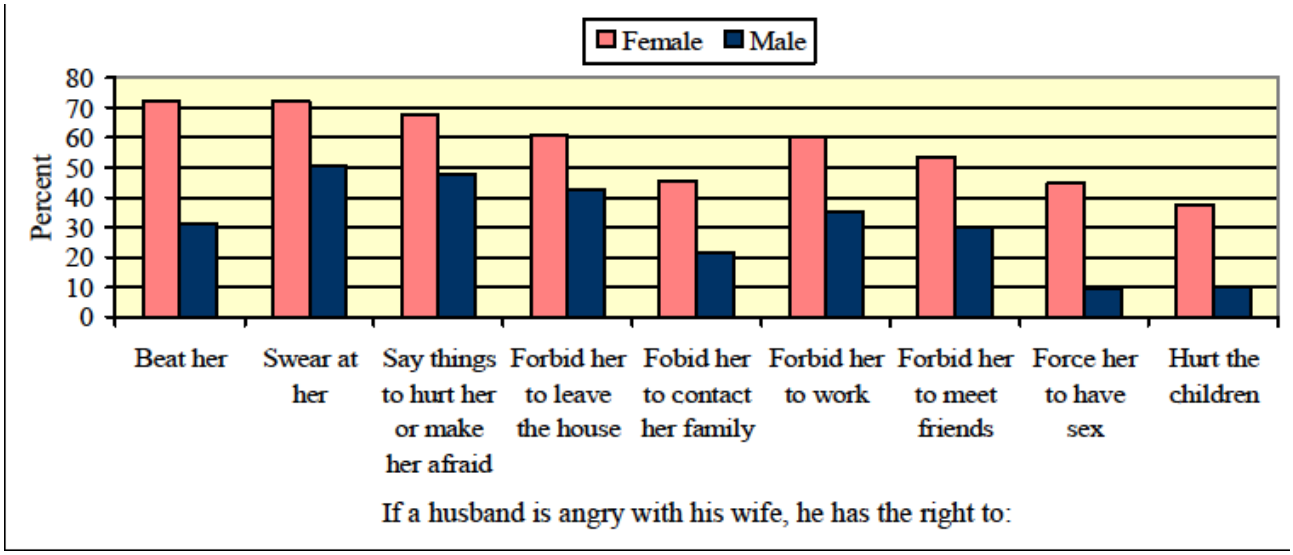
Figure 5 - Gender differences in beliefs about a husband's right to abuse his wife if he is angry with her[20]



There has been increasing commitment by the Government to key reforms[21], resulting in important developments to the legal and policy framework for protecting women and preventing violence, notably with the enactment of the Law of the Republic of Tajikistan On State Guarantees of Equal Right and Opportunities for Men and Women (2005); the amendment to the Family Code of the Republic of Tajikistan raising the legal marital age from 17 to 18 (2010) and adoption of the Law of the Republic of Tajikistan on "Prevention of violence in the family" (2013). In addition, recognizing that combating human trafficking is a priority, the Government has also enacted the Law of the Republic of Tajikistan on Combating Human Trafficking and Assisting Victims of Trafficking and approved regulations for establishing support and aid centres for victims of human trafficking.

In addition, the quality and availability of specialized services in Tajikistan is limited. On the one hand shortage of facilities, materials and qualified personnel is registered across all social sectors (which is more likely affecting rural areas more significantly). For example, Tajikistan faces a shortage of health workers. Proportion of doctors and middle-level medical personnel in the Republic of Tajikistan in 2018 was 20.9 doctors and 59.2 middle-level medical personnel per 10,000 people.). Tajikistan continues to suffer from migration of qualified workers who seek higher wages abroad. This, combined with the high turnover, demanding administrative procedures, low salaries and a poor performance management system, as well as the discouragement of accountability, hampers the sustainability of capacity-building, suggesting a need for a continuous education curriculum of service providers and supportive measures in the workplace, especially in the health, education and justice sectors.

On the other hand, this shortage of essential services affects in particular women and girls' survivors of violence, notably considering there are only four shelters in the country for survivors of violence (all NGO ran with no public funding). Until the end of 2019, the Government was supporting 10 Victim Support Rooms (VSR) in selected health facilities across the country, which is limited to serve the existing population and the particular needs of women who require longer-term support.

The situation is particularly difficult for Women and Girls with Disabilities (WGWD), even though there has been progress in Tajikistan towards improving the lives of people with disabilities. The UN Convention on the Rights of Persons with Disabilities (CRPD) was signed by Tajikistan in 2018 (and its ratification is expected by

[20] PROVAW baseline report, 2005, Op. Cit.
[21] National Development Strategy 2030, Mid-Term Strategic Plan 2016–2020, sectoral policies and strategies

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2021) and the Law of the Republic of Tajikistan on Social Protection of Invalids of Tajikistan, 2010[22] stipulates that government policy regarding social protection of persons with disabilities is based on human rights principles and prohibits discrimination.

However, the shame and stigma surrounding disability make women and girls with disabilities particularly vulnerable to domestic violence. Reports have shown that deaf and blind girls in particular are often subject to sexual abuse by their neighbours or guardians[23]. Moreover, there is impunity for criminals due to the inability of these women and girls to report violence. In many cases, women and girls with disabilities are not aware of their rights and mechanisms for accessing services.

This is worsened by the fact that service providers have had very limited training in relation to disability, and limited access to resources that would enable them to provide an inclusive service. Some service providers hold prejudiced attitudes towards women and girls with disabilities seeking justice, resulting in multiple levels of discrimination. Service providers are also often unaware of specific factors undermining the health of women and girls with disabilities, such as violence and abuse.

These factors hinder the efforts to end VAWG and have been **compounded by low levels of consistent and sustained investment and support for institutional change.** For example, presently the structure and information provided on the State Budget does not yet allow the analysis of Government funding for gender equality, including SGBV.

Violence has a significant negative impact. Violence harms women's ability to control their bodies and their health, which limits efforts to reduce high maternal mortality - for every 100,000 live births, 24.1 women die from pregnancy-related causes; it affects women's ability to make decisions in their households, and it limits women's potential economic and educational outcomes.

Beyond individual women, global evidence shows that girls who witness or experience abuse are more likely to experience unhealthy relationships and boys who witness, or experience abuse have higher risk of perpetuating inequitable social norms of men's power and control over women. Considering the high levels of domestic violence experienced by women and girls in Tajikistan, the social and economic costs of domestic violence is a risk to the country's future wellbeing.

In addition, the socio-demographic characteristics of Tajik population are determinant factors that directly or indirectly affect girls' living conditions and the risk of being exposed to violence. Households are formed on average by six people[24] and men head the majority of households, with only 21% led by women. The pace of marriage is significantly increased after age 18 and according to the 2017 DHS 47% of women age 25-49 had been married by age 20. The total fertility rate (TFR) in Tajikistan is 3.8 births per woman and the first baby arrives when the mother is 20 – 24 years old.

Approximately 40% of Tajik households have at least one family member who has gone abroad to work. Women "left-behind" face several vulnerabilities, such as: lack of opportunities for education, training and employment, but also suffer from stress, depression and poor emotional conditions. Many young girls of 15-24 that are left in the country are not in employment, work or any training (NEET). Girls compose 88,4% of all youth NEET (15-24) in country[25]. In absolute numbers there are about 384 962 girls (15-24) who are neither work not study in the country. This results in high levels of insecurity and financial dependence from women and their children and has even worse consequences when women are abandoned by her "migrant" husband and are forced to return to her parental house.

In addition, despite being prohibited by law, **harmful practices** often linked to domestic violence, including polygamy, and unregistered and early marriages persist. This remains a problem even though the Government has taken steps to raise the marriage age for men and women to 18 and to ensure couples

[22] http://cis-legislation.com/document.fwx?rgn=32690
[23] During UN Women's consultations with the CSOs, the PO League of WWD Ishtirok and NGO Women's Centre Gulrukhsor, they reported cases when relatives of women with mental disabilities apply to these CSOs, cannot defend rights of those women due to the lack of legal support and financial resources from the relatives themselves, deep stigma and self-discrimination of such WWDs themselves.
[24] 2017 Tajikistan Demographic and Health Survey (TjDHS, 2018)
[25] Labour Force Survey Tajikistan 2017.

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officially register their marriages with the state. According to the 2019 Human Rights Watch (HRW) report "Violence with Every Step", a man's polygamous marriage to a second wife often precipitates abuse of the first.

It's important to highlight that the Action Plan of the National Strategy for Enhancing the Role of Women in the Republic of Tajikistan (2015–2020) is the key policy document that frames the work on gender equality. In addition, gender equality issues were integrated into NDS 2030, stipulating objectives on the *"improvement of policies ensuring de facto gender equality and preventing all forms of violence against women and girls".* Tajikistan Mid-term Development Programme 2016-2020 contains objectives on *"ensuring human rights and the rule of law; reducing gender inequality; and increasing social inclusion of the vulnerable groups of population"* as cross-cutting themes throughout the strategy.

However, challenges remain in the effectively formulation and implementation of sound policies[26], to a great extent due to lack of financial means and poor coordination. There is still limited capacity to analyse, interpret and take action on evidence. In addition, dominating **social and cultural traditions** define behaviour patterns that are especially strong in rural areas and often prevent learning and applying more up-to-date and effective methods and approaches to ensuring access to services, quality of services delivery and policy-making.

The Spotlight Initiative comes at a key moment in Tajikistan, **bringing the resources to leverage the increasing political will to strengthen institutions and to engage civil society to significantly increase and expand on the EVAWG efforts done to date.** Building on European Union's (EU)*"commitment to gender equality, human rights, the empowerment of women and girls and the eradication of gender based violence"* (EU Gender Action Plan GAP II),[27] the Spotlight Tajikistan Programme **will contribute to a new way of collaborating to fill important legal gaps and institutional needs and change the norms and perceptions that will address root causes of SGBV and prevent VAWG in Tajikistan, while supporting women and girls survivors of violence, in a holistic and impact-oriented manner.**

B. Outcomes

a) Outcome 1: Laws and Policies

The Constitution of the Republic of Tajikistan guarantees equal rights on the basis of sex (Article 17) and the principles of non-discrimination are enshrined in legislation such as the Family Code of the Republic of Tajikistan, the Labor Code of the Republic of Tajikistan, the Land Code of the Republic of Tajikistan, the Criminal Code of the Republic of Tajikistan, the Health Code of the Republic of Tajikistan, and the Law of the Republic of Tajikistan on Education. In addition, women's rights are also catered for under Law of the of the Republic of Tajikistan on Combating Human Trafficking and Assisting Victims of Trafficking (2019).

Tajikistan is a State Party to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and to other fundamental human rights treaties. In 2014, the parliament ratified the Optional Protocol to CEDAW allowing individual women in Tajikistan to submit complaints to the CEDAW Committee and giving them an option to pursue justice for violations of the convention. Important steps have also been taken to implement UN Security Council resolutions on women, peace, and security with the drafting of a national action plan.

In 2005, Tajikistan adopted the Law of the Republic of Tajikistan on State Guarantees of Equal Rights and Opportunities for Men and Women, which defines the concepts of gender and sex-based discrimination[28]. The law prohibits discrimination on the basis of sex, while distinguishing special measures to protect pregnancy and the health of women and men, and it guarantees equal rights in public authorities, civil service, education, labor, and the family.

Importantly, the Family Code was amended in 2010 to raise the legal marital age to 18 (for both women and

[26] Worldwide Governance Indicators, http://info.worldbank.org/governance/wgi/index.aspx#reports
[27] EU Gender Action Plan 2016-2020
[28] ADB. Op. Cit.

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men), in line with CEDAW. However, child forced marriages still exist. There are also provisions under the Family Code for the courts to reduce the age of marriage by one year[29].

The legal framework for addressing VAWG is framed by legislation that has been enacted since 2013,[30] when the Law of the Republic of Tajikistan on Prevention of Violence in the Family (PVF) (2013) and the subsequent State Program for the Prevention of Domestic Violence (NAP PVF) for 2014–2023 were adopted. However, in Tajikistan, the existing legislation falls short on addressing the violence experienced inside the family domain[31] and gender-based violence against women.

The Istanbul Convention is the most far-reaching international treaty to tackle VAWG offering a legal framework with minimum standards for governments to deal with violence against women and girls and setting out what governments should do to prevent violence, protect survivors of violence, and prosecute perpetrators. Criminalization of VAWG falls under the Convention and is a programme action to be pursued under this pillar with a view to strengthening the legislation in compliance with the Convention.

There is some resistance to investing in criminalizing DV, due to the fact that Tajik Criminal Code already offers protection to victims of violence, through the provisions of intentional infliction of major bodily harm, minor bodily harm, or bodily harm to a lesser degree[32]. However, as reported by the HRW, while these other crimes can cover instances of DV, a conviction requires evidence that a victim has sustained physical injuries, providing no recourse if the injury is no longer detectable or when the violence is psychological or economic[33]. Women interviewed by the HRW reported that in some cases their husbands, mothers-in-law, and other relatives actively prevent them from leaving the house following episodes of abuse until their wounds were no longer visible.

It is important to highlight that the Law on Prevention of Violence in the Family - and the NAP PVF - formally signalled the government's commitment to addressing DV. The NAP in particular contains measures for the law's enforcement, including actions on the prevention of DV, data collection on DV incidents, measures for social and legal protection services including crisis centres, medical and social rehabilitation of DV survivors. Importantly, part of the NAP is devoted to the work on public opinion regarding DV and raising awareness about the law.

However, it is still critical to further invest in the implementation and enforcement of the law to effect change. With the recent adoption of recommendations towards criminalizing DV, there should be more convictions to signal the gravity of the crime and deter potential offenders.

In addition to the need to strengthen the legal framework on DV, there is an overall consensus among human rights and gender activists, which was discussed and validated during the consultations held throughout programme design, that the priority issues to address in the fights against VAWG are[34]:

- Lack of provisions that guarantee observance of the set of rights on property and inheritance, maternal and child protection, right for education and self-determination.
- Need for strengthening of special measures to protect women experiencing intersectional forms of discrimination, such as HIV positive women, women with disabilities, economically dependent women;
- Lack of a coordinated response and protection regulations across institutions, agencies and organizations addressing VAWG;
- Limited inclusion of knowledgeable and experienced CSOs in coordinated actions with the State to address DV;
- Protection for survivors after restraining orders are issued against perpetrators of DV;

[29] Ibid
[30] CEDAW Report. 2018.
[31] Spotlight Initiative Asia Investment Plan, stated as "A forthcoming report on gender equality in the region notes that in Kyrgyzstan and Tajikistan."
[32] Tajik. Crim. Code, arts. 110-112
[33] Such as when a husband or a women's in-laws withhold or deprive a woman of money or property in an attempt to control her movements and behaviour,
[34] https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/TJK/INT_CEDAW_CSS_TJK_32597_E.pdf

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- Limited access to legal aid and professional psychological support for survivors of DV;
- Lack of clear statistics to monitor and develop comprehensive strategic programmes;
- Need of training for civil servants who are responsible to respond to SGBV;
- Lack of engagement of men and boys in dialogue on prevention and response to DV.

The Spotlight Initiative comes at a crucial time to build on the Government's international commitment to criminalize domestic violence (2016). Tajikistan is a signatory to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and has committed to complying with the recommendations of the UN Committee on the Elimination of Discrimination Against Women. In 2013 and 2018, the Committee made recommendations to criminalize DV to ensure that women have access to justice and to properly investigate all cases of VAWG. In 2017 Tajikistan developed a National Action Plan to implement recommendations provided by Human Rights Council for 2017-2020. The NAP was approved by the order No. RP-901 of the President of the Republic of Tajikistan on June 7, 2017. This included the preparation of a regulatory document with the indication of criminal responsibility for domestic violence as a separate crime, and the study of draft regulations developed in this direction, with the involvement of legal scholars and civil society.

The Spotlight Tajikistan Programme will therefore build on this work and strengthen the mechanisms that have started being put in place under the State Programme on Prevention of Violence in the family (2014-2023) to prevent domestic violence,[35] in response to the increasing recognition of the social and economic consequences caused by violence within the family.

Further, in June 2019 a new **International Labour Standard** – Convention 190 (C190) was adopted by Governments, Workers' and Employers' Organizations around the world (but not yet by Tajikistan) to eliminate violence and harassment in the world of work, including gender-based violence[36], and the accompanying Recommendation No. 206 recognizing that domestic violence can affect employment, productivity, health and safety of workers and that violence is incompatible with decent work. This instrument provides a timely opportunity to review the national labour laws, regulations and practices, in consultation with women's groups, in order to identify key recommendations for eliminating violence and harassment in the world of work and toward promoting the ratification of C190. With its link to the **economic empowerment of women**, the world of work provides an entry point to address GBV and contribute to a cultural change towards a world free from violence and harassment.

The **Spotlight Tajikistan Program will be instrumental in supporting the strengthening, development and implementation of the existing legislation and policies and the ongoing efforts from the Government of Tajikistan to avert acts of SBGV** primarily targeted at women and girls, and to respond decisively when these acts do occur, building on the existing responses and on the progress that has been done in the last decade to mainstream gender into national socioeconomic development strategies[37].

b) Outcome 2: Institutional strengthening

In addition to the needs to improve and strengthen the laws and policies on EVAWG - and their implementation - Tajikistan does not yet have strong **coordination and accountability mechanisms** to promote gender equality and address SGBV.

In Tajikistan there are several working groups working on the prevention and response to SGBV - as further detailed in this section - but a coherent multi-sectoral approach is yet lacking.

The Committee on Women and Family affairs (CoWFA) is the key state institution responsible for promoting gender equality and women's empowerment as part of national commitments. Its mandate includes coordinating efforts of all national actors on the implementation of gender responsive policies and

[35] UNDP (2019) Strengthening Community Security and Prevention of Violence against women in Tajikistan.
[36] https://mfa.tj/uploads/main/2013/03/report_last_sent.pdf
[37] Notably the Living Standards Improvement Strategy for 2013–2015 and National Development Strategy for 2015

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legislation. It also has a responsibility to work in collaboration with civil society by both providing support and acting as a partner.

The NDS-2030 and the Action Plan of the National Strategy for Enhancing the Role of Women in Tajikistan (2015−2020) provide an important framework for CoWFA to lead and coordinate the work on gender equality. In recent years, in support to strengthening CoWFA as a key gender equality national mechanism, the Government established in CoWFA the Legal Department and created an Expert Council on Gender Analysis of Legislation. The Council is mandated to carry out a gender analysis of draft laws prior to their submission to the Government and the Parliament. In addition, a Gender Network has been created in order to introduce gender approaches into the activities of ministries and other entities.

There is a wide range of different working groups established in the light of the adoption of the LPVF and the NAP:

1) Inter-Agency Working Group on the Prevention of Domestic Violence under CoWFA

2) Working Group on Improvement of Legal Acts on Elimination of Gender Stereotypes, Protection of Women's Rights and Prevention of Domestic Violence under the Executive Office of the President of the Republic of Tajikistan, which is divided into three Subgroups, detailed in figure 5 below.

3) Working Group under the Ministry of Health and Social Protection of Population (MoHSP) on improving the management of mechanisms for survivors of violence of domestic violence.

4) Working Group under the Ministry of Education and Science (MoES) on strengthening the role of educational institutions in the upbringing and promotion of non-violent behaviour.

5) Working Group under the Ministry of Internal Affairs (MoIA) on the introduction of gender-sensitive aspects in the Police Reform Programme (development of Militsiya).

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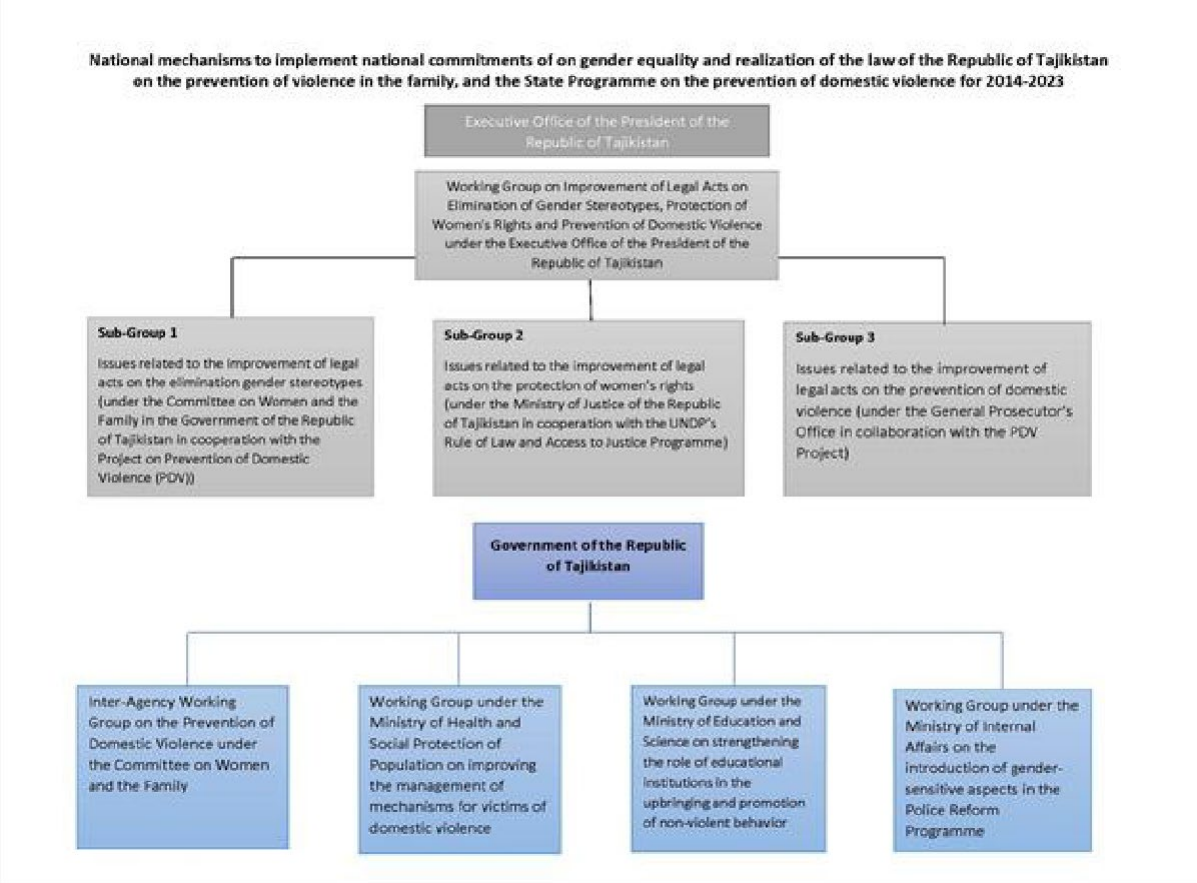
Figure 6 – Coordination Mechanisms diagram



All subgroups work in collaboration with the civil society, gender NGOs that are part of the Coalition for the Promotion of Gender Equality and Women's Rights "From Equality de jure to Equality de facto." Since their establishment, the subgroups developed a set of recommendations on the improvements/ amendments to different laws regarding SGBV. Recommendations of the Subgroups are under consideration of the Executive Office of the President[38].

However, the system of coordination and accountability of state organisations for implementation of gender laws and policies has not yet been regular, except for state reporting on human rights conventions and international commitments, when CoFWA compiles reports with inputs of ministries and agencies.

In addition, the national mechanism has limitations considering that CoWFA acts under the Government and does not have ministerial rank which in turn (some occasions) reduces its ability for influencing other ministries and agencies.

Moreover, due to lack of clear lines of authority for gender mainstreaming, government authorities consider the reporting process on the implementation of the LPVF as an additional burden, which is exacerbated by the ambiguous roles of the agencies, which in turn leads to weak coordination among the responsible parties. As a result, the working groups established in light of the adoption of the LPVF under the State Programme on Gender Equality 2001-2010 stopped functioning once the programme ended.

In 2017 there was draft decree issued on the *"creation of the Multi-sectoral Council on prevention of violence in family"*. However, this decree was not yet adopted. Global evidence highlights that interventions to address VAWG are most effective in responding to violence when prioritizing access to a multi-sectoral and coordinated response (social, health, security and justice services).

[38] National Review of the Republic of Tajikistan on the implementation of the Beijing Declaration and the Beijing Platform for Action

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A mapping on multi-sectoral approaches, institutional frameworks, and practices related to GBV was conducted in Tajikistan in 2014-2015[39]. This mapping found that while Tajikistan did have key components for a multi-sectoral response to GBV, such as explicit legal references to GBV, specialized services for survivors of violence of GBV, and ongoing awareness raising efforts, other key components were still missing.

The mapping identified that Tajikistan was lacking a mechanism for multi-sectoral response to GBV, a multi-sectoral coordination body, and systems for documenting, reporting, and transmitting data on GBV. Based on these findings a multi-sectoral coordination body to respond to SGBV was established in 2016.

This body is comprised of focal points from CoWFA, MoHSP, MoIA, MoES, and Committee on Religious Affairs (CoRA). This group coordinates implementation of the existing LPVF and referral system for victims of SGBV. However, this multi-sectoral coordination group has not been formally institutionalized within the government structures and as such has a limited role to fully coordinate a response to SGBV across the respective authorities. Prioritizing the institutionalization and capacity building of this group will work towards increasing the effectiveness of complementary efforts to respond to SGBV.

In addition to an effective inter-sectoral coordination mechanism on EVAWG, civil servants and government officials in key sectors (justice, education, statistics, police and health) should receive comprehensive information on **gender-based violence and be involved in coordinated action on gender equality**, for planning and implementation of evidence-based programmes that prevent and respond to VAWG.

Therefore, institutional strengthening requires also additional investment in the capacity for gender responsive budgeting (GRB). GRB has been applied in Tajikistan on a pilot basis, with initiatives to introduce the approach in local development planning in two regions in 2013-2014. This resulted in integrating gender priorities into the budgets of two District Development plans.

In addition, in 2014 Tajikistan was a pilot country for introducing GRB programme in the curricular of the Institute of enhancing qualifications of civil servants. A Handbook on Human Development, including a Chapter on GRB, was developed and introduced to the university curricula. There is currently a course on GRB being taught in 8 universities and in the Institute of Public Administration and the University of Finance and of Economics. However, the institutionalisation of GRB approach has not taken the route in the processes of sectoral planning and budgeting and the introduction of GRB in the budgeting process is pending.

The work on building knowledge of ministerial staff on SGBV can be leveraged with the concept of GRB and its requirements to plan and budget by taking into consideration specific needs of different groups, ultimately increasing the effectiveness of services provided by sectoral state entities.

Therefore, the investment through the Spotlight Tajikistan Programme provides an opportunity to further sensitize individual governmental officials - but also strengthen the institutions - in gender equality and SGBV, deepening their knowledge on their roles to address DV and using existing coordination mechanisms to strengthen institutional and sub-national plans, strategies and programmes, while ensuring a multi-sectoral approach is introduced. This will, in turn, increase investment, ownership and accountability on VAWG.

c) Outcome 3: Prevention of violence

Similar to what is registered in the region, while there has been increasing awareness about gender and SGBV against women and girls in Tajikistan, cultural acceptance of violence – especially in the family – remains unacceptably high. Gender relations in Tajikistan are characterized by patriarchal attitudes and deep-rooted stereotypes on roles and responsibilities of women and men in all spheres of life.

According to the United Nations CEDAW, VAWG remains widespread but still underreported in Tajikistan,

[39] "Towards a Multi-sectoral Response to Gender-based Violence: Mapping the Current Situation in sthe Eastern Europe Central Asia Region", UNFPA/East EuropeanInstitute for Reproductive Health, 2015
1] Relationship on childhood abuse and household dysfunction...- American Journal of Preventive Medicine 1998 V. Felitti & others
http://femroadmap.eu/UNFPA_EECA_RO_Survey_report_on_Multi-sectoral_Response_to_GBV.pdf

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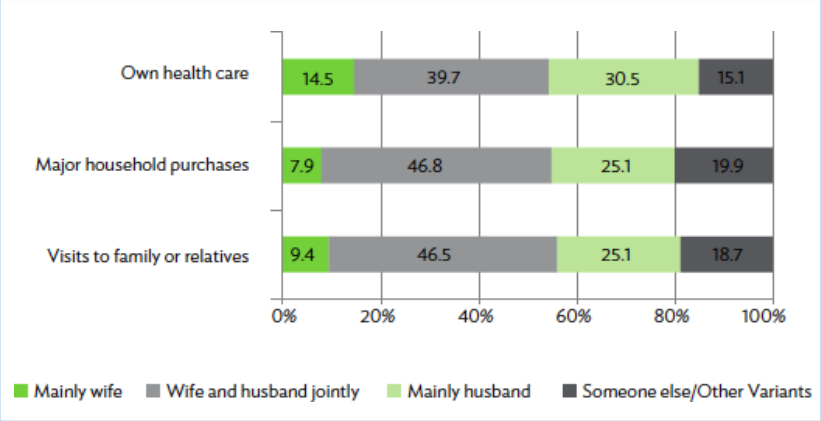
with high individual and community tolerance of violence against women and girls across the country. The root causes include:

- Patriarchal attitudes and stereotypes of the perceived role of women in society;
- Poverty, with high dependence on the limited remittances coming from labour migration;
- The socialization of strict masculine and feminine gender identities, which often contributes to the reinforcement of men's entitlement to engage in aggressive behaviour and act as the power holder and predominant decision-maker.

Figure 7 - Participation in Household Decision-Making (%)[40]



In this context, many women are required to be obedient and subservient to their husband and his family and deviations from this norm can justify disciplinary measures and adverse consequences[41].

These customs and practices constitute a root cause of the disadvantaged and unequal status of women and girls, and the persistence of SGBV. Achieving a 'critical mass' of individuals who are gender aware is essential to shift behaviors.[42]

The social acceptance of VAWG in Tajikistan, as across the region, is manifested in the responses to violence, which include survivors being blamed when they report violence and the promotion of mediation and reconciliation (and the resulting impunity of perpetrators), with challenges faced by state officials and institutions to prevent VAWG and protect victims[43]. This feeds the cycle of acceptance of VAWG and makes it more difficult for women to leave violent situations.

In addition, the magnitude of violence against children and girls in Tajikistan is underestimated, partially because prevalence estimates come from administrative data used by health or justice systems and partly because of the widespread beliefs that lead many people to see violence as a norm rather than a problem demanding attention.

The situation is also greatly affected by low knowledge of child rearing methods. A study conducted by UNICEF in 2016 on Knowledge, Attitudes, Behaviours and Practices related to Children and Women with Disabilities found that 35.3% of respondents believed that disciplining children through corporal and other

[40] Tajikistan Country Gender Assessement, Asian Development Bank, 2016
[41] United Nations, General Assembly, *Report of the Special Rapporteur on Violence against Women, its Causes and Consequences: Mission to Tajikistan*. A/HRC/11/6/Add.2 (29 April 2009)
[1] Relationship on childhood abuse and household dysfunction...- American Journal of Preventive Medicine 1998 V. Felitti & others
[42] "Gender transformative and male involvement in the EECA Region," UNFPA
[43] Spotlight Investment Plan for Central and South Asia

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forms of punishment was part of their normal upbringing. The 2012 Tajikistan DHS found that 19% of women aged 15-49 reported having experienced physical violence at least once since age 15.

Mapping in the Eastern Europe and Central Asia region identified a number of thematic entry points to address social norms that lead to harmful behaviors. These include the promotion of equitable relations in the home, working with men and boys on positive masculinity with an understanding that social norms around masculinity are linked with men's willingness to use violence, gender-transformative approaches on child marriage, working with religious organizations to communicate on Sexual and Reproductive Health Services (SRHS) and GBV at the community level, and curriculum-based interventions that promote healthy lifestyles for youth.[44]

The population of Tajikistan is primarily under the age of 24, and women marry at a median age of 20, with 13% of girls getting married between the ages of 15-18[45]. Investments in social norm changes and healthy lifestyles for youth can therefore pay dividends towards ending SGBV for years to come. Promoting positive gender norms within national institutions and gender-transformative approaches at both institutional and individual levels, challenging attitudes and practices that reinforce or condone VAWG, is crucial for effective prevention and response of violence. And encouraging programmes in the region show the positive impact of engaging men and boys in order to address stereotypical gender norms, eliminate violence against women and girls and combat harmful practices. Local religious leaders are often de-facto community leaders in Tajikistan, where 96%[46] of the population identify as Sunni Muslim and approximately two-thirds of the population are observant (as measured by attendance at daily prayers at a local mosque).[47] As such, they are key moral arbiters and help set acceptable social norms for their communities. Providing religious leaders with culturally sensitive information to combat gender-based violence is one identified best practice to reduce GBV.

The "Safe and Friendly Cities for All" program, a global and joint initiative among UNICEF, UN Women and UN Habitat is a good example, piloted in Dushanbe between 2013 and 2015. The programme includes the establishment of women's councils in markets, the introduction of codes of conduct and the use of a safety audit tool. Within 2 years the programme was able to advocate and achieve the approval by the city's municipality of the first ever Safe City Work Plan to address violence against women. In addition, the Safety Audit of Korvon Market was conducted by the State Women's Centre and UN Women, resulting in the development and implementation of practical recommendations to reduce risks of violence for women and girls. It also improved capacity of Girls Support Centre to provide adequate care and support to vulnerable girls and women and strengthened dialogue with the Committee on Religious Affairs and the Municipal Child Rights Units on the role of religious leaders in addressing VAWG.

The Spotlight Tajikistan Programme will build on the lessons learned from a variety of interventions that have proven successful both globally and regionally to change gender stereotypes and behavior towards preventing SGV. These include working with multiple stakeholders both horizontally and vertically; working with influential individuals such as religious leaders and other community and national influencers; and engaging both men and women in constructive dialogue about alternative ideas about gender roles.

In particular it is important to highlight the focus to build on and coordinate with the SDC/PDV project, considering SDC's long term and on-going investment to EVAWG in Tajikistan. This includes, among others: i) referring to the manuals and guidelines the project has developed and tested for the staff of the state institutions to respond to DV; ii) building on the communication strategy on PDV that was developed for CoWFA; iii) build bridges and find synergies to strengthen the Spotlight communication strategy on EVAWG.

However, as discussed with SDC/PDV project team, there is still a great need to strengthen the capacity of state workers on the implementation of the developed normative acts (notably due to rotation continuously

[44] "Gender transformative and male involvement in the EECA Region," UNFPA

[45] DHS 2017

[46] Sen Nag, Oishimaya. "Religion In Tajikistan: Important Facts And Figures." WorldAtlas, Aug. 30, 2017, worldatlas.com/articles/religion-in-tajikistan-important-facts-and-figures.html.

[47] Public Opinion in Tajikistan 2010, Washington, DC, IFES, 2010, p. 41.

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ensured in all regions of the country) and in promoting behaviour and attitudes change with regards to VAWG.

The Heads of jamoats (Mahalla) and religion leaders are considered key actors whose potential in raising awareness on DV, identification of victims and support in their referral for assistance by authorized agencies should be further pursued under the Spotlight Tajikistan Programme. This will support the objective of having a zero tolerance to violence in Tajik households.

In addition, global evidence shows that employers and workers can play a critical role in EVAWG when mobilized to implement measures to support prevention as well as support survivors of DV and other forms of SGBV. This includes ensuring the safety of workers, including prevention of sexual harassment in the workplace.

Therefore the Spotlight Tajikistan Programme will also dedicate attention to generating the evidence and strengthen the ownership of key government and non-governmental stakeholders in developing strategies and programmes on prevention for behaviour change and invest in key interventions across the socio-ecological model to have maximum impact. This will need to importantly give visibility and voice to a wider range of women, girls, men and boys as prevention actors, valuing lived experiences and recognizing the journey of individual change is a long-term investment.

d) Outcome 4: Available, accessible, and acceptable, quality services

Wide access to quality essential health services for survivors of SGBV is still lacking in Tajikistan. The challenges are threefold. Firstly, there is a lack of accessible health services in the country, particularly in the most rural areas. 42% of women have reported that they have at least one problem in accessing health care. 20% of women indicate that the distance to a health facility is too great, 35% indicate that they cannot get money for treatment, and 18% cannot get permission to go for treatment (details in Figure 7 below).[48] It can be safely assumed that these challenges are amplified for women seeking treatment for SGBV.

Secondly, due to a lack of a multi-sectoral approach, a survivor-based approach, which prioritizes safety, is sensitive to survivors of violence, and is linked with other sectors through referral and coordination is not yet available.

Thirdly, standard operating procedures (SOPs), guidelines and protocols to address GBV are largely missing. Where procedures do exist, there are gaps in implementation and capacity among first line service providers. Standard operating procedures which provide clear and detailed descriptions of routine actions of health care providers, police, and psycho-social services to ensure quality and consistency of service provision need to be adopted and implemented.

For example, the Istanbul Convention establishes a standard of one bed per 10,000 people[49] to adequately meet the sheltering needs of survivors of domestic violence. With this in mind, Tajikistan would require about 890 beds, a standard which it falls far short of. Twelve victim support rooms located at health facilities – under the Ministry of Health - throughout the country currently provide first line medical care, psycho-social services, and sheltering for up to three months to victims of SGBV. These victim support rooms have served 860 victims of SGBV since the first one opened in 2013. There is a need for additional victim support rooms in regions that currently are not served.

For a longer-term support to survivors there are only four shelters in the country, which is insufficient to cover the needs of SGBV survivors. These are run by NGOs and since there is no state commitment to establish and cover expenses for shelters, the quality of service provided by these shelters is low and their operation is unsustainable.

[48] DHS 2017
[49] Explanatory Report to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) Istanbul, 11.V.2011

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According to the HRW Report, most counselling to survivors of violence focuses on reconciling the survivor with her abusive partner, often sending victims back into situations where they will continue to experience severe forms of DV. The existing network of women's resource centers throughout the country lacks qualified psychosocial counsellors and meaningful legal assistance for survivors, including capacity to represent survivors in criminal, divorce, child custody, and maintenance proceedings, or proceedings related to property division following divorce.

In addition to the socio-economic and geographic inequities in accessing basic services in Tajikistan[50], health service provision to girls and teenagers is limited and often not tailored to the needs of this particular age group. And the same is reported for women and girls with disabilities, with stigmatization of disability and a culture of discrimination of women and girls with mental health issues. In many cases, women and girls with disabilities are not aware of their rights and mechanisms for accessing services. For example, the Society of the Deaf People reports that when deaf women-victims of violence go to the police or undergo a medical examination, they are subject to insults by the law enforcement staff who often state they don't believe the abuse has taken place. In addition, the hygienic support of the administering forensic gynecological tests to WGWD subjected to violence is often carried out in violation of regulatory legal acts on forensic medical examination, jeopardizing the effectiveness of the investigation.

Given the situation above, the GBV Resource Center was established in close cooperation with the CoWFA (and located within its building), including a hotline center (1313) that delivers services of legal and psychological support to survivors of GBV through the phone and face-to-face consultation[51]. Psychological and legal support is provided by 3 psychologists and 2 lawyers from 8:00 to 17:00, six days a week. The hotline service offers a more expedient route for the survivors to receive immediate advice directing them to actions they should take.

Based on statistical information received from the GBV Resource Center for the last 10 months, 803 consultations were provided by phone and 455-through face-to-face consultations for a total of 1258 people (1,170 Women and 88 Men). Resources to support the center`s operation are scarce, and the Eurasia Foundation of Central Asia (EFCA) requested support to the UN to continue the functioning of the GBV Resource Center. While this support is being considered under the Taking the above-mentioned situation UNDP is planning to provide support to Gender Based Violence Resource Center, created in the frame of European Union funded project "Improving the Framework for Reporting and Resolution of Gender-Based Violence (GBV) in Tajikistan", the Spotlight Tajikistan Programme will build on the work already done, widen its scope and advocate for the center's long-term sustainability.

Another barrier that keeps women from seeking help or halts them in the process is economic dependence. Many women have little or no income of their own and rely on the support of their breadwinning, and abusive, partners. Women often fear sending an abusive partner to prison, as it would mean the loss of his income, and since the government offers no financial assistance to survivors of DV, even those with dependent children, many women stay in abusive relationships for lack of alternative. Others stay because they fear losing custody of their children, as they have little ability to seek and enforce custody through the courts.

To help ensure access to justice and the Rule of Law, especially for vulnerable groups of the population, the Government approved the Concept of Free Legal Aid (2015). This envisioned the establishment of a state-run system of free legal aid. Specifically, it targets the creation of primary and secondary free legal aid systems and the development of a draft Law of the Republic of Tajikistan on free legal aid. For implementation of this Concept, pursuant to the Resolution of the Government of Tajikistan under No. 708 of November 28, 2015, the State Legal Aid Center (SLAC) under the Ministry of Justice (MoJ) was established.

[50] For example, out-of-pocket payments for health services amount to 63 per cent, which is also one of the key sources of financing for health facilities when government spending on health remains very low, at 2 per cent of GDP (World Health Organization/National Health Accounts).
[51] One of the duties of the established GBV Resource Center includes a hotline service for victims of GBV, as well as creation of unified statistical database on domestic violence, resources for at-risk women and families, and other relevant issues.

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SLAC is responsible for the operation of a system of Free Legal Aid through piloting different models[52].

Figure 8 - Access to healthcare by women (DHS 2017)

Percentage of women age 15-49 who reported that they have serious problems in accessing health care for themselves when they are sick, by type of problem, according to background characteristics, Tajikistan DHS 2017

	Problems in accessing health care					
Background characteristic	Getting permission to go for treatment	Getting money for treatment	Distance to health facility	Not wanting to go alone	At least one problem accessing health care	Number of women
Age						
15-19	19.7	33.9	23.7	26.4	42.2	1,911
20-34	19.7	35.9	21.7	20.8	43.0	5,503
35-49	14.4	35.2	19.3	13.6	40.6	3,304
Number of living children						
0	19.4	35.5	22.9	24.5	43.5	3,215
1-2	18.0	34.7	19.9	18.5	41.4	3,216
3-4	16.8	33.9	19.8	16.4	39.6	3,428
5+	18.5	42.9	26.5	18.0	50.0	859
Marital status						
Never married	19.1	35.3	22.7	24.6	42.7	2,388
Married or living together	17.8	34.7	20.8	18.2	41.4	7,747
Divorced/separated/ widowed	17.9	44.6	22.5	16.7	50.0	583
Employed last 12 months						
Not employed	19.1	36.2	22.6	21.3	43.4	7,985
Employed for cash	12.7	30.3	15.3	12.9	35.7	2,310
Employed not for cash	27.6	46.5	29.4	22.4	53.6	423
Residence						
Urban	11.0	27.5	9.6	11.7	32.7	2,694
Rural	20.5	38.0	25.2	22.2	45.3	8,024
Region						
Dushanbe	10.9	26.7	10.3	9.9	31.1	955
GBAO	19.3	46.5	33.4	13.9	54.7	209
Sughd	9.3	24.3	13.2	8.7	31.2	3,292
DRS	20.0	33.9	23.4	23.4	41.9	2,342
Khatlon	26.0	47.0	28.9	29.1	53.5	3,920
FTF districts	27.7	38.3	30.0	28.4	44.5	2,096
Education						
None/primary	31.3	48.1	33.2	31.4	52.5	619
General basic	21.9	39.6	25.3	23.9	47.6	3,615
General secondary	17.7	36.6	21.4	18.9	43.2	4,624
Professional primary/ middle	6.5	21.9	9.4	9.3	27.5	860
Higher	8.0	17.9	9.2	8.5	23.5	1,000
Wealth quintile						
Lowest	29.7	58.4	38.5	31.1	66.1	2,113
Second	22.4	42.1	28.0	24.5	50.2	2,101
Middle	18.7	33.9	22.1	21.3	42.1	2,109
Fourth	11.2	22.2	11.5	12.6	28.3	2,155
Highest	9.1	21.3	7.5	9.2	25.3	2,240
Total	18.1	35.4	21.3	19.6	42.1	10,718

SLAC began to implement primary free legal aid in early 2016. 31 state-run Legal Aid Centers (LACs) in 25 districts have been established across Tajikistan (with 31 lawyers, 11 of whom are women). In 2018 legal aid was provided to 9,311 people - 60% women and 4% Persons with Disabilities (PWD).

In 2018, 597 clients calls/requests were registered for free secondary legal aid[53], of which an estimated 185 cases were completed. In 2019, 870 calls/requests were registered (737 men, 133 women, 197 minors, and 4 PWD) in the Khatlon and Sughd oblasts. Of these, lawyers completed an estimated 267 cases.

Importantly, the UN has been supporting a Community Policing intervention, supporting the police and community to work together to solve problems of crime, social disorder, safety, security, and quality of life. As the foundation of the Government of Tajikistan's police reform, the Community Policing Program aims to improve the capacity to serve Tajik citizens in a human rights-compliant manner that upholds the rule of law and to enhance citizens' trust in the police. This program works to institutionalize community policing through strategic, operational, and tactical planning advice and assistance, and professionalizing the police through development and delivery of community policing training for officers of all ranks. And it aims to establish sustainable, collaborative problem-solving partnerships with police officers, local government representatives, religious and civil society leaders, and community members, including women and youth,

[52] Concept 425 is aimed to be implemented within 8 years, consisting of two different periods: 1) pilot period – 3 years long. This will involve the piloting of free primary legal aid. During this time, donor funds will be mobilized for financing of the pilot phase. Donors' funds will contribute 90% of envisaged expenditures, while the state will contribute the remaining 10%. 2) Transition period – 5 years long. During this period it is envisaged to introduce free primary and secondary legal aid, with gradual increase of contribution by state by 20% every year until it reaches 100%.

[53] 436 in districts in the Sughd oblast and 151 in districts in the Khatlon oblast

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for identifying and addressing local community concerns.

e) Outcome 5: Quality and reliable data

The precise number of women who experience violence in Tajikistan, particularly at the hands of a partner, is widely unknown, as there is still no centralized system to systematically monitor the issue. However, according to the HRW Report on violence, experts (including sociologists, government officials, international researchers, lawyers, and service providers) interviewed in various regions of Tajikistan report that violence against women remains pervasive today in Tajik society, often taking on severe forms and even including murder and incitement to suicide.

There is no centralized database providing publicly accessible and transparent disaggregated national statistics on DV. Inconsistent and uncoordinated methods of data collection and insufficiently detailed publicly accessible data on incidence and causes of DV make it difficult to establish a baseline against which to measure progress in protection and prevention of domestic violence and assess which policies are effective and worth pursuing.

The Ministry of Internal Affairs, CoWFA, (CYAS) Committee of Youth Affairs, Sports, and some CSOs collect data on SGBV for their own internal use. This data is not disseminated to other agencies or organizations. Additionally, there are no common definitions or indicators used across these institutions, making comprehensive analysis of the data impossible. Double counting of survivors of violence when accessing services at different agencies, as well as non-counting due to broadly defined indicators is a common challenge.

There have been limited improvements to data collection in the past years as there is no common understanding nor policy on data and SGBV. The key data gaps relevant to SGBV, while expected to be significant, are largely unknown as no agency has previously undertaken an assessment of the situation. For example, although DHS national level data shows that 24% of women between the ages of 19-49 in Tajikistan report experiencing physical or sexual violence, according to the Zindagii Shoista (Living with Dignity) project, it is assumed that the proportion of women in Tajikistan that have experienced violence from their husbands or in-laws is higher.

One existing source of SGBV/HP data is the DHS, which was conducted in line with international standards. This Survey was conducted in 2012 and in 2017. The DHS surveys were conducted through funding provided by USAID and it is not certain that it will be conducted again in 2022. The DHS's representativeness of the situation in Tajikistan is questioned because it is a survey and any deviation on the sampling frame results in unreliable collected data. Additionally, given that surveys rely on self-reporting, the presence of family members during survey completion can influence th e results on SGBV. Moreover, the DHS's definition for women of reproductive age does not include girls under age 15 and women above age 49, thus excluding a large demographic of women

Regular collection of SGBV/HP data, with common indicators used across all government agencies, is crucial for the ability to propose evidence-based policy that can end VAWG.

f) Outcome 6: Supporting women's movements and relevant civil society organizations

The women's movement in Tajikistan is shaped by several major stages.[54] During the Soviet period, several women's organisations operated in the country under a special order and control from the state structures and had a mission of promoting soviet ideologies. Following independence, between 1991-1994, only three women CSOs remained. From 1995 until 2007 was a time of flourishing of women CSOs, with the Beijing Conference giving a new impetus for women to grow their activism, civic engagement and contribution to

[54] History of development of women's movement in Tajikistan in the period of independence, 2014 Viloyat Mirzoeva

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social development. CSOs provided platforms for active women to voice their interests and contribute to development processes. The 'Law on Social organizations' (1998) provided special tax exceptions to the organizations representing children, youth and women with disabilities. Registration fees for women organizations were at 50% of the amount paid by other CSOs. In 2004 women activists led 35% organizations out of all CSOs in the country. By 2013 the number of CSOs was estimated in over 2600, the majority of which were women CSOs primarily focused on social development, women empowerment, service provision to women survivors of violence and groups with special needs.

In general, civil society in Tajikistan is highly fragmented and there is very limited cooperation between CSOs working in different sectors. One exception is the Coalition From de Jure Equality to de Facto Equality created in 2009, represented by membership of 40 women and gender CSOs[55]. One achievement of this Coalition was the successful advocacy and lobbying for the adoption of the Law on Prevention Violence in the Family.

In addition to the challenges of funding scarcity and dependence on donor funding, as reported in the Alternative Report to the CEDAW Committee, experts from the Coalition noted challenges for civil society's development and operation. These included limited access to information sharing and limited platforms for dialogue, since public hearings are rare and there are limited opportunities for partnership building with state institutions, and limited involvement of CSOs in different working groups, strategic planning and public monitoring initiatives.

These challenges have been confirmed in the consultation held in 27 of September with CSOs to present the Spotlight initiative and have a preliminary discussion about priorities and recommendations. During this consultation, civil society representatives noted that supporting efforts to improve the framework and cooperation between the state and civil society would have an important impact in strengthening CSO and women's movements in the country and improve programme delivery on EVAWG initiatives.

It was also suggested that Spotlight Tajikistan Programme should prioritize the capacity strengthening of the departments of the CoWFA, since they represent an important entry point for CSOs to be able to implement its activities at the local levels.

Spotlight's dedicated investment on CSOs and the women's movement creates a unique opportunity to address these barriers, strengthening relationships of solidarity between organizations and promoting learning and sharing opportunities, with a focus on monitoring and evaluating programs to end SGBV, (including identifying and monitoring unintended consequences) which will require institutional and individual strengthening in this sector.

This investment will also build on the lessons learned from the Spotlight Investment Plan for Central and South Asia, recognizing that enabling legislation is required to increase the recognition of the role of women's rights and women's civil society organisations and improve its contribution to Tajikistan's development - which will be prioritized under Pillar 1.

II. Programme Strategy

(i) Summary

The Spotlight Tajikistan Programme will use a comprehensive multi-sectoral, preventive, survivor-centred and do no harm approach to the implementation of interventions across the six Outcome Areas, to bring positive and meaningful change to the lives of women and girls subject to all types of violence and harmful practices in Tajikistan.

In line with the impact expected from the Spotlight Initiative in the region, the interventions from the Spotlight Tajikistan Programme will contribute to ensuring that women and girls, particularly those most vulnerable, live a life free of violence and harmful practices.

[55] It functions on the basis of Partnership Agreement between all members, without requiring registration as a legal entity.

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There will be a focus on advocating and supporting the capacity of the judiciary to ensure that more convictions are signalling the gravity of DV and deterring potential offenders. This will require a strategic approach to creating appropriate "social disruption", innovative awareness and individual and institutional capacity. And it will build on the Government's existing commitment to EVAWG, leveraging the UN's strong partnerships with governmental agencies and institutions, as well as civil society organizations to strengthen the legislative process that has started in 2016.

In this process, the intervention will also aim to address early marriage in Tajikistan, as there is significant global evidence that forced, early, and unregistered marriages increase women's and girls' vulnerability to DV. Such marriages exacerbate women's economic dependence and isolation and studies demonstrate a strong correlation between earlier marriage and greater risk of experiencing spousal violence.

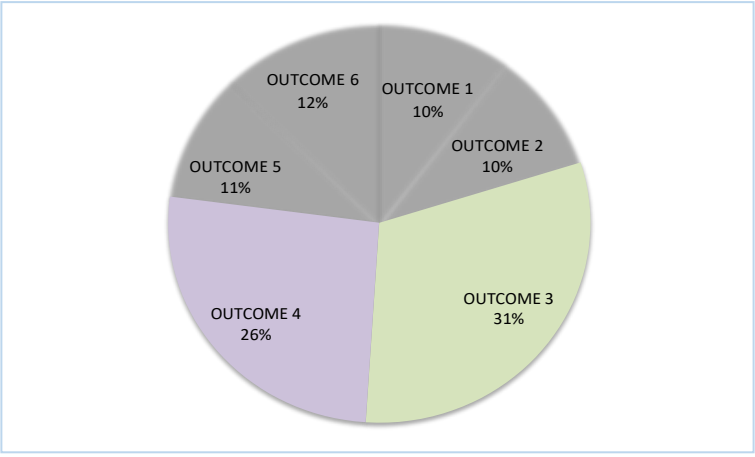
Finally, recognizing that sexual harassment and SGBV against women also takes place in the workplace, the Spotlight Programme in Tajikistan will invest in assessing key gaps in legislation and improving the data collection and analysis of this issue (which is poorly done across the region). This will be aimed at sensitizing and strengthening the capacity of key public institutions (public officers commission), strategic private sector organizations and individuals to identify and address violence in the world of work, with the aim of improving awareness and amending legislation prohibiting sexual harassment in the workplace.

This Programme will take an explicit approach to integrating the experiences of women and girls who face multiple forms of discrimination, in line with the SDG principle of Leaving No One Behind (LNOB). This will be based on the socio-ecological model for addressing VAWG and will adopt a life-cycle approach, recognizing that, while all forms of VAWG are rooted in gender inequality and unequal power relationships between men and women, relationships change throughout life, as do the specific risks and protective factors that contribute to the victimisation and perpetration of VAWG.

The Spotlight Tajikistan Programme design, which included consultations with governmental partners and with civil society representatives, builds on the extensive programming experience of the UN Family in Tajikistan. This resulted in a holistic intervention that has the potential to leverage the SI's investment to effect positive and long-lasting change in the lives of the most marginalized women and girls in Tajikistan.

The interventions across the six pillars, detailed in the following section, will complement each other to engage a range of actors and institutions at the national and sub-national levels, ensuring that actions at the national level are influencing change at the sub-national levels and that local actions and voices are informing decisions at the national level.

Figure 9 – Revised Spotlight Tajikistan Program Investment by Pillar



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Legal reform in Pillar 1 and institutional strengthening under Pillar 2 will focus on strengthening the existing legal framework and the law enforcement in cases of domestic violence. The activities under Pillar 3 will be based in an assessment of social norms to identify knowledge, attitudes, practices and stereotypes that influence the normalization of VAWG at the national, community and family levels, which will inform a behaviour change communication strategy, supported by a "whole-of-society" intervention with students, teachers, parents, community and religious leaders, with focus on women and girls at risk, through a mix of grass-roots interventions and social media campaigns.

The quality of services (health, legal aid, access to police, crisis centers) under Pillar 4 will improve, including for women and girls with disabilities. And services will also become more accessible, notably with better equipped VSR and shelters, as well as additional VSR in remote areas, an improved hotline for complaints, as well as free psychological counselling, legal and health advise to survivors of SGBV and a mobile application that provides links to online and offline access to information and promotion of service providers to women and girls survivors of SGBV.

Tools and instruments for data collection under Pillar 5 will be revised and harmonized across key institutions, and training and support will be provided to agencies to implement adequate collection and reporting on gender-based violence, addressing the critical data gaps that currently limit the advocacy and prevention efforts in the country.

CSOs will be key as partners and advocates for change across the pillars, which requires investment in building the capacity and coordination of existing CSOs and women's movement, support individual and institutional capacity strengthening. The programme will create space for knowledge sharing and learning, encouraging collaboration across the sector and actively promoting the involvement of smaller and more remote civil society stakeholders.

The UN Convention on the Rights of Persons with Disabilities (UN CRPD) specifically notes that *"women and girls with disabilities are often at greater risk, and disability adds another layer of discrimination and deprivation"*. As per the most recent report, Tajikistani official statistics have a record of only some 150 000 persons with disabilities. The available government statistics include only those individuals who are officially registered as "invalids" by the Government Service of Medico-Social Examination (GSMSE) – with regard to adults -- or the Doctors' Consultation Commission (DCC), with regard to children. Many people with disabilities do not apply for registration for a variety of reasons. These include the lack of information about the benefits and services available for persons whose disability, a problem that is particularly pertinent in rural areas, and the stigma surrounding disability, which puts many people off registering. Another obstacle is the cumbersome and costly application process[56]. In Tajikistan state system of legal and social protection currently does not provide client-oriented services. Disabled persons, including under-18s, are being abandoned at home or in the medical institutions where the quality of services is much lower than should be, hereby aggravating their mental and physical limitations. Women and girls with disabilities are not protected from violence and discrimination, and this is being aggravated with the passivity of state institutions to provide quality services in accordance with Global Standards (Istanbul Convention).

Following the principle of LNOB, the Spotlight Tajikistan Programme will provide an opportunity for women and girls with disabilities to participate in programme interventions and promote their rights to live a life free from violence. It is a unique opportunity to break the silence around the intersectional forms of violence that women and girls with disabilities are being exposed to. It includes heightened risks of violence and abuse, including sexual violence; discrimination as well as harmful gender based discriminatory practices; lower economic and social status and barriers to access education, health care including sexual and reproductive health, information and services, and justice as well as civic and political participation[57].

The Spotlight Tajikistan Programme aims to effect change at the individual and interpersonal level, while

[56] Women with disabilities in Tajikistan Joint NGO submission to CEDAW ahead of 71st Session'

[57] http://www.unwomen.org/en/digital-library/publications/2018/12/the-empowerment-of-women-and-girls-with-disabilities

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shifting institutional practices and social norms which are more gender equitable and supporting legal and policy improvements and enforcement of existing legislation on VAWG, in line with international human rights standards and in support of national commitments, accelerating Tajikistan's achievement of SDG 5 on Gender Equality and the broader 2030 Agenda.

(ii) Geographic Scope

The Spotlight Tajikistan Programme will have a twin track approach of interventions at the national level with key institutions and stakeholders, alongside a focus on selected sub-national communities, which will benefit and be able to leverage the two-year intervention to contribute to lasting change. The following criteria have been identified by the UN, having been validated in consultation with CSOs, Government stakeholders and the European Union Delegation in Tajikistan (EUD), to determine target districts for the sub-national implementation of the Spotlight interventions.

- Geographic isolation – rural areas
- High Prevalence of SGBV/DV (for region selection, considering that DHS' data does not allow to make this assessment by district)
- Poverty and multidimensional exclusion
- Population size for wider reach to larger population
- Existence of other EVAWG programs
- Existence of local CSOs with potential to engage, network and share good practices
- Prioritizing 'furthest behind in VAWG response' and inclusive development

Based on these criteria, a preliminary mapping by region has been prepared using available data (as per revised table in **Error! Reference source not found.** below), resulting in the decision to target the regions of **Khatlon, Soghd, as well as DRS** (following recommendations from the interim CS-NRG). The analysis of this mapping was discussed in consultations for programme design and was further developed by district.

Based on the criteria assessment and consultations with the CS/NRG and development partners, it was agreed that the sub-national interventions of the Spotlight Tajikistan Programme should aim to have a **wide regional reach** (targeting three of the four regions). But it was also agreed that the programme should simultaneously be **strategic in the district focus,** limiting the sub-national interventions to 2 districts per region, targeting the districts that combined **highest population and high levels of poverty and where other EVAWG programmes were not currently actively working**.

This decision to target only 6 districts was done based on the need to focus the interventions to ensure tangible and transformative results in two years (as part of the demonstration fund approach), notably considering the time required to ensure Government buy-in, the resources required to engage regional stakeholders and the cost of travel to these remote areas.

Following additional consultations (and in alignment with the EU's comments to the programme document) it was agreed to also target **Dushanbe city's 4 districts**. This follows the evidence shared by the SDC/PDV project team – active in this area – that highlights the need to increase the investment in EVAWG in Dushanbe. This coordinated investment will aim to ensure criminalization of DV and effective convictions become a reality in Tajikistan and that beliefs and attitudes towards VAWG are meaningfully transformed.

Figure 10 – Tentative District Selection

	Population size	Poverty levels in areas of Tajikistan (share of the population)
Total	**9126.5**	**25,5%**

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Soghd	2658.4	17,5%
Isfara	42 69.6	
Gafurov	374.3	
Khatlon	3274.9	32.7%
Vose	211.7	
Yavan	228.4	
DRS	2120.0	33.2%
Gissar	301.6	
Rudaki	504.3	
Dushanbe	846.4	18.0%
Source:	These numbers provided by the Government Working Group of Tajikistan that revised Country Program Document	These numbers provided by the Government Working Group of Tajikistan that revised Country Program Document

(iii) Results Chain by Outcome Areas

The following section provides a brief description of the Results Chain, the scale and scope of the work to be undertaken under each Outcome, and the implementation approaches to be used.

a) Laws and Policies

Outcome: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of SGBV and harmful practices are in place and translated into plans.

Problem: While the Government of Tajikistan has introduced laws to prevent violence against women and to protect survivors, strengthening the policy framework, the legislation falls short in addressing the range of violence experienced by women, particularly inside the family domain. This prevents women and girls from accessing their rights to live free of violence. The situation analysis and the consultations held during programme design confirm that the priority problem to address is the fact that convictions for gender-based violence against women are extremely limited. From 2013 to 2017 of a total of 1,296 complaints of DV filed with the police, 1,003 failed to secure criminal prosecution; 76 complaints were referred for further investigation and 131 cases were awaiting judgment.[58]

Solution: Build on the EVAWG's investments done to date, both by the Government and development partners (such as SDC) and bridge the gaps in knowledge and capacities of national institutions to assess gaps and draft/ improve laws, policies and procedures related to SGBV and gender equality/ non-discrimination in the justice, health, education, social and labour sectors. Spotlight will innovate by involving more consistently and appropriately women and girls affected by violence and not only partnering but also strengthening the capacity of CSOs (especially those representing groups facing multiple and intersecting forms of discrimination) in the amendment / drafting process. This will be complemented by support to key national decision makers to develop improved national and sub-national strategies and action plans - with concrete, measurable and costed interventions to combat SGBV.

Theory of Change: If (1) women and CSOs, supported by SGBV/HP experts, are engaged in assessing, developing and implementing legislation and policies to end SGBV/HP and (2) if the implementation of legislations and policies is strengthened and monitored, then (3) an enabling legislative and policy environment on SGBV/HP and other forms of discrimination based on evidence and in line with international human rights standards is in place and translated into plans, guaranteeing the rights of women and girls,

[58] Human Rights Watch. (2019) Violence with Every Step: Weak State Response to Domestic Violence in Tajikistan. [Online]. Available from: https://www.hrw.org/report/2019/09/19/violence-every-step/weak-state-response-domestic-violence-tajikistan

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because (4) effectively implemented legislative and policy frameworks address impunity and provide for coordinated action, including in the areas of prevention, services and data collection.

How it works

Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess *gaps and draft new and/or strengthen existing legislations on ending SGBV and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations*

This will be advanced through:

- (Act 1.1.1) Participatory mapping and analysis of key legislation, policies and procedures related to SGBV in justice, health, education, labour sectors, in line with international standards, to assess gaps in prevention and response to SGBV and identify discriminatory provisions in order to establish the priority areas of intervention and support the drafting of /amendment to the key laws and policies. This will build on work done by the ILO in Tajikistan on compliance with international labour standards; and gaps identified in the annual reporting to the CEDAW and its structures.
- (Act 1.1.2) Based on this review, and working in close cooperation with CSOs, Spotlight will provide technical assistance to the Government and the Parliament to support drafting of evidence-based amendments for identified priority legislations, policies, and procedures related to SGBV (especially with focus on creating enabling environment for criminalization of domestic violence and effective conviction of crimes in line with international standards). This will complement the activities in the SDC project on preventing domestic violence (PDV), which examined laws and regulations on the protection of women's rights; and drafted amendments and additions that were submitted to the Government.
- (Act 1.1.3) To support the review and amendment efforts, invest in the sensitization of key stakeholders in legislative and policy development processes, including both the executive and legislative branch, on gender equality and the prevention of and response to violence, and involving rights holders, including youth, people with disabilities, and other groups (women and girls most marginalized (rural, poor, with disabilities), at higher-risk of sexual and gender based violence, that are traditionally left behind. This will include advocacy on the promotion of the ratification and signature of the Istanbul Convention, as a priority in supporting the full realization of women's rights alongside the implementation of the 2030 Agenda.

Output 1.2 National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending SGBV in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination

This will be advanced through:

- (Act 1.2.1) Investment in advocating and providing technical assistance to key government officials for the integration of concrete, measurable and costed interventions to combat SGBV into the National Long-term and Mid-term Development Strategies and as well as into the Local Development Programmes, linked to nationalized SDG framework including SDG5, in close consultation with and monitoring by the CSOs. The integration of SGBV in these plans is a prerequisite to advocate for and support clear delineation of responsibilities in this area and sets the ground to provide capacity strengthening of local governments on SGBV.
- (Act 1.2.2) As the Spotlight Tajikistan Programme invests on strengthening the institutional commitment to EVAWG, there will be a focus on the participatory mid-term review of the

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implementations the NAP PVF (2014-2023) and development of the set of recommendations for enhancing effectiveness of NAP implementation based on international standards, including an investment on costing of services for eliminating SGBV (to support an evidence based approach to this process) and design of an M&E framework for the NAP. This will be done in partnership and close coordination with CoWFA and the relevant Government stakeholders, to ensure that the Spotlight Tajikistan Programme is strengthening the NAP PVF in alignment with the existing efforts and coordination mechanisms and no parallel processes are created. This investment will also include CSOs active in EVAWG and will involve youth, people with disabilities, and other groups that are traditionally left behind. This intervention also aims to set the stage for further investment in gender responsive budgeting (GRB), by providing greater knowledge, capacities and tools on GRB to end SGBV. The Spotlight Tajikistan Programme is currently considering investing further in GRB as priority for Spotlight in the third year of implementation.

- It is important to note that women and girls with disability will participate in the processes of mid-term review of the implementation of the NAP LPV, and in the subsequent process of the development of the NAP on SGBV prevention (beyond 2023). Women and girls with disability by participation in focus groups, will have an opportunity to voice their needs, priority concerns as well as, suggestions on the improvement of system of service provision to VAW survivors. It will help in ensuring in-depth understanding of WWD problems by State institutions, service providers and develop evidence based state measures for improvement of services to prevent and protect from SGBV.

Target Groups:

An estimate of the beneficiaries targeted in Outcome 1 is included in the table below. The method for calculation, which will be refined during program design includes:

- **Direct beneficiaries:** The estimate number of direct beneficiaries considers Parliamentarians, key officials and departments within government ministries, institutions and commissions who have the authority to implement change, and well as representatives from women and youth groups and other CSOs (including women and girl survivors of violence) that will be organizing and participating in consultations.
- I**ndirect beneficiaries*:*** The total population of Tajikistan, disaggregated by sex and age.

Outcome 1		
Indicative numbers	**Direct**	**Indirect**
Women	**1320**	**2,512,558**
Girls	**75**	**1,090,006**
Men	**1170**	**2,499,709**
Boys	**75**	**2,029,552**
TOTAL	**2,640**	**8,931,200**

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Signature interventions: the following interventions have been preliminarily identified as high-impact transformative actions under Spotlight Tajikistan Programme, and will be further refined/ validated during consultations.

Participatory Review of Legislation in line with international conventions and standards: Building on the participatory mapping and analysis of key legislation, policies and procedures related to SGBV in justice, health, education, labor sectors, the intervention will assess gaps in prevention and response to SGBV; identify discriminatory tendencies in existing laws and policies to establish the priority areas for reforms; and support the drafting of amendments to key laws and policies. The participatory nature of the review will enable the people of Tajikistan, not only policymakers, to dialogue about the shortcomings in national legislation that put certain groups at risk, notably women and girls. Investing in strengthening the compliance with international standards will encourage higher response levels by law enforcement personnel and may elevate the rates of prosecution of SBGV cases. The application of these standards will be reinforced with training programs at national and sub-national levels, with due attention to the community and cultural context and how legal reforms will impact on the lives of both offenders and survivors of violence.

Lessons Learned and Sustainability Strategies: the programme strategy has been designed by the UN team based on experience of what has proven successful and looking at best practices and promising approaches in Tajikistan and in the region, in consultation with the Government, EU representatives, CSOs and development partners, notably to ensure local ownership and sustainability of the interventions and the Spotlight Tajikistan Programme as a whole. In Pillar 1 this resulted in the decision to prioritize strengthening the legal framework on DV - and the partnership between the UN with the Government to implement international commitments of RT. In addition, legislation and policies amendments/ changes will set the stage for further EVAWG efforts at the national level, notably supporting the efforts on violence prevention and the investment in improved essential services to survivors of violence, thus ensuring sustainability of the implementation. However, considering the need to increase capacity of the institutions to implement the laws, the focus will be done on establishing connections and more collaborative processes, alongside increasing the demand and ability of rights-holders to engage with legislators. The Programme will contribute to sustaining attention to implementation beyond Spotlight, through strategic institutional capacity development in Pillar 2.

Sustainability mechanisms provide for the inclusion of accountability with support to state agencies and the inclusion of SGBV into internal sectoral documents and capacity strengthening programmes. Other mechanisms to achieve accountability may include: monitoring key performance indicators (such as charge and arrest rates, conviction rates, and rates of re-offending) to enable comparisons both within and between jurisdictions; and producing management reports on justice system performance.

b) Institutional strengthening

Outcome: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to SGBV and harmful practices, including in other sectors based on real data.

Problem: Despite the adoption of the LPVF, which is considered a progressive step in addressing VAWG, and the NAP PVF (2014-2023), Tajikistan does not yet have strong coordination and accountability mechanisms to promote gender equality and address SGBV. In addition, implementation of these important legislative and policy measures has been slowed by lack of funding and serious institutional capacity gaps, impeding effective implementation. Both the Law and the NAP “fail to attribute clear tasks to each of agencies leading to weak coordination between the ministries it enumerates. The Action Plan does not specify deadlines for

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implementation or specific indicators for measuring impact and progress".[59]

The lack of knowledge and skills to address gender issues, as well as the existence of stereotypes and prejudices, limits the ability of national and subnational structures in different spheres and at the community level to plan and implement evidence-based prevention and response programs related to VAWG. This has been validated in the consultations with CSOs and development partners. CSOs in particular noted that the insufficient understanding of VAWG and gender equality issues by the law enforcement bodies and civil servants - and the attitudes of these individuals towards women and girls in general (and survivors of violence in particular) – limits the efforts and investment in EVAWG. Institutional strengthening requires a review of attitudes towards VAWG, and CSOs highlighted the urgency for systematic and consistent training on EVAWG as a vital factor for increasing effectiveness in EVAWG.

Solution: Strengthening institutional capacities will be implemented through a holistic and integrated approach by ensuring: 1) integrating the values of gender equality within the institutions – through training on gender mainstreaming, SGBV and transformative leadership; 2) fostering proactive leadership from senior officials, including through setting effective systems; 3) coordination and coherence of state efforts at vertical and horizontal levels; and 4) functional platforms for collaboration with women's human rights advocates and CSOs. Ministries and agencies will be supported in undertaking gender assessment of institutional capacities to address EVAWG and training and support will be delivered to selected key stakeholders (CoWFA, MoHSP, MoIA, MoES, MoJ, Police, Judiciary and Committee on Religious Affairs). This training and support will be provided based on a package to be developed in consultation with these stakeholders and with participation from CSOs, which will then be delivered by the RUNOs with best entry points into each ministry and agency (therefore leveraging their experience.

This intervention aims to ensure not only that key officials are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, especially for those groups of women and girls facing intersecting and multiple forms of discrimination - women and girls most marginalized (rural, poor, with disabilities), at higher-risk of sexual and gender-based violence, but also these trainings are institutionalized.

In a first stage this individual awareness and institutional strengthening will operate mainly at the national level, engaging high-level duty bearers responsible for upholding the laws and supporting primarily women and girls at risk of SGBV. This includes also engaging and supporting national human rights institutions to review international commitments made by the Government on EVAWG, report discrepancies and present recommendations.

In addition, training and capacity development for law enforcement institutions will be ongoing, structured inputs in existing systems, such as building on the Police Reform Strategy 2013-2020 of the Government of Tajikistan, as well as the Police Reform Program (Development) for 2014-2020 and the Action Plan for the implementation of the Program. Through the Public Council of Civil Society established by the MoIA, civil society representatives will be engaged in the process of police reform and police will be better equipped to interact with the public.

Finally, these efforts aim to support the institutionalization and effective and impactful operation of a multi-stakeholder coordination group at the national level, which will be refined in consultation with CoWFA and key stakeholders during the programme design and inception phase. This will be followed by the creation of a regional Multi-sectoral Coordination Group on Prevention of VAWG, with an Annual Work Plan to increase cross-agency response, cooperation, monitoring, and referral for survivors of violence of SGBV at the province and district levels.

These inter-institutional partnerships are critical to the success of the multi-sectoral response to GBV,

[59] Women's UN Report Network - Domestic violence in Tajikistan: time to right the wrongs, available at https://wunrn.com/2017/03/tajikistan-domestic-violence-report-many-victims-not-protected-or-supported/

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because they offer a wide safety net for support and referral. The government regulation on the assigned body for coordination is one of the intervention's outputs. Furthermore, a formal agreement clarifying and detailing the responsibilities of each involved institution/organization in a written partnership will be pursued to ensure a clear and effective collaboration. All aspects of inter-agency cooperation, obstacles related to policy barriers, prevention, services and rehabilitation of survivors of violence of GBV will be discussed during the high-level round tables. The round tables and the Multi-sectoral Coordination Group will be chaired by the CoWFA with participation of other relevant agencies (MoES, MoHSP, MoIA, General Prosecutors' Office, CoRA). For survivors of violence of SBGV, this institutional strengthening will impact the quality and access to essential services and will also be key to ensure that there is approval and ownership of the national awareness raising strategy - and sub-national community advocacy platforms (as detailed in Pillar 3 below) to address restrictive social norms and enable community dialogue on gender roles, power dynamics (men-women) and the right of women and girls to live a life free of violence.

Theory of Change: If (1) relevant decision-makers and stakeholders in all sectors of government are informed and mobilized to address SGBV/HP and if (2) institutions at all levels and relevant stakeholders have strengthened capacity on SGBV/HP and if (3) national and subnational bargaining processes are effective in overcoming the hurdles of collective action to address and prevent SGBV/HP and if (4) adequate budgets are allocated then (5) institutions will develop, coordinate and implement programmes that integrate the elimination of SGBV/HP and other SDG targets into development planning processes, because (6) institutional change requires appropriate capacity, adequate funding as well as political engagement and leadership to sustainably address SGBV/HP.

How it works

Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors.

This will be advanced through:

- (Act 2.1.1) Developing a comprehensive training package on gender mainstreaming, SGBV and transformative leadership – based on existing materials from the UN Family and other key development partners (such as the SDC/PVF) and according to the capacity assessment that will be conducted during the baseline - for the capacity building of key ministries, agencies, parliament. Considering the need on concerted actions with one voice and coordinated messages, this will include a Training of Trainers course to UN Agencies in support of institutional strengthening in EVAW across key institutions.
- Using the training package developed and based on the capacity assessment conducted, RUNOS will support the capacity development and institutional strengthening of the following key ministries, based on RUNOS' mandates and entry points:
  - (Act 2.1.2) MoES, MoHSP and CoWFA
  - (Act 2.1.3) MoJ, MoIA, and Judiciary, aiming to develop a gender mainstreaming strategy (incorporated into existing internal documents) that will promote increased access of women to decision-making positions and support the development of accountability and monitoring mechanisms.
- (Act 2.1.4) Recognizing the importance of involving religious organizations and institutions in EVAWG, this intervention will not only use the general training package developed under the Spotlight Tajikistan Programme but also adapt a UNFPA training module on Islam and Gender, with a focus on prevention and response to VAWG/SGBV and disseminate it to CoRA. The expected result is that CoRA adopts and disseminates it to religious leaders, so training of trainers to conduct

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trainings for religious leaders on how to incorporate tools to end DV into their religious community work will be provided.

- (Act 2.1.5) Engaging national human rights institutions to review international commitments made by the Government on EVAWG, and to report discrepancies and present recommendations. This will include support to the Commissioner for Human Rights in conducting comparative analyses, research and M&E of the situation on the implementation of international commitments of the country at national and target district level (to be implemented by a CSO), as well as support in developing a referral system and operationalizing the Case Management System for registering SGBV cases.
- (Act 2.1.6) Providing technical assistance to the Commissioner on Children's Rights to design its child friendly complaint mechanism, with specific focus on handling complaints from girl survivors of violence and facing intersecting forms of discrimination.

Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups.

This will be advanced through:

- (Act 2.2.1) Formally institutionalizing the Multi-sectoral Coordination Group on Prevention of VAWG and helping to develop the Group's Annual Work Plan to increase cross-agency response, cooperation, monitoring, and referral for victims of SGBV. The Spotlight Initiative will assist the CoWFA to establish a national level multi-sectoral coordination group (MSCG). An institutional framework for the MSCG will be envisioned by a group of experts from the CoWFA, MoHSP, MoIA, and lawyers. This framework once approved will provide legal authority to the MSCG and provide a sustainable, government approved, base for the duration of SI and beyond. MSCG will be provided with one staff person who will be charged with facilitation and coordination arrangements for the MSCG. Ministries participating in the MSCG include CoWFA, MoHP, and the MoIA. Each will have leading coordinators who will be responsible for developing a draft work plan. SI will support conducting four round tables per year. The initial set of roundtables will be focused on the launching of the draft work plan and delineating and incorporating roles and responsibilities between the engaged government agencies. Further roundtables will focus on the process of implementation of a multi-sectoral approach. The MSCG will facilitate local implementation and monitoring of activities that address GBV, improve access to integrated quality services (including health, psycho-social, and legal), strengthen the referral system for victims of SGBV. The MSCG will also provide feedback to policy makers on progress made and challenges faced in EVAWG and suggestions for changes to the legal framework required to meet established goals. Additionally, the MSCG will serve as a platform to advocate for and address harmful cultural stereotypes and discrimination against women and girls that can lead to violence.
- (Act 2.2.1) Creation of Regional Multi-sectoral Coordination Groups on Prevention of VAWG and help develop the Group's Annual Work Plan to increase cross-agency response, cooperation, monitoring, and referral for victims of SGBV at the province and district level working in coordination with the national Multi-Sectoral Coordination Group. During the baseline it will be assessed to which extent it is possible to use exiting regional platforms. The National level MSCG will provide technical support to the local MSCG, conduct monitoring visits, and organizing joint meetings. In this way, SI is providing linkages between institutional framework, policy, and implementation supporting victims at the local level. These groups will coordinate overall implementation of the action plan on GBV prevention.

Target Groups:

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An estimate of the beneficiaries targeted in Outcome 2 is included in the table below. The method for calculation, which will be refined during program design includes:

- **Direct beneficiaries:** similar to the approach taken on Pillar 1, the estimate number of direct beneficiaries includes key officials and departments within government ministries, courts, police, and local authorities who will participate in training and capacity development, including also CSO representatives and community members involved in planning and monitoring sessions.
- **Indirect beneficiaries:** According to the MDIT, 24% of women aged 15-49 have experienced violence. If this percentage is extended to all women aged 15-49, then approximately 2 million women and 738,000 will be impacted. In addition, recommendations from Commissioner for Human Rights are estimated to indirectly impact 476 girls survivors of SGBV. The indirect estimated include also men who attend mosques across the country.

Outcome 2		
Indicative numbers	**Direct**	**Indirect**
Women	**802**	**2,001,080**
Girls	**32**	**740,716**
Men	**733**	**46,520**
Boys		
TOTAL	**1,567**	**2,788 316**

Signature interventions: the following interventions have been preliminarily identified as high-impact transformative actions under Spotlight Tajikistan Programme, and will be further refined/ validated during consultations.

Multi-Sectoral coordination group (MSCG) to respond to SGBV will be established to work in a coordinated manner to respond to VAWG at the national and sub-national levels in Tajikistan. This will be an important coordination and advocacy platform for promoting gender equality, ensuring an effective response to SGBV and contribute to policy making. A cohesive multi-disciplinary cross-agency approach for responding to VAWG is essential to protecting survivors of violence and survivors of IPV and non-partner sexual violence from further harm when responding to violence.

Coordinated systems can have a greater impact in responding to violence, as well as greater efficiencies, than agencies working in isolation. The MSCG would be governed by laws and policies. It would involve a collaborative effort by multi-disciplinary teams and personnel and institutions from all relevant sectors to implement laws, policies, protocols and agreements and communication and collaboration to prevent and respond to violence against women and girls. Coordination will occur at the national level among ministries that play a role in addressing this violence and province level between sub-national branches of those ministers and service providers. MSCG's response to violence against women and girls would be

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comprehensive, multidisciplinary, coordinated, systematic and sustained---and transformative.

Sustainability strategy

The focus of sustainability is to build the capacities of duty bearers while mainstreaming the program interventions in the institutional arrangements. Relevant ministries will be supported to strengthen their capacity to develop systems for multi-sectoral coordination, integrating SGBV into internal sectoral documents; producing gender responsive budgets to support costs of mainstreaming. As the Spotlight Initiative will be closely aligned to the NDS and SDG frameworks there will be built in mechanisms to introduce and support measures leading to sustainability.

c) Prevention

Outcome: Gender equitable social norms, attitudes and behaviours change at community and individual levels to prevent SGBV and harmful practices.

Problem: Gender-related social norms influence the specific knowledge, attitude and behaviours towards women at various levels, starting from the legislation, going to violence-related patterns at the community and individual levels. In this regard, in spite of the fact that Constitution of Tajikistan guarantees equal rights for both men and women, in reality, women and girls continue facing significant barriers to accessing sexual and reproductive health, education and economic services. Limited access to services is compounded by the violence against women at the household level. As outlined in the DHS survey, around a quarter of the total women population aged 19-49 in the country experience some form of physical and sexual violence. As for the girls, aged 10-19, the national Adolescent Baseline Study, 33% of adolescents girls are treated harshly by their peers.

Solution: Based on the above, the prevention strategy will be initiated from conducting an in-depth analysis of the specific SGBV-related knowledge, attitude and behaviours in the realm of the existing gender social norms and environment in the targeted districts. Based on the data received, a range of interventions will be further detailed to a) raise awareness on girls and women's rights and alternative practices at an individual level based on traditional norms; b) facilitate activities to mobilise communities around SGBV to ensure that alternative community-based platforms and constructs are established. Specific focus on local religious leaders and Heads of Jamoats (Rais of Jamoat) will be made; c) facilitate institutional mobilisation of key local government structures around the SGBV; and finally, d) strengthen advocacy with the relevant national-level public officials to sensitize on SGBV from the perspective of women and girls' rights, effect of gender social norms and economic impact of SGBV.

Theory of Change: If (1) multiple strategies such as community mobilization, key stakeholders' engagement and education strategies are carried out in an integrated and coordinated manner based on a shared understanding and approach in line with international standards and evidence on preventing SGBV/HP, then (2) favourable social norms, attitudes and behaviours will be promoted at community and individual level to prevent SGBV/HP, because (3) multi-pronged prevention initiatives that mutually reinforce each other can effectively shift individual and socio-cultural norms including those affecting women's sexual and reproductive health.

How it works:

Output 3.1 National and sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Healthy Lifestyle Education in line with international standards, for in and out of school settings.

This will be advanced through:

- (Act 3.1.1) Based on traditional norms, conducting a participatory study on social norms to identify knowledge, attitudes, practices stereotypes that influence the normalization of violence against women, girls, and adolescent girls at the national, community and family levels. This will be done as

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part of the baseline and the results of the study will inform the development of interventions that promote gender-equitable norms, attitudes and behaviours, as well as the advocacy efforts, notably a behaviour change communication strategy.

- (Act 3.1.2) Technical assistance to MoES to align curricula for grades 7-11 to the UNESCO guidelines on Healthy Lifestyle education, incorporation of this Healthy Life Style (HLS) curriculum to be compulsory into new National Education Strategy; and training of secondary school teachers on using the updated curriculum on HLS and gender based violence at schools in one selected region.
- (Act 3.1.3) Develop and implement parent focused interventions designed to promote positive parenting practices and effective parent-child communication
- (Act 3.1.4) Parent focused interventions to support EVAWG will be strengthened by theatre-based educational performances to teach positive parenting practices and positive masculinity, including information sessions for parents to learn to speak with their children about selected healthy lifestyle education (HLSE) topics including bullying, and early marriage. Theatre-based educational performances to teach positive parenting practices and positive masculinity.
- (Act 3.1.5) Implement in-school and out-of-school programmes to strengthen student councils and other peer-to-peer platforms to advocate and engage youth to design prevention approaches of ending violence against girl and SGBV and resilience of girls to violence. This will include building 21st century skills (as well as of life skills), notably at risk groups, in order to provide for their successful transition from school to work life as a prevention measure to be resilient to VAG and SGBV.
- (Act 3.1.6) Considering the influence of social media amongst young people, promote the positive aspects of masculinity and provide information about HLS/SRHR in an accessible and fun way through the development of videos and competitions. At the same time, a theatre campaign will visit dormitories of university students, in order to increase the possibility of communicating with the target audience and to disseminate information about the HLS/ SRHR in an accessible and fun way.
- (Act 3.1.7) Promote and institutionalize ethical principles among mass-media workers by strengthening the capacity of media representatives to be more gender sensitive and properly to report on SGBV issues; developing information and learning products on gender ethics; conducting a campaign to raise awareness on stereotypes about SGBV by strengthening the capacity of media representatives to be more gender sensitive and to properly report on SGBV issues; developing information and learning products on gender ethics; conducting a campaign to raise awareness on stereotypes about SGBV.

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

- (Act 3.2.1) Support the government in designing a comprehensive multi-media Behaviour Change Communication Strategy, promoting social norms change across the ecological model (societal, community, family, relationship and individual levels), tailoring messaging and interventions to ensure appropriate coordination. Note that WGWD will be active drivers of change in the interventions of promoting transformational social and behavioural norms change process to prevent VAWG at individual and community levels. It will help in tailoring messages that will specifically challenge cultural and environmental barriers, and advocating the rights of WGWD to life free from violence.
    - Note that the work with religious leaders will be carried out based on the engagement and partnership with CoRA (as detailed in Pillar 2 above). CoRA - as an official government body - will facilitate and coordinate the process of involving religious leaders to address GBV in target districts through training high level and local level Imams on Islam and SGBV. Religious leaders

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have a very strong influence on the population through sermons and pastoral consultations where they can incorporate positive messages to men and boys to prevent SGBV.

- (Act 3.2.2) Introduce innovative approaches to work with social norms - an ethnographic overview of SGBV and the identification of positive examples of bearers of new social norms, in order to create awareness in the community and individuals about the illegality of violence and harmful practices (VAW). Under the Gender Action Learning Systems (GALS) programme, community participants will be supported during the stages of the process, including: self-examination and understanding of internal beliefs and views on SGBV; personal conscious decisions to that he / she does not want to continue to tolerate violence and the need to seek / to explore ways to combat violence. At this stage, there is a high level of commitment to changing violent and discriminatory norms; processes of personal change are under way; joining with community members to take joint action to change norms at the family/community level; Reflecting on the process and recognizing successful examples of change and documenting lessons learned. To further scale up across the country, the approach and experience in 6 pilot areas will be documented.

- (Act 3.2.3) Carry out community mobilization interventions through the support, to informal community activists, *jamoat* leaders, youth, people with disabilities, women living with HIV and local governments, including support to public council women members, under the local police, to strengthen and promote community policing for improved access and trust of police services.
- (Act 3.2.4) Building on experience upon UNFPA's regional and national "Men Engage" program, which involves partnering with men and boys to change social norms and end GBV, this activity will leverage the power of male "influencers" (famous sports stars) to demonstrate positive models of masculinity, transform gender stereotypes and change the narrative on gender norms and violence. This is done through direct sports-based activities with girls and boys, and an advocacy campaign featuring these sports "influencers" promoting anti-SGBV messages to their fan base. Engaging men through positive models of masculinity is a proven method to change perception of social norms. UNFPA has pioneered the model of engaging sports stars (influencers) to engage men and boys in SGBV messaging.

Target Groups:

An estimate of the beneficiaries targeted in Outcome 3 is included in the table below. The method for calculation, which will be refined during program design includes:

- **Direct beneficiaries:** Includes teachers and students engaged in the in-school activities as well as those impacted by the curriculum development and the multi-media campaign for young people; communities reached by the parent focused interventions.
- I**ndirect beneficiaries*:*** The total population of Tajikistan, disaggregated by sex and age.

Outcome 3		
Indicative numbers	**Direct**	**Indirect**
Women	**53,330**	**2,512,558**
Girls	**66,370**	**1,090,006**

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Men	**32,163**	**2,499,709**
Boys	**43,180**	**2,029,552**
TOTAL	**195,043**	**8,931,200**

Signature interventions:

YouTube Influencers as Social Norm Change Agents: Using the power of youth centered social media influencers, create viral-oriented YouTube videos targeted at 18–24-year-olds, that promote positive masculinity, and HLS/SRHR information in an accessible and fun way. Complementary competitions for fans of the social media influencers to create their own videos and upload them onto YouTube will be implemented to amplify direct engagement by youth. Based on the themes of the YouTube videos, a complementary theatre campaign will visit dormitories of university students to increase encounters with the target audience and spread HLS/SRHR information in an accessible and fun way.

New Social Norm Champions: The intervention will focus on creating groups of change agents - at least 20 New Social Norms Champions - in at least 6 of the target districts, who will undertake at least 5 actions to change their own behaviors, and then influence at least 5 other persons (family members and community members) to convert them to fight violence and some discriminatory norms. It will help to create a self-motivated and self-managed community advocacy campaigning, involving directly 600 individuals. These actions, which are community self-driven, will be supported through project financially and technically, based on their advocacy proposals, ensuring ownership and sustainability of community advocacy and campaigning actions.

21 century skills for girls facing intersection forms of violence and in group of risk – Spotlight and its implementing partners, including Centers for additional education of the Ministry of Education and Youth Centers of CYS, will build core soft skills among adolescent and young girls and boys (15-24 years old), with special focus on NEET group, 88.4% of who are girls (LFS 2016), other vulnerable and at-risk groups of girls. These soft skills include main competencies including self-esteem, problem-solving, resilience, creativity, managing emotions, critical thinking and hope for future that are proved to be essential skills that meaningfully empower young people. These soft skills will be built through delivery of best practice soft skills curricula - UPSHIFT and Adolescent Kit (the latter incorporates also psycho-social support content). The curricula will be delivered in the Innovation Labs established as experiential learning spaces in CAEs Each Innovation Lab established within targeted districts will reach at least 350 young girls and boys, including of at risk groups per year, resulting in building core soft skills (21st century skills) of at least 2100 girls and boys during the project period. Following the project completion Innovation Labs will continue delivering these curricula and covering more girls and boys, leveraging partnerships with MoES, CYS and other actors.

Sustainability strategy: Planned work in schools will be implemented with the MoES and mainstreamed through schools across the country. This will ensure the long-term sustainability of the school related interventions. Similar work with parents and caregivers, will be implemented in collaboration with local governance channels at municipal levels. The impact and sustainability are ensured by linking awareness-raising, skills building and norm change work with increased awareness, trust and capacity on essential services (under Pillar 4).

Mobilized communities will be facilitated to undertake in-depth individual reflection and discover the attitude towards violence – level of acceptance, understanding of its wrongness. This will lead to self-motivated intentions to define how they would like to change their individual behaviors, social norms, and interpersonal relations towards more harmonious and equal systems of relations and norms. It will help communities to create their own, self-formulated messages about elimination of violence. Rather than there

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is a communication campaign coming from outside – it will be self-driven campaigning for urgency of changing violent norms, ensuring full ownership and continuity of change processes after the timeframe of the project.

d) Essential Services

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

Problem: As in most countries in the region, women and girls in Tajikistan have limited options and resources to report violence and seek assistance. When they do, they face a lack of sensitivity and awareness about the devastating effects of GBV, as well as persistent stereotypes and victim-blaming, with generalized poor understanding of the complexity of the problem – all critical factors jeopardizing effective response[60]. Crucially, the police, and prosecutors, as well as health practitioners and social workers are under-equipped to deal with cases of intimate violence and their response, advice and decision is often affected by gender stereotypes and bias.

In addition, access and use of services is scarce, with high disparity between the reported need for psychosocial, emotional or parenting support and access to these services. In one survey, 75% of those interviewed stated they required such support but only 31% stated they had received it[61]. And in the majority of cases, the main support offered is counselling - only 7% of respondents affirmed that there were protective services available in their community addressing unhealthy coping mechanisms, mental health and violence. Within this same group, only a third of the group stated that the protective systems are working (accessible and useful). Respondents stated that school friends, heads of villages and family are best placed to inform the community on psychosocial wellbeing and violence prevention in the community. Access to services and the appropriateness of services remain key barriers. Fewer than half (45%) stated that they were aware of informal or formal support resources that are available in the community to assist with coping with the absence of a family member. For those who were aware of services, these services included legal consultation, and financial and health assistance[62].

The LPVF includes provisions for the services of shelters as the temporary place of stay of victims of violence. However, the Law has a number of shortcomings and gaps, which do not allow to duly regulate the process of establishing and functioning of shelters, including the following: (i) the Law does not provide clear definitions of 'shelter', nor there is clarity regarding of what type of organizations/institutions shelters should be under nor how they should be created and operated; (ii) there are no procedures for renting or buying premises for shelters; (iii) there are no unified standards for the provision of shelter services and systems for assessing their quality and uniform tariffs for shelters are also not defined; (iv) there is no clear system of payment for the work of employees in shelters. Therefore, with no state funding currently allocated to this service, the few existing shelters are operated by NGOs (depending on donor funds), resulting in limited quality and poor control.

Despite these shortcomings, the state has been providing short-term shelter to women and girls survivors of violence through the Victim Support Rooms. VSR are located in selected health facilities and are therefore under the MoHSP. This means that, although they do not offer the full range of essential services (legal support, shelter services, medical and psychological rehabilitation and recovering and reintegration back home), they are currently running and are recognized and partially funded by the Government.

Solution: Global evidence shows that effective implementation of VAWG laws and policies requires investment in programmes covering multi-sectoral services for survivors, including frontline police, health

[60] Report from the regional conference "Turning policies into action: eliminating gender-based violence against women and girls in Central Asia" organized by the Government of Kyrgyzstan with support from the UN

[61] Taleshi, M M. UNICEF policy brief, Adolescent and Youth Programming in Tajikistan

[62] Protecting Children affected by migration in Southeast, south and Central Asia (Tajikistan), Save the Children International, October 2018

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and social services. This has been proven to increase and improve access to essential services notably by women and girls living in remote areas, those with disabilities and those most affected by poverty. This requires investment in transformative approaches to service delivery and strengthening programmes to include sector-specific skills as well as addressing how service providers treat women and girls. This is critical for changing harmful attitudes and behaviors on gender and increasing help-seeking services for survivors of VAWG.

The Spotlight Tajikistan Programme will therefore invest in increasing the capacity and resources of key service providers and women's rights organisations at national and sub-national to deliver higher quality and more coordinated essential services, including an extended (and improved) network of VSR, SRH services and access to justice to women and girls' survivors of violence, especially those facing multiple and intersecting forms of discrimination. This will be supported by increased access to information to women and girls' survivors of violence and their families regarding access to quality essential services.

Theory of Change: If (1) service providers have the capacity to deliver essential services, including SRH services, and to prosecute perpetrators in line with international human rights standards and guidelines and (2) if these services are made available and accessible to women and girls if (3) women and girls are informed and empowered to exercise their rights to services (including SRHRs and access to justice) then (4) women and girls who experience SGBV and harmful practices will increase their use of services and recover from violence, while perpetrators will be prosecuted, because (5) underlying barriers to women and girls' access to services have been addressed,

How it works

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

This will be advanced through:

- (Act 4.1.1) Adaptation and adoption of UN Essential Service package and Standard Operating Procedure for providing quality essential services for survivors of SGBV. The SOPs for health and psycho-social services will be adapted for use and administered by service providers to victims of SGBV at the point of service delivery. This will include training of first line SGBV health service providers on the adopted Standard Operating Procedures on providing quality services to victims of SGBV (activity 4.1.1), and the national protocol on rape, to improve quality of service delivery in response to SGBV and strengthen a referral system and multi-sectoral cooperation to respond to SGBV.
- (Act 4.1.2) Development of capacity of service providers (legal aid, Justice and Police) through assessment of gaps of service delivery, elaboration and strengthening coordination of services with active participation of survivors and provision of training.
- (Act 4.1.3) Provision of psychosocial support under the adolescent's mental health to girls' survivors of SGBV or facing intersecting forms of discrimination.
- (Act 4.1.4) Increasing the number of Victims Support Rooms and strengthen existing shelters, to provide safe spaces for victims of SGBV to stay and receive services. VSRs are rooms within existing health facilities when women and children victims of SGBV can shelter for up to two months' time. Currently, VSRs are the only sustainable form of shelter for survivors of violence in Tajikistan as they are funded and supported by the government (MoH) and are located in different regions. The VSRs provide shelter, food, health care, and psychosocial support to survivors of violence of SGBV. This intervention will work with the MoH to order the establishment of new VSRs and allocate staff with funding from the State budget. Additionally, the Spotlight Tajikistan Programme's investment will strengthen the VSRs by ensuring that primary service providers at VSRs are able to implement the SOPs adopted and strengthen the referral system for victims by integrating information about the

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victim hotline at VSRs and incorporating the services of legal professionals. The VSRs as government owned facilities would be the subject to the oversight from the MSCG at the national and regional levels (Pillar 2), bringing coordination from MoH, CoWFA, and MoIA towards survivors of violence services in Tajikistan. This expands and improves the existing network of VSRs, with full ownership from the Ministry of Health, ensuring sustainability. In parallel, the information and data collected under the programme will allow for better campaigning and advocacy efforts to engage the Government in improving these services, notably funding existing shelters.

- (Act 4.1.5) As part of the improvement and expansion of the VSRs, the programme will ensure the integration of international best-practice guidance on response and provision of gender sensitive quality services to survivors of violence of SGBV into primary health care institutions (Health centers, Rural health centers).

Output 4.2 Women and girls' survivors of violence and their families are informed of and can access quality essential services, including longer-term recovery services and opportunities

This will be advanced through:

- (Act 4.2.1) Improving the system of service provision to address specific needs of women with disabilities during investigation process of VAWG cases (medical forensic services), led by the League of women with disabilities 'Ishtirok' and its experts for the implementation of the Istanbul Convention Action Plan. In addition, women and girls with disability will act as reference group in the process of development of protocol for the improvement the quality of medical forensic services and case management for special groups of women and girls, including procedures for medical forensic experts on the specifics of conducting medical examinations, conducting interviews with victims, taking medical history notes, examining and recording injuries, features of photographing, screening and drawing up conclusions on the cases of violence against women and girls with disabilities.
- (Act 4.2.2) Promoting the existence and support of the functioning of the hotline for response to SGBV cases (1313), which provides free psychological counselling, legal and health advice to survivors of SGBV, based on a developed exit strategy to ensure sustainability. This will include Capacity building of the Hotline service centre through elaboration and implementation of the manuals and SOPs for the staff and activities to deliver the quality services for SGBV survivors.
  - Note that, considering Eurasia Foundation of Central Asia (EFCA) was in charge of implementing and supporting the hotline (with EU funding) to date, it is recommended that, in this exceptional case, this engagement is continued through direct contracting. EFCA is a public organization established in the region in 2005 with the goal of supporting civil society initiatives, developing entrepreneurship, education and good governance in Central Asia. The organization implement projects in the areas of: Gender Equality and Women's Empowerment, Human Rights and Rule of Law; Civil Society Development and Good Governance and Youth Empowerment and Education.
- (Act 4.2.3) Developing, maintaining and promoting a mobile application, co-designed by women and girls, notably WGWD, which will provide links to online and offline access to free counselling and information and promotion of service providers to women and girls survivors of SGBV.
- (Act 4.2.4) Supporting civil society and women`s rights organizations in implementing programmes for economic reintegration of SGBV survivors. This will include capacity building, mentoring and guidance to service providers (women's rights organizations working with survivors and their family members) as well as transfer of funds to CSOs to implement the WEE/reintegration program.
- (Act 4.2.5) Conducting Mobile Public Health Clinics to provide professional, basic health, legal and psycho-social services for women and girls in remote areas that usually have little to no access to SGBV and SRHR.

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Target Groups:

An estimate of the beneficiaries targeted in Outcome 4 is included in the table below. The method for calculation, which will be refined during program design includes:

- **Direct beneficiaries:** estimated number of survivors of violence looking particularly at the justice, police and health services available data.
- I**ndirect beneficiaries***:* are estimated based on a percentage of populations in six target districts but will be estimated again once the specific locations have been confirmed.

Outcome 4		
Indicative numbers	**Direct**	**Indirect**
Women	**32,734**	**3,070,698**
Girls	**6,320**	**1,611,622**
Men	**1,995**	**15,640**
Boys		**15,490**
TOTAL	**41,049**	**4,713,450**

Signature interventions:

Improve the system of service provision to address specific needs of women with disabilities- state and NGO service providers will be equipped with specific skills, knowledge, tools, and equipment to provide quality services, including to women with disabilities, *along with other survivors of the violence* adopting a transformative 'twin track approach'. State providers will be enabled to provide quality medical forensic services by equipping them with needed medical furniture [for special groups of clients]. Partners will be also equipped with knowledge products as per Istanbul Convention Action Plan on EVAW and support of local NGOs and Crisis centers in proper case management /legal support of survivors from special groups. UN Women will introduce a concept of outreach and referral services for beneficiaries.

Hotline for response to SGBV cases (1313) and mobile app: the only hotline, which provides free psychological counselling, legal and health advice to survivors of SGBV throughout the country, will be expanded and the mobile application will provide links to online and offline access to free counselling and information and promotion of service providers to women and girls survivors of SGBV. EFCA, in close cooperation with CoWFA has established the GBV Resource Center under the EU funded project "Improving the Framework for Reporting and Resolution of Gender-Based Violence (GBV) in Tajikistan." The Center provides Hotline services to GBV survivors with national coverage. A key component of this investment is to increase advocacy for increased sustainability, notably with the Government.

Improving Quality of Service Delivery in response to SGBV: Adaptation and adoption of UN Essential Service package and Standard Operating Procedure for providing quality essential services for survivors of SGBV. The SOPs for police, health and psycho-social services will be adapted for use and administered by service

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providers to victims of SGBV at the point of service delivery. Strengthening the referral system and multi-sectoral cooperation to response to SGBV. Training of first line SGBV health service providers on the adopted Standard Operating Procedures on providing quality services to victims of SGBV and the national protocol on rape, to improve quality of service delivery in response to SGBV.

Sustainability strategy:

By working more collaboratively and effectively both within the justice system and with government and community partners to improve the flow of information between partners and to support reform initiatives, the services delivered to survivors will produce long-term results at the institutional level. Engaging survivors of SGBV in empowering, confidence-building activities will strengthen their ability to confront the trauma experienced and create new avenues for re-building their personal and work lives.

Identifying and reducing obstacles to legal services, expanding the range of legal representation available to survivors and building enforcement measures at the regional and district levels will all contribute to the sustainability of services for the well-being of affected individuals.

Finally, sustainability will be promoted by investing in using the information gathered and the data collected (notably under Pillar 5) to strongly advocate and campaign for the Government to increase it's commitment to EVAWG by recognizing and financing – at least partially – the most neglected essential services, notably shelters.

e) Data

Outcome: Quality, disaggregated and globally comparable data on different forms of SGBV and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes

Problem: The precise number of women and girls who experience violence in Tajikistan, particularly at the hands of a partner is widely unknown, as the responsible actors do not systematically monitor and collect data on the issue. There is no central governmental database providing publicly accessible and transparent disaggregated national statistics on domestic violence, in part because very little data is collected. Inconsistent and uncoordinated methods of data collection and insufficiently detailed publicly accessible data on incidents and causes of domestic violence make it difficult to establish a baseline against which to measure progress in protection and prevention of domestic violence and assess which policies are effective and worth pursuing.

Solution: Statistical officers, service providers in the different branches of government (including justice, security and health sector) and women's rights advocates will have strengthened capacities to regularly collect data related to SGBV/VAWG in line with international and regional standards to inform laws, policies and programmes. This means that data collected will be disaggregated by type of violence, perpetrator, age and ethnicity of the survivors of violence, and that the number of complaints received, investigations carried out, prosecutions conducted, and sentence imposed on perpetrators will be registered. In addition, the prevalence and incidence data on SGBV will be analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making.

Theory of Change: If (1) Measurement and methodologies for SGBV/Harmful Practices' data collection are improved and strengthened (including monitoring and reporting requirements for SDG target 5.2 indicators and (2) the capacity of national institutions to collect disaggregated data on SGBV/ Harmful Practices in line with globally agreed standards is strengthened and (3) disaggregated data is made accessible and disseminated to be used by decision makers (4) then laws, and programmes will be based on evidence and better able to respond to the specific context and realities of women and girls, including those most marginalized - women and girls (rural, poor, with disabilities), at higher-risk of sexual and gender based

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violence (5) because they will be based on quality, disaggregated and globally comparable data.

How it works

Output 5.1 Key partners, including relevant statistical officers, service providers in the different branches of government (including Statistics offices, justice, security and health sector) and women's rights advocates have strengthened *capacities to regularly collect data related to SGBV in line with international and regional standards to inform laws, policies and programmes*

This will be advanced through:

- (Act. 5.1.1) Determine the current state of data collection on SGBV in Tajikistan through a participatory review and mapping of existing administrative data, identification of data gaps, procedures and assessment the technical capacity of the key agencies identified by programme partners and involved with production, collection and analysis of data related to GBV, in order to establish the areas of intervention and support the development of data indicators and procedures.
- (Act. 5.1.2) Based on this mapping, and working in close cooperation with relevant government agencies and CSOs, revise and harmonize tools and instruments of the seven agencies involved with production, collection, monitoring, and analysis of data related to GBV to ensure common definition, methodologies, indicators, definition of standards and protocols, ethical standards, and processes inline with international standards on data on SGBV; towards the goal of creating a unified mechanism of collection of GBV data across Agencies**.**
- (Act. 5.1.3) Training of data officers in agencies on applying the newly created unified indicators and procedures to implement collection and reporting on gender-based violence data to the Agency Statistics. Building upon the common indicators developed, in collaboration with the Agency of Statistics, a form will be developed using the developed indicators. With the support of the AS, this form will be used by primary data collection institutions as a basis for reporting information on SGBV/ Harmful Practices.
- (Act. 5.1.4) Based on the tools and indicators developed under this Pillar, strengthen the capacity of women's rights advocates and CSOs to collect incidence data, including qualitative data, on SGBV, with a focus on groups facing intersecting forms of discrimination for evidence-based monitoring and reporting (CEDAW, UPR).

Target Groups:

An estimate of the beneficiaries targeted in Outcome 5 is included in the table below. The method for calculation, which will be refined during program design includes:

- **Direct beneficiaries:** this estimate includes national Governmental data/planning focal points, IT officers in justice institutions, women's CSO representatives and other groups directly involved in training and skills building
- I**ndirect beneficiaries***:* estimates considered expected users of the data produced by the programme (or as a result of the programme's activities).

Outcome 5		
Indicative numbers	**Direct**	**Indirect**

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Women	**957**	**726,379**
Girls		**391,875**
Men	**347**	**3,254**
Boys		**2,500**
TOTAL	**1,304**	**1,124,008**

Signature intervention: Collection of SGBV/HP Data - Currently, the lack of data on SGBV/HP limits the ability to understand the scope and scale of the SGBV/HP problem in Tajikistan. Stakeholders' capacity to develop effective policies and programmes to respond to the challenge of SGBV/HP is restricted as a result. The activities under pillar 5 of the Spotlight Initiative will create a framework and capacity that will allow for SGBH/HP data to be regularly collected, analysed, and used in line with international standards. As a result of these activities, for the first time, Tajikistan will have comparable and coordinated data to inform law and programs. These activities will be a real turning point for evidence-based interventions on SGBV, as the activities will result in data that can be used as evidence to inform decision makers. Additionally, there has been little data up to this point on SGBV/HP and its particular impact on adolescents, which the activities will also address.

Sustainability strategy: Government agencies involved in collecting, transmitting, and analysing data related to VAW/SGBV, from first line service providers to central ministries, will be constantly involved and actively engaged in the activities under this Pillar. They will be engaged through participatory research during the initial stages all the way through the knowledge transfer and training on usage of new forms, indicators, and methods to collect data on victims of SGBV/VAW. Ultimately, the Agency of Statistics will sustain the output of these cumulative activities by approving, receiving, and using the data that is collected from the new forms to collect data on SGBV/VAW.

f) CSOs

Outcome: Women's rights groups, autonomous social movements and civil society organisations, including those representing youth and groups facing multiple and intersecting forms of discrimination/ marginalization, more effectively influence and advance progress on GEWE and ending SGBV

Problem: Civil society organizations have been well recognized as a key driving force in the country for raising concerns and creating demand for legislative and institutional measures to address violence. CSO also in collaboration with the governmental institutions are working on prevention and providing services to survivors of violence. However, as noted during CSOs consultations, progress in the area of EVAWG has been insufficient. While acknowledging that the complex nature of violence issues requires better consolidation of efforts, most of CSOs work in silos, there are many fragmented small-scale projects, which are dependent on donor funding. Opportunities provided by new technologies also have not been sufficiently used. CSO have limited access to information, there is no system of knowledge hub/ or electronic depository of studies. Reports/studies, produced by experts' community in different areas are not readily accessible, which often leads to duplication in production of several research on the same topic. EVAWG needs stronger consolidation of civil society organisations.

Solution: Provide a Platform for CS leaders to come together with governmental bodies and develop *Civil Society Strategy to Leading Change on EVAWG* (if deem necessary). Special sessions will help these individuals

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to review their knowledge, beliefs and attitudes on VAWG, including identifying CSOs' capacity needs on transformative leadership for change. This will support CSO to discuss and jointly define solutions on 'what' and 'how' to lead the change on EVAWG. The Strategy will include joint and coherent multi-sectoral actions and experimentation on innovative approaches. In addition, CSOs will strengthen their capacities and skills of youth networks /centers /organisations to further conduct cascade "peer-to-peer" trainings on fundraising and programme management in target districts. This will be complemented by facilitation knowledge exchange on existing experiences of different organisations focusing on women's rights, people with disabilities, special groups of population and youth networks.

The initiatives of CS leaders will be directly linked to the work of Pillars 1 to 5, in that way ensuring civil society contribution to implementation of objectives on EVAWG in holistic way.

Theory of Change: If (1) gender advocates and civil society organisations, in cooperation with CoWFA will undertake scrutinized review of attitudes and beliefs towards VAWG, and (2) the knowledge, expertise and capacities of gender advocates and civil society organisations strengthened based on transformative leadership approach, tailor-made to address capacity gaps, as well in support to inner self-motivated actions for eliminating violence and inequalities, responding to the needs of all women and girls, including those facing multiple and intersecting forms of discrimination, then (3) gender advocates and civil society organisations will be jointly undertaking integrated and coherent multi-sectoral actions and experimentation on innovative approaches, because (4) activism and solidarity of civil society movement is strong to advocate for accountability, influence decision making, sustain, and advance progress on GEWE and ending SGBV policies and programmes.

How it works:

Output 6.1 Women's rights groups and relevant CSOs, Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending SGBV, more specifically, with relevant stakeholders at sub-national, national, regional and global levels

This will be advanced through:

- (Act. 6.1.1) Specific needs of groups facing multiple and intersecting forms of SGBV advocated for during Parliament Zero hearings by graduates of the training course School of Gender Advocates. This will be achieved by creating a pool of EVAWG advocates and experts through organising the training course called "School of Gender Advocates" - focus on transformative leadership for accelerating progress on EVAWG, evidence-based campaigning, data analysis and use for planning policies, use on IT/ICT for strengthening influence of CS on policy making, demanding accountability. Knowledge management through systematic documentation of practices, including observation of processes, difficulties, enabling factors, defining lessons learned.
- (Act. 6.1.2) Support to strengthen the women's movement and gender advocates for leading changes at legislative and institutional levels, as well as transformation of social norms and behaviours towards EVAWG. This will be implemented by providing a Platform for CS leaders to come together and develop Civil Society Strategy to Leading Change on EVAWG, including defining CSOs capacity needs on transformative leadership. This transformative leadership approach helps to reveal rooted beliefs and attitudes – from where CSO can think of solutions on how to make changes towards EVAWG. Strategy will include networking and multi-sectoral coordination between CSOs working in different sectors to jointly experiment on new approaches of advocating for/promoting demand for change within society / communities / family relations.
- (Act. 6.1.3) Support civil society actors' initiatives as part of implementation of the Strategy Leading Change on EVAWG. This will be implemented through technical and financial support to CS leaders and CSOs to implement priorities they jointly defined in the Civil Society Strategy to Leading Change on EVAWG. Joint actions will focus on accelerating progress on practical realization of policies and laws that respond to the needs of women and girls, including those facing multiple and intersecting

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forms of discrimination to be implemented by CSOs with involvement of women leaders and representatives of different groups and sectors (WWD, HIV, youth, rural women, abandoned wives, single mothers)

- (Act 6.1.4) Support CSOs' participation in CEDAW&UPR process. This will include expert meetings, collection of data and analysis, consultations, training on HR reporting and support in drafting analytical reports.
- (Act 6.1.5) Facilitate knowledge-exchange and capacity building of CSOs representing groups focusing on multiple and intersecting forms of discrimination of violence, through strengthening strategic program management and fundraising abilities, ability to document cases of SGBV for evidence based advocacy at the national and global level (CEDAW).
- (Act 6.1.6) Support the functioning of the CS-NRG to advise the Spotlight Country Programmes and advocate and partner for the realization of its objectives –. support meetings and travelling of members as required and ensure the means for CS-NRG to effectively provide meaningful input to the programme - and its members on the Steering Committee.

Target Groups:

An estimate of the beneficiaries targeted in Outcome 6 is included in the table below. The method for calculation, which will be refined during program design includes:

- **Direct beneficiaries:** CSOs united in networks under common platforms, representing women and girls, including those facing multiple and intersecting forms of discrimination, EVAWG Advocates and Experts.
- **Indirect beneficiaries*:*** this will be defined in consultation with CSOs in the final stages of programme design and during the inception phase, based on their estimated target groups.

Outcome 6		
Indicative numbers	**Direct**	**Indirect**
Women	**158**	**TbD**
Girls		**TbD**
Men	**119**	**TbD**
Boys		**TbD**
TOTAL	**277**	**TbD**

Signature interventions*:*

The concept of Transformative leadership for EVAWG will be used to strengthen civil society activism based on the approaches for adaptive change. It implies an exercise of scrutinized review of personal attitudes and beliefs towards VAWG, allowing civil society leaders to determine gaps, as well as inner motivations to

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continue fighting for eliminating violence and inequalities. In addition to finding stronger arguments for self-motivation, civil society leaders will be also further strengthened through new opportunities for uniting / dialogues/ joint decisions, which, through reaching consensus, they can formulate in the *Civil Society Strategy to Leading Change on EVAWG.* This strategy will serve as a policy framework document for strengthening coherence and partnership between CSOs working in different sectors and jointly implementing priorities defined in the Strategy.

Civil Society Strategy to Leading Change on EVAWG: Technical and financial support to CS leaders and CSOs - Grant to 6 leading CSOs for implementation of the Civil Society Strategy to Leading Change on EVAWG. As per consultations with CSOs, it was confirmed that the women movement in the country is week. EVAWG needs stronger consolidation of civil society to be effective. Thus at the request from CSOs, the project will help and provide a Platform for CS leaders to come together and to develop Civil Society Strategy to Leading Change on EVAWG, including defining CSOs capacity needs on transformative leadership. This transformative leadership approach helps to reveal root beliefs and attitudes – from where CSO can think of solutions on how to change. Strategy implies joint actions that needs to be implemented, including innovative approaches. These funds are required to support joint CS initiatives, that will be developed through strategizing process. It is important that critical scrutiny that will be made during strategy preparation and defined solutions will be then implemented by CS women leaders, including representatives of different groups and sectors (WGWD, HIV, youth, rural women, abandoned wives, single mothers) in partnership with government agencies. Provision of financial and technical support to CSOs' initiatives aiming at experimenting new approaches of advocating for/promoting demand for change within society / communities / family relations leading to knowledge management through systematic documentation of practices, including observation of processes, difficulties, enabling factors, defining lessons learned. Process: networking of gender experts and CSOs, strategizing, definition of proposed solutions, support in joint implementation.

Sustainability strategy

The pool of EVAWG Advocates and Experts will become the country-based group for consolidation and streamlining all advocacy and expert work on EVAWG. Web-page will be used for knowledge management through systematic documentation of practices on EVAWG. All studies/researches/reports produced on EVAWG and GEWE will be posted on the web-page for ensuring availability and accessibility of knowledge base on EVAWG in the country.

Joint implementation of the '*Civil Society Strategy to Leading Change on EVAWG'* will enable CSOs working in different sectors to consolidate their efforts and act as united civil society force for fighting against violence, pursuing more integrated and coherent partnership, and ensuring synergies of multi-sectoral efforts on EVAWG.

Skills and knowledge on fund raising and project writing will help selected community members to submit small scale project proposals to sustain activities at community level. Grants component will practically allow NGOs to practice project proposal writing skills and develop skills on 'how to' communicate with donors.

III. Alignment with SDGs and National development Frameworks

The Government of Tajikistan has made significant progress in mainstreaming gender into national socioeconomic development strategies, beginning with the adoption of the Poverty Reduction Strategies for the Republic of Tajikistan for 2007–2009 and 2010–2012. These strategies and the current Living Standards Improvement Strategy for 2013–2015 and National Development Strategy for 2015 all dedicate chapters to gender equality as a component of developing the country's human potential.

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However, the Inclusion of gender equality targets in these strategic documents ensures that indicators, implementing agencies, and financing are also delineated.

The Spotlight Tajikistan Programme will actively **contribute to the 2030 Agenda for Sustainable Development** and accelerate Tajikistan's progress toward reaching its targets under the 2030 Agenda, particularly in regards to SDG 5 on Gender Equality, but also SDG 3 “Health and Well-Being”, SDG. 4 “Quality Education”, SDG 10 “Reduced Inequalities”, SDG 16 “Peace, Justice and Strong Institutions”, and SDG 17 on “Partnerships”.

In 2016, the Government of Tajikistan adopted the National Development Strategy for the period from 2016 to 2030 (NDS-2030) and the Mid-term Development Programme for the period 2016-2020 (MtDP-2020). The NDS-2030 is emphasizing the Government of Tajikistan’s commitments to pursue Agenda 2030.

The NDS-2030 provides direct linkages to the global Agenda 2030 and the SDGs, with clear articulation of links specified in various sections of both the NDS-2030 and the MtDP-2020. The UN organized an SDG Mainstreaming, Acceleration and Policy Support (MAPS) mission of experts in December 2016. In preparation for the mission, UNDP prepared a rapid integrated assessment (RIA) of linkages between the NDS, key sector strategies and SDGs. RIA has also helped identify gaps in such areas as gender, inequality and environment. The new NDS was seen to have high level of alignment with SDGs targets (78%).

Key recommendations from MAPS mission included:

- Continued mainstreaming of the Agenda 2030 at the national and sub-national level involves aligning sectoral and local development plans and priorities with the SDG targets and defining actions to meet the SDGs;
- Strengthen institutional capacities for coordination, monitoring and evaluation of the SDGs progress;
- Focus on objectives having catalytic effect for Tajikistan’s development, including but not limited to access to energy sources, gender equality, regional development, youth issues (unqualified labour, youth labour migration, and radicalization).
- The need to address the issues of SDGs financing and domestic resource mobilization through more effective and transparent use of state funds and remittances.
- Localizing SDGs and addressing capacities of local stakeholders to promote the “Leave no one behind agenda” at the local level.
- Engagement of civil society and citizens in the processes of planning and monitoring of SDGs.

The Spotlight Tajikistan Programme will support the implementation of the NDS - 2030

IV. Governance arrangements

As the highest governance structure for the Spotlight Initiative in Tajikistan, and in compliance with the Spotlight Initiative guidance, the Country Programme Steering Committee (CP-SC) will be tasked with providing strategic leadership and oversight to the Programme. The CP-SC will have the authority to make decisions that are in accordance with the objectives, approach and scope of the programme once the Spotlight Initiative Tajikistan Programme Document is approved.

The CP-SC is expected to make key Programme decisions, guide the implementing partners and responsible parties in the execution of the Programme, and ensure effective oversight through review of, and feedback to strategic programme documents (for example, Annual Workplans, Evaluation Management Responses, and potential revisions of the Programme Document, as relevant).

The specific roles and responsibilities of the CP-SC will be validated through further consultation that will take place at the final stages of programme design, under the following guiding principles:

- Ensuring accountability, effective management and implementation of the SI through proper communication and coordination, in alignment with Tajikistan’s priorities and considering UNDAF’s outcomes and European Union priorities.

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- Approving annual work plans, reviewing output level results and adjusting implementation with the aim of ensuring maximum programmatic impact
- Reviewing and approving periodic and annual joint programme narrative reports submitted by the technical team.
- Approving programmatic or budgetary programme revisions within the limits of the approved programme document by the Operational Steering Committee.
- Reviewing risk management strategies and ensuring the programme is proactively managing and mitigating risks.
- Managing stakeholder relationships at country level.

A Note Verbale was sent to the Ministry of Foreign Affairs to inform of the Spotlight Initiative and to request the appointment of the Government counterpart to support the project design (ideally to co-lead with the UN the national consultations with civil society and the Government), sign the project document and co-lead the programme's Steering Committee. The Government has now formally informed the UN that the Committee on Women and Family Affairs (CoWFA) will be the counterpart and CP-SC co-chair for Spotlight Tajikistan Programme. A meeting was held on November 11 with the CoWFA's Chairwoman who assured that the Committee will play an active role in the coordination and implementation of the Spotlight Initiative, including co-chairing the Steering Committee and facilitating the coordination of Government institutions.

The UN is continuing to explore avenues to ensure the discussion and decision regarding the members of the CP-SC is done during the programme design stage, in accordance with the Spotlight Initiative's guidance. A meeting with Government was held on November 28, co-chaired by CoWFA, to formally introduce Spotlight to a wider range of Governmental stakeholders and continue these discussions, in order to have a CP-SC in place once the Spotlight Tajikistan Programme is formally launched.

The following list of members, as summarized in the revised diagram in Figure 6 below, has been discussed in consultations with the Government and Civil Society held to date and will need to get final approval by the Government:

- UN Resident Coordinator (co-chair)
- CoWFA (co-chair)
- European Union Ambassador or representative, who will have a key role in providing strategic advice to the Programme
- National Government representatives currently being discussed– Executive Office of the President, Ministry of Justice, Ministry of Internal Affairs
- Governors of the 3 target regions (currently under discussion)
- Country Representative of UN Women (or representative)
- Country Representative of UNDP (or representative)
- Country Representative of UNICEF (or representative)
- Country Representative of UNFPA (or representative)
- Civil Society National Reference Group representative nominated by the CS Reference Group – number of representatives to ensure 20% representation.

This decision will also be guided by the need to ensure that representation is balanced with maintaining a manageable size to allow for efficient decision-making.

Other stakeholders may be invited to participate in planning, deliberation and monitoring roles of the Committee. This includes representatives from academic/research institutions, local communities and/or the private sector.

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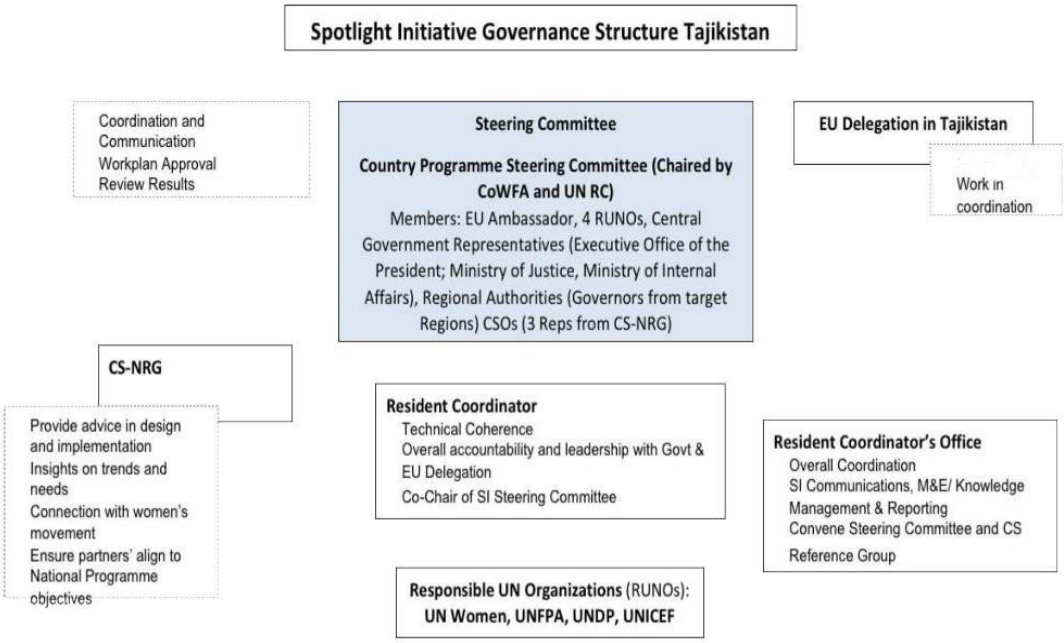
Figure 6 – Spotlight Tajikistan Programme Governance Structure – subject to Government confirmation



The CP-SC will be co-chaired by the selected Government Agency CoWFA and the UN Resident Coordinator. RUNOS have tried to explore if it was possible to operate the CP-SC as a sub-group of any of the existing governmental coordination mechanisms rather that creating new mechanisms, in order to ensure stronger functionality to the CP-SC. However, based on the discussions held during programme design, this is not possible to establish at this moment within the existing coordination mechanisms.

Secretariat

The CP-SC operation will be supported by a Secretariat, involving staff and coordination from the Offices of the UN Resident Coordinator and related Spotlight partners. The details of the Technical Secretariat will be defined after the submission of the Final CPD and during the inceptions phase, after additional discussions with the Government.

Frequency of Meetings

The CP-SC will meet bi-annually at the highest representation to review progress and discuss overall strategy of the Spotlight Tajikistan Programme. Senior technical representatives delegated by the high-level SC members will meet at least twice a year to discuss progress on implementation, review opportunities and risks, and prepare for the annual SC meeting.

V. Accountability

The **UN Resident Coordinator and the Heads of UN Recipient Organisations** (RUNOs), which are (UN Women, UNFPA, UNDP and UNICEF) are jointly accountable to the Government and the people of Tajikistan for the delivery of strategic results of the Country Programme. The Heads of RUNOs are accountable to the RC. The RC will convene a regular meeting of the Heads of RUNOs (frequency still to be decided) to

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periodically review the progress of Country Programme implementation, provide feedback, discuss and agree on issues that require strategic decision-making. In addition to the Country Programme Steering Committee, communications and regular field monitoring visits, the Spotlight Tajikistan Programme is also discussing strategies to introduce beneficiary feedback mechanisms to ensure accountability.

Resident Coordinator:

The (RC) is responsible for overall programme performance and accountability of the Spotlight Tajikistan Programme, providing leadership and interacting with the highest Government authorities, the EU representative and other related partners. The RC has the final decision-making authority within the UN and is responsible for the overall strategic direction and oversight of the Spotlight Country Program design and implementation.

The RC is accountable to the UN Deputy Secretary-General for the overall design, set-up, implementation and reporting on the Country Programme, including ensuring national ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with the EU and other relevant partners and stakeholders. Key functions include:

a) strategically managing the Initiative and its oversight;
b) approving the Programme Document and confirming selected RUNOs, programme partners and associated agencies;
c) facilitating collaboration among UN agencies, governmental authorities and EU Delegation for Initiative implementation;
d) overseeing the progress of Initiative implementation;
e) approving periodic reports, as well as budget revisions and funding reallocation, in accordance with Spotlight Initiative's TOR and Operational Manual;
f) intervening in the resolution of conflicts which may arise out of coordination between the Recipient Agencies or between institutional counterparts, in the event they may not be solved by the Country-level Steering Committee;
g) leading efforts to mobilize additional resources.

Resident Coordinator's Office:

The Resident Coordinator's Office (RCO) will support the RC's leadership role and will report progress on the Spotlight Tajikistan Programme to the Secretariat. The RCO is responsible for the Programme's coherence and coordination, working jointly with RUNOs and the EUD. The RCO will also provide secretariat support to the Country Programme Steering Committee and the Civil Society-National Reference Group (CS-NRG). The support that will be required to day-to-day engagement with the CS-NRG in support of work by RUNOs with civil society has yet to be refined.

The RCO will streamline interactions and communications with the Executive Office of the Secretary General, Spotlight Initiative Secretariat, Tajikistan's Government, EU Delegation, development partners and the CS-NRG.

The RCO will also coordinate execution of the Programme and will play a key role in ensuring coherence between outcomes and coordination between the persons responsible for implementing activities and monitoring the Initiative.

These functions will be performed by i) a Programme Coordinator, responsible for the overall programme coordination, technical coherence, consolidation of reporting, liaison with the government, supported by ii) a Coordination Assistant (operationally these positions will be recruited by UNDP). In addition, the RCO will fund 25% of an Associate Development Coordination Officer (on Data Management, Results Monitoring and Reporting) and 25% of an Associate Development Coordination Officer (on Communication and Advocacy). These positions will not replace the technical expertise that agencies require to implement their activities, **but rather will support and ensure coherence in the technical delivery of the six Pillars.**

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In addition, it is envisaged that the Spotlight Initiative may receive additional support from the strengthened RCO in Tajikistan (to be in place in 2020), currently being recruited internationally - i) Development Coordination Officer – Strategic Planning/Team Leader, and ii) Development Coordination Officer – Economist. It is currently under discussion the time allocations and cost sharing of these resources

Programmatic and technical coherence and programmatic coordination of the Country Programme implementation, monitoring and review has been entrusted the to UN Women.

The most appropriate resource structure to guarantee the programmatic coherence, integrity, and quality of the six Pillars of the Spotlight Tajikistan Programme has been proposed by each RUNO, based on the existing / required resources and the interventions proposed and agreed by the Spotlight team – as summarised in the revised diagram in Figure 12 below.

UNDP: Deputy Resident Representative (5%, Agency contribution), and Assistant Resident Representative (5%, Agency contribution) for oversight, quality assurance and approvals. Governance Team Leader (10%, Agency contribution), quality assurance and high-level government linkages. Local Project Officer (SB4) (overall implementation and coordination). Local M&E and Reporting officer (SB4). Local Project Communication Officer (SB4). Local Project Assistant (SB3), co-funded.

UNFPA: Assistant Representative 10% - general oversight (in kind contribution); Programme Analyst on Gender (NOA) – management & coordination; M&E Programme Associate (G7); Programme Analyst x3 (Agency Contribution) on Reproductive Health, Population Development and Youth/HIV; Advocacy and Communication Associate (Agency Contribution); Programme Assistant (G5/2) (Agency Contribution); Admin/Fin Associate (GS7) (Agency Contribution) & Adm/Finance Assistant (SB3/3); Driver (Agency Contribution)

UNW: Programme Coordinator SB4 (Co-Funded); Project Officer SB4; Finance & Admin Assistant SB3/Q1 (20%)

UNICEF: Deputy Representative (10%, Agency Contribution); Chief learning 10% (Agency Contribution); Chief M&E 10% (Agency Contribution); National officer NoB-VAC and Gender Focal Point (50%, Co-Funded); NoB x4 - Early Childhood Development (10%) (Agency Contribution), Skills and innovation (Co-Funded), Communication for Development (25%) (Agency Contribution) and Monitoring Officer (45%); Adolescents Specialist-NoC (5%) (Agency Contribution); Driver (100%).

Figure 7 – Spotlight Tajikistan Programme Team

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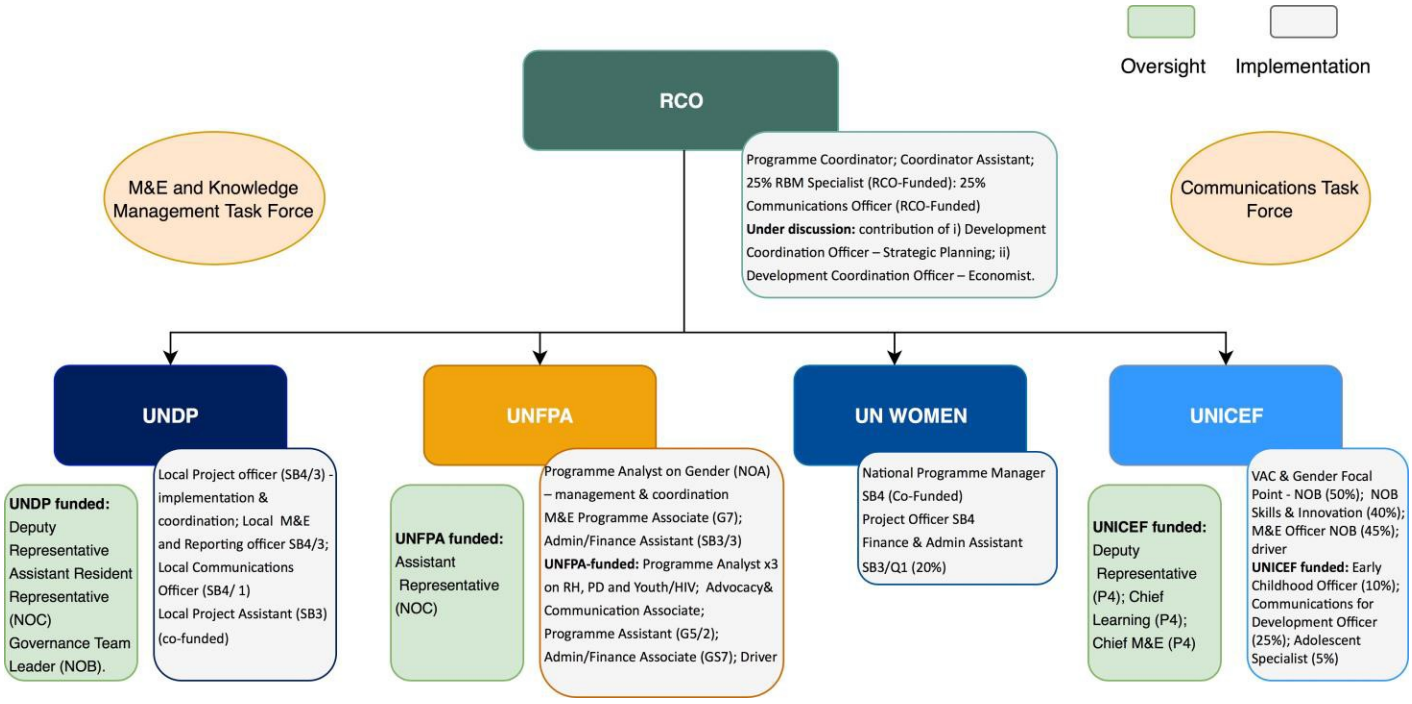

The RUNOS are allocating approximately 38% of existing resources at various levels, to ensure the quality and effective impact of the interventions.

A recruitment process for a Programme Coordination International Consultant has been initiated by the RCO for 3 months (January-March 2020) to bridge the gap before recruitment of a full-time Programme Coordinator.

The National Officers and Programme Assistants recruited by each of the RUNOs will be responsible for the agency-specific activities of Spotlight implementation in Tajikistan, leveraging the agency expertise and ensuring the programme benefits from the existing networks and partnerships and can deliver across the various agency systems and procedures.

VI. RUNO(s) and implementing partners

UN Women's comparative strength in Tajikistan includes strong experience in bringing GEWE international standards and norms into national policy development and implementation. Within its mandate, UN Women is playing a convening and coordination role by chairing UN expanded GTG from 2005, which comprised of UN organizations, international and national NGOs, and National Women's Machinery (with whom it maintains a longstanding partnership and cooperation). UN Women has a strong record of supporting the Government on GEWE normative frameworks, including CEDAW implementation and reporting. UNW played an important role in the development of the LPVF and respective NAP and has provided expertise to develop guides and instructions for the LPVF's implementation. For more than 20 years UN Women has worked closely with civil society organisations and women leaders, consolidating the largest pool of thematic gender expertise and playing a convening role on gender issues (EVAW, WPP, WEE, GRB). With the support from UN Women the Civil Society Advisory Group is operational from 2011 and has a mandate to advise, guide, and provide feedback on planning and programming in GEWE. UNW is well-known for its strong experience in oversight for grants implementation in support of UN EVAW Trust Fund (starting from 2005, at least 3 projects by NGOs in Tajikistan). UNW leads national and local women human rights awareness campaigns, including 16 days campaign, IWD, etc. At country level, UN Women is able to make substantial contribution to all pillars of the Spotlight programme both technically and operationally.

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UNFPA's mission is to deliver a world where every pregnancy is wanted, every childbirth is safe, and every young person's potential is fulfilled. UNFPA has 25 years of experience working hand-in-hand with government to strengthen a multi-sectoral response to gender based violence, capacity building for gender equality, work with men and boys to change gender norms to better support gender equality, introducing innovative approaches to respond to GBV, improving access to quality health services, and work with national systems to ensure strengthened demographic data. Since UNFPA began it's work in Tajikistan it's contribution towards combatting SGBV includes adoption of SOPs and clinical protocols for health sector response to SGBV victims, the establishment of VSRs for SGBV survivors of violence to have shelter and receive services, the establishment of an informal multi-sectoral coordination group on SGBV response, among other activities. The work in the field of gender equality and SGBV/HP has been focused on institutionalizing a multi-sectoral coordinated response to SGBV, adopting SOPs to provide consistent and quality services for survivors of SGBV/HP, increasing access to quality services in remote areas, changing social norms by working with men and boys, and working towards data that can inform policy on SGBV. This reflects UNFPA's expertise as a RUNO in the Spotlight Initiative focusing on the outcome areas of Services, Prevention, Data, and Institutions. Fifteen staff positions are currently deployed at UNFPA Tajikistan.

UNDP's priorities in Tajikistan are aligned with those of the new United Nations Development Assistance Framework (UNDAF) 2016-2030 and Tajikistan's National Development Strategy. The program aims at transformational development results in the following priority areas: (a) improved governance, rule of law and access to justice; (b) sustainable and equitable economic growth; (c) social equity and protection of vulnerable groups from violence and discrimination; and (d) resilience and environmental sustainability. Under the social equity and protection of vulnerable groups' component, the program seeks to reverse inequalities among population groups suffering a range of discriminations, especially women in rural areas, unemployed youth, persons with disabilities and persons living with HIV/AIDS. Through increased collaboration with civil society and joint efforts with other UN agencies as part of the Delivering-as-One approach, UNDP is assisting the Government to address DV and to accelerate holistic reforms for social protection. With its strong role in the governance reforms and institutional strengthening, and its grounded work and partnerships in communities, UNDP Tajikistan is well suited to undertake the planned Spotlight interventions, with a particular focus on Laws and Policies; Institutions; and Essential Services. In 2019, UNDP Tajikistan's budget stood at US22 mln. with funding received from the Governments of Finland, Japan, Norway, Russia, Sweden and Switzerland; and from the EU, the Global Environment Facility (GEF) and the Organization of Petroleum Exporting Countries (OPEC). UNDP Tajikistan has 186 employees, including 37 core and 149 project staff. The project staff is based in Dushanbe (mainly) and also in 5 Field Representation Offices (48) located in Soughd (Khujand and Ayni), Khatlon (Kulyab and Bokhtar) and in Rasht valley (Gharm).

UNICEF in Tajikistan works across sectors of child protection, health, social policy, early childhood development and education, WASH (water, sanitation, and hygiene), response in emergencies, climate change and disaster risk preparedness, children with disabilities and youth empowerment. UNICEF programme delivery reached USD 12 million in 2019, with 59 staff working to achieve results for children. It has strong expertise and a dedicate team working on child protection, including issues of VAG. UNICEF has presence in all regions of the country through its four field offices in Khatlon, Sughd, DRS and GBAO. For the past two decades UNICEF led effective intervention on strengthening child protection systems, including improvement of legislation, capacity building of duty-bearers, prevention and service provision. VAC has been one of the key areas of the interventions through both systems strengthening and community level interventions. UNICEF envisages a comprehensive programming approach on VAC and VAG that combines different sectors, in particular education (both formal and non-formal), health, youth empowerment, WASH and positive parenting. UNICEF has also strong experience in data collection, evidence generation and monitoring and evaluation. Its continuous work with Agency of Statistics and relevant sectoral ministries/institutions allowed improved data collection system on children in conflict and contact with the law, though further work in these areas has to be further extended. UNICEF has strong cooperation with key Government stakeholders at national level, including the Executive Office of the President, MoJ, MoIA, MoHSP, MoES, Ombudsman for child rights, Committee on Youth Affairs and Sport, as well as with local level

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authorities in a number of districts. Moreover, UNICEF has established partnerships with over 20 national CSOs and a number of INGOs, notably working on girls' empowerment and VAG.

Government

The Spotlight Tajikistan Programme is being designed in consultation with the Government, building on the strategic partnerships developed by the UN across ministries and agencies over the years. The proposed interventions aim to ensure coordination for impact, ownership and sustainability.

As further detailed in section VIII below and in Annex 1: Multi-stakeholder consultations, during the initial planning and design of the programme preliminary meetings were held with relevant Government partners in the efforts to end VAWG (CoWFA, MoHSP, MoJ, CoRA, YPeer network, and the Ombudsman Office) to introduce the Spotlight Initiative and identify key gaps and priorities.

Additional consultations have been taking place to discuss and validate the proposed interventions and further detail the Programme partners and how they will be engaged in the activities, ensuring effective cross-pillar interventions. Importantly, on November 4th the Spotlight Tajikistan Programme was presented to high-level Government representatives at the National Population and Development Committee meeting, which have validated the urgency of the initiative and supported the proposed interventions. The outcome of these meetings have been reflected in this final version of the Spotlight programme document. In addition, the UN and CoWFA have called a wider Government meeting, which took place on November 28, in order to strengthen Government's buy in and ownership of the initiative and further detail the proposed interventions.

Currently, based on the situation analysis and the consultations for programme design, the following implementing partners are being considered for the Spotlight Tajikistan Programme:

1. *Committee on Women and Family affairs (CoWFA)* is a key state agency responsible for promoting gender equality and women's empowerment as part of national commitments. Its key mandate is to coordinate efforts of all national actors on the implementation of gender responsive policies and legislation. In recent years CoWFA role has been strengthened with the establishment by the Government of a Legal Department at the CoWFA and an Expert Council on Gender Analysis of Legislation. CoWFA leads as Inter-Agency Working Group on the Prevention of DV. CoWFA is responsible for collecting bi-annual data and information from all relevant agencies on complaints of DV, media campaigns and prevention activities, and court decisions connected to DV. The Spotlight Tajikistan Programme provides an important opportunity in strengthening the system of coordination and accountability of state organisations for implementation of gender laws and policies by enabling CoWFA in leading and coordinating Government efforts towards EVAWG. CoWFA has played an important role during consultations for programme design and finalization of the ProDoc by reaffirming state commitments on EVAWG and acknowledging challenges for effective and coordinated efforts to prevent and respond to SGBV. UN Women will be the RUNO to work more closely with CoWFA through all programme Pillars.

2. *Ministry of Health and Social Protection*, is responsible for the health sector response to GBV in Tajikistan. With the support of UNFPA, the capacity of Reproductive health and Primary Health care professionals was strengthened to provide quality services to victims of violence. The MoHSP introduced innovative approaches in service delivery through establishment of VSRs to provide quality services to victims/ survivors of SGBV/WAWG in 12 health facilities. These are funded from the state budget and provide 24 hours /7 day services to victims of SGBV. Multi-sectoral cooperation is promoted through MoHSPP according to the LPVF in order to strengthen referral system for victims of GBV. UN Essential Services Package for Women and Girls Subject to Violence and Global SOPs for health will be incorporated into educational programme of family doctors and RH service providers.

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In recent years, the MoHSPP has put greater emphasis on adolescence health, and focus on reducing inequities in gender relations and improving access to integrated sexual and reproductive health services, including maternal health, family planning and HIV prevention in rural areas. UNFPA will be the RUNO directly engaging with MOHSP.

3. *Ministry of Education and Science*, is in the process of further integrating gender issues and CSE into its curriculum, building on past efforts which were supported by the UN. Issue of violence has been pertinent at school level, not only because there are reports of increasing peer-to-peer violence, but also because schools are key entry points to engage children and youth to change beliefs, attitudes and practices on gender justice and VAWG. UNICEF has been supporting the MoE to strengthen access to education, education quality and inclusivity within the education system. UNICEF, UNFPA and UN Women will engage with MoE at national and regional levels. Pre-secondary (grades 7-9) and secondary (grades 10-11) schools will be particularly reached through the Spotlight Tajikistan Programme.

4. *Ministry of Justice*, is the leading state institution responsible for implementation of the state policy and normative legal regulation in the sphere of regulated legal aid to citizens, promotion of legal and criminal justice, and judicial and criminal prosecutions. The MoJ chairs the policy dialogue between State institutions and CSOs. Under the present initiative, the MoJ, through its respective national and local departments, units and sub-divisions, will be directly involved in implementation of Pillar 1, leading the participatory events to map existing problems, validate the problem related to SGBV In leading the process on SGBV the Ministry will utilize a transfer fund for advocacy and sensitization of stakeholders; and create an enabling environment (champions among stakeholders) for mapping and elaborating draft amendments.

5. *Ministry of Internal Affairs***,** is the central executive body of the Government. The main role of the MoIA is to ensure implementation of state policy in the field of internal affairs, protection of state interests, rights, freedoms providing the security of Individuals and legal entities.

6. *Agency on Statistics* under the President of the Republic of Tajikistan is the State body responsible for accounting and statistical policy and economic analysis and carries out its activities for the collection and dissemination of statistical information, guided by the principles of objective and comprehensive study of the socio-economic processes taking place in the Republic. In 2017, the AS conducted the Medico-Demographic Survey (MDS), which produced about 35 indicators of the SDGs for 2, 3, 4, 5, 6, 7, 8, 16 and 17 goals, which included gathering information on the situation of women and children in Tajikistan. To strengthen data collection system on GBV related issues, it's important to strengthen the coordinating role of the AS in the production of gender statistics at the level of administrative records and to improve institutional mechanism for interaction with key partners and data producers.

7. *Commissioner for Human Rights*, in the exercise of his or her authority, is independent and is not accountable to any State authority, to self-government bodies in towns and villages (jamoats), and to any officials. The main functions of the Commissioner is to promote: a) respect for human and civil rights and freedoms; b) restoring violated human and civil rights and freedoms; b) improvement of Tajik legislation on human and civil rights and freedoms; d) legal education of citizens on human, civil rights, freedoms and the forms and methods of their protection; e) cooperation among State bodies of the Republic of Tajikistan for the protection of human and civil rights and freedoms; e) development and coordination of international cooperation in the field of human and civil rights and freedoms;

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8. Deputy Commissioner for Human Rights in the Republic of Tajikistan - the *Commissioner for Child Rights* in the Republic of Tajikistan was established to ensure respect, observance and promotion of the children' rights and freedoms. For this purpose, he/she submits annual reports on the situation with violation of the rights of children, offering recommendations to address the needs of the most isolated (socially excluded) groups to the President of the Republic of Tajikistan, the Parliament, the Government, the Supreme Court, the Supreme Economic Court and the Prosecutor General's Office of the Republic of Tajikistan. Office of the Commissioner for Child Rights is testing a model of receiving complaints from children and on behalf of children, which will be improved and expanded under the Spotlight Tajikistan Programme.

9. *National Parliament***,** is the Republic of Tajikistan's highest representative and legislative body. It consists of two Majlises - Majlisi Milli (the upper chamber) and Majlisi Namoyandagon. The Majlisi Namoyandagon is selected based on universal, equal and direct suffrage by secret ballot. The Majlisi Namoyandagon acts on an ongoing and professional basis.

10. *The Committee of Religion, Regulation of Traditions, Celebrations and Ceremonies under the Government of the RT:* The Committee has a very broad mandate that includes approving registration of religious associations, construction of houses of worship, and the dissemination of religious literature. UNFPA in cooperation with the Committee has successfully enabled Muslim faith leaders, , to communicate correct information on the issues of HIV, sexual and reproductive health (SRH) and SGBV to the public. Further, inclusion of SRH related themes into Friday prayers throughout the country as well as broadcasting of radio and TV programmes strengthened the awareness of most conservative groups in Tajikistan as to prevention of HIV and sexually transmitted infections (STI). This partnerships and work with faith-based organisations is key to enhance efforts to prevent VAWG, early marriages and other types of harmful practices and promote gender equality.

11. *Judiciary*, is an important tool for protecting human rights and ensuring the rule of law in Tajikistan, making it a key stakeholder in the programme. The Supreme Court of the Republic of Tajikistan is the highest judicial body of the country and exercises judicial oversight of the activities of the courts in civil, criminal, administrative and other cases, jurisdictional to these courts. Its mandate is comprehensive strengthening of the rule of law and the establishment of social justice.

12. *Civil Society* – CSOs in Tajikistan have been recognized as a key driving force in the country for raising concerns and creating demand for legislative and institutional measures to address violence. CSOs are also in the forefront of working on prevention and providing services to survivors of violence, creating platforms for active women to voice their interests and contribute to the development processes. The 'Coalition From de Jure Equality to de Facto Equality' represented by membership of 40 women and gender CSOs is well positioned to lead diverse range of interventions related to EVAWG. Following the concept of transformational change process, the programme will ensure meaningful participation of a broad range of civil society groups ranging from women's rights groups, groups representing women with disabilities, women living with HIV, human rights organizations, community-based groups, men and boys, and individual gender equality advocates, to act as implementing partners across the six Pillars of intervention.

13. *Faith-based and Traditional Leadership Organizations* - the engagement of these organizations is critical not only to influence change in perceptions and attitudes regarding women and VAWG but also considering that most women still seek justice for GBV, particularly DV/IPV cases in their communities. Their choice to rely on the customary justice system instead of the formal one, despite general bias by traditionally patriarchal structures in the former, is motivated by a number of factors, among which:

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- faith leaders are very influential in forming public attitudes, particularly among youth, towards such sensitive issues, especially in rural areas of the country;
- the lack of access to free and accurate legal advice and assistance in many parts of Tajikistan, as the Public Defender's Office is not present in the whole territory nor is its role not always clearly understood by the communities;
- the risk for women who choose to approach formal systems without the support of decision-makers within the family (usually older males) of being abandoned by family and of social isolation, often accentuated by their economic dependence on the perpetrator.

Regional and District Level Stakeholders in the target areas **-** while this is under consultation, the stakeholders that are expected to be engaged include, at the regional level, line departments, NGOs and CBOs; and at district level district governments (*local governments,* including line departments, women, youth), and local service providers.

VII. Partnerships

By working in partnership with the EU, the Government of Tajikistan, CSOs, journalists, the media, religious groups and survivors of SGBV/HP, and other development partners, the Spotlight Initiative has the potential to build critical momentum and opportunity for eliminating violence against women and girls in Tajikistan.

During this stage of programme design, consultative meetings were held with the EU Delegation (EUD), Government, CSOs and development partners for exchange of information regarding the initiative and knowledge and lessons learned, as well as to coordinate and build on the joint efforts and interventions to address SGBV in Tajikistan.

Working with the EUD has been instrumental from the initial process in advancing dialogue, considering a strategy and direction to ensure cross-pillar coherence and maximizing the impact on interventions in synergy with existing EVAWG interventions.

The sustainability of the Spotlight Tajikistan Programme will depend on the ownership by the Government, with key partners preliminarily consulted, and the engagement of civil society, involved in an open civil society consultation. Details on the consultation process are in **Annex 1: Multi-stakeholder consultations**. Further consultations are currently being planned, notably at the regional level.

In addition an interim CS-NRG has been established, as part of the programme structure to advise the Spotlight Country Programme and advocate and partner for the realization of its objectives. The group has agreed to internal procedures of coordination and working to be able to effectively respond to the development of the CPD – TOR attached in Annex 1.

In addition to the EU, the main partner in the design and implementation of the Spotlight Tajikistan Programme, the following key partners are being considered and discussed in the strategic consultation meetings that are currently taking place to finalize the programme design:

- **Executive Office of the President** – The President of Tajikistan is the head of State and the head of Government. The Office of the President is the central executive body of public authority whose main mandate is to ensure timely, high-quality, analytical, informational, legal, protocol-based and documentary support for the activities provided by President and the Government of the Republic of Tajikistan. The involvement of the Executive Office of the President is important for providing interconnection between the six pillars of the programme with sustainable options for continued support and transformative change.
- **Ministry of Finance -** leads the State Budgeting process, and guides line ministries in their allocation and expenditure of funds. In accordance with the Action Plan of the National Mid-term Development Programme (2016-2020) the MoF is responsible for introducing GRB in the

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budgeting process, including through development of Guidelines on introducing GRB into the mid-term programme of state expenditures and piloting of the methodology and guidelines in the targeted district and ministry. Alignment of programme activities with state plans on GRB is important for sustainable funding on EVAWG through streamlining sectoral planning and budgeting process. UN Women will engage with the MoF as part of the process of mid-term evaluation of the implementation of the NAP LPVF, costing of services on EVAWG and development of the new plans beyond 2023.

- **Ministry of Economic Development and Trade** - is the central executive body and participates in development of state policy and normative legal regulation in the sphere of the analysis and development of concepts, short-term, medium-term and long-term strategy, programs and forecasts socioeconomic development, coordinating, monitoring and assessing the implementation of national development strategies.
- **Committee on Youth Affairs and Sports** - is the responsible government agency on youth policy implementation. Within the National Programme on youth social development for 2019-2021, the Committee puts emphasis on girls' empowerment. UNICEF is working closely with this Committee in provision of skills building opportunity for marginalized young boys and girls as well as development of volunteerism and volunteer networks across the country.
- **National Legislation Centre** - is a research, informational and analytical state institution that provides organizational and methodological support for the preparation of draft legislative acts. The Center is engaged in the development of draft laws and other regulatory legal acts, concepts for improving legislation, systematizing and analyzing existing legislation, forecasting the effectiveness of laws, conducting scientific research in the field of law and training highly qualified scientists
- **Legal Aid Centre** - The institution "Legal Aid Centre" was created under the MoJ to pilot models and organize state legal bureaus to provide free legal aid for vulnerable groups and to identify an effective and low-cost model for primary free legal aid, as well as to determine the optimal mechanism for providing free secondary qualified legal aid lawyers. The objectives of a public institution are: ensuring access to justice for the population; providing qualified legal assistance to the population; settlement of disputes before going to court; elimination of legal illiteracy of citizens.

Civil Society- National Reference Group

Currently, an interim group has been set-up and a meeting was held on October 25 to review and discuss the programme design.

The members of the interim CS-NRG are:

- Nodira Rahmonberdieva, National association of independent mass-media in Tajikistan
- Zamira Nabieva, NGO Rushdi Inclusia
- Parvina Sulaimoni, PO "Hamsol ba Hamsol" (YPEER Tajikistan)
- Gulnora Beknazarova, NGO "Zerkalo"
- Guljahon Bobosadikova, "From equality De-Jure to Equality De-Facto"
- Tatyana Bozrikova, Public Foundation "Your choice"
- Parvina Giyasova, PO "Apeiron"
- Nargis Saidova, NGO "Gender and Development"
- Mr. Asadulloev Zikrikhudo, Association of PWD in Tajikistan
- Parvina Navruzova, Human Rights Center
- Ms. Gulchehra Rakhmanova, CSO "Legal Initiative" and director

A permanent group will be created through an open competitive process, organized in coordination with the

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EU. In line with the SDG principle of national ownership, national and local CSOs will be prioritised in the membership of the CS-NRG. Members of the Group serve on it in their individual capacities. The CS-NRG will institute measures to avoid any **conflicts of interest** as when, for example, a civil society representative is associated with a CSO that serves as an Implementing Partner of the Spotlight Initiative for Tajikistan Country Programme. Following the principle of a minimum **20% representation on the Country Programme National Steering Committee**, two or more members of the CS-NRG will be nominated by the Group to represent it on the multi-stakeholder Committee. The CS-NRG will have the following functions and responsibilities:

- Provide advice on the overall strategic direction of the Spotlight Initiative Tajikistan's Country Programme and on cutting-edge national and local policy issues on addressing DV/IPV;
- Provide advice and perspectives on current on addressing DV/IPV-related issues at national and local levels where the Spotlight Initiative's leadership and support to civil society is important;
- Partner on communications at high level as well as political dialogue, including by supporting visibility and promotion of the Initiative's goals at the national and local levels;
- Support efforts at dissemination of the messages of the Spotlight Initiative on addressing DV/IPV to the public, from the national to the community level, especially to marginalized groups, women and girls most marginalized (rural, poor, with disabilities), at higher-risk of sexual and gender based violence, youth and the media;
- Provide advice on ongoing interventions, possibilities for scaling up the Spotlight Initiative for Tajikistan Country Programme;
- Provide advice on funding priorities at national and local levels and on-going interventions and recommendations for up-scaling achievements and addressing challenges;
- Serve as an interactive space and open forum for dialogue between the Spotlight Initiative and organisations, groups and networks working on addressing DV/IPV, including on global, regional, national and local developments, trends and risks related to such work;
- Engage in broader consultations with groups and networks, especially at the local and grassroots levels, at regular intervals to update them and solicit input on the performance of the Spotlight Initiative for Tajikistan Country Programme and for, learning and action;
- Provide feedback to the Governing Body (including via an annual monitoring report) on the Spotlight Initiative for Tajikistan Country Programme's implementation as well as advice on addressing challenges.
- Represent the best interests of the marginalized and less protected groups of women and girls, in particular, women and girls most marginalized (rural, poor, with disabilities), at higher-risk of sexual and gender based violence.

VIII. Programme's Results Matrix

The revised and refined Result Matrix is summarized in the table below.

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Outcome	Output	IMPACT/Outcome/Output Description	Responsible UN organization	Reference #	INDICATORS	Data/Means of verification
IMPACT						
1	**OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans**		**UNDP**	**1.1**	1.1 Proportion of target countries with laws and policies on VAWG/HP that adequately respond to the rights of all women and girls, including exercise/access to SRHR, are evidence-based and in line with international HR standards and treaty bodies' recommendations	Review of laws and policies on VAWG
			UNWOMEN	**1.2**	1.2 Proportion of target countries that have national and/or sub-national evidence-based and costed action plans and M&E frameworks on VAWG/HP that respond to the rights of all women and girls and are developed in a participatory manner	Mid-term review of the NAP on PVF; EVAWG services cositing Report, set of Recommended ammmendments to the NAP based on the review
1	1.1	Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending SGBV and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations	UNDP	1.11	1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards	Review of laws and policies on VAWG
			UNDP	1.15	1.1.5 Number of Parliamentarians and staff of human rights institutions with strengthened capacities to advocate for, draft new and/or strengthen existing legislation and/or policies on ending VAWG and/or gender equality and non-discrimination and implement the same	Rapid assessments of capacities of parliamentarians and staff of HR institutions
1	1.2	Output 1.2: National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending SGBV in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups	UNWOMEN	1.21	1.2.1 Number of draft evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks and proposed budgets	Desk review of the NAP; Reports on the Interviews with ministries responsible for NAP implementation

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		facing intersecting and multiple forms of discrimination (see in the text)				
2	**OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors**		**UNFPA**	**2.1**	2.1 Proportion of countries that have functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups (see in the text)	1. Inquiry to ministries if there is a coordination mechanism established and functioning; 2. Approved by the Goverment list of members; 3. Minutes of the meetings
			UNWOMEN	**2.3**	2.3 Proportion of countries where VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards	1. Desk review of sectoral plans; 2. Reports on interviews with the staff of sectoral ministries
2	2.1	Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors (see in the text)	UNDP	2.13	2.1.3 Number of strategies, plans and programmes of other relevant sectors that integrate efforts to combat VAWG developed in line with international HR standards	Review of strategies and plans in selected sectors
			UNWOMEN	2.16	2.1.6 Number of key government officials trained on human rights and gender-equitable norms, attitudes and behaviours towards women and girls, including for those groups facing intersecting and multiple forms of discrimination	Capacity needs assessment reports; Training reports
	2.2	Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups (see in the text)	UNFPA	2.21	2.2.1 Proportion of supported multi-stakeholder coordination mechanisms established at the highest level and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans	Survey of coordination mechanisms
			UNFPA	2.24	2.2.4 Number of annual meetings of national and/or sub-national multi-stakeholder coordination mechanisms	Survey of coordination mechanisms
3	**OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual**		**UNDP**	**3.1**	3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age	

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	levels to prevent violence against women and girls and harmful practices		**UNICEF**	**3.2**	3.2 Percentage of people who think it is justifiable to subject a woman or girl to FGM, b. Percentage of people who think it is justifiable to subject a woman or girl child marriage	
3	3.1	Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Healthy Lifestyle Education in line with international standards, for in and out of school settings	UNFPA	3.11	3.1.1 Proportion of countries with draft new and/or strengthened Healthy Lifestyle Programmes in line with international standards	Review of basic education curriculum and education policy
			UNICEF	3.12	3.1.2 Number of young women and girls, young men and boys who participate in in and out of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights	Reports and data from Implementing partners, LOPs
3	3.2	Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexual and reproductive rights, self-confidence and self-esteem and transforming harmful masculinities	UNICEF	3.22	3.2.2 Number of people reached by campaigns challenging harmful social norms	
4	**OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence**		**UNDP**	**4.1**	4.1 Proportion of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector	Reports from service providing organizations
4	4.1	Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination	UNFPA	4.13	4.1.3 Proportion of countries that have developed and/or strengthened national guidelines or protocols in line with the guidance and tools for essential services	Reports on integration of essential service packages into national guidelines or protocols.
			UNICEF	4.14	4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girls' survivors of violence	Programmatic data from activities OR Survey of government service providers
4	4.2	Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities	UNDP	4.21	4.2.1 Number of women and girls' survivors of violence that have increased knowledge of and access to quality essential services	Rapid assessment of users of services
			UNWOMEN	4.22	4.2.2 Number of women and girls' survivors/victims and their families, including groups facing multiple and intersecting forms or discrimination, that have increased	Reports on the review of data of district essential services providers;

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					knowledge of and access to accompaniment/support initiatives, including longer-term recovery services	Reports on focus group discussion
5	**OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes**		**UNFPA**	**5.1**	5.1 Proportion of countries that have globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time	Surveys
5	5.1	Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes	**UNFPA**	5.11	5.1.1 Number of National Statistical Offices that have developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG	Reports from National Statistics Office. UN reports.
			UNFPA	5.14	5.1.4 Number of government personnel, including service providers, from different sectors who have enhanced capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG in line with international and regional standards	Inquiry into sectorial ministries, ngos, and other relevant organizations for programmatic data.
			UNWOMEN	5.15	5.1.5 Number of women´s rights advocates with strengthened capacities to collect prevalence and/or incidence data, including qualitative data, on VAWG	Reports from WROs with data on SGBV
6	**OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG**		**UNWOMEN**	**6.1**	6.1 Proportion of countries where women's rights organisations, autonomous social movements and relevant CSOs, increase their coordinated efforts to jointly advocate on ending VAWG	Reports reflecting coordinated and joint CSO actions on advcoacy for EVAWG
6	6.1	Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels	**UNWOMEN**	6.14	6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels	CSO Strategy on Leading for change on EVAWG; Reports on implementation of joint CSO initiative as part of the CSO Strategy

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IX. Intersectional approach

The principle of leaving no one behind and 'reaching the furthest first' is fundamental to the 2030 Agenda for Sustainable Development and to the Spotlight Initiative. Groups of marginalized women and girls facing multiple and intersecting forms of discrimination, such as women and girls living in poverty, rural women and girls, older women, women and girls with disabilities, women and girls living with HIV, migrant women and girls, girls who marry before 18, will be placed at the forefront of the Spotlight Tajikistan Programme.

For example, women and girls in certain stages of life (adolescents and older ages) may be overlooked in statistics and in designing laws, policies and programmes. Migrants may lack formal recognition by the State. Women and girls with disabilities, those living in rural areas, among others, similarly face overlapping inequalities and situations of multiple disadvantage, explaining how and why certain groups are systematically left behind.

The following table contains information available at the current stage (further validation will be held after the submission of this CDP draft and further analysis will be conducted during the inception phase):

Relevant "at risk" groups	**Outcome areas where specific approaches are required**	**Key challenges for inclusion**	**Indicative approaches and methodologies for inclusion**	**Total numbers**
Survivors of violence	All pillars	The voice and agency for survivors is central to the Spotlight Initiative. However, a specific challenge remains with reintegration to communities, engaging survivors in an ethical way that does not trigger trauma and creating spaces for survivors who may not have time or be familiar with policy frameworks to inform legislation, institutional practices and prevention and referral mechanisms	A survivor voice will be explored through the CSO Reference Group and through inclusion of survivors where possible in analysis and capacity development efforts.	TBD after finalization of geographic area
Girls 12 to 24	All pillars, particularly Pillar 3	This group is generally lacking in agency and representation in mainstream women's groups	CSO reference group and other broader consultations, part of school activities and in consultative processes, including programme monitoring	Ibid
Women and girls with disabilities	All pillars	The disparity in education and access to services makes this group particularly vulnerable to VAWG.	Inclusion in the Interim CSO reference group and other broader consultations,	ibid

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			partnership in implementing activities and in consultative processes, including programme monitoring	
Women in vulnerable employment (domestic workers)	Pillars 1, 4 and 6	The time available for workers to engage in programmatic activities, familiarity with policy frameworks, and risks of their disclosure to their employment	Through CSO reference group and as participants for analysis and advocacy activities	Ibid
Girls who marry before 18	All pillars	Less mobility, control over time, might face isolation and lack of family support, pressure from in-laws and economic dependency	Ibid	Ibid
Women living with HIV	All pillars	Inadequate access to health services, stigmatization and isolation, lack of family and community support, violent treatment by the family		
Abandoned (e.g. by migrants; or having only religious marriage) and divorced women and their daughters	All pillars	Less access to education, health services and employment; pressure from in-laws and economic dependency		
Women & girls living in poverty	All pillars	Economic hardship limits or prevents access to essential services including transportation	Subsidies for basic needs; training for employment and entrepreneurship	Ibid

X. Risk Management (Table 2):

This section sets out the main risks that may jeopardize the Spotlight Initiative in Tajikistan's implementation, their likelihood, severity, and risk management, including responsibility for risk management/ mitigation. It also includes protection considerations related to those engaged in the programme either at grassroots level or at high visibility levels. Further details will be included in table F below after this CPD's submission.

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XI. Coherence with existing programmes:

As detailed in the Situation Analysis there is increasing commitment from the Government address SGBV, notably DV, in Tajikistan. This commitment reflects the important work that has been done over the last decades in Tajikistan by a number of key development partners and CSOs, which are summarized in the table of relevant EVAWG programmes (or initiatives with EVAWG components) below.

However, it is important to highlight the investment done by SDC, which has been funding EVAWG interventions in Tajikistan over the last decades. The CoWFA under the Government of RT reports that the encouraging progress is visible in Khatlon district where the SDC/PDV project has been working for many years, and considers important to expand such positive practices to other regions of the country. The main achievement was strengthening the coordination of activities responding to DV at national level through signed MoUs with different sector ministries, leading Institutions, regional and district level public administration, and inter-agency working groups. An emphasis of the project has been capacity-building of public servants in prevention of DV both at national and regional level, which Spotlight will build on and expand for target institutions and individuals. Infrastructure for service provision to DV victims was enhanced with provision of manuals and guidelines for the staff and activities implementation. Shelters for DV survivors were enlarged in project target regions, mostly due to MoHSP's initiative, but still shelter sustainability has not been achieved. At community level there were regular informational and educational activities for various groups to raise awareness and improve the legal literacy on the negative consequences of DV against women, children and other family members.

The programmes below are currently being implemented in Tajikistan or have recently been implemented and have produced evidence and learning that will be taken into consideration in the proposed interventions.

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
"Improving the Framework for Reporting and Resolution of Gender-Based Violence (GBV) in Tajikistan"	EU	$275,687	Dushanbe, Vakhdat, Khatlon (Panj and Vakhsh, Kulyab, Vose, N. Khisrav and Farkhor) and Sughd (Khujand, Isfara, B.Gafurov, Kanibadam, Penjikent and Zafarobod).	May 2017-October 2019	Eurasia Foundations of Central Asia – Tajikistan in partnership with NGO" Khurshedi Zindagi" and Estonian Institute of Human Rights.	To improve the design and implementation of legal remedies to gender-based violence (GBV) in Tajikistan in support of human rights. Thus specific objectives are: Increase ease of reporting for victims of GBV; Streamline institutional frameworks related to GBV; Expand scope (and awareness) of legal remedies to GBV; Increase availability of accurate data on GBV and its causes.	This project has addressed the significant institutional gaps that affect the ability of local police, judicial officials, and other state authorities to respond to cases of GBV in a timely and effective manner. The results will be considered to build the interventions under the Spotlight initiative.	Pillar 1
"Human Rights Protection for Prisoners and Ex-Prisoners"	EU	$441,048	Nurek town, Yavan town, 10 cities and district centers of Tajikistan, including Dushanbe, Khorog, Khujand, Kurgantube, Vahdat, B.Gafurov, Vose, Panjakent, Ghonchi, and Qumsangir.	April 2017-March 2019	DVV International	The project aims to contribute to the fulfilment of human rights of the prisoners and ex-prisoners – their right to education, social security, participation in cultural life, and labor rights. Overall, the action is going to improve the access to education, including vocational courses, personal growth and entrepreneurship skills development programs, social reintegration and referral services.	Since men are the main perpetrators of violence against women, Spotlight will look at the information and results from this intervention for the planning of prevention strategies. .	Pillar 3

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
Strengthening national capacities to improve prevention of, and responses to Gender-Based Violence (GBV) in Central Asia	CSSF (UK)	$30,164	All 5 Central Asian countries including Tajikistan (Dushanbe)	2019-2020 with possible extension for 2021-2022	UNFPA	The project's overall objective is to support the five regional Government's efforts to prevent and respond to GBV.	Spotlight will build on and learn from this project already initiated in the five CA countries to develop/update (SOPs) for a Multi-sectoral response to GBV involving the health, police and psycho-social sectors, develop protocols and training packages for the health sector, carry out a number of capacity building initiatives and work with religious leaders and FBOs in advancing gender equality, prevention of GBV and harmful practice such as child marriage.	Pillars 1,2, 3 & 4
A multi-sectoral cooperation platform consisting of the Ministry of Health and Social Protection, Committee of women and family affairs and Ministry of Internal Affairs	UNFPA, EIRH	80,000	Tajikistan	2016-2019	UNFPA, TFPA, MoHSP, COWFA, Ministry of internal affairs	Coordination and advocacy platform for promoting gender equality, women' and girls' empowerment and addressing SGBV, VAWG, stereotypes and discrimination.	Formalizing the MSCG will benefit form the learnings of the support provided to strengthen and provide technical assistance to the multi-stakeholder coordination mechanism for implementation of the NAP LPVF under CoWFA and support the transition into the coordination of the NAP on SGBV;	Pillar 2

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
Institutionalization of Victims Support Rooms to SGBV	UNFPA	100,000	Tajikistan	2012-2019	UNFPA, MoHSP	UNFPA and the MoHSP focused on linking Victim Support Rooms Initiative with the existing prevention, protection, and support services to ensure an effective multi-sectoral response to each individual case, including for the most vulnerable women in rural areas. 12 Victim Support Rooms have been established in health facilities in selected regions of the country by the MoHSP Order. VSRs are funded from state budget and open 24 hours /7 days. Since establishment of VSRs 860 victims of SGBV used these services.	This practice is recognised by GoT as sustainable and an effective, which was an important lesson learned to determine the investment in VSR (instead of prioritizing additional shelters). Spotlight will build on the work carried out to date and will provide an opportunity to increase the number of VSRs for rehabilitation of victims of SGBV and pilot alternative family care model for adolescent girls survivors.	Pillar 4
Health Sector Response to GBV Adaptation of UNFPA Resource Package "Strengthening Health System Responses to Gender based Violence in Eastern Europe and Central Asia"	UNFPA	40000	Tajikistan	2016-2019	UNFPA, MoHSP	Strengthening the capacity of primary health care staff and SRH service providers to use guidance in providing quality gender sensitive services to victims of GBV in rural areas.	Spotlight will build on the work with the health sector, benefiting from the entry points and having a good preliminary understanding of the gaps,needs and opportunities. .	Pillar 4

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
Introduction of UN's global 'Essential Service Guidelines for women and girl subject of violence' and Standard Operating Procedures (SOPs) for police, health and psychosocial services to address the needs and protect survivors of SGBV.	UNFPA, EIRH	20000	Tajikistan	2016-2019	MoH; MoIA, COWFA	Improve the quality of services and referral system for victims of violence and to address Gender-based Violence based on UN Essential Service Package and Standard operating procedures for health, police and psycho-social services .UNFPA supported introduction of Global UN ESP and SOPs for health, police and psycho-social services in Tajikistan. The MoHSP is already adopted SOP for health sector in state language. This is internationally recognised guidance for providing quality services to victims of SGBV and strengthen multi-sectoral cooperation.	In the frame of SI, ESP and SOPs would be adopted and implemented.	Pillar 4
Promoting Men and boy Engagement Programme	UNFPA	20000	Tajikistan	2016-2018	UNFPA, National federation of TaeKwonDo and 5 sport networks	At both regional and country levels, UNFPA has endeavoured to mobilize men as policymakers and community leaders, to bring them into	Given that this program expands upon existing work to dismantle gender stereotypes, Spotlight will rely on the learning and leverage the partnerships built.	Pillar 3

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
						programmes as partners in SRH and to engage them as proponents of gender equality and women's rights.This initiative aims to change the unequal treatment of men and women, boys and girls in Tajikistan and uses sports and communication campaigns to transform gender stereotypes, which lead to discrimination against women in their professional and personal lives.		
Increasing resilience of youth for peaceful and inclusive communities in Kyrgyzstan and Tajikistan	CSSF / DFID	1,000,000 USD	6 districts of Sughd province	2016-2020	UNICEF with a number of local CSOs in collaboration with the Ministry of education	The project is aimed at reducing susceptibility of children and youth, especially most marginalized, to conflict, violence and radicalist narratives. This initiative addresses the issues of violence by building competencies of adolescent girls and boys on problem solving, managing emotions and resilience, capacity building of duty bearers, supporting rehabilitation programme of children in conflict with the law and educating parents on	These approaches of addressing issues of violence can complete SI by covering general population of girls and boys, parents and duty bearers. with capacity building on violence prevention through peacebuilding education, acquiring peacebuilding competencies and resilience. Interventions under this programme will also contribute to strengthening the education system for reduction of violence in public domain.	pillar 2,3

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
						peacebuilding		
Adolescence Competency Framework	UNICEF	USD 400,000	National	2018-2020	Afflation International and CSOs	Development of a national framework including core competencies (such as problem-solving, self-management, critical thinking etc.).	The adolescent competency framework has been delivered as extra-curricular interventions through student councils is schools. As a competency-building learning programme it builds set of core competencies of students around different themes including violence, stress management and self-esteem. In addition to building competencies, students of Student Council use their knowledge and competencies acquired to advocate for prevention of EVAWG amongst other issues as part of Student councils work. Moreover, these core competencies have been delivered in non-formal education platform as skills-building programmes that empower adolescent girls and boys with core soft skills	Pillar 3 &4
Tajikistan: Protecting Children Affected by Migration in	UNICEF	$1,030,614	Kulob and Levakant of Khatlon	2018-2021	Started by the Save the Children Netherland and	With the framework of the EU-funded project "Protecting Children	Women and girls enjoy their basic human rights and have access to	Pillar 1 & 4

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
Southeast, South and Central Asia			Region		taken over by Terres des Hommes	Affected by Migration in Southeast, South and Central Asia" violence against women and girls tackled through: i) Provision of the psychosocial support, engagement in vocational and skills development initiatives, and empowerment of abandoned and left behind women to start income generating activities; ii) Support in obtaining birth certificates, passports and other ID documents to ensure that girls and women benefit from basic human rights	essential services available at community level, including access to health facilities, education, social and legal services which results in increased level of their welfare and resilience. By ensuring access to vocational and skills development programmes, women who are negatively affected by migration are empowered to become economically independent and start small business.	
Prevention of Domestic Violence (I)	SDC funded PDV/GOPA project	€2,532,713	National	2008-2012	Governmental and non-governmental stakeholders (Committee on Family and Women Affairs, national line ministries, Family Medicine Centre, police training academy, local public authorities, local NGOs and community groups and religious leaders)	The overall objective of the PDV project was therefore to reduce the level of domestic violence (DV) in Tajikistan and to increase the public awareness of DV as a violation of human rights and criminal offence.	The project provided technical assistance for policy dialogue with stakeholders at policy level, including CoWFA; and for stakeholders at the implementation level, including Women Crisis Centers and NGOs; public awareness-raising and community outreach. These results align with the Spotlight Initiative under Pillar 2, Institutional Strengthening; and Pillar 4, Services. The differences in working at policy	Pillar 1

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
							and implementation levels add perspectives to how these stakeholders will be engaged during the Spotlight programme.	
Prevention of Domestic Violence (Ii)	SDC funded PDV/GOPA project	€3,330,229	National	2012-2016	Committee on Family and Women Affairs, Ministry of Internal Affairs, Ministry of Health and social Protection of the Population, the Training Institute for social workers, Family Medicine Centre, police training academy, local public authorities, local NGOs and community groups and religious leaders	The overall goal of the PDV project is to **reduce the level of domestic violence** (DV) in Tajikistan and to increase the public awareness of DV as a violation of human rights and criminal offence. Outcome C.1: The **policy and institutional framework and environment** Outcome C.2: The access to quality **psychosocial and legal services** for victims of domestic violence Outcome C.3: People's **awareness** on the negative effects of DV	The project supported the strengthening of inter-agency coordination mechanisms and a multidimensional approach for implementation of Law on Domestic Violence. It also improved access to quality psychosocial and legal services for victims of DV in project areas; and provided communication materials that heightened awareness of the problem and consequences of DV. As in Phase I, the activities will be sustained in the Spotlight Initiative, feeding into Pillars 2 and 4, and also Pillar 3, prevention. Lessons on how to achieve stronger inter-agency coordination, and the value of a multidimensional approach for implementation of Law on DV will be applied.	Pillar 1, Pillar 2, Pillar 4

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
"Strengthening Community Security and Prevention of Violence against women	UNDP's Global Programme on Rule of Law; UNDP Governance for Inclusive and Peaceful Societies (GIPS)	750 000	3 districts of Tajikistan: Kulyab, Rudaki, Vahdat	2018-2019	UNDP, UN Women, GOPA, Saferworld	To create a social and institutional environment that will contribute to reducing domestic violence, especially through community policing efforts.	The project is aligned with the Universal Periodic Review (UPR) Cycle 2 Recommendations (2016) in support of Government's efforts to criminaliz e DV stic violence through inter-agency and system-wide coordination for amendments to legislation as well as through integrated service delivery in 3 target regions. The Spotlight Initiative will benefit from recommendations and amendments to the Law on Prevention of Violence in the Family; expert advice in development the Law on anti-discrimination; and i mproving data collection on DV cases disaggregated by type of violence, perpetrator, age and ethnicity of the victim.	Pillar 1, 2, 3, 5
Strengthening Rule of Law and Human Rights to Empower people in Tajikistan (Phase II)	MFA Finland	1,700,000 Euro	Tajikistan	01.01.2018 – 31.12.2021	UNDP	1. Vulnerable rural population of Tajikistan, including women and persons with disabilities, enjoy better protection of their rights and access to justice and are empowered to defend their rights and interests.	The project is in line with the main Spotlight Principle LNOB as it focuses on people with disabilities, especially women, by provid i ng quality free primary and secondary legal aid . C Capacity building of lawyers to provide	Pillar 2, 4

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
						2. State bodies and justice sector actors are better able to provide access to justice and uphold rule of law and protect the rights of vulnerable people, including women and persons with disabilities.	more accessible and qualitative legal aid services was also achieved. These interventions will inform the approach to expanding access to legal aid in the Spotlight programme as it aims to close the gaps in access to legal aid.	
Access to Justice in Tajikistan phase II	SDC	4,162,000 USD	Tajikistan	01.12.2016 – 30.11.2020	UNDP, Helvetas	People, in particular the most vulnerable, claim and enjoy their rights through better access to justice.	In addition to the established free legal aid centres (LACs) and on-going capacity building events, the project is enhancing coordination and accountability mechanisms on GBV. The experience of Phase I demonstrated the importance of dialogue with civil society; close engagement with, and support to the Ombudsman's Office; and support to Tajikistan's accession to, and compliance with, international human rights conventions. The experience of Phase I showed that these aspects were interlinked. For instance, the LACs' work	Pillar 1, 4

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
							with persons with disabilities (PWD) helped the project advocate for Tajikistan's accession to the UN Convention on the Rights of Persons with Disabilities. These lessons will inform how the Spotlight programme approaches advocacy for prevention in Pillar 3; and capacity building to extend the reach and impact of LACs.	
Support Civil Registration Reform Project	UNDP	USD 596,160	Kulyab and two Jamoats: Ziraki and Dahana Rudaki (RRS) and Bobojon Gafurov (Sughd region)ж Rudaki (RRS) and Bobojon Gafurov (Sughd region	05.2016 – 05.2019	UN Women NGO Gender and Development	Mainstreaming gender across civil registration legislation, policies and procedures; Enhancing capacity of legal entities in delivering quality services to the population; Improving access of most vulnerable groups of women and girls to the civil registration	UNW has an experience of working in 40 geographically remote communities reached with the support from the project by CSO-based awareness raising, incl. 67% women. It will be used in the process of adaptation of an innovative strategy of community new social norms holders interventions under the Pillar 3. The information generated through the mapping of civil registration services, with a focus on vulnerable groups of women and girls will be used in the work on mid-term NAP on PVF review (Pillar 1) and improvement of internal policies (Pillar 2). The partnership established with	Pillar 3 Pillar 1 Pillar 2 Pillar 4

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
						and social services; Piloting OSS model as gender-responsive service delivery modality in the pilot districts	the Advanced Legal Education Institute under the MoJ will be further strengthened in the work on adaptation of a training package on Transformative change for EVAWG.	
Empowering abandoned women from migrants' families in Tajikistan	Norway	NOK10,000,000	Rasht Valley: 3 districts - Tavildara Tajikobod Jirgatol and Khatlon oblast - districts Kulyab and Farhor	12.2013 – 04.2016	UN Women IOM	Support abandoned wives from labour migrants' families to enhance their skills and knowledge, to reduce social and economic consequences of their vulnerability, and to improve their livelihoods.	Experience of mobilization of self-help groups of women from labour migrants families will be applied in the process of adaptation of the methodology of social mobilization for defining and strengthening the groups of new social norms holders in pilot communities.	Empowering abandoned women from migrants' families in Tajikistan
"Empowering Rural Communities with Better Livelihood and Social	UNTF HS	$194 583,78	Rasht valley Districts: Rasht Tajikabad Nurabad	06.2013 – 12.2016	UN Women NGO Najibulo	To Improve Economic, Food, Environmental, Health and Personal Security for the Population of the Rasht Valley,	Experience of working at community level on providing legal assistance, specifically targeting women and people with disabilities, including on	"Empowering Rural Communities with Better Livelihood

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Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Tajikistan	Pillar it relates to
Protection			Sangvor (Tavildara) Lakhsh (Jirgatol)			Tajikistan	linking them to medical assistance will be applied in the work on building WWD awareness on EVAWG and services, which will be made available at district level on prevention and protection from VAWG.	and Social Protection
Gender mainstreaming into UBRAF project (Unified budget results and accountability framework)	UNAIDS/ UBRAF	$347,460	Tajikistan	2018-2019	UN Women	Integrating gender equality in governance of the HIV response; Meaningful participation of WLWH in regional and national strategic planning, and strengthening capacities of WLWH and civil society in combating stigma and discrimination	Experience of working with WLWH will be used in the Pillar 4 on increasing awareness of women on the rights to services, as well as the group of WLWH will be fully engaged in the interventions planned in the Pillars 1, 5 and 6/	Gender mainstreaming into UBRAF project (Unified budget results and accountability framework)

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XII. Monitoring & evaluation

Once feedback is received on the design of the logical framework and the theories of change, the Spotlight Country Team will develop a full M&E Framework as well as design a specific M&E Strategy. At this stage of programme design, the following principles have been agreed, following the guidance from the Central and South Asia Spotlight Investment Plan:

- A comprehensive baseline survey will be conducted. The baseline will monitor the results framework indicators as well as collect data in areas where gaps for effective programme management and design may be missing. An institution with significant experience will be selected for this part of the Initiative.
- To best ensure that the objectives of the SI are achieved, the management of the Programme will consistently track results at the output and outcome levels, enabling appropriate results-based management that allow adjustments to program components.
- RUNOs will be responsible for continuous monitoring and evaluation of the Programme, which will be done in accordance with existing United Nations monitoring and evaluation policies and based on Results Based Management principles as well as the principles set out by the Spotlight Initiative. Strategies to ensure this will be detailed throughout programme design.
- The information from the Spotlight Initiative in Tajikistan will be consolidated by the Secretariat into a central, results-based management system, which is why the result indicators selected come from a common “menu of indicators”.
- After the submission of V0, RUNOs further review and consultation will be held to map gaps in the existing baseline data.

External evaluations and results-based assessments are required to assess the performance of each programme outcome and will be conducted mid-term and at the time of project closure. Evaluations are used to analyze programme performance and test the Spotlight Initiative’s global and regional theories of change. The Operational Steering Committee will commission the mid-term results-based assessments and final evaluations, which will be managed centrally by the Spotlight Secretariat to assess the overall performance of the Spotlight Initiative, inclusive of its design, management, and performance against global objectives. During this evaluation, specific recommendations may be provided to the Operational Steering Committee to guide any revisions to the theory of change, governance arrangements, and/or programming cycles.

While no woman or girl is immune from violence, the risks and experiences for some are greater and the responses to their specific needs may be non-existent or weak. Women and girls in certain stages of life (adolescents and older ages), who are migrants, those living with disabilities and those living in rural areas, among others, are often the most discriminated against, creating overlapping inequalities and situations of multiple and intersecting disadvantage, explaining how and why certain groups are systematically left behind. Recognising this, the Spotlight Initiative has placed at its centre the principle of “leave no one behind”. The M&E Framework will take this into consideration and integrate its principles in the overall vision and in specific mechanisms.

As a result, the Spotlight Initiative M&E framework will include the following priorities:

- Design of specific mechanisms for data disaggregation. As for the SDGs, the Spotlight Initiative indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics. When disaggregated data does not exist, it is important that activities under the Programme (most likely under pillar 5) be focused on the production and disaggregation of such data, in line with international standards.

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- Set-up specific mechanisms to track and ensure the meaningful participation of women and girls, including those facing intersecting forms of discrimination, and the groups that represent them (CSOs) in decision-making and in the design of the Spotlight Initiative.
- Develop methodologies for the inclusion and participation of selected CSOs (particularly those involved in the CSO Reference Groups) in monitoring processes and monitoring visits.

XIII. Innovation

The Spotlight Initiative provides an unprecedented opportunity to deploy innovative approaches to achieve gender equality at scale in order to eliminate violence against women and girls working through a targeted and concerted investment, comprehensive approach, and evidence-based programmatic theory of change. Thus, the regional programme will identify and adapt interventions that have evidence of success and best practices and will incorporate experimental approaches to test new pathways to achieve accelerated results. All innovative approaches will be closely observed to assess opportunities and risks, in line with the *Do No Harm* approach. The purpose of innovation is to accelerate impact; therefore, interventions demonstrating significant outcomes will be scaled up and will be shared as an innovative practice.

To advance the development of creative and innovative ideas and approaches, the Spotlight Tajikistan Programme will 1) stimulate co-creation in which beneficiaries play an active and ongoing role in the conceptualization, development and implementation of innovative programmes and activities, including through civil society, 2) encourage innovations in partnerships, as well as programmes and activities, and 3) promote innovative uses of non-technology methods and technology applications to reach and serve beneficiaries.

Programmatic Innovation:
'Business as usual' has proven unsustainable to prevent SGBV especially as often this issue has commonly been addressed through parallel vertical processes and many actors working in silos.

To break away from conventional approaches, the Spotlight Tajikistan Programme will:

- Adhere to key principles of fostering innovative practices and solutions, drawing on the specific expertise from the RUNOs and the UN Family, but also in building new arenas by combining diverse partners that have not worked together before to jointly address this common issue.
- Promote inclusive innovation, with a focus on supporting the poor and most vulnerable. Marginalized and vulnerable groups will have a decisive role in the design, testing, learning and adoption of innovative solutions. Effective networks and mechanisms for their participation will be created.
- Learn quickly and ensure the impact of promising innovations before scale-up.
- Facilitate collaboration and co-creation across public, private and civil society sectors.
- Identify and share scalable solutions that demonstrate high potential to achieve and sustain significant impact and cost-effectiveness.
- Introduce new methodologies (e.g. procedures, protocols) or technologies (e.g. devices) to address VAWG (prevention and response).
- Systematize and evaluate experiences to analyze their potential and replicability in order to track and learn from innovation.

Operational Innovation:
The operational setup of the Spotlight Initiative is a historic SDG partnership. It is a break-away from UN operations and 'business as usual' in line with the UNDS Reform agenda. The operational set up to deliver the Spotlight Tajikistan Programme will innovate towards a new generation of UN Country Teams with common business operations and delivery of programs, projects, and in the case of the Spotlight Initiative, also activities.

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Operationalizing the United Nations Development System (UNDS) reform as a flagship programme and leveraging the comparative advantage of UN Agencies, Funds and Programmes around EVAWG is an opportunity to explore how business operations can be streamlined through common business operation strategies such as common back office functions to improve operational efficiency. This will include:

- Develop new and/or enhancing existing modalities: for coordinated management and "Delivering as One" among RUNOS.
- Maximization of cost (Cost savings*):* the programme will make efforts to tap into various organizational process assets, engage in joint procurement processes where possible, coordinate common operations, and ensure that synergies are made with other ongoing initiatives.

Increased efficiency in operational procedures will be tracked and measured as a metric of innovation.

XIV. Knowledge management

The Spotlight Tajikistan Programme recognizes the critical role knowledge management plays in ending violence against women by making accessible the expertise and knowledge of what works to prevent and respond to violence. The programme will therefore aim to capture, store, share and adapt the lessons learned throughout implementation (with knowledge generation and exchange explicitly proposed under Pillar 1, Pillar 3, and Pillar 6), so that these can provide for more relevant, coordinated and integrated policy and programme responses – both for the Spotlight interventions and in future programmes. This is expected to result in better prevention and response to SGBV.

A knowledge management strategy will be further developed during programme design and in the inception phase, including clear roles and responsibilities as well as targets and principles, including 'do no harm'. The Strategy will derive from the principles that evidence-based interventions, learning, based on rigorous data and analysis are key elements to fostering positive change in addressing SGBV. The M&E plan will have a 'knowledge register' which will help to track and disseminate new knowledge generated.

Knowledge Management is a central component of the Spotlight Initiative in Tajikistan. Key principles include people-centred, embedded in all pillars of the country programme, the dissemination of knowledge to the public and a participatory method to programme delivery and being contextualized and customized to the local environment.

The objectives of the Knowledge Management Strategy will be: 1) to increase awareness and understanding of the SI's implementation and impact in Tajikistan; (2) to communicate and share good practices and lessons that emerge through the implementation of the SI interventions (3) to generate local, context-specific knowledge on 'what works' and 'what does not work' to be shared on regional and global virtual knowledge platforms and (4) to strengthen women's rights groups', civil society groups', and government's capacity to generate, disseminate and use EVAWG knowledge. As such, the RUNOs have identified specific tools and techniques, which will effectively manage knowledge and these approaches will be further developed in the Tajikistan KM Framework. Some Activities will include:

- **Knowledge capture**: Collating the evidence-base on Spotlight Pillars from existing national and global resources and conducting a situation analysis improve understanding of EVAWG in the country
- **Addressing knowledge gaps**: Activities will be designed to specifically meet identified knowledge gaps
- **Monitoring and Evaluation**: Strategizing innovative, context-specific monitoring and evaluation strategies of all Spotlight activities to determine 'what works' and 'what does not work'. This knowledge will be shared on regional and global knowledge platforms to encourage peer support, collaborative problem-solving and strategizing; and the sharing of tools and other resources.

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- **Dissemination and Public Engagement:** Communicate and share good practices and lessons that emerge through the implementation of the Spotlight interventions and establish participatory mechanisms with multiple stakeholders to continually assess and discuss what works and what does not
- **Build Knowledge Management Capacities**: Conducting national and/or regional knowledge exchange workshops on particular topics/practice to strengthen institutional capacity to generate disseminate and use knowledge products.

A dedicated Monitoring, Evaluation/Knowledge Management Officer will oversee knowledge management activities. He/she will also ensure that the outputs from M&E activities are translated into knowledge that informs programme implementation and reporting and that KM activities are closely aligned with the Communication and Visibility Strategy.

XV. Communication and visibility

The Spotlight Tajikistan Programme's communication and visibility will be aligned with the Spotlight Initiative's Communication and Visibility Strategy. A preliminary Communications and Visibility Action Plan has been discussed to ensure Annual Plans are developed and implemented by the RC and RUNOS to guarantee the visibility of the Spotlight Initiative.

Spotlight Tajikistan Programme will adhere to the SI's four communications objectives:

- Raise awareness of violence against women and girls and its prevalence
- Illustrate and promote the impact and results of Spotlight Initiative-supported interventions
- Provide communications for development support to strengthen Spotlight Initiative's programme design and implementation
- Ensure visibility for the Spotlight Initiative, its donors and partners

The Communication and Visibility Manual for European Union External Action will be used to establish the Communication and Visibility Plan of the Country Programme (in Annex 2).

TABLE E – RESULTS MATRIX

Table E in the Budget Template contains the Results Matrix.

This table is where the UN Team will select Indicators associated with Outputs and Outcomes. Refer to the detailed guidance on filling this matrix in the Country Programme Development Guidance document, under the Monitoring and Evaluation section. This matrix should cover the full Country Programme scope as reflected in the Work Plan.

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TABLE F - PROGRAMME RISK MANAGEMENT MATRIX

Risks	**Risk Level:** Very high High Medium Low (Likelihood x Impact)	**Likelihood:** Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare – 1	**Impact:** Extreme-5 Major-4 Moderate3 Minor-2 Insignificant – 1	**Mitigating measures**
Contextual risks				
Parliamentary and presidential elections may produce a change in members, delay engagement and affect the participation of the Executive Office in Pillar 1	Very High	Likely (4)	Major (4)	✓ Develop month by month work plans to address possible delays in the implementation schedule; continue to engage stakeholders while the transition is in effect; set parameters for work effectively with CoWFA
Resistance from family, community, traditional and religious leaders	Very High	Likely (4)	Moderate (3)	✓ Support existing programs involved with engagement of men especially from family, community elders, traditional and religious leaders ✓ Support existing programs focused on sensitization and empowerment of women, traditional and political leaders to understand, mobilize against violence against women

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Cyclones, Earthquakes, Flooding and other natural disasters	Very High	Likely (4)	Major (4)	✓ Provide contingency funding to contribute to VAWG emergency response on an annual basis ✓ Support flexibility in programming given the disruption of emergency programming to regular activities
Stigmatization of survivors of violence of GBV at community level, resistance from family and unwillingness to seek professional support	High	Likely (4)	Major (4)	✓ Strict observance of the principle of confidentiality by professionals to be involved in program activities ✓ Work with families to convince them of confidentiality of working approaches and to regularly update on progress achieved
Limited national ownership and commitment to effective change	High	Possible (3)	Major (4)	✓ For the ownership and commitment of governments in this initiative, there should be a clear understanding of what this programme wants to achieve in complementarity to other actions and its added value. ✓ Strong consultation and engagement with Government to ensure ownership, motivation and sustainability. ✓ Provide support to existing regional and national networks and mechanisms. ✓ Target high level public servants with behaviour change programming
Programmatic risks				
Resource mobilization strategies to attract resources for the Spotlight Initiative Country Programmes at the country level are developed and implemented	Very High	Likely (4)	Major (4)	✓ Engage with partners frequently to monitor implementation ✓ Adjust programmatic approach as needed ✓ Have a balance of high and lower capacity partners

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Country Programmes are not fully funded to achieve all deliverables due to the lack of required resources (resources additional to the EU envelopes)	Medium	Unlikely (2)	Moderate (3)	✓ Resource mobilization strategies to attract resources for the Spotlight Initiative Country Programmes at the country level are developed and implemented ✓ Resource mobilization strategies to attract resources for the Spotlight Initiative Country Programmes at the country level are developed and implemented
Funding and services not available after Initiative ends due to lack of resources	High	Possible (3)	Major (4)	✓ In collaboration with government and the private sector (where possible) develop a feasible financing strategy with conditions that secure a financial sustainability plan from the outset – ensuring ownership through civil society's engagement
Acquired capacity and knowledge not translated in transformative action	High	Possible (3)	Major (4)	✓ Undertake assessment to understand why knowledge is not translated into action and work closely with national stakeholders to address them
Lack of technical and financial resources including to improve service delivery	Medium	Unlikely (2)	Major (4)	✓ Diversify funding sources to fill cost gaps; ensure financing and sustainability strategy from outset
Institutional risks				
Varying procedures for budgeting and procurement by RUNOs	Medium	Likely (4)		✓ Establish a operations task force to look for opportunities to converge/ streamline procedures)
Coordination between and among RUNOs could be	Medium	Possible (3)		✓ Set up work planning and communication systems that ensure synergies in consultation with IPs with the RCO overseeing and coordinating programme inputs

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disrupted by differences in schedules and agendas for programme inputs				
Lack of donor commitment to funding DV/IPV	High	Possible (3)	Moderate (3)	✓ Apply methodologies for financing gender equality and gender budgeting ✓ Support strong costing methodologies for DV/IPV work, including to make the case for investment on gender equality and addressing DV/IPV ✓ Develop exit plan to sustain the program
Fiduciary risks				
Disbursements of resources to small stakeholders (CSOs) and national implementing partner have the potential to provide incentives for diversionary activities.	Medium	Possible (3)	Minor (2)	✓ Funding to the grass-roots level CSOs under pillar six can be operationalized through existing mechanism in the region, which can channel the resources to grass-root level CSOs, based on an open and transparent process ✓ Prioritize engagement of CSOs during Country Plan development and implementation

Assumptions:

✓ No major change in the political situation in the region will affect implementation of the Spotlight Initiative

✓ The Spotlight Initiative has significant political and administrative support, which facilitates the involvement and commitment of Central and South Asia governments and civil society organisations

✓ There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts

✓ There is significant national commitment to the promotion of gender equality and women's and girls' empowerment

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TABLE 3: BUDGETS and COUNTRY RESULTS FRAMEWORK – see excel document attached.

Table 3 A – 4-YEAR WORK PLAN

Table 3 B – BUDGET BY UNDG CATEGORY

Table 3 C – BUDGET BY OUTCOME

Table 3 D – MENU OF PILLARS/OUTCOMES AND OUTPUTS

Table 3 E – RESULTS FRAMEWORK

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ANNEX 1: Multi-stakeholder engagement in the Country Programme development process

Bilateral informal meetings - First Stage of Programme design

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	
The Committee of women and family affairs	Akobirova Javohir, Head of Gender Development and International Relationships Department of CoWFA	Gender equality and GBV prevention	Government	13 September 2019
The Ministry of health and social protection	1). Mr. Bandaev, director of the State Institute "Republican teaching and clinical Center on family medicine" of the MoHSP. 2). Ms. Ganizoda Munira, director of the State Institute "National Reproductive Health center" of the MoHSP	Coordinate and develop policy and strategy on reforming and strengthening of primary health care sector. Integration of gender responsive services into PHC sector at rural areas. Coordinate and develop policy and strategy on sexual reproductive health and rights, promote integration of gender sensitive services into RH institutions.	Government	17 September 2019 14 October 2019
The Committee of	Ms. Yunusov,	Coordinate implementation of state	Government	10 October 2019

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religious affairs	head of juridical department (national coordinator) of CoRA	programmes on gender equality		
YPeer network	Ms. Parvina Sulaimoni	Assist with implementation of HLS	Civil Society	11 October 2019
Ministry of Justice	Ms. Shahnoza Nodiri, Deputy Ministry of Justice	Executive body implementing the state policy and normative legal regulation in the sphere of regulatory, legal aid to the citizens, promotion of legal and criminal justice, and judicial and criminal prosecutions.	Government	01 October, 2019
Commissioner for Human Rights	Umed Bobozoda, Ombudsman	Is an independent political official responsible for investigating acts (omissions) of State authorities, self-government bodies in villages and villages (jamoats), civil servants, heads and officials of institutions, organizations and enterprises, regardless of their organizational and legal forms	Government	18 October, 2019

Bilateral Meetings – Second Stage of Programme Design

Consultation 1: Bilateral informal meeting with the Ministry of Education and Science of the Republic of Tajikistan, 30 October 2019

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Key recommendations: The Deputy Minister was briefed on the overall Spotlight Initiative, in particular areas of cooperation on Health Lifestyle (HLS) review/update and further ToTs for secondary school teachers on updated manual on HLS as per international standards.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of Education and Science of the Republic	Ms. Latofat Naziri, Deputy Minister	Education	Government	30 October 2019
UNFPA	Mr. Firuz Karimov, Programme Analyst of Youth/HIV	Youth and HIV	UN	30 October 2019

Consultation 2: Bilateral informal meeting with the Committee on Religious Affairs and Regulation of Traditions and Rituals under the Government of Tajikistan, 7 November 2019

Key recommendations: Mr. Yunusov was briefed on the overall Spotlight Initiative. Ms. Rakhimova noted that Muslim religious leaders have a great influence, they are considered as key moral arbiters and can help set acceptable social norms for the communities, especially in rural areas. Ms. Rakhimova provided brief information about the planned activity on adoption and dissemination of UNFPA's training module on Islam and Gender, with a focus on prevention and response to VAWG/SGBV and training of trainers to conduct trainings for religious leaders to incorporate tools to end domestic violence into their religious community work. Mr. Yunusov mentioned that he has already briefed the Deputy Chairman of the CoRA on the Spotlight Initiative based on our initial consultations during CPD drafting process and the management of the Committee expressed their readiness for fruitful cooperation within this programme.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Committee on Religious Affairs and Regulation of Traditions and Rituals under the Government of Tajikistan	Mr. Yunusov Bakhtiyor, Head of Legal Department	Legislation, engagement of religious leaders, cooperation with development partners	Government	7 November 2019
UNFPA	Ms. Rakhimova Nargis, Programme Analyst of Sexual and Reproductive Health, Assistant Representative a.i.	Sexual and reproductive health and rights, gender	UN	7 November 2019

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UNFPA	Ms. Nilufar Bahromzoda, Programme Assistant	Gender	UN	7 November 2019

Consultation 3: Bilateral informal meeting with the Ministry of Health and Social Protection of the Population of the Republic of Tajikistan, 8 November 2019
Key recommendations: Dr. Bandaev Ilhom, Director of the National Republican Training and Clinical Family Medicine Center and Mr. Tokhirov Ravshan, Head of the International Department of the MoHSP were briefed about the Spotlight Initiative Programme. The priority areas where MoHSP will be engaged under Spotlight, such as integration of UN Essential Service package and Standard Operating Procedure for providing quality essential services for survivors of SGBV; creation of additional victim support rooms and integration of international best-practice guidance on response and provision of gender sensitive quality services to survivors of violence of SGBV into primary health care institutions at the village level we discussed during the meeting. The representatives of the MoHSP expressed their readiness for cooperation.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
National Republican Training and Clinical Family Medicine Center	Dr. Bandaev Ilhom, Director	Health	Government	8 November 2019
Ministry of Health and Social Protection of the Population of the Republic of Tajikistan	Mr. Tokhirov Ravshan, Head of International Department	Health, cooperation with development partners	Government	8 November 2019
UNFPA	Ms. Rakhimova Nargis, Programme Analyst of Sexual and Reproductive Health, Assistant Representative a.i.	Sexual and reproductive health and rights, gender	UN	8 November 2019

Consultation 4: Bilateral informal meeting with the Agency on Statistics under the President of the Republic of Tajikistan, 19 November 2019
Key recommendations: Mr. Davlatzoda was briefed on the overall Spotlight Initiative. Ms. Rakhimova noted that Ms. Gulnora Hasanzoda, Director of the Agency was already informed about the Spotlight Initiative during the National Committee on Population Development round table (5 November 2019). Mr. Davlatzoda was provided with brief information about the planned activities under Pillar 5. Mr. Davlatzoda mentioned that the Agency on Statistics has planned a number of resource-intensive activities as part of the National Development Strategy 2030 (NDS 2030) and welcomes cooperation with international donor organizations. The activities of the Agency for NDS 2030, on which multilateral cooperation with international organizations is expected (financial, technical and advisory) include conducting surveys covering topics of violence, discrimination and etc. and development of a concept for the collection and aggregation of statistics on persons with disabilities for which

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there is currently no specific data available. It was noted that most of the Agency's planned activities within the NDS 2030 align with the proposed activities in Pillar 5. At the end of the meeting Mr. Dazlatzoda expressed the readiness of the Agency for fruitful cooperation within this programme.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Agency on Statistics under the President of the Republic of Tajikistan	Mr. Davlatzoda Kiyomiddin, Deputy Director	Statistics, cooperation with development partners	Government	19 November 2019
UNFPA	Ms. Rakhimova Nargis, Programme Analyst of Sexual and Reproductive Health, Assistant Representative a.i.	Sexual and reproductive health and rights, gender	UN	19 November 2019
UNFPA	Ms. Gulnora Beknazarova, National Consultant	Gender, conducting surveys, data collection	UN	19 November 2019
UNFPA	Ms. Nilufar Bahromzoda, Programme Assistant	Gender	UN	19 November 2019

Consultation 5: 15 November 2019, consultative meeting provide a platform for CSO partners for a discussion and validation of approaches and interventions envisaged in the SLP

Key recommendations: The meeting started with the introduction of the SLP, with the focus on main programme approaches and key principles, such as importance of government and CSO partnership and ownership of SLP implementation, ensuing HRBA and LNOB approaches, fostering innovativeness for ensuring transformative changes on EVAWG. CSO partners appreciated a comprehensive and holistic nature of the SLP. Expressed full readiness for effective participation and contribution to the achievement of SLP goals and reiterated on the need to strengthen the practices of government-CSOs partnership. Key recommendations: expressed full support of an approach of self-designing CSO Strategy for EVAWG, noting that such an approach: 1) provides platform for CSO collaborative interactions, fostering the culture of partnership, coordination and cross-fertilization of CSOs working in different sectors, and can be united for joint actions; 2) ensures possibilities for inter-generational exchange of knowledge and experience, allowing to make an effective synergies between generations of CSO leaders; 3) provides opportunities for thoughtful and thorough review of what has been done and what is needed to be done differently to make a breakthrough VAWG and SGBV problems, the process of CSOs self-reflection on 'what' and 'how' can help to find innovative solutions and accelerate the progress on EVAWG. Made a note on the need for transparent and inclusive process of engagement of CSOs to SLP interventions at all levels and through-out all pillars of the programme. Confirmed the need in the 'School of Gender Advocates' – as a platform for building/ enhancing capacities of gender activists for high-quality gender analysis, strategic gender sensitive programming and monitoring. Re. services – ensure that VAW survivors feel safe and protected to disclose the case. Need to lobby for legislative recommendations for criminalisation of domestic violence, provide legal basis for free of charge legal support for VAW survivor.

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Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
'Ishtirok' – protection of rights of Women with disabilities Federation of Taekwondo –involvement of men and boys in advocacy for gender equality Your Choice – advocacy for GE and WR Youth rights Coalition "From de-jure equality to de-facto equality Legal Initiative GE and HR Gender Research Think Tank NGO Aiperon League of women lawyers Human Rights Centre	Saida Inoyatova Alla Kuvatova Mirsaid Yahiyaev Larisa Alexandrova Zarnigor Rajabova Guljahon Bobosadykova Gulchehra Rahmanova Gulnora Beknazarova Parvina Geisova Kanat Hamidova Issamidinova Madina Usmanova Parvina Navruzoava	Rights of Women with disabilities Legal expertise Involvement of men and boys in advocacy for gender equality Advocacy for GE and WR Youth rights Gender analysis, monitoring, budgeting Gender statistics Legal expertise and consultations GE and HR Gender Research	CSO	15 November

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UN Women	Diana Ismailova Sagipa Djusaeva	Programme Officer Consultant	UN	15 November
UNICEF	Umeda Asadova	Programme Officer	UN	15 November
UNDP	Nargis Babaeva Gulchehra Ziyaeva	Programme Officer Consultant	UN	15 November

Consultation 6: Government and State Consultation on Spotlight

Key recommendations: The objective of the consultation was to introduce the Spotlight Initiative to stakeholders and begin to dialogue on potential contributions of partner institutions to the Initiative. Representatives of government and state institutions were briefed on the six planned outcomes of the Spotlight Initiative that would cost $ 5.6 million (EU and UN); and were asked how they could integrate the Spotlight Initiative in their activities. Issues discussed included the need to increase the number of women in decision making positions; more accurate data to inform and monitor DV; and the need for quality protection for survivors of violence. It was recommended that more action be taken to encourage more women to join and stay in the police force; and there was a need to build capacity for institutions to support action against DV. The importance of pursuing criminalization of DV was noted.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
Ministry of Internal Affairs	Mr. Kurbonov N., Berdizoda B.,	Security	Government	12 November 2019
Ministry of Justice	Ms. Kurbanova Malika Hamdamova Marvorid	Justice	Government	12 November 2019

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Ministry Economic Development and Trade	Mr. Hamidov S	Economy	Government	12 November 2019
Supreme Court	Mr. Pulodi M.L. Shafo Behruz	Justice	Government	12 November 2019

Consultation 7: Bilateral informal meeting with GOPA Branch in Tajikistan regarding the SDC funded PDV project achievements and planned activities, 30 October 2019
Key recommendations: Provide a summary of recommendations issued during this consultation process. Please cluster by relevant sub-theme (Max 300 words).
Information on overall Spotlight Initiative has been provided. Ms. Elena presented the achievements of PDV project, Phase 9, for the period of 2017-2019. Within the presentation included the results of the activities implemented at national, regional and district level have been on coordination strengthening, capacity building of public servants, service provision and recording improvement, and behaviour change communication. The most was done on capacity building of all structures involved in fight against DV. Ms. Elena mentioned that the PDV has planned to follow-up on the results of the project Phase 9 mentioned in Endline report. The planned activities for the period of 2019-2021 include train those specialists to specialize in vulnerable groups, awareness raising and training towards attitude and behaviour change. PDV project will continue implementing in Dushanbe and 8 pilot districts located in Khatlon region. The project will continue the partnership with two CSOs "Ghamkhori" and "Korvoni Umed" on the implementation of the activities in 9 target areas.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation (civil society organisation, government, EU delegation, academia, etc.)	Dates of consultations
GOPA Branch in RT	Ms.Elena Maximenco, Director	Prevention of Domestic violence	Private Consultancy Company	22 November 2019
UNDP	Ms. Nargis Babaeva, National Project Officer	Rule of Law	UN	22 November 2019
UNDP	Ms. Gulchehra Ziyaeva, National Consultant	Research Analyst, M&E, gender	UN	22 November 2019

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Interim CS-NRG

25 October 2019

The meeting objective:

- To validate the strategy and focus (outputs and activities) of the Spotlight Initiative in Tajikistan, as well as discuss recommendations with the civil society;
- To endorse the TOR of Interim Civil Society Reference Group (ICSRG);

14:00 - 14:15	Registration and welcoming coffee
14:15 - 14:30	**Opening remarks** *Mr. Kurtmolla Abdulganiyev, Peace and Development Adviser, UN Resident Coordinator Office in Tajikistan* *Emile Drousie, Intern, Delegation of European Delegation*
14:30 - 14:50	RCO - Role of the interim CS-NRG and agreement on group's function and rules
14:50 – 15:10	**Presentation of Spotlight Tajikistan Programme design,** *Ms. Nargis Djuraeva, Data Management, Results Monitoring/Reporting Analyst, UN Resident Coordinator Office in Tajikistan*
15:10 – 15:30	**Q&A** *Facilitated by: Mr. Kurtmolla Abdulganiyev, Peace and Development Adviser, UN Resident Coordinator Office in Tajikistan*
15:30 – 15:45	**Wrap up and closing remarks** *Mr. Kurtmolla Abdulganiyev, Peace and Development Adviser, UN Resident Coordinator Office in Tajikistan* *Emile Drousie, Intern, Delegation of European Delegation*

Opening remarks and presentation:

Kurtmolla Abdulganiyev, RCO opened the meeting by welcoming the representatives of Civil Society, EU and UN and noted a special partnership role of the Civil Society in implementation of the Spotlight Initiative. Kurtmolla briefly introduced the participants with the agenda, informed about TORs and establishment of the interim Civil Society National Reference Group – CSNRG and endorsement of its members, roles and responsibilities during the meeting.

Afterwards Kurtmolla Abdulganiyev gave a floor to **Nargis Djuraeva, RCO** for presenting draft Tajikistan Spotlight Initiative Country Programme Document. The presentation included information on the strategy, principles, vision, timeframe, estimated budget, beneficiaries, theory of change, outputs and activities by pillars, geographical coverage, governance structure, risks and mitigation. The presentation is provided separately.

Summary of discussions and recommendations made:

- Theory of change: It was suggested to reformulate the Theory of change as the assumption is too ambitious and cannot be implemented within 3-year programme implementation.

The Spotlight Team has explained that the Theory of change of a programme was designed in a complex manner and aims to bring transformative results in all countries.

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- On geographical coverage: Civil society representatives said that Khatlon has received significant investments from national and international partners like PDV/GOPA and the work on prevention of SGBV/VAW/DV is in place. The ICSRG believes that Districts of Republican Subordination are left behind and need more focus and attention due to extreme poverty, lack of access to legal, medical and social services, high rates of cases of SGBV/DV and suicide.

UN Spotlight Team explained the criteria and data which were used for geographical targeting and based on the comments from the Interim Reference Group will review geographical focus of the project again and will consult these propositions with the government stakeholders.

- On risks: It has been proposed to exclude the risk of natural disasters from the list of risks. In Tajikistan natural disasters are not affecting access to programme areas for a long term (usually results are short-term and may be overcome during project duration). If the natural disaster risks are maintained as an operational risk, it should be the last one to present (and with low impact on the programme).
- On Governance Structure – CSOs raised an issue of the government partner, pointing out insufficient capacities within the State Committee on Women and Family Affairs

The Spotlight Team noted that UN RC already met with the Minister of Foreign Affairs and discussed the issue of the governmental counterpart in the programme. The The decision will be made by the Government of Tajikistan and UN stays ready to work with the nominated state counterpart.

- Additional information was requested on the Pillar 6 implementation, especially the plans to create new associations.

The Team has reassured that Pillar 6 does not intend to create new associations, but strengthen existing platforms, and supporting additional platforms which will strengthen the civil society knowledge building and cooperation.

- On monitoring and evaluation of programme: ICSRG noted that the Programme requires strong monitoring and evaluation, and the presentation did not mention it.

The Spotlight Team reassured that the strong M&E framework is included in the programme document. The programme will carry out the Baseline study is in the beginning of programme implementation. Besides mid-term and final evaluations are planned and budgeted. The monitoring will follow the Spotlight Initiative guidelines.

- On Law-enforcement entities, lawyers and police workers: ICSRG has proposed:
  - to engage with lawyers and advocates and support strategic litigation, and work with the Supreme Council,
  - to enhance capacities of police inspectors, lawyers and judges to work with survivors of violence, and ensure that their response is gender sensitive and gender responsive. Specific actions need to be focused on women with disabilities (visual and hearing impairments etc.,) as they often are not able to report on cases of violence and discrimination due to health problems.
  - to strengthen the Ministry of Internal Affairs oversight over the inspectors and police workers working with cases of violence, as they are the first people the victims of violence apply to for a help and support. Unfortunately, inspectors and police workers lack specialized knowledge, capacity and expertise in dealing with victims and applying the referral mechanisms to advice survivors of violence in passing forensic medical examination, hiring lawyer and psychiatrist/psychologist etc., as survivors of violence in most cases are not able to pay for all these services and thus don't apply for a help.
  - to design activities that build trust of citizens in law-enforcement entities, judges, prosecutors and police workers; to encourage people to work closely and jointly in preventing violence and ensuring justice and fairness.

The Spotlight Team informed that the work on enhancing state-run Legal Aid Centers and provision of free secondary legal aid to survivors of violence as well as training of lawyers in dealing with survivors of violence is envisaged within the programme. The work with the Supreme court and amendments of the regulations will continue within other Rule of Law interventions. The Spotlight Team will consider

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inclusion of the strategic litigation activities into the CPD. Regarding access to state forensic medical examination support, it was noted that this activity is also covered by the Spotlight Initiative programme.

- The lack of professional psychological help to victims has been identified as an important gap and ICSRG recommended to include engagement of complex psychological support throughout the programme interventions. It was also recommended to support opening of the Faculty of Psychology in the University, as trainings carried out by international organizations are not sustainable.

The Spotlight Team underlined that it will support psychological services to survivors within the essential package to survivors and work with shelters/crisis centres. Opening a Faculty of Psychology can be advocated for during the programme, but cannot be identified as programme's goal as it goes beyond the Programme goals (psychological education goes beyond only EVAWG/GBV, and there are multiple parameters required for this - budgeting, curriculum, work with the Ministry of Education, university leadership etc.)

- Ombudsperson on human rights. The Interim Reference Group has recommended to strengthen capacities of the Ombudsperson office on women rights issues, especially focusing on domestic violence. Currently Department on State protection of social, economic, and cultural rights of the HR Ombudsman's Office is responsible for women's rights issues.

The Spotlight Team responded that the work with the Ombudsman on human rights component is also included in the Spotlight Programme and focus on more gender-sensitive and gender-responsive approach in promoting and protecting women's rights will be ensured.

- Engagement of religious leaders: Islamic University should be closely engaged and trained on the gender-sensitivity as well as religious leaders at the community level involved in the SGBV/VAWG

The Spotlight Team informed that within the Spotlight Programme the institutionalization the module on SGBV at Islamic University and the Committee on Religious Affairs.

- Engagement of EU in the Spotlight programme: It was suggested to involve the EU in joint dialogues, annual meetings with Government, civil society, partners to raise concerns related to this programme and influence the Government in the decision-making processes.

EU representative responded that EU is the member of the Joint Steering Committee and thus the decisions on the Spotlight programme will be made jointly.

The Spotlight Team has underscored that by the design the Spotlight programme envisages close partnership with the EU on all stages of the programme design, implementation and evaluation.

The Interim group also discussed issues of possible support for institutionalized children, as well as penitentiary institutions; however, it was agreed that some proposed activities would go beyond the Spotlight mandate (and are supported by other programmes, including EU programmes).

Summary of decision made:

- TOR of the interim CS – NRG, group's function and rules were endorsed
- The presentation will be sent to representatives of Civil society for review, comments and feedback that should be provided by **Tuesday, 28 October 2019** for consideration by participating UN Agencies (RUNOs) and integration into V.1 of Country Programme Document
- Selection of geographical coverage including Regions of Republican Subordination will be reconsidered by participating UN Agencies (RUNOs) and the final decision communicated
- All propositions related to the (e.g. risks matrix, strategic litigation will be considered by the team and consulted with the government counterparts).

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Spotlight presentation at the National Committee for Population Development's round table on "Additional mechanisms for implementation of the Law of the Republic of Tajikistan on prevention of domestic violence" and discussion of amendments and additions to this law

5 November 2019

Round table participants:
Deputies of the Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan

- Khairiniso Yusufi, Deputy Chairperson of the Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan (Head of the National Committee on Population and Development under the Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan)
- Sharif Rahimzoda, Chairman of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on economy and finance
- Rajabzoda Ravshan Muhitdin, Deputy Chairman of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on social issues, family and health protection
- Sodiqova Nasiba Nurulloevna, Deputy Chairperson of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on legislation and human rights
- Mirzozoda Mavluda Zayni , Member of the Committee of the Majlisi Namoyandagon of the Majlisi Oli of the Republic of Tajikistan on legislation and human rights
- Jobirzoda Tohir Gul, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on economy and finance
- Naziri Gulbahor, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on economy and finance
- Avzalshoeva Bibidavlat Askarshoevna, Member of the Committee of the Majlisi Namoyandagon of the Majlisi Oli of the Republic of Tajikistan on agriculture, water and land resources
- Boboeva Gulnora Islomovna, Member of the Committee of the Majlisi Namoyandagon of the Majlisi Oli of the Republic of Tajikistan on international affairs, public associations and information
- Murtazozoda Jamshed Saidali, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on science, education, culture and youth policy
- Ashurzoda Gulbahor Sangillo, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on social issues, family and health protection
- Shamsiddinzoda Mavzuna, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on state structure and local governance
- Sharifi Firuza, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on energy, industry, construction and communication
- Mansuri Dilrabo Saidullo, Member of the Committee of Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan on energy, industry, construction and communication

Representatives of state ministries and agencies

- Sirojzoda Saifiddin, Sector advisor to the assistant to the President of the Republic of Tajikistan on legal issues
- Nazarzoda Hotam Nazrullo, First Deputy Prosecutor General of the Republic of Tajikistan
- Hasanzoda Gulnora, Director of the Agency on Statictis under the President of the Republic of Tajikistan
- Samad Zafar Taghoy, First Deputy Director of the Drug Control Agency under the President of the Republic of Tajikistan
- Ishoqi Amirkhon Nusratullo, Deputy Chairman of the Supreme Court of the Republic of Tajikistan
- Habibullozoda Rajabmo Habibullo, Deputy Commissioner for Human's Rights - Commissioner for Children's Rights
- Sanginzoda Emin Nu'mon, First Deputy Minister of Labour, Migration and Employment of the Population of the Republic of Tajikistan

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- Umarzoda Saida Gayrat, First Deputy Minister of Health and Social Protection of Population of the Republic of Tajikistan
- Saidzoda Mahmadsaid Boron,Deputy Minister of Internal Affairs of the Republic of Tajikistan
- Jaloli Muhabbat, Senior specialist of the preschool and general education department of the Ministry of Education and Science of the Republic of Tajikistan
- Latifzoda Marhabo Olimi, First Deputy Chairperson of the Committee for Women and Family Affairs under the Government of the Republic of Tajikistan
- Nazarzoda Rizo, First Deputy Chairman of the Committee for Youth and Sports under the Government of the Republic of Tajikistan
- Barotova Zulfiya Kholovna, Chief Specialist of the Secretariat of the Majlisi Namoyandagon of the Majlisi Oli of the Republic of Tajikistan (Executive Secretary of the Committee)

Delegation of European Union to the Republic of Tajikistan

- Marilyn Josefson, Ambassador of the European Union to Tajikistan and Head of the EU Delegation in Tajikistan

UN agencies and development partners

- Pratibha Mehta, UN Resident Coordinator a.i and UNDP Resident Representative in Tajikistan
- Zainab Al-Azzawi, UNICEF Deputy Representative in Tajikistan
- Aziza Hamidova, UN WOMEN Country Programme Manager in Tajikistan
- Nargis Rakhimova, UNFPA Assistant Representative a.i. in Tajikistan
- Robert Hoyer, Head of human dimension department of the OSCE Office in Tajikistan
- Mahbuba Mamadatokhonova, National Gender Officer at the OSCE Office in Tajikistan
- Babaeva Nargiz, UNDP National Project Officer
- Nilufar Bahromzoda, Programme Assistant, UNFPA

Opening remarks and presentation:
Hon. Ms. Khairiniso Yusufi, Deputy Chairperson of the Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan - Head of the National Committee on Population and Development under the Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan opened the meeting by welcoming the deputies of the Majlisi Namoyandagon of Majlisi Oli of the Republic of Tajikistan, representatives of ministries and agencies, EU and UN and briefly introduced the high level participants of the round table.
Afterwards Hon. Ms. Khairiniso Yusufi gave a floor to presenters as per the agenda. The presentations included information on the Law of the Republic of Tajikistan "On the Prevention of Domestic Violence", practices from other CIS countries on criminalization of domestic violence, medical and social services provided to the victims of SGBV and general statistics of the Ministry of Internal Affairs on reported cases related to domestic violence. The presentations and speeches are provided separately.

Summary of recommendations:

1. *Deputies of Majlisi Namoyandagon Majlisi Oli of the Republic of Tajikistan:*
   - Review and development of the Law of the Republic of Tajikistan "On the Prevention of Domestic Violence" as amended;
   - Strengthen the activities of the Interagency Commission on Combating Violence in the Family.
2. *General Prosecutor's Office of the Republic of Tajikistan:*
   - Strengthen the prosecutor's supervision on implementation of the Law of the Republic of Tajikistan "On the Prevention of Domestic Violence".
3. *Ministry of Health and Social Protection of Population of the Republic of Tajikistan:*

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- Provide free of charge services to victims of violence in the family during medical examination, diagnostics and other medical procedures;
- Strengthen primary health care services as well as psychological, acute treatment and preventive care for victims and perpetrators of domestic violence;
- Establishment of Centers and branches for medical and social rehabilitation of victims in all health care facilities and social protection institutions of the Republic of Tajikistan.

4. *Ministry of Internal Affairs of the Republic of Tajikistan:*
   - Increase the activity of regional inspectors in all departments of internal affairs of GBAO, oblasts, Dushanbe and other cities and districts of the country.
5. *Committee on Women and Family Affairs under the Government of the Republic of Tajikistan:*
   - Strengthen coordination of activities between relevant ministries and agencies, development partners and local authorities of GBAO, oblasts, Dushanbe and other cities and districts of the country;
   - Analyze the causes and conditions and undertake additional informational and propagandistic measures on prevention of violence in the family;
   - Monitor the “State Program on Prevention of Domestic Violence for 2014-2023” for 1 month.

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ANNEX 2: Communication and Visibility Plan

Overview

This Communications and Visibility Action Plan (CVAP) aims to provide the broad framework within which all communications and visibility actions related to the Spotlight Initiative will take place - all aligned with the SI's Global Communications and Visibility Guide and the Spotlight Initiative Brand Guidelines.

The CVAP will help ensure the credible and consistent flow of information about the Initiative and its efforts to eliminate violence against women and girls in Tajikistan. This CVAP also supports other actions that are being implemented under the Spotlight Initiative. The activities outlined in the plan will be coordinated and implemented by the UN Resident Coordinator's Office and engaged Recipient UN organizations (RUNOs).

The Communications and Visibility Plan will have two components: 1) increase the visibility of the Initiative, programming by the RUNOs, and highlight the EU's support; 2) support behaviour change communications to influence attitudes and instigate positive change around VAWG, with a focus on domestic and intimate-partner violence.

This plan will be implemented throughout the period of the Spotlight Tajikistan Programme and aim to highlight initiatives and success across the six key pillars – Legislation and Policies; Institutional Strengthening; Prevention of Violence; Available, Accessible and Acceptable Quality Services; Quality and Reliable Data; and Supporting Women's Movements and Civil Society Organisations.

It will look at various communications approaches, including media relations and advocacy, and also focus on human interest and impact stories from the field, videos, photography, print and online publications to achieve the objectives set out in this plan.

A variety of platforms and tools are currently under discussion in order to ensure the Spotlight Tajikistan Programme reaches a wide audience within the country and in the region. Linkages will also be made with the European Union Delegation's Communication Officer to reach audiences in the European Union.

The CVAP will be further developed and refined after consultations with key stakeholders throughout programme design. This will support the Spotlight team to ensure that effective key messages are identified for the targeted audience and that indicators are discussed for each objective to implement impactful social and behavioral change communication and visibility.

Objectives

1. Overall communication objectives

Objective #1: Raise awareness on the prevalence of sexual and gender-based violence including harmful practices in Tajikistan

By publicizing data and supportive facts, creative messaging to key audiences, exhibiting thought leadership on violence against women and girls and media sensitization.

Key indicator(s) - under discussion:

- Outcome Indicator 3.1: Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age
- Output Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting

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- Output Indicator 3.3.4 Number of journalists better able to sensitively report on VAWG and GEWE more broadly
- Percentage of audience with accurate knowledge on the prevalence of sexual and gender-based violence including harmful practices.

Objective #2: Illustrate and promote the impact and results of Spotlight-supported interventions: By finding, sharing and promoting the stories of women and girls whose lives have been positively transformed by Spotlight-supported interventions.

Key indicator(s) - under discussion:

- Percentage of identified audiences with accurate knowledge of the Spotlight Initiative
- Percentage of identified audiences with a positive perception of the Spotlight Initiative
- Output Indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly

Objective #3: Provide communications for development support to strengthen Spotlight Initiative's programme design and implementation: By influencing the creation and delivery of behaviour-change and culture-shift activities, campaigns and initiatives.

Key indicator(s) - under discussion:

- Output Indicator 3.2.2: Number of people reached by campaigns challenging harmful social norms and gender stereotyping
- Output Indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated

Objective #4: Ensure visibility for the Spotlight Initiative, its donors and partners: By coordinating consistent and coherent branding, high-profile endorsements from social influencers, top-tier media placements, organizing publicity events and campaigns.

Key indicator(s)

- Percentage growth of Spotlight audiences (segmented)
- Percentage increase in Spotlight brand recognition

2. Messages

Global messages

- Violence against women and girls is one of the most widespread, persistent and devastating human rights violations in our world today.
- 1 in 3 women worldwide have experienced physical or sexual violence.
- 1 in 5 women and girls have experienced physical and/or sexual violence by an intimate partner within the last 12 months.
- Women and girls are disproportionately subjected to violence, including femicide, sexual violence, intimate partner violence, trafficking and harmful practices.

Local messages will be further developed with relevance to the local context in Tajikistan**,** and will be detailed in upcoming version of the CPD.

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3. Audiences

Target audiences to segment will also be refined during programme design consultations. Examples include:

- Spotlight Initiative programme beneficiaries (women, girls, boys, men) in the selected communities and nationally
- Traditional and religious leaders
- Women's rights groups and relevant civil society organizations, including peer networks and umbrella groups
- Government entities
- Youth groups and centers (in concurrence with Youth and Sport Committee and participation of the Committee)
- Cultural influencers
- Media, Journalists and Editors

Communications objectives per target group will be detailed in upcoming version of the CPD.

Communication Activities

4. Content production

A distinct focus will be placed on the quality and relevance of the content produced around the Spotlight Tajikistan Programme. Creative, relevant and high-quality content will feed the communications channels identified for dissemination and regular meetings will be held between the RCO and RUNOs to ensure cohesion, clarity and alignment from all angles, including with regard to the branding of the Spotlight Initiative and the EU.

Main activities that will take place during the period covered by the communication and visibility plan are included in the table below, and will be further refined based on the consultations for programme design.

Activities	**Description**
Formalize a national/regional Spotlight Initiative communications group	Organize and host regular meetings for the group (minimum once a month) whose membership should include the communications focal points from Spotlight Initiative implementing UN agencies, the EU delegation and other relevant partners to coordinate content development, messaging, pool resources and other activities.
Develop an annual Communications and Visibility Action Plan	Each Spotlight Initiative country/regional programme is required to develop, and share with the Secretariat, its annual action plan using the template above.

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Message development	Develop and disseminate consistent, clear and evidence-based messages on DV and Spotlight's in support of the identified objectives per pillar.
Content generation	Creation and dissemination of consistent, high-quality stories, videos, photography, infographics, print and publications to support national communications objectives – in line with the Global Communications and Visibility Guide.
Planning and calendar moments	Decide and executive communications activities around relevant national, regional and international moments, such as: ● International Women's Day (8 March) ● International Day of the Girl Child (11 October) ● 16 Days of Activism to End Violence Against Women and Girls (25 Nov- 10 Dec)
Branding	Brand the Spotlight initiative and the role of EU and UN along the global guidelines for visibility of the Initiative.

5. Channels

The following channels are being considered, in addition to others that may result from the consultation process:

- Global website: Submit a minimum of five human-interest stories a year for spotlightinitiative.org.
- Traditional media: leverage newspaper articles, op-eds, television appearances and radio interviews to promote Spotlight Initiative's messages. Communications focal points will be responsible for developing local media contacts, cultivating relationships with journalists, media placements, and identifying good stories and new data to pitch to media outlets.
- Social Media: In consultation with the Secretariat, determine which social media platforms to use based on local contexts and capacity.
- Events: In-line with the 'Spotlight Initiative Event Planning Guidelines for national launches and other campaigns,' develop publicity events, conferences, seminars and workshops to convene stakeholders and the media to bring attention to Spotlight Initiative's messages and issues.
- Celebrities and influencers: Engage high-profile public figures such as musicians, actors, athletes, influencers and politicians to advocate for Spotlight Initiative and increase programme visibility.

6. Monitoring and evaluation

To monitor progress on the four communications objectives the following indicators are being considered:

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- Outcome Indicator 3.1: Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age
- Percentage of audience with accurate knowledge on the prevalence of [insert violence against women and girls focus area].
- Percentage of audience with accurate knowledge of the Spotlight Initiative
- Percentage of audience with a positive perception of the Spotlight Initiative
- Output Indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly
- Output Indicator 3.2.2: Number of people reached by campaigns challenging harmful social norms and gender stereotyping
- Output Indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting and multiple forms of discrimination, developed and disseminated
- Output Indicator 3.3.1 Number of news outlets that develop standards on ethical and gender-sensitive reporting
- Output Indicator 3.3.4 Number of journalists better able to sensitively report on VAWG and GEWE more broadly
- Percentage growth of Spotlight Initiative audiences (segmented)
- Percentage increase in Spotlight Initiative brand recognition
- Press and media: number of media hits, number of articles published
- Social media: Number of followers or subscribers, social media engagement (impressions/likes/shares)
- Newsletters: Number of subscribers, open rate, click rate, unsubscribe rate, location of subscribers, content popularity, qualitative feedback (via surveys)
- Events: Number of events, number of event attendees, type of attendee, including job type or sector, qualitative feedback (via survey)

Baseline and targets will be added when the baseline study is completed.

Resources

7. Human Resources

The Communication Coordinator at the Resident Coordinator's Office and Communication staff at Spotlight Initiative RUNOs will be responsible for the implementation of this plan. Consolidated reporting will be done through the Resident Coordinator's Office

8. Financial resources

USD$91,589 has been allocated to carrying out the communications and visibility activities under the Spotlight Initiative, which corresponds to 2% of the overall budget for the Country Programme. In addition, the RCO will contribute with $16,198, which corresponds to 20% of the RCO's Communications Officer that will oversee the CVAP implementation. This amount does not include the multimedia communications strategy for social and behaviour change, which is an activity allocated within Pillar 3 of the programme.

9. Partnerships

This action plan is being developed in consultation with - and will aim to involve - the following partners:

- National government
- UNCT
- EU Delegation
- Youth-led media

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- Traditional media associations
- Supportive journalists
- Private sector brands
- Public relations and media firms
- Cultural influencers

Table B - BUDGET by UNDG CATEGORIES and SUMMARY BY OUTCOME (Phase I: Years 1-2)

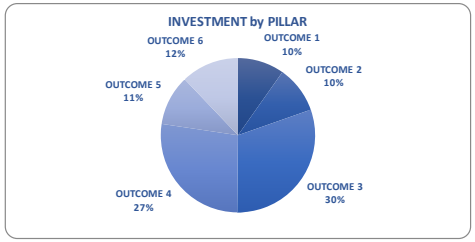
SPOTLIGHT COUNTRY PROGRAMME: TAJIKISTAN

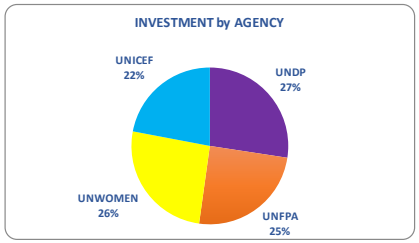
UNDG BUDGET CATEGORIES	UNDP		UNFPA		UNWOMEN		UNICEF		TOTAL USD		% by UNDG
	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	
1. Staff and other personnel	154,297	95,864	177,232	103,180	-	-	123,406	128,414	**454,935**	**327,458**	10%
2. Supplies, Commodities, Materials	1,756	-	18,000	-	23,185	-	36,000	-	**78,941**	**-**	2%
3. Equipment, Vehicles, and Furniture (including Depreciation)	-	5,112	61,326	11,722	64,800	-	-	-	**126,126**	**16,834**	3%
4. Contractual services	432,374	-	130,200	-	551,997	12,936	175,616	5,000	**1,290,187**	**17,936**	28%
5.Travel	19,000	-	78,166	2,000	48,982	-	10,000	38,000	**156,148**	**40,000**	3%
6. Transfers and Grants to Counterparts	647,970	120,000	657,174	36,745	402,700	-	663,444	17,000	**2,371,288**	**173,745**	52%
7. General Operating and other Direct Costs	-	18,888	12,600	28,250	89,213	10,326	-	33,600	**101,813**	**91,064**	2%
Total Direct Costs	**1,255,397**	**239,864**	**1,134,698**	**181,897**	**1,180,878**	**23,262**	**1,008,466**	**222,014**	**4,579,440**	**667,037**	93%
8. Indirect Support Costs (Max. 7%)	87,878		79,429		82,661		70,593		**320,561**	-	7%
TOTAL Costs	**1,343,275**	**239,864**	**1,214,127**	**181,897**	**1,263,539**	**23,262**	**1,079,059**	**222,014**	**4,900,000**	**667,037**	100%

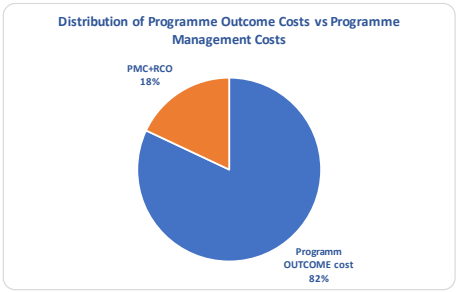
SUMMARY BY OUTCOME

OUTCOME/PILLAR	UNDP	UNFPA	UNWOMEN	UNICEF	TOTAL USD
	Spotlight	Spotlight	Spotlight	Spotlight	Spotlight
OUTCOME 1	259,430	-	71,000	-	**330,430**
OUTCOME 2	110,000	112,400	70,350	41,140	**333,890**
OUTCOME 3	155,756	200,378	103,590	573,464	**1,033,188**
OUTCOME 4	367,970	228,126	153,200	171,540	**920,836**
OUTCOME 5	-	308,067	48,540	-	**356,607**
OUTCOME 6	-	89,495	320,600	-	**410,095**
TOTAL PROGRAMME OUTCOME COSTS	**893,156**	**938,466**	**767,280**	**786,144**	**3,385,046**
PROGRAMME MANAGEMENT COSTS	154,297	187,232	251,317	123,406	**716,252**
RCO (without COMMs)	39,493	-	68,693	-	**108,185**
EVALUATION and COMMs	91,451	-	91,589	-	**183,040**
PREFUNDING	77,000	9,000	2,000	98,916	**186,916**
Total Direct Costs	***1,255,397***	***1,134,698***	***1,180,878***	***1,008,466***	***4,579,440***
8. Indirect Support Costs (Max. 7%)	87,878	79,429	82,661	70,593	320,561
TOTAL Costs	**1,343,275**	**1,214,127**	**1,263,539**	**1,079,059**	**4,900,000**

Programm OUTCOME cost	3,755,002
PMC+RCO	824,438
TOTAL	**4,579,440**







REVISED - Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TAJIKISTAN

MAKE REVISIONS **ONLY** IN THE **ORANGE COLUMNS** This table is fully automated

Please include a justification for every adjusted line (columns "AD" and "AE")

Outputs	Outputs	Activities	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit / Lump sum (Set, Months, Days etc.)	% Charged to Programme	UNDG Budget Category (1-7)	ANNUAL WORKPLAN Y1- 2020 Q1	Y1- 2020 Q2	Y1- 2020 Q3	Y1- 2020 Q4	Y2- 2021 Q1	Y2- 2021 Q2	Y2- 2021 Q3	Y2- 2021 Q4	Y1-2020 Spotlight (USD)	Y1-2020 Agency Contribution (USD)	Y2-2021 Spotlight (USD)	Y2-2021 Agency Contribution (USD)	Y1-2 TOTAL Phase I AWP Plan	Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)	Narrative description of budget lines	Delivery Modality (select from drop down menu)	REVISION YES/NO if YES include a justification in the next column	REVISION justification - Fill in a brief explanation for any line with an orange marking
A. PROGRAMME OUTCOME COSTS:																													
OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans																													
Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending SGBV and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations																													
			Activity 1.1.1: Participatory mapping and analysis of key legislation, policies and procedures related to SGBV in justice, health, education, labor sectors, in line with international standards, to assess gaps in prevention and response to SGBV and identify discriminatory dispositions in existing laws and policies in order to establish the priority areas of intervention and support the drafting of /ammendment to the key laws/ policies.																												
1	1.1	1.1.1	Contractual Services	UNDP	1.0	$14,215	2	lumpsum	100%	4											28,430	0	**28,430**	**28,430**	28,430		International Consultant to share international best practice on SGBV in different sectors: Justice, Security, Health and Education, as well as conduct of mapping of legislation related to SGBV with special focus on DV Law, Criminal Code, Administrative Code and all other sectoral legislation. Guide national consultants while conducting workshops with different stakeholders in prioritizing legislation and selection of priority laws to be addressed.	Payment to an Individual Consultant	YES	COVID-19 -The services provided by International Consultant was less than it was expected. With the COVID-19 related situation the savings in amount of $ 21,570 from the Pillar 1 was reallocated for Pillar 4 (to expand the services provided by Hotline for 24/7). The duration of project was changed from 1 year to 2 due to the delay in implementation of activities related to approval of the CPD and with COVID 19 outbreak.
1	1.1	1.1.1	Transfers and Grant to Counterparts	UNDP	1.0	$20,000	2	years	100%	6											40,000	0	**40,000**	**40,000**	40,000		Transfer of funds to local NGO/NGO coalition/network for conduct of workshops to identify gaps, priority issues for different groups and validation. This includes workshops in 4 regions of the country and capital city of Dushanbe and also discussions with line ministries and agencies to find out Government priority issues and concerns.	Payment/Transfer to a CSO		
1	1.1	1.1.1	Contractual Services	UNDP	5.0	$2,000	2	years	100%	4											20,000	0	**20,000**	**20,000**	20,000		5 Local Consultants to work together with an international Consultant on different areas of law such as DV, Criminal Code, education, administrative law, Health, civil law etc. Taking into consideration that we lack consultants with knowledge of English the idea is to hire 1 consultant with knowledge of English language to coordinate work of all other consultants. In addition, we assume that the 5 Consultants will be working with stakeholders in different regions of the country for efficiency. Thus, we put 40 days only; potentially, we could reduce the number of consultants or increase the number of days for each consultant to make it the same amount.	Payment to an Individual Consultant	YES	The duration of project was changed from 1 year to 2 due to delayed approval of the CPD and inability to implement this activity this year
1	1.1	1.1.1							100%												0	0	**0**	-	0					
1	1.1	1.1.1							100%												0	0	**0**	-	0					
1	1.1	1.1.1							100%												0	0	**0**	-	0					
0	1.1	1.1.1							100%												0	0	**0**	-	0					
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1	1.1	1.1.1							100%												0	0	**0**	-	0					
0	1.1	1.1.1							100%												0	0	**0**	-	0					
			Sub-Total Activity 1.1.1:																		**0**	**0**	**88,430**	**0**	**88,430**	**88,430**	**88,430**	**0**				
			Activity 1.1.2: Based on the review conducted under activity 1.1.1 and in close cooperation with CSOs, provide technical assistance to the Governmental Working Group in drafting of evidence -based amendments for identified priority legislations, policies, and procedures related to SGBV, (especially with focus on criminalization of domestic violence), in line with international standards.																												
1	1.1	1.1.2	Contractual Services	UNDP	1.0	$3,500.0	2	lumpsum	100%	4											7,000	0	**7,000**	**7,000**	7,000		National expert to work and provide coordination support with the members of the working group established in line of the adoption of the LPV. Duration changed from 1 to 2 years. Transfer funds to MOJ to elaborate draft laws and regulations as per recommendations made from Activity 1.1.1. and as prescribed in the local legislation, and send the draft amendments to the Government. UNDP category changed from 6 to 4	Payment to an Individual Consultant	YES	The activity was reconsidered for efficiency purposes, additional line with description added. The amount is decreased from 25000 to 7000. Categories is changed from Transfer to Gouvernment body to Individual consultant. Below additional new line is added
1	1.1	1.1.2	Contractual Services	UNDP	1.0	$9,000	2		100%	4											18,000	0	**18,000**	**18,000**	18,000		Collaboration and coordination with the Working Group established in light of the adoption of the LPVF on promotion of provided recomendation from Activity 1.1.1. Working group finilize recomendation and send them to the Government. Duration changed from 1 to 2 years.	Other	YES	New line with new description is added as justified above
1	1.1	1.1.2							100%												0	0	**0**	-	0					
1	1.1	1.1.2							100%												0	0	**0**	-	0					
1	1.1	1.1.2							100%												0	0	**0**	-	0					
0	1.1	1.1.2							100%												0	0	**0**	-	0					
1	1.1	1.1.2							100%												0	0	**0**	-	0					
1	1.1	1.1.2							100%												0	0	**0**	-	0					
1	1.1	1.1.2							100%												0	0	**0**	-	0					
			Sub-Total Activity 1.1.2:																		**0**	**0**	**25,000**	**0**	**25,000**	**25,000**	**25,000**	**0**				
			Activity 1.1.3: To support the efforts of review and ammendment of legislation and policies (under activities 1.1.1 and 1. 1.2) support advocacy and sensitization of key stakeholders in legislative and policy development processes, including both the executive and legislative branch, on gender equality and the prevention of and response to violence, in coordination with CSOs and including survivors of VAWG/ or their family members, including youth, people with disabilities, and other groups that are traditionally left behind.																												
1	1.1	1.1.3	Transfers and Grant to Counterparts	UNDP	1.0	$9,000	2	years	100%	6											18,000	0	**18,000**	**18,000**	18,000		Transfer of funds to CSOs to develop plan of activities for sensitization of key stakeholders in legislative and policy development processes.	Payment/Transfer to a CSO	YES	Description of activity is changed from Individual consultant to transfer to CSO since scope of work is more relevant to CSO
1	1.1	1.1.3	Contractual Services	UNDP	1.0	$100	70	days	100%	4											7,000	0	**7,000**	**7,000**	7,000		Gender expert to elaborate, moderate and conduct workshops and seminars including development of materials.	Payment to an Individual Consultant		Narrative description was added.
1	1.1	1.1.3	Transfers and Grant to Counterparts	UNDP	1.0	$10,000	2	years	100%	6											20,000	0	**20,000**	**20,000**	20,000		Organization and conduct of National Conference with policymakers on Criminalization of DV.	Payment/Transfer to a CSO		
1	1.1	1.1.3	Supplies, Commodities, Materials	UNDP	1.0	$500	2	years	100%	2											1,000	0	**1,000**	**1,000**	1,000		Printing of materials for increasing sensitization of key stakeholders and population (brochures with drawings, statistic information etc.) including information on the results of conducted analyses together with recommendations for the key stakeholders.	Other		
1	1.1	1.1.3							100%												0	0	**0**	-	0					
1	1.1	1.1.3							100%												0	0	**0**	-	0					
1	1.1	1.1.3							100%												0	0	**0**	-	0					
1	1.1	1.1.3							100%												0	0	**0**	-	0					
1	1.1	1.1.3							100%												0	0	**0**	-	0					
			Sub-Total Activity 1.1.3:																		**0**	**0**	**46,000**	**0**	**46,000**	**46,000**	**46,000**	**0**				
			Sub-Total Output 1.1:																		**0**	**0**	**155,430**	**0**	**155,430**	**155,430**	**155,430**	**0**				
Output 1.2: National and/or sub-national partners are better able to develop evidence-based national and/or sub-national action plans on ending SGBV in line with international HR standards with M&E frameworks, increase financing and allocate appropriate budgets for their implementation, including for those groups facing intersecting and multiple forms of discrimination																													
			Activity 1.2.1: Provide technical assistance and advocate for the integration of concrete, measurable and costed interventions to combat SGBV into the National Long-term and Mid-term Development Strategies and as well as into the Local Development Programmes, linked to nationalized SDG framework including SDGS, in close consultation with and monitoring by the CSOs. Based on the integration of SGBV, support clear delineation of responsibilities and capacity strengthening of local governments on SGBV.																												
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNDP	3.0	$9,000	2	Year	100%	6											54,000	0	**54,000**	**54,000**	54,000		Support to provide gender expertise to MSDT/ NDC working groups in partnership with Coalition of CSOs. The contract includes: the cost of experts, facilitation of working group discussion, translation, publication and dissemination. This activity was merged with SDG nationalizations (pillar 5).	Payment/Transfer to a CSO	YES	splitted into two parts and delivery modality was revised. The ammount changed from $60K to $54K. Delivery modality chnged from consultancy company to transfer to CSO
1	1.2	1.2.1	Contractual Services	UNDP	2.0	$100	100	days	100%	4											20,000	0	**20,000**	**20,000**	20,000		Individual National Consultant for facilitation of working group discussion. CSOs have expertise in gender and in other general issues but they lack capacity in SDGs and NDS. To get better results, and guide quality discussions we need an experienced Individual Consultant.	Payment to an Individual Consultant	YES	Amount increased from $10K to $20K to involve
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNDP	1.0	$8,000	1	lump sum	100%	6											8,000	0	**8,000**	**8,000**	8,000		Translation, publication and dissemination of project materials on nationalization, localization and alignment of SDGs, including SDGS to NDS.	Payment/Transfer to a CSO	YES	The activity was revised from Consultancy Comp
1	1.2	1.2.1	Contractual Services	UNDP		$5,000	1	lump sum	100%	4											0	0	**0**	-	0		National expert to review and update methodology of local development planning and integrate SGBV targets and indicators in into local development planning in 3 pilot districts.	Payment to an Individual Consultant	YES	This line was merged with line 130 on Individual Consulta
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNDP	4.0	$271	12	days	100%	6											13,000	0	**13,000**	**13,000**	13,000		Conduct series of training to target groups, local authorities, CSOs on local planning, SDG and mid-term development plan in 6 target areas	Payment/Transfer to a CSO	YES	The activity was revised from Consultancy Company to C
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNDP	1.0	$5,000	1	Year	100%	6											5,000	0	**5,000**	**5,000**	5,000		District Development Plan editing, translation, and publication	Payment/Transfer to a CSO	YES	The activity was revised from Consultancy Company to C
1	1.2	1.2.1							100%												0	0	**0**							
0	1.2	1.2.1							100%												0	0	**0**							
1	1.2	1.2.1							100%												0	0	**0**							
1	1.2	1.2.1							100%												0	0	**0**							
			Sub-Total Activity 1.2.1:																		**0**	**0**	**100,000**	**0**	**100,000**	**100,000**	**100,000**	**0**				
			Activity 1.2.2: Support the Mid-term review of the NAP LPVF (post 2021)based on international standards, including costing, and design of an M&E framework, through partnering with CSOs including youth, people with disabilities, and other groups that are traditionally left behind. In this process a gender assessment of internal policies, rules and procedures of relevant ministries and agencie will be conducteds to support transformation and support more effective NAP implementation.																												
1	1.2	1.2.2	Contractual Services	UNWOMEN	2.0	$120	60	days	100%	4											14,400	0	**14,400**	**14,400**	14,400		Expert fee – 2 experts x 60 days to work together on the tasks: 1) Review of NAP on DV implementation status 2) Make costing of measures that are required to prevent and respond to SGBV (services, institutions, mechanisms)	Payment to an Individual Consultant		
1	1.2	1.2.2	General Operating and Other Direct Cost	UNWOMEN	30.0	$30	4	meeting	100%	7											3,600	0	**3,600**	**3,600**	3,600		Round table to discuss findings of the NAP review and costing assessment (10 participants x conference package 30$)	Other	YES	BL has changed from Contractual Service (4) to General Operation (7) since line will cover expenditure for organization round table. It's UNGM requirements to use it Budget Category for this expenditures
1	1.2	1.2.2	Travel	UNWOMEN	10.0	$170	4	participants	100%	5											6,800	0	**6,800**	**6,800**	6,800		DSA and transportation for 10 participants from the districts in Dushanbe	Other		
1	1.2	1.2.2	Travel	UNWOMEN	5.0	$90	4	participants	100%	5											1,800	0	**1,800**	**1,800**	1,800		Airtickets (5 participans)	Other		
1	1.2	1.2.2	Contractual Services	UNWOMEN	1.0	$7,550	1	lump sum	100%	4											7,550	0	**7,550**	**7,550**	7,550		Translation and printing	Other	YES	BL has changed from Contractual Service (4) to Supplier, Comodity, Materials (2) since line will cover expenditure for translation and printing. It's UNGM requirements to use it Budget Category for this expenditures
1	1.2	1.2.2	Contractual Services	UNWOMEN	100.0	$50	1	days	100%	4											5,000	0	**5,000**	**5,000**	5,000		10 Focus groups by 10 participants	Other		
1	1.2	1.2.2	Contractual Services	UNWOMEN	2.0	$120	60	days	100%	4											14,400	0	**14,400**	**14,400**	14,400		Expert fee– 2 experts x 60 days to provide technical assistance for drafting the State Programe and NAP on eliminating SGBV (beyond 2021) to Working groups representing participating sectorial missions and agencies	Payment to an Individual Consultant		
1	1.2	1.2.2	Contractual Services	UNWOMEN	25.0	$12	4	meeting	100%	4											1,200	0	**1,200**	**1,200**	1,200		Provision of technical assistance to the State Working Group on drafting State Programe and NAP on ending SGBV (4 consultation meetings, half-day) meet for 20 participants	Other		
1	1.2	1.2.2	Contractual Services	UNWOMEN	40.0	$30	3	meeting	100%	4											3,600	0	**3,600**	**3,600**	3,600		Regional consultations to discuss the draft (40 participants) conference package 3 times x 40 partic x 30 $	Other		
1	1.2	1.2.2	Travel	UNWOMEN	15.0	$170	3	participants	100%	5											7,650	0	**7,650**	**7,650**	7,650		National consultations to discuss the draft (60 participants), half-day (half-rent) (DSA and transport for 20 participants from districts x 170$;	Other		
1	1.2	1.2.2	Contractual Services	UNWOMEN	100.0	$50	1	days	100%	4											5,000	0	**5,000**	**5,000**	5,000		10 Focus groups by 10 participants with representatives of marginalized and at-risk groups, participate in the validation process of internal institutional gender action plans	Other		
			Sub-Total Activity 1.2.2:																		**14,400**	**0**	**56,600**	**0**	**71,000**	**71,000**	**71,000**	**-**				
			Sub-Total Output 1.2:																		**14,400**	**0**	**156,600**	**0**	**171,000**	**171,000**	**171,000**	**-**				
			Sub-Total Output 1.3:																		**0**	**0**	**0**	**0**	**0**	-	-	-				
Sub-Total OUTCOME 1:																					**14,400**	**0**	**316,030**	**0**	**330,430**	**330,430**	**330,430**	**0**				
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors																													
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors																													
			Activity 2.1.1: Based on existing materials, develop a comprehensive training package on gender mainstreaming, SGBV and transformative leadership for the capacity building of ministries, agencies, parliament, as well as a ToT to be delivered to UN Agencies - with a focus on implementing RUNOS, in order to support their efforts of institutional strengthening in EVAW across key institutions (such as Institute of Advance Training of Civil Servants Ministry of Justice, Ministry of Interior, General Prosecutor's Office, Ministry of Education and Science, Ministry of Health and Social Protection). This will allow RUNOS to leverage their existing partnerships and entry points within state institutions to provide this training under the Spotlight Initiative interventions.																												
2	2.1	2.1.1	Contractual Services	UNWOMEN	5.0	$120	30	days	100%	4											18,000	0	**18,000**	**18,000**	18,000		The team of 5 experts x 30 days, representing different sectors related to EVAWG response	Payment to an Individual Consultant		
2	2.1	2.1.1	General Operating and Other Direct Cost	UNWOMEN	5.0	$83	24	lump sum	100%	7											10,000	0	**10,000**	**10,000**	10,000		Technical and logistical support to Working groups of 5 pilot ministries (stationary, copying, printing)	Other	YES	BL has changed from Supplier, Comodity, Materials (2) to General Operating (7) since line will cover expenditure for stationary and internet. It's UNGM requirements to use it Budget Category for this expenditures
2	2.1	2.1.1	Contractual Services	UNWOMEN	1.0	$6,000	1	payment per delivery	100%	4											6,000	0	**6,000**	**6,000**	6,000		Pilot testing training sessions with Probing Group representing 5 ministries (20 participants) – rent, meals, stationary for 3 days. TOT to UN Agencies	Other		
2	2.1	2.1.1	Contractual Services	UNWOMEN	1.0	$170	40	days	100%	4											4,500	2,300	**6,800**	**6,800**	6,800		1 Lead Expert leading the process of development of the Training Module on 'Transformative change to prevent SGBV/VAWG institutionally'. Transformative change requires reconsideration of approaches to previous training. In order to achieve transformation, there is a need to tackle with existing attitude and behaviors of civil servants, which is at large based on the insufficient understanding of VAWG and gender equality issues. Therefore, development of a new module is required which is based on the review of attitudes towards VAW among civil servants. Training module tailored based on the review will help to fill in the gaps in understanding and provide civil servants with tools to change their attitude. It will ultimately create an inner motivation to work towards EVAW more effectively.	Payment to an Individual Consultant		
2	2.1	2.1.1	Supplies, Commodities, Materials	UNWOMEN	1.0	$4,550	1	lump sum	100%	2											4,550	0	**4,550**	**4,550**	4,550		Translation and printing	Other	YES	BL has changed from Contractual Services (4) to Supplier, Comodity, Materials (2) since line will cover expenditure for translation and printing. UNGM requirements to use this Budget Category for this expenditures
2	2.1	2.1.1							100%												0	0	**0**	-	0					
2	2.1	2.1.1							100%												0	0	**0**	-	0					

2	2.1	2.1.1							100%												0	0	0	-	0					
2	2.1	2.1.1							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.1:																	**43,050**	**2,300**	**0**	**45,350**	**45,350**	**45,350**	**0**					
			Activity 2.1.2: Using the training package developed in 2.1.1, provide targeted capacity development support to ministries and agencies on transformative leadership enabling to changing attitudes towards SGBV/VAWG with a focus on the Ministry of Education and Science, Ministry of Health and Social Protection, Committee on women and family affairs under GoT																													
2	2.1	2.1.2	Contractual Services	UNWOMEN	1.0	$17,000	1	payment per delivery	100%	4										17,000	0	0	**17,000**	**17,000**	17,000		1) Conduct training to the staff of targeted 5 key ministries/ agencies (AFP local RP). 2) After training participated staff of ministries and agencies will apply new tools. 3) Document the process with analysis of what worked/what didn't work and conduct a workshop for reflection and feed backing on the experience, lessons learned and recommendation for up-scaling the use of the training module.In the Pillar 1 and Pillar 4 (Method of selection of SCO implementing partner: RFP local RP --> pre-selection assessment of SCOs partner; pre-bidding conference).	Payment/Transfer to a CSO	YES	($3,000) re-located to Printing for COVID porpuses from UNDG Category 4 to 2. same activity
2	2.1	2.1.2	Supplies, Consumables, Materials	UNWOMEN	1.0	$8,000	1	lump sum	100%	2										8,000	0	0	**8,000**	**8,000**	8,000		Printing and translation for three trainings	Other	YES	(5,000$) for printing for COVID porpuses (from Pillar 3 Act. 3.2.2) and ($3000) from reduction in UNDG 4 in Pillar 2
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
2	2.1	2.1.2							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.2:																	**25,000**	**0**	**0**	**25,000**	**25,000**	**25,000**	**0**					
			Activity 2.1.3: Using the training package developed in 2.1.1, provide technical assistance for capacity-building of key ministries and agencies working in the justice and security sectors (Ministry of Justice, Ministry of Internal Affairs - including Police - and Judiciary) with the development and incorporation of SGBV issues, develop a gender mainstreaming strategy (incorporate into existing internal documents) that will promote increased access of women to decision-making positions; and support the development of accountability and monitoring mechanisms. This will be further refined after consultation with the relevant institutions.																													
2	2.1	2.1.3	Transfers and Grant to Counterparts	UNDP	1.0	$30,000	1	lump sum	100%	6										30,000	0	**30,000**	**30,000**	30,000		Technical support to three sectors, including MoI, MoJ and Judiciary to promote women affirmative action initiatives to increase access of women to decision-making positions. This will further help to advance role of women in those institutions. In the long run it will lead to more women-centered, SGBV-survivor friendly institutions. The budget line is split to clearly show what is envisaged.	Payment/Transfer to a CSO		
2	2.1	2.1.3	Contractual Services	UNDP	1.0	$25,000	1	lump sum	100%	4										25,000	0	**25,000**	**25,000**	25,000		Design monitoring and accountability mechanisms in three institutions and ensure SGBV and gender information is disclosed by institutions.	Payment to a Consultancy Company		
2	2.1	2.1.3	Contractual Services	UNDP	1.0	$100	100	days	100%	4										10,000	0	**10,000**	**10,000**	10,000		National Consultant to share International best practice on inclusion of SGBV into sectoral programmes, provide detailed recommendations on SGBV inclusion into sectoral documents and to guide local NGO in promotion of recommendations.	Payment to an Individual Consultant		
2	2.1	2.1.3	Transfers and Grant to Counterparts	UNDP	1.0	$5,000	1	lump sum	100%	6										5,000	0	**5,000**	**5,000**	5,000		Transfer of funds to the CoWFA to monitor and report on changes within the state institutions and provide recommendations on corrective measures.	Transfer to Government/Regional Body	YES	Delivery modality was adjusted in accordance with narrative description. Delivery modality changed from Payment/Transfer to a CSO to Transfer to Government/regional body. Duration changed from 2 years to one due to delay of CPD approval by TJK Government and delay of implementation of other activities, this activity cannot be implemented until end of the year.
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
2	2.1	2.1.3							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.3:																	0	0	**70,000**	**0**	**70,000**	**70,000**	**70,000**	**0**				
			Activity 2.1.4: UNFPA's training module on Islam and Gender, with a focus on prevention and response to VAWG/SGBV, will be adopted and disseminated by the Committee of Religous Affairs to religous leaders. This will include training of trainers to conduct trainings for religous leaders to incorporate tools to end DV into their religious community work.																													
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$14,260	1	lumpsum	100%	6										8,660	5,600	**14,260**	**14,260**	8,660	5,600	Transfer of funds to CSOs for consultancy fee for 4 national experts of CORA for adaptation of the UNFPA training module on SGBV prevention for two contingents: 1). comprehensive training module for high level religious officials (province and district imam khatibs); 2) simplified training module for rural religious leaders of community mosques, including CSO's Programme Coordinator's fee and support costs	Payment/Transfer to a CSO	No	
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$14,000	1	lumpsum	100%	6										14,000	0	**14,000**	**14,000**	14,000		Transfer of funds to CSOs for conducting : 1) Three 1-day training for high level religious officials (province and district imam khatibs - 30 person); 2). six 1-day trainings for religious leaders of community mosques. total participants - 300 pers.): rent of hall, coffee, lunch, stationary, printing of training materials/handouts, banners forcommunity mosques, booklets and informational materials.	Payment/Transfer to a CSO	No	Changes in the description part as it was too detailed/restrictive.
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$14,000	1	lumpsum	100%	6										14,000	0	**14,000**	**14,000**	14,000		Transfer of funds to CSOs for DSA and transportation expenses of training participants (100 person) and national trainers.	Payment/Transfer to a CSO	No	
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNFPA	4.0	$1,200	1	persons	100%	6										4,800	0	**4,800**	**4,800**	4,800		Transfer of funds to CSOs for DSA and transportation expenses of national coordinators for monitoring to province, district and rural community mosques.	Payment/Transfer to a CSO	No	
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNFPA	2.0	$140	8	persons	100%	6										2,240	0	**2,240**	**2,240**	2,240		Transfer of funds to CSOs for consultancy fee for national trainers for conducting nine trainings for high level religious officials (3) and rural religious leaders (6).	Payment/Transfer to a CSO	No	Changes in the description partr as it was too detailed/restrictive.
2	2.1	2.1.4																			0	0	0							
2	2.1	2.1.4																			0	0	0							
2	2.1	2.1.4							100%												0	0	0	-	0					
2	2.1	2.1.4							100%												0	0	0	-	0					
2	2.1	2.1.4							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.4:																	0	0	**43,700**	**5,600**	**49,300**	**49,300**	**43,700**	**5,600**				
			Activity 2.1.5: Engage national human rights institutions to review international commitments made by the Government on EVAWG, to report discrepancies and present recommendations.																												
2	2.1	2.1.5	Contractual Services	UNDP	1.0	$17,000	2	Year	100%	4										34,000	0	**34,000**	**34,000**	34,000		Transfer of funds to CSO to support Ombudsman`s Office in conduct of comparative analyses, research and M&E of the situation on the implementation of international commitments of the couny in targeted districts as well as nationally; and produce reports.	Payment to a Consultancy Company		
2	2.1	2.1.5	Transfers and Grant to Counterparts	UNDP	1.0	$3,000	2	year	100%	6										6,000	0	**6,000**	**6,000**	6,000		LOA with Ombudsman office for elaboration of referral system and operationalization of Case Management System on registering SGBV cases. It is not but it will take the ongoing initiative with focus on SGBV.	Transfer to Government/Regional Body		Delivery modality adjusted in accordance with narrative c
2	2.1	2.1.5							100%												0	0	0	-	0					
2	2.1	2.1.5							100%												0	0	0	-	0					
2	2.1	2.1.5							100%												0	0	0	-	0					
2	2.1	2.1.5							100%												0	0	0	-	0					
2	2.1	2.1.5							100%												0	0	0	-	0					
2	2.1	2.1.5							100%												0	0	0	-	0					
2	2.1	2.1.5							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.5																	0	0	**40,000**	**0**	**40,000**	**40,000**	**40,000**	**0**				
			Activity 2.1.6: Provide technical assistance to Office of Ombudsman for child rights to design it's child friendly complaint mechanism, including sensitive approach to handle complaints coming from girls survivors of violence. O4CR complaint mechanism will allow to gather data and information The Ombudsman for child rights will also establish and coordinate National Refferam Mechanism that will consist from the Ministry of education, Ministry of health, Ministry of Justice and Ministry of Interior																													
2	2.1	2.1.6	Transfers and Grant to Counterparts	UNICEF	2.0	$3,800	1	time	100%	6										7,600	0	**7,600**	**7,600**	7,600		Transfer to CSO to conduct sensitization for the staff of Ombudsman office on how to conduct "expert group" discussions with children survivors of SGBV or facing intersecting forms of discrimination	Payment/Transfer to a CSO		
2	2.1	2.1.6	Transfers and Grant to Counterparts	UNICEF	1.0	$720	5	time	100%	6										3,600	0	**3,600**	**3,600**	3,600		With support from experts Ombudsman for child rights will conduct meeting with groups of girls "expert groups" survivors of violence or other forms of intersecting discrimination to make informed decisions and recomendations to the government. Travel to 6 selected target areas to carry out meetings	Payment/Transfer to a CSO		
2	2.1	2.1.6	Contractual Services	UNICEF	2.0	$2,000	1	time	100%	4										4,000	0	**4,000**	**4,000**	4,000		Ombudsman will conduct round-table once a year to discuss situation with girls rights violations to present recommendations to the government	Other		
2	2.1	2.1.6	Contractual Services	UNICEF	1.0	$4,500	1	time	100%	4										4,500	0	**4,500**	**4,500**	4,500		Consultancy services to develop a refferal mechanism for girls survivors of SGBV and facing intersecting forms of discrimination	Payment to an Individual Consultant		
2	2.1	2.1.6	Transfers and Grant to Counterparts	UNICEF	4.0	$5,360	1	time	100%	6										21,440	0	**21,440**	**21,440**	21,440		Revision of the internal regulations of each involved state agency to incorporate refferal system, coordination and response to cases of SGBV (Ministry of Interior, Ministry of Health, Ministry of Education). This will be facilitated by the CSO recognised by the Govt as expert in provision of services SGBV survivors. This will include a series of workhops for members of interagency working group to develop and validate national refferal mechanism as well as follow-up mentoring and monitoring on the application of the mechanisms.	Transfer to Government/Regional Body		
2	2.1	2.1.6							100%												0	0	0	-	0					
2	2.1	2.1.6							100%												0	0	0	-	0					
2	2.1	2.1.6							100%												0	0	0	-	0					
2	2.1	2.1.6							100%												0	0	0	-	0					
2	2.1	2.1.6							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.6:																	0	0	**41,140**	**0**	**41,140**	**41,140**	**41,140**	**0**				
			Activity 2.1.8:																												
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
2	2.1	2.1.8							100%												0	0	0	-	0					
			Sub-Total Activity 2.1.8:																	0	0	0	0	0	-	0	0				
			Sub-Total Output 2.1:																	**68,050**	-	**197,140**	**5,600**	**270,790**	**270,790**	**265,190**	**5,600**				
Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups																														
			Activity 2.2.1: Formally institutionalize the Multi-sectoral Coordination Group on Prevention of Violence Against Women and Girls and help develop the Group's Annual Work Plan to increase cross-agency response, cooperation, monitoring, and referral for victims of SGBV.																													
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNFPA	1.0	$16,965	1	lump sum	100%	6										13,360	3,605	**16,965**	**16,965**	13,360	3,605	Transfer of funds to CSOs for development of regulation document: Consultancy fee: 4 national experts including from CoWFA, MoH, MoHSP and 1 lawyer. This also includes CSO's support costs and honorarium for one part-time staff member who will coordinate the MSCG: 1pers*24 months *$560.	Payment/Transfer to a CSO	No	Changes in the description part to increase the nunmar of national consultants
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNFPA	1.0	$10,240	1	lump sum	100%	6										10,240	0	**10,240**	**10,240**	10,240		Transfer of funds to CSOs for 1) organizing 4 Round tables of MSCG: rent of venue, coffee-break and lunch expenses, stationary, printing of hand-out materials; 2) facilitators/coordinator's fees: 2 pers*2 working days*4 round tables.	Payment/Transfer to a CSO	No	
2	2.2	2.2.1	Travel	UNFPA	7.0	$2,500	1	persons	100%	5										17,500	0	**17,500**	**17,500**	17,500		Knowledge sharing/study tour: 7 pers*$2500 - DSAs, terminals, air-ticket and transportation.	Other	No	
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
2	2.2	2.2.1							100%												0	0	0	-	0					
			Sub-Total Activity 2.2.1:																	0	0	**41,100**	**3,605**	**44,705**	**44,705**	**41,100**	**3,605**				
			Activity 2.2.2: Creation of Regional Multi-sectoral Coordination Groups on Prevention of Violence Against Women and Girls and help develop the Group's Annual Work Plan to increase cross-agency response, cooperation, monitoring, and referral for victims of SGBV at the province and district level working in coordination with the national Multi-Sectoral Coordination Group. During the baseline it will be assessed to which extent it is possible to use exiting regional platforms.																													
2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	5.0	$100	16	persons	100%	6										8,000	0	**8,000**	**8,000**	8,000		Transfer of funds to CSOs for facilitators/coordinators' fees: 5 pers*2 working days*8 round tables (4 regional level + 4 district level).	Payment/Transfer to a CSO	Yes	Changes in the description part, unit cost and duration due to the reason that it would be more effective to conduct district level roundables in addition to the regional level in order to establish the network and promote discussion of the GBV issues at local level.

2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	$13,000	1	lump sum	100%	6											11,100	1,900	13,000	13,000	11,100	1,900	Transfer of funds to CSOs for organizing 8 Round tables of Regional MSCG: rent of venue, coffee-break and lunch expenses, stationary, printing of handout materials, including CSO support costs.	Payment/Transfer to a CSO	Yes	Changes in the description part and total sum of this line to vitcutie the 4 additional round tables at district level
2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	$8,500	1	lump sum	100%	6											8,500	0	8,500	8,500	8,500		Transfer of funds to CSOs for DSAs and transportation expences of national experts and workshop participants in Regional center from 18 districts, inlcuding monitoring and mentoring visits	Payment/Transfer to a CSO	Yes	Changes in the description part and total sum of this line to vitcutie the 4 additional round tables at district level
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
2	2.2	2.2.2							100%												0	0	0	-	0					
			Sub-Total Activity 2.2.2:																		27,600	1,900	29,500	29,500	27,600	1,900				
			Sub-Total Output 2.2:																		68,700	5,505	74,205	74,205	68,700	5,505				
Sub-Total OUTCOME 2:																					265,840	11,105	344,995	344,995	333,890	11,105				
OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices																														
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings																														
			Activity 3.1.1: Support a participatory study on social norms to identify knowledge, attitudes, practices stereotypes that influence the normalization of violence against women, girls, and adolescent girls at the national, community and family levels. The results of the study will inform the development of interventions that promote gender-equitable norms, attitudes and behaviours (under this output) but also the advocacy efforts, notably a behaviour change communication strategy (under output 3.2)																												
3	3.1	3.1.1	Contractual Services	UNICEF	1.0	$25,200	1	time	100%	4											25,200	0	25,200	25,200	25,200	0	Conducting KAPB study in 6 selected target areas, through the support of research company and Strategic research center under the President. Under this activity the situational analyses will be carried that will cover different gender groups of right holdrers and duty bearers at all levels. The analyses will also allow to learn about knowledge, attiture, behaviour and practices related to gender equality related social norms and harmful practices, including issues related to SGBV against women and girls. The evidence generated will help to define strategies, messages and approach for advocacy aimed at different groups of women and girls.	Payment to a Consultancy Company		
3	3.1	3.1.1	Contractual Services	UNICEF	1.0	$4,000	2	time	100%	4											6,000	2,000	8,000	8,000	6,000	2,000	Conduct initial consultations with with relevant stakeholders to inform them on the methodology and seek their views. This also includes synthesis of the findings. Draft and develop visual materials based on the KABP study	Payment to a Consultancy Company		
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
3	3.1	3.1.1							100%												0	0	0	-	0					
			Sub-Total Activity 3.1.1:																		31,200	2,000	33,200	33,200	31,200	2,000				
			Activity 3.1.2: Technical assistance to MoE to align curricula for grades 7-11 to the UNESCO guidelines on sexuality education, specifically related to gender and gender based violence; incorporation of this updated HLS curriculum to be compulsory into new National Education Strategy; and training of secondary school teachers on using the updated curriculum on HLS and gender based violence at schools in one selected region.																												
3	3.1	3.1.2	Contractual Services	UNFPA	1.0	$5,500	1	lump sum	100%	4											5,500	0	5,500	5,500	5,500		Consultant's fee: international and national consultants	Payment to an Individual Consultant	Yes	Changes in the description and unit cost to include the national consultant's fee
3	3.1	3.1.2	Travel	UNFPA	1.0	$1,800	1	airticket	100%	5											1,800	0	1,800	1,800	1,800		Round trip travel expenses for the consultant (no-from Duschanbe), travel arrangements to be organized by UNFPA	Other		
3	3.1	3.1.2	Travel	UNFPA	9.0	$170	1	overnights	100%	5											1,530	0	1,530	1,530	1,530		DSA for Duschanbe for 9 overnights, travel arrangements to be organized by UNFPA	Other		
3	3.1	3.1.2	Travel	UNFPA	4.0	$47	1	terminals	100%	5											188	0	188	188	188		Terminal expenses: 2 in Duchanbe; 2 consultant's home station, travel arrangements to be organized by UNFPA	Other		
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	$49,050	1	lump sum	100%	6											49,050	0	49,050	49,050	49,050		Transfer of funds to CSOs for organizing ToTs for secodnary school teachers of selected districts, including trainer's fee, participants DSAs and transportation expenses, rent of venue, lunch, coffee-break, printing and salary for CSO coordinator and CSO support costs.	Payment/Transfer to a CSO	No	Changes in the description part to remove the very detailed /restrictive information
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNFPA	4.0	$513	1	meetings	100%	6											2,050	0	2,050	2,050	2,050		Transfer of funds to CSOs for: organizing 4 advocacy meetings with key ministries on HLS importance, including rent fee, lunch, coffee-break, handout materials;	Payment/Transfer to a CSO	Yes	MoE prefered to have the funds allocated to CSO. Therefore, changes in the description part and delivery modality, unit cost and quantity.
3	3.1	3.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	$5,000	1	lump sum	100%	6											5,000	0	5,000	5,000	5,000		Transfer of funds to CSOs for: Honoraria for selected members of a TWG under the MoE that review and include HLS into NSED and refreshments. Total US$ 5,000.00	Payment/Transfer to a CSO	Yes	MoE prefered to have the funds allocated to CSO. Therefore, changes in the description part.
3	3.1	3.1.2							100%												0	0	0	-	0					
3	3.1	3.1.2							100%												0	0	0	-	0					
3	3.1	3.1.2							100%												0	0	0	-	0					
			Sub-Total Activity 3.1.2:																		65,118	0	65,118	65,118	65,118	0				
			Activity 3.1.3: Develop and implement parent focused interventions designed to promote positive parenting practices and effective parent-child communication and parent-parent communication that will address spousal abuse.																												
3	3.1	3.1.3	Transfers and Grant to Counterparts	UNICEF	1.0	$500	21	days	100%	6											10,500	0	10,500	10,500	10,500		Adapt Stepping Stones approach based on the findings of KAPB	Payment/Transfer to a CSO		
3	3.1	3.1.3	Transfers and Grant to Counterparts	UNICEF	1.0	$15,000	1	time	100%	6											15,000	0	15,000	15,000	15,000		Train Master Trainers on Stepping Stones approach (testing) + prevent the results of KABP study Train on Stepping Stones approach (max. 25 people: 12 selected facilitators among teachers, Parent Teacher Associations members or other service providers; representatives of MoES and other local NGOs)	Payment/Transfer to a CSO		
3	3.1	3.1.3	Transfers and Grant to Counterparts	UNICEF	7.0	$4,732	4	time	100%	6											124,504	8,000	132,504	132,504	124,504	8,000	Conduct Stepping Stones workshops with beneficiary families and in target schools: 45 schools (10 girls and boys (15 girls and 5 boys) per school=900, given that the knowledge will be cascaded to at least 3 peers = 2700 girls will increase their knowledge on non-violent means of communication and SGBV prevention), 300 familias in tageted districts, each family consists from grandfather, grandmother, mother, father, boy and gils (300x7=2100 community memebers). The knowledge will be cascaded to at least 4 adults =8400 adult members of the communities will increas knowledge on positive parenting and non-violent ways of communication and prevention of SGBV	Payment/Transfer to a CSO		
3	3.1	3.1.3	Contractual Services	UNICEF	1.0	$15,000	1	time	100%	4											15,000	0	15,000	15,000	15,000					Due to COVID19 the quick actions were required, to save time UNICEF went for already existing LTAs that saved time and resources to produce video
3	3.1	3.1.3							100%												0	0	0	-	0					
3	3.1	3.1.3							100%												0	0	0	-	0					
3	3.1	3.1.3							100%												0	0	0	-	0					
3	3.1	3.1.3							100%												0	0	0	-	0					
3	3.1	3.1.3							100%												0	0	0	-	0					
3	3.1	3.1.3							100%												0	0	0	-	0					
			Sub-Total Activity 3.1.3:																		165,004	8,000	173,004	173,004	165,004	8,000				
			Activity 3.1.4: Parent focused interventions to support EVAWG will be conducted, including theater-based educational performances to teach positive parenting practices and positive masculinity, including information sessions for parents to learn to speak with their children about selected healthy lifestyle education (HLSE) topics including dating violence, bullying, and early marriage.																												
3	3.1	3.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$11,300	1	lump sum	100%	6											11,300	0	11,300	11,300	11,300		Transfer of funds to CSOs for writing 5 scenarios under the TBDA (US$ 500), inlcuding US$ 450.00 salary of CSO's accountant x 12 months x 2 years =US$ 10,800.0 and CSO's support costs for organizing of TBDA	Payment/Transfer to a CSO	No	Changes in the description part to reduce the number of scenarios
3	3.1	3.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$5,060	1	lump sum	100%	6											5,060	0	5,060	5,060	5,060		Transfer of funds to CSOs for transportation expences round trip: 8 people x 12 districts x 2 years	Payment/Transfer to a CSO	No	Changes in the description part to remove the too deatailed/restrictive information
3	3.1	3.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$28,800	1	lump sum	100%	6											28,800	0	28,800	28,800	28,800		Transfer of funds to CSOs for: 1) DSA expences of the performers; 2) honoraria/ incentive prizes volunteers; 3) small handouts items ;4) training for volunteers	Payment/Transfer to a CSO	No	Changes in the description part to remove the too deatailed/restrictive information
3	3.1	3.1.4	Transfers and Grant to Counterparts	UNFPA	12.0	$250	1	performances	100%	6											3,000	0	3,000	3,000	3,000		Transfer of funds to CSOs to cover stationary and decoration expenses: US$ 250.00 x 12 performances = US$ 3,000.00	Payment/Transfer to a CSO	Yes	Changes in the description part, unit quantity and cost as the number of TBEA performances has been reduced to 12 (1 time in each of the selected districts * 2 years)
3	3.1	3.1.4							100%												0	0	0	-	0					
3	3.1	3.1.4							100%												0	0	0	-	0					
3	3.1	3.1.4																			0	0	0	-	0					
3	3.1	3.1.4																			0	0	0	-	0					
3	3.1	3.1.4																			0	0	0	-	0					
3	3.1	3.1.4																			0	0	0	-	0					
			Sub-Total Activity 3.1.4:																		48,160	0	48,160	48,160	48,160	0				
			Activity 3.1.5: Implement in-school and out-of-school programmes to strengthen student councils and other peer to peer platforms to advocate for prevention of VAG and SGBV and resilience of girls to violence. This will include building 21st century skills (as well as of skills) of girls, notably at risk groups, in order to provide for their successful transition from school to work life as a prevention measure to be resilient to VAG and SGBV.																												
3	3.1	3.1.5	Transfers and Grant to Counterparts	UNICEF	6.0	$2,000	4	lump sum	100%	6											48,000	0	48,000	48,000	48,000		This amount will be spent for trainings for teachers and girls committees of student concils of 30 schools from 6 (5 schools per district) districts to build their knowledge on importance and ways of prevention of VAG and SGBV in schools and broader community. In total 4 trainings will be conducted for these two groups in two years, and trainings will be followed by campaigns and projects led by girls committees of student councils in schools and broader communities	Payment/Transfer to a CSO		
3	3.1	3.1.5	Transfers and Grant to Counterparts	UNICEF	150.0	$300	1	lump sum	100%	6											45,000	0	45,000	45,000	45,000		Once Student Council girls committee members are trained and teacher of schools are sensitized, students councils will start developing youth solutions for prevention of VAG and SGBV within their schools. This activity line will be used to provide them with small seed funding of up to 300 USD to implement youth-led preventions solutions and campaigns in their schools and broader communities. Each school will receive 5 seed funding for the best solutions proposed by girls committees of Student Councils. In total 150 solutions will be supported in 30 schools of 6 targeted districts.	Payment/Transfer to a CSO		
3	3.1	3.1.5	Travel	UNICEF	6.0	$3,000	1	lump sum	100%	5											10,000	8,000	18,000	18,000	10,000	8,000	This line will be used to provide monitoring, technical support and coaching during the preiod of implementation of activities related to Student Councils.	Other		
3	3.1	3.1.5	Supplies, Commodities, Materials	UNICEF	3.0	$12,000	1	lump sum	100%	2											36,000	0	36,000	36,000	36,000		This line will be used for establishment of Innovation Labs as spaces for building soft skills for girls and boys, with a focus on most vulnerable and at risks youth groups, in each of six districts under Centres for Additional Education (CAE) of the Ministry of Education and Science and Youth Centers of Committe on Youth Affairs and Sports. These will be spaces under government-led non-formal education systems, where soft skills will be delivered through experiential learing and competency-based approach for youth empowerment and resilience.	Other		
3	3.1	3.1.5	Transfers and Grant to Counterparts	UNICEF	3.0	$30,000	1	lump sum	100%	6											90,000	0	90,000	90,000	90,000		Under this sub-activity UNICEF and its implementing partners, including CAEs of the Ministry of Education and Youth Centers of CYS, will build core soft skills among adolescent and young girls and boys (14-24 years old), with special focus on NEET group, 90% of who are girls (LFS 2017), other vulnerable and at risk groups of girls. These soft skills include main competencies including self-esteem, problem-solving, resilience, creativity, managing emotions, critical thinking and hope for future that are proved to be essential skills that meaningfully empower young people. These soft skills will be built through delivery of two UNICEF best practice soft skills curricula - UPSHIFT and Adolescent Kit (the latter incorporates also psycho-social support content). The curricula will be delivered in the Innovation Labs established as experiential learning spaces in CAEs and Youth Centers, where young boys and girls of different groups, including at risk girls groups attend. Content on SGBV and VAG will be included in the curricula from soft skills building perspective. Each Innovation Lab established within targeted districts will reach at least 350 young girls and boys girls, including of at risk groups per year, resulting in building core soft skills (21st century skills) of at least 2100 girls and boys during the project period. Following the project completion Innovation Labs will continue delivering these curricula and covering more girls and boys with the support of UNICEF and leveraging partnerships with MoES, CYS and other actors. Innovation Labs, thus, will be sustainable platforms that will continue working and building soft skills (21st century skills) of girls and boys of at risks groups in targeted districts.	Payment/Transfer to a CSO		
3	3.1	3.1.5	Travel	UNICEF	6.0	$5,000	1	lump sum	100%	5											0	30,000	30,000	30,000	0	30,000	monitoring and supervision of the activities of the Labs by UNICEF team	Other		
3	3.1	3.1.5							100%												0	0	0	-	0					
3	3.1	3.1.5							100%												0	0	0	-	0					
3	3.1	3.1.5							100%												0	0	0	-	0					
3	3.1	3.1.5							100%												0	0	0	-	0					
			Sub-Total Activity 3.1.5:																		229,000	38,000	267,000	267,000	229,000	38,000				
			Activity 3.1.6: Using the power of youth centered social media influencers, create viral-oriented YouTube videos targeted at 18-24 yeaer olds, that challenge traditional social norms, promote positive masculinity, and HLS/SRHR information in an accessible and fun way. This will be complemented by competitions for fans of the social media influencers to create their own videos and upload them onto YouTube, amplifying direct engagement of youth. In parallel, a theatre campaign will visit dormitories of university students to increase encounters with the target audience and spread HLS/SRHR information in an accessible and fun way.																												
3	3.1	3.1.6	Contractual Services	UNFPA	1.0	$16,200	1	lumpsum	100%	4											16,200	0	16,200	16,200	16,200		Competition on: changing social norms (reverse gender norms) and behaviour among young people 18-24 years: US$ 16,200 US$ 5,500.00 for public relations, program management, monitoring, mentoring by media agency US$ 3,500.00 youtube-video for competition purpose to set the stage x 3 pcs =US$ 10,500.00 US$200 award for winner of video competition	Payment to a Consultancy Company		
3	3.1	3.1.6	Contractual Services	UNFPA	1.0	$16,200	1	lumpsum	100%	4											16,200	0	16,200	16,200	16,200		Competition on: Promote positive couple's relationship model: US$ 16,200.00 US$ 3,500.00 youtube-video for competition purpose to set the stage x 3 pcs =US$ 10,500.00 US$ 5,500.00 for public relations, program management, monitoring, mentoring by media agency US$200 award for winner of video competition	Payment to a Consultancy Company		

3	3.1	3.1.6	Contractual Services	UNFPA	6.0	$3,500	1	videos	100%	4											21,000	0	**21,000**	**21,000**	21,000		Production and publication of YouTube videos to promote positive masculinity and challenging traditional norms among young people 18-21: US$ 21,000.00 US$ 3,500.00 (per youtube video) x 6 videos =US$ 21,000.00	Payment to a Consultancy Company			
3	3.1	3.1.6	Transfers and Grant to Counterparts	UNFPA	1.0	$19,080	1	lumpsum	100%	6											19,080	0	**19,080**	**19,080**	19,080		Transfer of funds to CSOs for working with students in dormitories on creating positive masculinity, gender stereotypes, health being, including development and printing of specific flyer/posters/brochure on SGBV for dissemination in dormitories, organizing performances x 10 dormitorie, CSO's support cost	Payment/Transfer to a CSO	No	Changes in the description part to remove the too daetailed/restrictive information	
3	3.1	3.1.6							100%												0	0	**0**	**-**	0						
3	3.1	3.1.6							100%												0	0	**0**	**-**	0						
3	3.1	3.1.6							100%												0	0	**0**	**-**	0						
3	3.1	3.1.6							100%												0	0	**0**	**-**	0						
3	3.1	3.1.6							100%												0	0	**0**	**-**	0						
3	3.1	3.1.6							100%												0	0	**0**	**-**	0						
			Sub-Total Activity 3.1.6:																		**72,480**	**0**	**72,480**	**72,480**	**72,480**	**0**					
			Activity 3.1.7: Promote and institutionalize survivor-centered reporting and ethical principles among journalists through a) development of National Guideline for Journalists and Reporters on reporting on SGBV with the union of journalists b) trainings to develop capacity on survivor-centered reporting, c) disseminate, and socialize the guideline for journalists, d) establishment of a mechanism with the union of journalists to award best examples and success stories on SGBV reporting.																													
3	3.1	3.1.7	Contractual Services	UNDP	1.0	$100	40	days	100%	4											4,000	0	**4,000**	**4,000**	4,000		National Consultant to develop SGBV sensitive guidance.	Payment to an Individual Consultant			
3	3.1	3.1.7	Transfers and Grant to Counterparts	UNDP	4.0	$3,000	2	year	100%	6											24,000	0	**24,000**	**24,000**	24,000		Conduct of capacity development training for journalists on SGBV issues covering 100+ journalists and bloggers in 5 regions of the country. Number of trainings have been reduced and monitoring introduced.	Payment/Transfer to a CSO			
3	3.1	3.1.7	Transfers and Grant to Counterparts	UNDP	1.0	$5,000	2	years	100%	6											10,000	0	**10,000**	**10,000**	10,000		Transfer of funds to CSO FOR translation, publication and dissemination of materials on gender-sensitive language and messaging.	Payment/Transfer to a CSO	Yes	Responsible party was reconsidered and UNDG budget ca	
3	3.1	3.1.7	Transfers and Grant to Counterparts	UNDP	1.0	$3,000	2	years	100%	6											6,000	0	**6,000**	**6,000**	6,000		Transfer of funds to NGO to organize and conduct Contest on best SGBV topic coverage.	Payment/Transfer to a CSO			
3	3.1	3.1.7	Transfers and Grant to Counterparts	UNDP	1.0	$3,000	2	years	100%	6											6,000	0	**6,000**	**6,000**	6,000		Monitoring of the effectiveness of the campaigns and changes in the world of journalism.	Payment/Transfer to a CSO			
3	3.1	3.1.7	Transfers and Grant to Counterparts	UNDP	2.0	$6,000	2	years	100%	6											24,000	0	**24,000**	**24,000**	24,000		Transfer of funds to CSO cover SGBV issues via different channels (TV, social media, newspapers etc).	Payment/Transfer to a CSO	YES	Implementation of current activity was discussed and rev	
3	3.1	3.1.7							100%												0	0	**0**	**-**	0						
3	3.1	3.1.7							100%												0	0	**0**	**-**	0						
3	3.1	3.1.7							100%												0	0	**0**	**-**	0						
3	3.1	3.1.7							100%												0	0	**0**	**-**	0						
			Sub-Total Activity 3.1.7:																		**74,000**	**0**	**74,000**	**74,000**	**74,000**	**0**					
			Sub-Total Output 3.1:																		**684,962**	**48,000**	**732,962**	**732,962**	**684,962**	**48,000**					
			Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities																													
			Activity 3.2.1: Building on the study on 9.1.1, support the government in designing a comprehensive multi-media Behaviour Change Communication Strategy, promoting social norms change across the ecological model (societal, community, family, relationship and individual levels), tailoring messaging and interventions to ensure appropriate coordination.																													
3	3.2	3.2.1	Transfers and Grant to Counterparts	UNICEF	1.0	$66,630	2	year	100%	6											133,260	0	**133,260**	**133,260**	133,260	0	Based on the results of the KABP study, UNICEF team in coordination with other partner agencies and relevant agencies within the Government (Committee for Youth and Sports, Committee for Women and Family Affairs and Committee for Religion) to develop Communication for Behaviour Change Strategy with a package of social and beaviour change materials aimed at tackling key issues related to SGBV on both upstream policy advocacy change and community engagement. Package will include variety of assets (audio/video materials, infographics, ready to print booklets, brochures and factsheets, human interest stories, multimedia assets and media engagement pack. While all the materials will be be targeted at delivering the message of urgency against VAWG and criminalize DV, it is anticipated that the TV/Radio materials will have a higher impact in expressing the urgency against VAWG).	Payment/Transfer to a CSO			
3	3.2	3.2.1	Contractual Services	UNICEF	1.0	$14,000	1	lumpsum	100%	4											11,000	3,000	**14,000**	**14,000**	11,000	3,000	UNICEF C4D and communication officers will facilitate the drafting and circulation process of a multi-year, comprehensive C4SC strategy in accessible formats	Payment to a Consultancy Company			
3	3.2	3.2.1	Contractual Services	UNICEF	1.0	$4,000	1	lumpsum	100%	4											4,000	0	**4,000**	**4,000**	4,000		Solicit feedback from priority stakeholders to revise content and Finalize Strategy	Payment to a Consultancy Company			
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
3	3.2	3.2.1							100%												0	0	**0**	**-**	0						
			Sub-Total Activity 3.2.1:																		**148,260**	**3,000**	**151,260**	**151,260**	**148,260**	**3,000**					
			Activity 3.2.2: Introduce innovative approaches on work with social norms – ethnographic review on SGBV and identification of new social norm holders to create a demand within communities and individuals to stop impunity of violence; formation a public opinion on illegality of violence and HP, stressing it as crime.																													
3	3.2	3.2.2	Contractual Services	UNWOMEN	1.0	$430	20	payment per delivery	100%	4											8,600	0	**8,600**	**8,600**	8,600		International Consultant will adapt a Methodology on community and individual level self-reflection of their lives and discovering the wrongness of inequality and violence. This leads to self-motivated intention to define how they would like to change their individual behaviors, and interpersonal relations towards more harmonious, equal and fair system of relations and norms. It helps individuals and communities to create their own, self-formulated messages about elimination of violence. Rather than a communication campaign coming from outside – it will be campaigning for urgency of changing violent norms that is designed and implemented by individual and communities themselves. This methodology proved to be practically working in KYR and AFGh. In a short period of time individuals are converted in their mindsets towards understanding of cruelty and unacceptance of norms and behaviors that are violent and discriminatory to women and girls. The consultant will provide TOT- workshop and adaptation of the methodology to the context (language, guidelines with adjusted methods, timing) for selected local NGOs; SSA 1 International consultant x 20 days (inlcuding travel costs and distanced support)	Payment to an Individual Consultant			
3	3.2	3.2.2	Contractual Services	UNWOMEN	20.0	$17	30	participants	100%	4											9,900	0	**9,900**	**9,900**	9,900		Conduct workshops at district level (1 days in each district, 20 participants at each workshop) and distanced coaching to follow up actions implemented by participants after the workshop and based on agreed action plans	Payment/Transfer to a CSO	YES	Partial re-allocation of funds (8100) from Pillar 3-Activity 3.2.2 to Pillar 6- Activity 6.1.3 to provide capacity building trainings for RCS volunteers on identification of VAWG cases during COVID19	
3	3.2	3.2.2	Contractual Services	UNWOMEN	20.0	$30	18	participants	100%	4											10,800	0	**10,800**	**10,800**	10,800		Reflection workshops (3 days in each district, 20 participants at each workshop) and Documentation of processes and cases, develop brief notes /documented profiles with information on changes happened at individual level	Payment/Transfer to a CSO			
3	3.2	3.2.2	Contractual Services	UNWOMEN	60.0	$30	2	participants	100%	4											3,600	0	**3,600**	**3,600**	3,600		Regional consultations are important for upscaling advocacy actions from communities. 2 consultations (Khatlon and Sugd regions) to define strategies for advocating for changes with messages developed through the process (by 60 participants in each consultations)	Other			
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNWOMEN	2.0	$5,200	6	per initiative	100%	6											62,400	0	**62,400**	**62,400**	62,400		Following the methodology, we will have at least 20 New Social Norms Champions in each of 6 districts, who will undertake at least 5 actions to change their own behaviors , and then influencing, at least 5 other persons (family members and community members) to convert them to fight violence and discriminatory norms. It will help to create a self-motivated and self-managed community advocacy campaigning, involving directly 600 individuals, and then overall covering all districts. This actions which are community self-driven will be supported through project financial and technically, based on their advocacy proposals. In this way we ensure ownership and sustainability of advocacy and campaigning actions. The messages from local them will be brought nationally. Advocacy initiatives by new social norms holders (district/national levels) (at least 12 initiatives at district and 2 initiatives at national levels)	Payment/Transfer to a CSO	YES	Partial re-allocation of funds (55000) from Pillar 3 Act. 3.2.2 to Pillar2 Act 2.1.1 for printing purposes and balance of budget line (162,400) has changed from Transfers and Grants to Counterparts (6) to Contractual Services (4) as a result of competitive selection through the Request for Proposals of a Contractual Company to implement activity/deliver services.	
3	3.2	3.2.2	Contractual Services	UNWOMEN	80.0	$30	1	participants	100%	4											2,400	0	**2,400**	**2,400**	2,400		Conference to summarize the results on prevention work done by new social norms holders and elaborate recommendation for up scaling	Other			
3	3.2	3.2.2	Contractual Services	UNWOMEN	20.0	$170	1	participants	100%	4											3,400	0	**3,400**	**3,400**	3,400		DSA and travel (20 participants)	Payment to a Consultancy Company	YES	The budget line has changed from Travale (5) to Contractual Services (4) as a result of competitive selection through the Request for Proposals of Contractual Company to implement activity/deliver services.	
3	3.2	3.2.2	Contractual Services	UNWOMEN	5.0	$90	1	participants	100%	4											450	0	**450**	**450**	450		Airtickets (5 participants) Sogd- Dushanbe round trip	Payment to a Consultancy Company	YES	The budget line has changed from Travale (5) to Contractual Services (4) as a result of competitive selection through the Request for Proposals of Contractual Company to implement activity/deliver services.	
3	3.2	3.2.2	Contractual Services	UNWOMEN	2.0	$170	6	days	100%	4											2,040	0	**2,040**	**2,040**	2,040		Facilitators' fees	Payment to an Individual Consultant			
3	3.2	3.2.2							100%												0	0	**0**	**-**	0						
3	3.2	3.2.2							100%												0	0	**0**	**-**	0						
3	3.2	3.2.2							100%												0	0	**0**	**-**	0						
			Sub-Total Activity 3.2.2:																		**103,590**	**0**	**103,590**	**103,590**	**103,590**	**0**					
			Activity 3.2.3: Carry out community mobilization interventions through the support to paralegals, jamoat activists, youth, people with disabilities, women living with HIV and local governments, including support to public council women members, under the local police, to strengthen and promote community policing for improved access and trust of police services.																													
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNDP	3.0	$10,000	2	years	100%	6											60,000	0	**60,000**	**60,000**	60,000		Transfer of funds to specialized CSOs to mobilize vulnerable groups at community level	Payment/Transfer to a CSO			
3	3.2	3.2.3	Travel	UNDP	3.0	$100	30	days	100%	5											9,000	0	**9,000**	**9,000**	9,000		Travel of project staff to the site to support community mobilization.	Other			
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNDP	2.0	$3,000	2	years	100%	6											12,000	0	**12,000**	**12,000**	12,000		Contracts with local, community-civil society organizations for the conduct of activities together with local police and public council members.	Payment/Transfer to a CSO			
3	3.2	3.2.3	Supplies, Commodities, Materials	UNDP	1.0	$756	1	lump sum	100%	2											756	0	**756**	**756**	756		Printing of materials for local public council meetings	Payment/Transfer to a CSO			
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
3	3.2	3.2.3							100%												0	0	**0**	**-**	0						
			Sub-Total Activity 3.2.3:																		**81,756**	**0**	**81,756**	**81,756**	**81,756**	**0**					
			Activity 3.2.4: Building upon UNFPA's regional and national "Men Engage" program, which involves partnering with men and boys to change social norms and end GBV, this activity will leverage the power of male "influencers" (famous sports stars) to demonstrate positive models of masculinity, transform gender stereotypes and change the narrative on gender norms and violence. This is done through direct sports-based activities with girls and boys, and an advocacy campaign featuring these sports "influencers" promoting anti-SGBV messages to their fan base. Engaging men through positive models of masculinity is a proven method to change perception of social norms. UNFPA has regionally pioneered the model of engaging sports stars (influencers) as an entry point to engage men and boys in SGBV messaging.																													
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNFPA	2.0	$140	4	persons	100%	6											1,120	0	**1,120**	**1,120**	1,120		Transfer of funds to CSOs for facilitators/coordinator's fees: 2 pers*2 working days*2 summer camps;	Payment/Transfer to a CSO			
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNFPA	1.0	$5,200	1	lump sum	100%	6											1,000	4,200	**5,200**	**5,200**	1,000	4,200	Transfer of funds to CSOs for organizing 2 summer camps of Sportsmen: rent of venue, coffee-break and lunch expenses, stationary, printing of handout materials, including CSO's support costs	Payment/Transfer to a CSO			
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNFPA	2.0	$750	1	lump sum	100%	6											1,500	0	**1,500**	**1,500**	1,500		Transfer of funds to CSOs to cover DSAs and transportation costs of participants of Summer camps	Payment/Transfer to a CSO			
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNFPA	10.0	$500	1	persons	100%	6											5,000	0	**5,000**	**5,000**	5,000		Transfer of funds to CSOs to cover DSAs and transport cost of sport tournaments, Exchange visits of female athletes	Payment/Transfer to a CSO			
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNFPA	2.0	$3,000	1	events	100%	6											6,000	0	**6,000**	**6,000**	6,000		Transfer of funds to CSOs for organizing Sport tournaments (2): rent of venue, coffee-break, lunch expenses, stationary, printing of banners, handout materials	Payment/Transfer to a CSO			
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
3	3.2	3.2.4							100%												0	0	**0**	**-**	0						
			Sub-Total Activity 3.2.4:																		**14,620**	**4,200**	**18,820**	**18,820**	**14,620**	**4,200**					
			Sub-Total Output 3.2:																		**348,226**	**7,200**	**355,426**	**355,426**	**348,226**	**7,200**					
			Sub-Total OUTCOME 3:																		**1,033,188**	**55,200**	**1,088,388**	**1,088,388**	**1,033,188**	**55,200**					
			OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence																													
			Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination																													
			Activity 4.1.1: Adaptation and adoption of UN Essential Service package and Standard Operating Procedure for providing quality essential services for survivors of SGBV. The SOPs for police, health and psycho-social services will be adapted for use and administered by service providers to victims of SGBV at the point of service delivery. This will include training of first line SGBV health service providers on the adopted Standard Operating Procedures on providing quality services to victims of SGBV, and the national protocol on rape, to improve quality of service delivery in response to SGBV and strengthen a referral system and multi-sectoral cooperation to respond to SGBV.																													
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	5.0	$140	5	persons	100%	6											3,500	0	**3,500**	**3,500**	3,500		Transfer of funds to MoHSP for hiring national experts of GoF Working group: MoHSP 5 pers*5 wdks;	Transfer to Government/Regional Body			

4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	2.0	$1,900	1	lump sum	100%	6											3,800	0	**3,800**	**3,800**	3,800		Transfer of funds to MoHSP for conducting two 1-day workshops: rent of venue, coffee-break and lunch expenses, stationary, printing of handout materials.	Transfer to Government/Regional Body		Yes	Decrease in the amount of Unit cost
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$1,200	2	lump sum	100%	6											0	2,400	**2,400**	**2,400**	0	2,400	Transfer of funds to MoHSP for Contractural staff of MoHSP	Transfer to Government/Regional Body			
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	4.0	$140	1	persons	100%	6											560	0	**560**	**560**	560		Transfer of funds to MoSHP for the Fee for facilitators/coordinators of national workshop: 4 pers*$140*1 days.	Transfer to Government/Regional Body			
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$3,850	1	lump sum	100%	6											3,500	350	**3,850**	**3,850**	3,500	350	Transfer of funds to MoHSP for hiring national experts of GoT Working group (National Protocol on Rape) MoHSP - 5pers*5wdtc; including 2 technical workshops (rent fee, coffee-break, lunch and printing expenses)	Transfer to Government/Regional Body		Yes	Changes in the description part and delivery modality as the CSO was supposed to adopt SOP on police services, however it now seems like an standalone intervention, therefore the funds envisaged for adaptation of the SOP will be used for full aoptation of the national protocol on rape. The SOP on police services will be implemented within UNFPA regular funds.
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$2,200	1	lump sum	100%	6											2,200	0	**2,200**	**2,200**	2,200		Transfer of funds to MoHSP for covering transport and DSA cost of participants from 10 silected districts of XXX Province, including rent of venue, coffee-break and lunch expenses, stationary, printing of handout materials for the National workshop.	Transfer to Government/Regional Body		Yes	Changes in the description part to remove a too detailed infromation and increase in the amount of Unit cost
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	3.0	$140	8	persons	100%	6											3,360	0	**3,360**	**3,360**	3,360		Transfer of funds to MoHSP for conducting of four 2-days trainings on National Protocol on Rape for 60 reproductive health centers/FHCs of Dushanbe, Sugd, Khatlon and DDRs: consultancy fee for national trainers: 2 experts *$140*8 working days (including design, training, reporting).	Transfer to Government/Regional Body		No	Changes in the budget description to remove a too detailed/restrictive infomration
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$3,000	3	trainings	100%	6											9,000	0	**9,000**	**9,000**	9,000		Transfer of funds to MoHSP for organizing 4 trainings for 60 RH Centers: Rent of venue, coffee-break and lunch expences, stationary, printing of handout materials	Transfer to Government/Regional Body		No	Changes in the budget description to remove a too detailed/restrictive infomration
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$3,000	3	trainings	100%	6											7,010	1,990	**9,000**	**9,000**	7,010	1,990	Transfer of funds to the MoHSP to cover transportation and DSA cost of RH service providers and coordinator	Transfer to Government/Regional Body			
4	4.1	4.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$1,500	3	trainings	100%	6											4,500	0	**4,500**	**4,500**	4,500		Transfer of funds to the MoHSP to cover transportation and DSA costs of victim support rooms staff who will be also attending the trainings to ensure quality services	Transfer to Government/Regional Body			
4	4.1	4.1.1							100%												0	0	**0**	-	0						
4	4.1	4.1.1							100%												0	0	**0**	-	0						
4	4.1	4.1.1							100%												0	0	**0**	-	0						
			Sub-Total Activity 4.1.1:																		**37,420**	**4,740**	**42,170**	**42,170**	**37,420**	**4,740**					
			Activity 4.1.2: Development of capacity of service providers (legal aid, Justice and Police) through assessment of gaps of service delivery, elaboration and strengthening coordination of services with active participation of survivors and provision of trainings.																													
4	4.1	4.1.2	Contractual Services	UNDP	2.0	$100	30	lump sum	100%	4											6,000	0	**6,000**	**6,000**	6,000		Two local consultants to assess service provision gaps, and provide recommendations on improvement of quality and types of services specifically for SGBV survivors. Coordination mechanisms of services among service providers.	Payment to an individual Consultant			
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNDP	2.0	$57,500	2	years	100%	6											110,000	120,000	**230,000**	**230,000**	110,000	120,000	Transfer of funds to NGO to provide training for service providers on gender sensitivity, SGBV survivor centered approach, correct interpretation of law. This includes developing capacities of Judges, Police officers and legal aid lawyers. As part of this activity state institutions and free legal aid providers would be linked to other service providers such as health, social and shelters, as well as bring those state institutions to support work of other sectors. Secondary free legal aid (court representation, drafting documents) to SGBV survivors by qualified advocates will also be provided. UNDP will support State Agency Legal Aid Centre though another project. Total amount of the contribution for 2 years will be more than USD1206.	Payment/Transfer to a CSO	YES		Amount reduced by $10K to add new budget line for prep
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNDP	1.0	$10,000	2	lump sum	100%	6											20,000	0	**20,000**	**20,000**	20,000		Transfer of funds to an NGO to provide support empowering female police inspectors for prevention and response to SGBV cases and also direct support to SGBV survivors.	Payment/Transfer to a CSO			
4	4.1	4.1.2	Travel	UNDP	1.0	$5,000	2	years	100%	5											10,000	0	**10,000**	**10,000**	10,000		Monitoring visits	Other	YES		As mentioned above, new budget line for monitoring visi
4	4.1	4.1.2							100%												0	0	**0**	-	0						
4	4.1	4.1.2							100%												0	0	**0**	-	0						
4	4.1	4.1.2							100%												0	0	**0**	-	0						
4	4.1	4.1.2							100%												0	0	**0**	-	0						
4	4.1	4.1.2							100%												0	0	**0**	-	0						
4	4.1	4.1.2							100%												0	0	**0**	-	0						
4	4.1	4.1.2							100%												0	0	**0**	-	0						
			Sub-Total Activity 4.1.2:																		**146,000**	**120,000**	**266,000**	**266,000**	**146,000**	**120,000**					
			Activity 4.1.3: Provision of psychosocial support under the adolescents mental health to girls survivors of SGBV or facing intersecting forms of discrimination																													
4	4.1	4.1.3	Transfers and Grant to Counterparts	UNICEF	1.0	$44,650	2	years	100%	6											80,300	9,000	**89,300**	**89,300**	80,300	9,000	interventions will include the development of referral pathway SOP that describes series of actions/ steps that should be taken at each level after identifying a girl with a potential mental health issue their families. It will describe roles and responsibilities of all partners in a system; clearly articulate procedures for managing referrals within and between partners. Service provider will be trained on the SOP (6 trainings with participation of school psychologists, family doctors from PHC facilities, psychologists working at victims' support rooms/ Youth Friendly Health Services, social workers); UNICEF will work on the establishment of the coordination platform for his "support group" - they will meet on regular monthly basis to coordinate activities/ to share information across partners/ to monitor the effectiveness of evidence- based interventions provided by all partners within a system/ to discuss existing challenges and to make intervention decisions collaboratively with a priority on what is best for young girl. Psychologist from academic institutions will be involved in the process through provision of supportive supervision for the "support group" and provision of professional service to those girls who require more intensive psychological interventions.	Payment/Transfer to a CSO			
4	4.1	4.1.3	Transfers and Grant to Counterparts	UNICEF	1.0	$42,120	2	years	100%	6											84,240	0	**84,240**	**84,240**	84,240		UNICEF will promote alternative family care for girls survivors of SGBV through recruitment and capacitating volunteer families to pilot foster family care for girls. The legislation exists (Child Protection Law, Article 44 envisages provision of foster care.) This Law needs to be operationalised. UNICEF will partner with the CSO that is experienced in the area of foster care to pilot this intervention in Dushanbe and two target districts. The best practice and lessons will be documented to support hte scale-up.	Payment/Transfer to a CSO			
4	4.1	4.1.3	Contractual Services	UNICEF	1.0	$7,000	1	years	100%	4											7,000	0	**7,000**	**7,000**	7,000						Due to COVID19 the quick actions were required, to save time UNICEF went for already existing LTAs that saved time and resources to produce IEC materials on mental health
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
4	4.1	4.1.3							100%												0	0	**0**	-	0						
			Sub-Total Activity 4.1.3:																		**171,540**	**9,000**	**180,540**	**180,540**	**171,540**	**9,000**					
			Activity 4.1.4: Increase the number of Victims Support Rooms and strenthen existing shelters, to provide safe spaces for victims of SGBV to stay and recieve services.																													
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	4.0	$140	6	persons	100%	6											3,360	0	**3,360**	**3,360**	3,360		Transfer of funds to MoHSP for consultancy fee for 4 national experts	Transfer to Government/Regional Body			
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$3,000	2	workshops	100%	6											5,000	1,000	**6,000**	**6,000**	5,000	1,000	Transfer of funds to MoHSP for organizing 2 workshops for VSRs Staff and Shelters: rent of venue, coffee-break and lunch expenses, stationary, printing of handout materials	Transfer to Government/Regional Body			
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	15.0	$1,000	1	persons	100%	6											15,000	0	**15,000**	**15,000**	15,000		Transfer of funds to MoHSP to cover expenses for DSAs and transportation cost of service providers (workshop&across visits)	Transfer to Government/Regional Body			
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	3.0	$140	4	persons	100%	6											1,680	0	**1,680**	**1,680**	1,680		Transfer of funds to MoHSP for honorarium of national trainers: 3 pers*$140*4wkds	Transfer to Government/Regional Body			
4	4.1	4.1.4	Eqipment, Vehicles, and Furnitures	UNFPA	10.0	$5,000	1	victim support rooms	100%	3											44,980	5,020	**50,000**	**50,000**	44,980	5,020	Furniture, equipment for 10 VSRs	Other	Yes		The amount has been reduced as some parts of it will be used as planned for procurement of furniture and equipment for 10 newly established VSRs, but the a part of the amount will be used for procurement of dignity kits and PPE as part of COVID-19 response to be inlcuded in a new sub-activity (line 962)
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$1,200	2	lump sum	100%	6											0	2,400	**2,400**	**2,400**	0	2,400	Transfer of funds to MoHSP to Contractural support staff salary of the VSRs	Transfer to Government/Regional Body			
4	4.1	4.1.4	Eqipment, Vehicles, and Furnitures	UNFPA	1.0	$4,087	4	shelters	100%	3											16,346	0	**16,346**	**16,346**	16,346		Furniture, equipment for strengthening of 4 Shelters for victims of SGBV	Other	Yes		This budget will be partially used as planned for procurement of furniture and equipment for strengthening of 4 existing shelters for victims of SGBV, but the amout has been reduced so that a new sub-activity under COVID-19 response plan can be included (line 962)
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	3.0	$120	10	persons	100%	6											3,600	0	**3,600**	**3,600**	3,600		Transfer of funds to CSOs to cover expenses for DSAs and transportation cost of coordinators who will conduct visits to the newly established VSRs (10) and mentor/guide their staff (3 coordinators from each agency MoHSP, MIA, CoWFA): US$ 45 * 2 overnights * 10 visits + US$ 10 round trip transportation costs	Payment/Transfer to a CSO			
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	3.0	$140	20	persons	100%	6											8,400	0	**8,400**	**8,400**	8,400		Transfer of funds to CSOs for consultancy fee for 3 national coordinators for monitoring visits/mentoring of the newly established VSRs (10)	Payment/Transfer to a CSO			
4	4.1	4.1.4	Supplies, Commodities, Materials	UNFPA	1.0	$18,000	1	lump sum	100%	2											18,000	0	**18,000**	**18,000**	18,000		Delivery of hygiene packages (including PPE, med. masks, gloves, spirit sprays, shoe covers), sanitary items and thermoscanners to service-providers of victim support rooms and existing shelters for victims of SGBV through assessment of the potential needs for COVID-19	Other	Yes		Delivery of hygiene packages (including PPE, med. masks, gloves, spirit sprays, shoe covers), sanitary items and thermoscanners to service-providers of victim support rooms and existing shelters for victims of SGBV through assessment of the potential needs for COVID-19
			Sub-Total Activity 4.1.4:																		**116,366**	**8,420**	**124,786**	**124,786**	**116,366**	**8,420**					
			Activity 4.1.5: Integrate international best-practice guidance on response and provision of gender sensitive quality services to victims of SGBV into primary health care institutions (Health house, Rural health centers).																													
4	4.1	4.1.5	Transfers and Grant to Counterparts	UNFPA	6.0	$140	6	persons	100%	6											5,040	0	**5,040**	**5,040**	5,040		Transfer of funds to MoHSP for consultancy fee for 6 national experts of the MoHSP Work Group for adaptation of guidance "Strengthening of health sector responce to GBV". Translation of guidance into state language: 1 pers: 110page*$12;	Transfer to Government/Regional Body			
4	4.1	4.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$9,000	1	lump sum	100%	6											8,000	1,000	**9,000**	**9,000**	8,000	1,000	Transfer of funds to MoHSP for organizing 1 technical workshop on adaptation and 3 ToTs for professors and teachers of Family Medicine institutes: rent of venue, coffee-break and lunch expenses, stationary, printing of handout materials	Transfer to Government/Regional Body	No		Changes in the description part to specify the nature of the event
4	4.1	4.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$7,500	1	lump sum	100%	6											7,500	0	**7,500**	**7,500**	7,500		Transfer of funds to MoHSP for DSAs and transportation costs of ToTs participants	Transfer to Government/Regional Body			
4	4.1	4.1.5	Transfers and Grant to Counterparts	UNFPA	2.0	$140	6	persons	100%	6											1,680	0	**1,680**	**1,680**	1,680		Transfer of funds to MoHSP for honorarium of national trainers: 2pers*$140*6wkds	Transfer to Government/Regional Body			
4	4.1	4.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$2,400	1	lump sum	100%	6											0	2,400	**2,400**	**2,400**	0	2,400	Transfer of funds to MoHSP for contractural support staff salary	Transfer to Government/Regional Body			
4	4.1	4.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$14	110	pages	100%	6											1,540	0	**1,540**	**1,540**	1,540		Transfer of funds to MoHSP for translation of guidance into state language: 1 pers: 110page*$14;	Transfer to Government/Regional Body			
4	4.1	4.1.5							100%												0	0	**0**	-	0						
4	4.1	4.1.5							100%												0	0	**0**	-	0						
4	4.1	4.1.5							100%												0	0	**0**	-	0						
4	4.1	4.1.5							100%												0	0	**0**	-	0						
			Sub-Total Activity 4.1.5:																		**23,760**	**3,400**	**27,160**	**27,160**	**23,760**	**3,400**					
			Sub-Total Output 4.1:																		**495,096**	**145,560**	**680,656**	**680,656**	**495,096**	**145,560**					
Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities																														
			Activity 4.2.1: Improve the system of service provision to address specific needs of women with disabilities during investigation process of VAWG cases (medical forensic services), led by the League of women with disabilities, as per Istanbul Convention Action Plan																													
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	2.0	$150	15	days	100%	6											4,500	0	**4,500**	**4,500**	4,500		Provision of the state medical forensic services with specialized knowledge (development of training/ Handbooks) to improve procedures and protocols of related service providers and facilities (legal/forensic/medical) by 2 local experts, 15 traing days	Payment/Transfer to a CSO			
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$150	6	months	100%	6											900	0	**900**	**900**	900		Translation and printing of developed Handbook and training and info-materials for medical forensic services in 6 districts	Payment/Transfer to a CSO			
4	4.2	4.2.1	Eqipment, Vehicles, and Furnitures	UNWOMEN	1.0	$1,600	18	set	100%	3											28,800	0	**28,800**	**28,800**	28,800		Equipment in 2 regions: Medical adjustable inspection couches for women with disability (medical furniture/equipment and computer sets for medical forensicc services) to make medical test of women and girls with special needs	Other			
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$500	24	months	100%	6										12,000	0	0	**12,000**	**12,000**	12,000		On-job mentoring on the International standards and Istanbul Protocol of the Council of Europe Convention on Preventing and Combating VAW and DV.	Payment/Transfer to a CSO			
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$140	60	per person/ per day	100%	6											8,400	0	**8,400**	**8,400**	8,400		Sign language interpreter's fee during case management on cases of women and girls with eating disorders (2 offices - in Khatlon and in Khujand)	Payment/Transfer to a CSO			
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$500	24	months	100%	6										12,000	0	0	**12,000**	**12,000**	12,000		CSO monitoring of case-management, ensuring consideration of needs of women with disabilities to have an access to and use of full package of services to survivors of SGBV. (travel costs DSA and transport)	Payment/Transfer to a CSO			

4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$7,400	6	per crisis center	100%	6										44,400	0	**44,400**	**44,400**	44,400		Support crisis centers to outreach marginalized, remote, women with special needs, etc. and increase effectiveness and accessibility of services provided by crisis centers (incl. purchasing of specialized equipment for 6 crisis centers and NGOs dealing with an issue).	Payment/Transfer to a CSO	YES	(3,600) Re-allocated from activity Act. 4.2.1. from UNDG 6 to 4 - Up-grading mobile/internet packages for staff of selected 6 shelters/ crisis centers (as a result of the Rapid mapping), 2 staff x 6 centers/NGOs x mobile cost packages, incl. Internet x USD 40 x 5 months of use during covid-19 limitations) and protective equipment
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	3.0	$150	8	days	100%	6										3,600	0	**3,600**	**3,600**	3,600		SSA 3 local experts (10 w/d)	Payment to a Consultancy Company		
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$2,000	1	lump sum	100%	6										2,000	0	**2,000**	**2,000**	2,000		DSA and travel for 3 local experts	Payment/Transfer to a CSO		
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNWOMEN	2.0	$400	20	months	100%	6										16,000	0	**16,000**	**16,000**	16,000		Monitoring visits	Payment/Transfer to a CSO	YES	Budget category has changed from Travel (5) to Transfers and Grants to Counterparts (6). This is integrated part of the component to be implemented by NGO via direct selection of partner on CFP
4	4.2	4.2.1	Contractual Services	UNWOMEN	1.0	$20,600	1	lump sum	100%	4									20,600	0	0	**20,600**	**20,600**	20,600		Support crisis centers to outreach marginalized, remote, women with special needs, etc. and increase effectiveness and accessibility of services provided by crisis centers (incl. purchasing of specialized equipment for 6 crisis centers and NGOs dealing with an issue). Up-grading mobile/internet packages for staff of selected 6 shelters/ crisis centers (as result of mapping), 2 staff x 6 centers/NGOs x mobile cost package, incl. Internet x USD 40 x 5 months of use during covid-19 limitations) Sanitary items to service-providers (med. masks, gloves, spirit sprays) for 6 crisis centers run by NGOs and the State Shoe covers, thermoscanners, feminine hygiene packages for 6 crisis centers and shelters run by NGOs and the State	Payment to a Consultancy Company	YES	The extra budget comes from Pillar 6. Activity 6.1.4: Support CSO participation in CEDAW&UPR process (available $15,000) to Pillar 4. Activity 4.2.1; and change of UNDG Account from Travel (5) to Contractual services (4)
4	4.2	4.2.1							100%											0	0	**0**	-	0					
4	4.2	4.2.1							100%											0	0	**0**	-	0					
			Sub-Total Activity 4.2.1:																	**44,600**	**0**	**108,600**	**0**	**153,200**	**153,200**	**153,200**	**0**				
			Activity 4.2.2: Promote the existence and support of the functioning of the hotline for response to SGBV cases (1313), which provides free psychological counceling, legal and health advise to survivors of SGBV, based on a developed exit strategy to ensure sustainability.This will include Capacity building of the Hotline service centre through elaboration and implementation of the manuals and SOPs for the staff and activities to deliver the quality services for SGBV survivors.																									
4	4.2	4.2.2	Transfers and Grant to Counterparts	UNDP	1.0	$3,599	20	months	100%	6										71,970	0	**71,970**	**71,970**	71,970		Support the existing EU funded Hotline services for victims of SGBV. This will support the CSO staff salary to operate the Hotline	Payment/Transfer to a CSO	YES	Covid-19. Number of months changed from 30 to 20. As a
4	4.2	4.2.2	Contractual Services	UNDP	1.0	$10,000	1	Lumpsum	100%	4										10,000	0	**10,000**	**10,000**	10,000		Support the operation of the Hotline services for victims of SGBV. It will support the understanding of additional equipment necessary for the improved functioning of the hotline.	Payment to Consultancy Company		The implementing party of this activity reconsidered. UNF
4	4.2	4.2.2	Contractual Services	UNDP	1.0	$10,000	1	Lumpsum	100%	4										10,000	0	**10,000**	**10,000**	10,000		International or National consultant to provide support in development of a study on the service delivery chain to learn the point of view of the SGBV survivors to compare the gaps in chain of services providers. This will inform the development of a manual and other relevant internal regulation documents, capacity building training, mentoring and business guidance to service providers (Hotline centre working with SGBV survivors). In addition The aim of this contract is also to enhance the role of the Hotline Centre in response to SGB survivors.	Payment to an Individual Consultant	YES	Due to small amount for Consultancy Company, the activi
4	4.2	4.2.2	Transfers and Grant to Counterparts	UNDP	1.0	$2,500	2	years	100%	6										5,000	0	**5,000**	**5,000**	5,000		Conduct advocacy campaigns to on to deliver the quality services for SGBV survivors	Payment/Transfer to a CSO		
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
4	4.2	4.2.2							100%											0	0	**0**	-	0					
			Sub-Total Activity 4.2.2:																	**0**	**0**	**96,970**	**0**	**96,970**	**96,970**	**96,970**	**0**				
			Activity 4.2.3: Developing, maintaining and promoting a mobile application, co-designed by women and girls, notably WGWD, which will provide links to online and offline access to free counselling and information and promotion of service providers to women and girls survivors of SGBV.																												
4	4.2	4.2.3	Contractual Services	UNDP	1.0	$15,000	1	years	100%	4										15,000	0	**15,000**	**15,000**	15,000		Contract with Consultancy Company to finalize the mobile application and its launch and promotion through mobile companies and other platforms.	Payment to Consultancy Company	YES	Due to delay in CPD approval, duration changed from 2 years to 1 year. UNDG budget category changed from 6 to 4, and delivery modality changed from CSO to Consultancy Company
4	4.2	4.2.3	Contractual Services	UNDP	1.0	$10,000	1	years	100%	4										10,000	0	**10,000**	**10,000**	10,000		Running costs of the mibile app	Payment to Consultancy Company	YES	Due to delay in CPD approval, duration changes from 2 years to 1 year. UNDG budget category changed from 6 to 4, and delivery modality changed from CSO to
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
4	4.2	4.2.3							100%											0	0	**0**	-	0					
			Sub-Total Activity 4.2.3:																	**0**	**0**	**25,000**	**0**	**25,000**	**25,000**	**25,000**	**0**				
			Activity 4.2.4: Supporting civil society and women's rights organizations in implementing programmes for economic reintegration of SGBV survivors																												
4	4.2	4.2.4	Transfers and Grant to Counterparts	UNDP	1.0	$10,000	2	Year	100%	6										20,000	0	**20,000**	**20,000**	20,000		Contract with WEE CSO to provide capacity building training, mentoring and business guidance to service providers (women's rights organizations working with survivors and their family members). The aim of this contract is also to link SGBV survivor to WEE CSOs, so that economic and mental support is provided.	Payment/Transfer to a CSO	YES	UNDG budget category changed from 4 to 6 in accordanc
4	4.2	4.2.4	Transfers and Grant to Counterparts	UNDP	4.0	$20,000	1	Year	100%	6										80,000	0	**80,000**	**80,000**	80,000		Transfer of funds to CSOs to implement WEE/reintegration programs aimed at 1) strengthening connectivity between CSO providing services for survivors of SGBV and CSOs promoting economic and social engagement of youth and women; 2) targeting women and girls to have equal participation rights and opportunities in governance and in the economy through improved representation, education and employment.	Payment/Transfer to a CSO		
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
4	4.2	4.2.4							100%											0	0	**0**	-	0					
			Sub-Total Activity 4.2.4:																	**0**	**0**	**100,000**	**0**	**100,000**	**100,000**	**100,000**	**0**				
			Activity 4.2.5: Conduct Mobile Public Health Clinics to provide professional, basic health, legal and psycho-social services for women and girls in remote areas that usually have little to no access to SGBV and SRHR.																												
4	4.2	4.2.5	Transfers and Grant to Counterparts	UNFPA	1.0	$10,470	1	lump sum	100%	6										5,670	4,800	**10,470**	**10,470**	5,670	4,800	Transfer of funds to CSOs for consultants' fee for services of 4 experts*1w/d*$140*10 public fairs (w/o including CSO's support costs. These experts will provide medical, psycological and legal consultations during the fairs	Payment/Transfer to a CSO		
4	4.2	4.2.5	Transfers and Grant to Counterparts	UNFPA	1.0	$40,000	1	lump sum	100%	6										34,900	5,100	**40,000**	**40,000**	34,900	5,100	Transfer of funds to CSOs for expenses for stationary, printing of handout materials for women and girls, minimum package of hygiene kits for participants	Payment/Transfer to a CSO		
4	4.2	4.2.5	Transfers and Grant to Counterparts	UNFPA	10.0	$1,000	1	lump sum	100%	6										10,000	0	**10,000**	**10,000**	10,000		Transfer of funds to CSOs for DSAs, transportation expenses of experts and coordinators	Payment/Transfer to a CSO		
4	4.2	4.2.5																		0	0	**0**	-	0					
4	4.2	4.2.5							100%											0	0	**0**	-	0					
4	4.2	4.2.5							100%											0	0	**0**	-	0					
4	4.2	4.2.5							100%											0	0	**0**	-	0					
4	4.2	4.2.5							100%											0	0	**0**	-	0					
4	4.2	4.2.5							100%											0	0	**0**	-	0					
4	4.2	4.2.5							100%											0	0	**0**	-	0					
			Sub-Total Activity 4.2.5:																	**0**	**0**	**50,570**	**9,900**	**60,470**	**60,470**	**50,570**	**9,900**				
			Sub-Total Output 4.2:																	**44,600**	**0**	**381,140**	**5,900**	**431,640**	**431,640**	**425,740**	**9,900**				
			Sub-Total OUTCOME 4:																	**44,600**	**0**	**876,236**	**155,460**	**1,076,296**	**1,076,296**	**920,836**	**155,460**				
			OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes																												
			Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes																												
			Activity 5.1.1: Determine the current state of data collection on SGBV in Tajikistan through a participatory review and mapping of existing administrative data, identification of data gaps, procedures and assessment the technical capacity of the key seven agencies involved with production, collection and analysis of data related to GBV, in order to establish the areas of intervention and support the development of data indicators and procedures.																												
5	5.1	5.1.1	Contractual Services	UNFPA	2.0	$500	40	persons	100%	4										40,000	0	**40,000**	**40,000**	40,000		Two Experts on comprehensive assessment and cost assessment of creation e-system	Payment to an Individual Consultant	No	Changes in the description part to replace the international consultant with two national consultants due COVID-19 related travel restrictions
5	5.1	5.1.1	Transfers and Grant to Counterparts	UNFPA	1.0	$16,000	1	Lump sum	100%	6										16,000	0	**16,000**	**16,000**	16,000		Two national Experts on comprehensive assessment and cost assessment of creation e-system)	Payment to an Individual Consultant	Yes	Changes in the description part, unit cost and deliverd modality as this activity will be implemented by UNFPA directly.
5	5.1	5.1.1	Travel	UNFPA	2.0	$170	6	overnights	100%	5										2,040	0	**2,040**	**2,040**	2,040		DSA for international consultant in Dushanbe, travel arrangements will be organized by UNFPA	Other	No	Changes in the description part to remove a too detailed information
5	5.1	5.1.1	Travel	UNFPA	5.0	$90	21	overnights	100%	5										9,450	0	**9,450**	**9,450**	9,450		DSA for international and national consultants in the regions (68 districts to be visited) plus UNFPA driver, travel arrangements will be organized by UNFPA	Other	No	Changes in the description part to remove a too detailed information
5	5.1	5.1.1	Travel	UNFPA	2.0	$47	4	each	100%	5										376	0	**376**	**376**	376		Terminal expenses of internation consultants (2 persons * 4 terminals * $47), travel arrangements will be organized by UNFPA	Other		
5	5.1	5.1.1	Travel	UNFPA	1.0	$3,125	1	Lump sum	100%	5										3,125	0	**3,125**	**3,125**	3,125		Airticket costs of international consultants (2 persons (roundtrip)), travel arrangements will be organized by UNFPA	Other	Yes	Changes in the description part, unit quantity, cost and time unit
5	5.1	5.1.1	Travel	UNFPA	20.0	$200	1	Lump sum	100%	5										2,000	2,000	**4,000**	**4,000**	2,000	2,000	Transportation cost in the regions, travel arrangements will be organized by UNFPA	Other		
5	5.1	5.1.1	General Operating and Other Direct Cost	UNFPA	1.0	$2,000	1	Lump sum	100%	7										2,000	0	**2,000**	**2,000**	2,000		Designing, printing and presentation of the policy brief based on the assesment	Other	Yes	Changes in the description, delivery modality, unit quantity and cost, duration, time unit, UNDG budget category, as the line with two national experts on creation software for data exchange: (consultancy fee for 2 persons * 25 working days = $7500) has been moved to activity 5.1.2
5	5.1	5.1.1																		0	0	**0**	-	0					
5	5.1	5.1.1							100%											0	0	**0**	-	0					
			Sub-Total Activity 5.1.1:																	**0**	**0**	**74,991**	**2,000**	**76,991**	**76,991**	**74,991**	**2,000**				
			Activity 5.1.2: Based on this mapping, and working in close cooperation with relevant government agencies and CSOs, revise and harmonize tools and instruments of the seven agencies involved with production, collection, monitoring, and analysis of data related to GBV to ensure common definition, methodologies, indicators, definition of standards and protocols, ethical standards, and processes inline with international standards on data on SGBV; towards the goal of creating a unified mechanism of collection of GBV data across Agencies																												
5	5.1	5.1.2	Contractual Services	UNFPA	1.0	$500	20	Lump sum	100%	4										10,000	0	**10,000**	**10,000**	10,000		One consultant to develop common set of SGBV/HP indicators in line with international standards	Payment to an Individual Consultant	No	Changes in the description part to replace the international consultant with a consultant due COVID-19 related travel restrictions
5	5.1	5.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	$11,500	1	Lump sum	100%	6										11,500	0	**11,500**	**11,500**	11,500		One national consultant to develop common set of SGBV/HP indicators in line with international standards; Two national experts on creation software for data exchange	Payment to an Individual Consultant	Yes	Changes in the description part and unit cost as this activity will be implemented by UNFPA directly. The line with two national experts on creation software for data exchange: (consultancy fee for 2 persons * 25 working days = $7500) has been moved from activity 5.1.1.
5	5.1	5.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	$150	20	days	100%	6										3,000	0	**3,000**	**3,000**	3,000		Transfer of funds to AS for the fee of national consultant to develop form approved by AS Director and used by respective institutions for SGBV/HP data collection, nationalization SDG 5.2.	Transfer to Government/Regional Body	No	Changes in the description of the time unit
5	5.1	5.1.2	Travel	UNFPA	1.0	$170	8	overnights	100%	5										1,360	0	**1,360**	**1,360**	1,360		DSA for international consultant in Dushanbe, travel arrangements will be organized by UNFPA	Other	Yes	Changes in the description part to remove a very detailed/restrictive information and duration
5	5.1	5.1.2	Travel	UNFPA	1.0	$47	4	each	100%	5										188	0	**188**	**188**	188		Terminal expenses of internation consultants (1 persons * 4 terminals * $47), travel arrangements will be organized by UNFPA	Other		

5	5.1	5.1.2	Travel	UNFPA	1.0	$1,609	1	air-tickets	100%	5												1,609	0	**1,609**	**1,609**	1,609		Airticket costs of international consultants (1 person, roundtrip), travel arrangements will be organized by UNFPA	Other	Yes	Changes in the description part to remove a very detailed/restrictive information and unit cost
5	5.1	5.1.2																				0	0	**0**							
5	5.1	5.1.2																				0	0	**0**							
5	5.1	5.1.2							100%													0	0	**0**		0					
5	5.1	5.1.2							100%													0	0	**0**		0					
			Sub-Total Activity 5.1.2:																			0	0	**27,657**	**0**	**27,657**	**27,657**	**27,657**	**0**				
			Activity 5.1.3: Training of data officers in agencies on applying the newly created unified indicators and procedures to implement collection and reporting on gender based violence data to the Agency Statistics.																														
5	5.1	5.1.3	Transfers and Grant to Counterparts	UNFPA	1.0	$25,272	1	lump sum	100%	6												25,272	0	**25,272**	**25,272**	25,272		Transfer of funds to CSOs to cover the fee of national consultant to develop training module (data collection, dissemination, management, analysis and filling AS developed form on SGBV/HP) =$10.00 * 20 days; including payment to contractural finance staff at CSO and CSO support costs	Payment/Transfer to a CSO		
5	5.1	5.1.3	Transfers and Grant to Counterparts	UNFPA	1.0	$3,030	1	lump sum	100%	6												3,030	0	**3,030**	**3,030**	3,030		Transfer of funds to CSOs for printing materials and stationary (7 Government institutions representative * 68 districts, plus 14 from 4 Dushanbe microdistricts + 14 from head of each institutions).	Payment/Transfer to a CSO		
5	5.1	5.1.3	Transfers and Grant to Counterparts	UNFPA	1.0	$75,625	1	lump sum	100%	6												75,625	0	**75,625**	**75,625**	75,625		Transfer of funds to CSOs to cover expenses of training participants and hired national trainer (s): (7 Government institutions representatives * 68 districts, plus 14 from 4 Dushanbe microdistricts + 14 from head of each institutions) =505 persons; 1. Transportation expenses: 505 people * $25 (round trip)=$12,625. Total travel costs should remain as it is if we assume that those who live close enough to the training venue need to travel 5 days. 2. Reduced DSA (not including lunch): 350 people * 4 days * $45.00 (regional centers rate) =$63,000 (per-one day training cost $15,750 for 33 training)	Payment/Transfer to a CSO		
5	5.1	5.1.4	Transfers and Grant to Counterparts	UNFPA	1.0	$1,512	1	lump sum	100%	6												1,512	0	**1,512**	**1,512**	1,512		Transfer of funds to CSOs for printing of certificates of completion: 504 certificate * $3	Payment/Transfer to a CSO		
5	5.1	5.1.5	General Operating and Other Direct Cost	UNFPA	1.0	$20,000	1	lump sum	100%	7												10,000	10,000	**20,000**	**20,000**	10,000	10,000	Fuel and maintenance cost of UNFPA vehicle (100 days * $200)	Other		
5	5.1	5.1.6	Travel	UNFPA	1.0	$27,000	1	lump sum	100%	5												27,000	0	**27,000**	**27,000**	27,000		Monitoring visit of Project activities by Programme Analyst and Admin Finance and UNFPA driver, including fuel cost (3 persons * $90 * 100 days within 2 years)	Other		
5	5.1	5.1.7	General Operating and Other Direct Cost	UNFPA	1.0	$600	2	Lump sum	100%	7												600	600	**1,200**	**1,200**	600	600	COMMUNICATIONS: Project visibility costs	Other		
5	5.1	5.1.8	Transfers and Grant to Counterparts	UNFPA	1.0	$14,380	1	Lump sum	100%	6												14,380	0	**14,380**	**14,380**	14,380		Transfer of funds to the AS for: 1) Training for AS staff in the region on filling newly developed SGBV/HP form and collecting SDG 5.2. data DSA for training participants and hired national trainer (68 staff across the country, plus 8 from 4 Dushanbe microdistricts +8 from head of each institutions * 1 day training in four regional centers * $90) = 84 persons. It is assumed that in each 33 training above at least one participant should be the representative of AS which will support trainer in above training to filling form session (2 hour session) =84 per. *$90 = $7560; 2) Average transportation costs for AS staff on SGBV/HP filling form (68 districts branch of AS, plus 8 from 4 Dushanbe microdistricts +8 from head of each institutions) = 84 persons * $20 = $1680; 3) Printing forms: 170 * $2 = $340; 4) Payment to contractural finance staff at AS: $600 * 8 months = $4800;	Transfer to Government/Regional Body		
5	5.1	5.1.3	Transfers and Grant to Counterparts	UNFPA	1.0	$48,000	1	Lump sum	100%	6												48,000	0	**48,000**	**48,000**	48,000		Transfer of funds to CSOs to cover expenses of training participants and hired national trainer (s): (7 Government institutions representatives * 68 districts, plus 14 from 4 Dushanbe microdistricts + 14 from head of each institutions) =505 persons; 1. Rent of hall: 33 trainings * $160 per day * 4 days= $23,760 (per-one day training cost $720); 2. Catering services: $12 (lunch and 2 coffee-breaks) * 4 days * 505 people= $24,240 (per one-day training cost: $6,060 for 33 training)	Payment/Transfer to a CSO		
5	5.1	5.1.3							100%													0	0	**0**	-	0					
5	5.1	5.1.3							100%													0	0	**0**	-	0					
5	5.1	5.1.3							100%													0	0	**0**	-	0					
5	5.1	5.1.3							100%													0	0	**0**	-	0					
5	5.1	5.1.3							100%													0	0	**0**	-	0					
5	5.1	5.1.3							100%													0	0	**0**	-	0					
5	5.1	5.1.3							100%													0	0	**0**	-	0					
			Sub-Total Activity 5.1.3:																			0	0	**205,419**	**10,600**	**216,019**	**216,019**	**205,419**	**10,600**				
			Activity 5.1.4: Based on the tools and indicators developed under this Pillar, strengthen the capacity of women's rights advocates and CSOs to collect incidence data, including qualitative data, on SGBV, with a focus on groups facing intersecting forms of discrimination for evidence based monitoring and reporting (CEDAW, UPR).																														
5	5.1	5.1.4	Contractual Services	UNWOMEN	1.0	$5,000	1	per training	100%	4												5,000	0	**5,000**	**5,000**	5,000		Training in Dushanbe – 20 participants from districts SC service providers on EVAWG	Other		
5	5.1	5.1.4	Supplies, Commodities, Materials	UNWOMEN	1.0	$500	1	lump sum	100%	2												500	0	**500**	**500**	500		Documenting and printing	Other		
5	5.1	5.1.4	General Operating and Other Direct Cost	UNWOMEN	6.0	$30	8	per session	100%	7												1,440	0	**1,440**	**1,440**	1,440		Stationary, meals during mentorship sessions in 6 disctricts	Other	YES	BL has changed fromSupplier, Comodity, Materials (2) to General Operating (7) since line will cover expenditure for stationary. UNDM requirements to use this Budget Category for this expenditures
5	5.1	5.1.4	Contractual Services	UNWOMEN	3.0	$600	12	months	100%	4												21,600	0	**21,600**	**21,600**	21,600		3 local Experts on Istanbul Convention on the rights of Women with disabilities establich network of local experts (NGOs and private training to 10 WROs and sectoral NGOs (such as WWU/ WLHV, etc.) in 6 districts on SGBV and VAWG data management (during 12 months, including travel costs)	Payment to an Individual Consultant		
5	5.1	5.1.4	Equipment, Vehicles, and Furnitures	UNWOMEN	1.0	$2,000	10	set	100%	3												20,000	0	**20,000**	**20,000**	20,000		Provision of 10 sectoral NGOs and WROs with equipment and software for data management	Other		
5	5.1	5.1.4							100%													0	0	**0**	-	0					
5	5.1	5.1.4							100%													0	0	**0**	-	0					
5	5.1	5.1.4							100%													0	0	**0**	-	0					
5	5.1	5.1.4							100%													0	0	**0**	-	0					
5	5.1	5.1.4							100%													0	0	**0**	-	0					
			Sub-Total Activity 5.1.4:																			0	0	**21,940**	**0**	**48,540**	**48,540**	**48,540**	**0**				
			Sub-Total Output 5.1:																			**26,600**	-	**330,007**	**12,600**	**369,207**	**369,207**	**356,607**	**12,600**				
Sub-Total OUTCOME 5:																						**26,600**	-	**330,007**	**12,600**	**369,207**	**369,207**	**356,607**	**12,600**				
OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG																															
Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels																															
			Activity 6. 1.1: Specific needs of groups facing multiple and intersecting forms of SGBV advocated for during Parliament Zero-hearings by graduates of the School of Gender Advocates																														
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWOMEN	12.0	$120	10	per day	100%	6												14,400	0	0	**14,400**	**14,400**	14,400		Specialy tailored programme – "School" of Advocates for ending SGBV for selected CSOs members will be established with engagement of best speakers (national and int.) on the key topic related to prevention & elimination of SGBV for 15-20 students- CSOs, selected based on competitive process. The graduates will become SGBV elimination advocates during 12 representatives of local CSOs travel to Dushanbe from the districts for preparatory work/ information sessions, 1 overnight, 10 times	Payment/Transfer to a CSO	YES	Budget category has changed from Travel (5) to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$120	10	days	100%	6												1,200	0	0	**1,200**	**1,200**	1,200		Local expert's fee for preparation and conducting of 10 information sessions and related materials and data for 12 representatives of CSOs in Dushanbe to take part at zero-hearings in Parliament	Payment/Transfer to a CSO	YES	Budget category has changed from contractual services (4) to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWOMEN	12.0	$5	10	per set	100%	6												600	0	0	**600**	**600**	600		Design/ printing of evidence based materials and data, 10 times x 12 participants	Payment/Transfer to a CSO	YES	Budget category has changed from Supplier, Comodity, Material (2) to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$200	10	days	100%	6												2,000	0	0	**2,000**	**2,000**	2,000		Hall rent for informational and preparatory sessions, 10 times x 1 working day	Payment/Transfer to a CSO	YES	Budget category has changed from contractual services (4) to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWOMEN	1.0	$8,000	1	per delivery	100%	6												8,000	0	0	**8,000**	**8,000**	8,000		PA web-page of the School materials will be developed and made accessible to wide audience and handed over to CWPA GoT (or its' branches) for ownership. Hosting and maintenance of the website.	Payment/Transfer to a CSO	YES	Budget category has changed from contractual services (4) to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWOMEN	12.0	$30	10	participants	100%	6												3,600	0	0	**3,600**	**3,600**	3,600		Meal during 10 sessions	Payment/Transfer to a CSO	YES	Budget category has changed from contractual services (4) to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.1																				0	0	**0**							
6	6.1	6.1.1							100%													0	0	**0**	-	0					
6	6.1	6.1.1							100%													0	0	**0**	-	0					
6	6.1	6.1.1							100%													0	0	**0**	-	0					
			Sub-Total Activity 6.1.1:																			**29,800**	**0**	**0**	**0**	**29,800**	**29,800**	**29,800**	**0**				
			Activity 6. 1.2: Support to strengthen the women's movement and gender advocates for leading changes at legislative and institutional levels, as well as transformation of social norms and behaviours towards EVAWG.																														
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWOMEN	20.0	$30	10	participants	100%	6												3,000	3,000	0	**6,000**	**6,000**	6,000		Brainstorming sessions as a platform for CS women activists and CSO working in different sectors jointly develop a Multi-sectoral Civil Society Strategy to Leading Change on EVAWG (representing different areas – youth, HIV, Human Rights, Women with disabilities, etc.) for ensuring the coherence and uniting CS movement for EVAWG (one-day workshop with participation of 20 activists in 10 sessions)	Payment to a Consultancy Company	YES	Budget category has changed to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWOMEN	10.0	$170	10	participants	100%	6												5,000	12,000	0	**17,000**	**17,000**	17,000		DSA and travel (10 participants x 8 times)	Other	YES	Budget category has changed to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWOMEN	10.0	$90	10	ticket	100%	6												2,000	7,000	0	**9,000**	**9,000**	9,000		Airticets (10 participants) Sogd- Dushanbe round trip	Other	YES	Budget category has changed to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWOMEN	1.0	$150	14	days	100%	6												1,000	1,100	0	**2,100**	**2,100**	2,100		Invited local experts (7 times) SSA	Payment to an Individual Consultant	YES	Budget category has changed to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWOMEN	1.0	$6,200	3	times	100%	6												18,600	0	**18,600**	**18,600**	18,600		Invited international experts (3 times) SSA, incl. fee DSA and trawel for int. experts (3 times x 3 days)	Payment to an Individual Consultant	YES	Budget category has changed to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.2	Transfers and Grant to Counterparts	UNWOMEN	1.0	$1,000	10	event	100%	6												4,000	6,000	0	**10,000**	**10,000**	10,000		Materials, translation, printing	Other	YES	Budget category has changed to Transfers and Grants to Counterparts (6) as a result of competitive selection through the Call for Proposals of an NGO as a Responsible Party to implement activity
6	6.1	6.1.2							100%													0	0	**0**	-	0					
6	6.1	6.1.2							100%													0	0	**0**	-	0					
6	6.1	6.1.2							100%													0	0	**0**	-	0					
			Sub-Total Activity 6.1.2:																			**15,000**	**0**	**47,700**	**0**	**62,700**	**62,700**	**62,700**	**0**				
			Activity 6. 1.3: Support civil society actors' initiatives as part of implementation of the Strategy Leading Change on EVAWG																														
6	6.1	6.1.3	Transfers and Grant to Counterparts	UNWOMEN	1.0	$144,000	1	lump sum	100%	6												144,000	0	**144,000**	**144,000**	144,000		Technical and financial support to CS activists and CSOs -Lump sum to 6 leading CSOs for implementation of the Civil Society Strategy to Leading Change on EVAWG. Financing will be done through the project call and signing the agreement with selected 6 CSOs. As per consultations with with CSOs, it was confirmed that there is no real women movement in the country – which suppose to be a key driving force for demanding EVAWG (low scale/ fragmentation/ working in silos). EVAWG needs stronger consolidation of civil society to be effective on EVAWG. Thus at the request from CSOs, the project will help and provide a Platform for CS activists to come together and to develop Civil Society Strategy to Leading Change on EVAWG, including defining CSOs capacity needs on transformative leadership. This transformative leadership approach helps to reveal root beliefs and attitudes – from where CSO can think of solutions on how to change. Strategy implies joint actions that needs to be implemented, including innovative approaches. This funds are required to support joint CS initiatives, that will be developed through strategizing process. It is important that critical scrutiny that will be made during Strategy preparation and defined solutions will be then implemented by CS-women activists, including representatives of different groups and sectors (WWD, HIV, youth, rural women, abandoned wives, single mothers) in partnership with government agencies. Provision of financial and technical support to CSOs' initiatives aiming at experimenting new approaches of advocating for/promoting demand for change within society / communities / family relations leading to Knowledge management through systematic documentation of practice, including observation of processes, difficulties, enabling factors, defining lessons learned. Process: networking, strategizing, definition of proposed solutions, support in joint implementation (RFP/procurement process)	Payment/Transfer to a CSO	YES	($18,000) Reduction of amount for COVID-19 outreach campaign under activity 6.1.3 from UNDG 6 to 4

6	6.1	6.1.3	Contractual Services	UNWOMEN	1.0	$38,100	1	lump sum	100%	4										38,100		0	0	**38,100**	**38,100**	38,100		Re-profiling of messages in context of COVID-19 (development and production), and provision of services via media (TV/Radio/ dissemination of printed leaflets); identification of women and girls-survivors of violence, and refering of te identified survivors to relevant services.	Payment to a Consultancy Company	YES	($18,000) for COVID-19 outreach campaign in Act 6.1.3 (12,000) from Act 6.1.4 to 6. 1.3 for capacity building RCS volunteers (8,100) from pillar 3 to Act. 6.1.3 for capacity building of RCS volunteers
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
6	6.1	6.1.3							100%													0	0	**0**	-	0					
			Sub-Total Activity 6.1.3:																	**38,100**	**0**	**144,000**	**0**	**182,100**	**182,100**	**182,100**	**0**					
			Activity 6.1.4: Support CSO participation in CEDAW&UPR process																													
6	6.1	6.1.4	Contractual Services	UNWOMEN	1.0	$11,000	1	lump sum	100%	4												11,000	0	**11,000**	**11,000**	11,000		Expert meetings, collection of data and analysis, consultations, training on HR reporting, drafting analytical reports,	Other	YES	(2,000) Reallocation on Act. 6.1.4 (same UNDG 4) for SGBV consultant (17,000) - (5,000) reallocation from Act. 6.1.4 UNDG 6 to Pillar 4 Act 4.2.1; (12,000) Reallocation from Act 6.1.4 UNDG 6 to Act 6.1.3 4 to capacity building and training of IP RCS volunteers
6	6.1	6.1.4	Travel	UNWOMEN	1.0	$17,065	1	lump sum	100%	5												17,065	0	**17,065**	**17,065**	17,065		Travel costs for participants during CEDAW Committee sessions (GVA & airtkt)	Other	YES	(935,35) Reduction in Act 6.1.4 - UNDG 5 to 2 - for printing and PPE -(12,000) Reduction from Act 6.1.4 from UNDG 5 to Pillar 4 (Act 4.2.1, UNDG 1) for support of staff overtime of 6 crisis centers/shelters
6	6.1	6.1.4	Contractual Services	UNWOMEN	1.0	$0	1	lump sum	100%	4												0	0	**0**							
6	6.1	6.1.4	Contractual Services	UNWOMEN	1.0	$2,000	1	lump sum	100%	4										2,000		0	0	**2,000**	**2,000**	2,000		Consultant on sexual and gender-based violence referral mechanism (SGBV Consultant)	Payment to an Individual Consultant	YES	Reduction of amount for a national consultant to develop materials for COVID-19 Response
6	6.1	6.1.4	Supplies, Commodities, Materials	UNWOMEN	1.0	$935	1	lump sum	100%	2										935		0	0	**935**	**935**	935		Provide necessary hygiene facilities for women: Protective masks made of dense cotton /gauze material, two-layer, reusable. Printing information material on COVID-19	Other	YES	Re-allocation from Pillar 6. Activity 6.1.4, BL Travel ($935,35) and change of UNDG BG from 5 (travel) to 2 (Supplier, Comodities, Materials), toProvide necessary hygiene facilities for women: Protective masks made of dense cotton /gauze material, two-layer, reusable, as response to covid-19.
6	6.1	6.1.4							100%													0	0	**0**	-	0					
6	6.1	6.1.4							100%													0	0	**0**	-	0					
6	6.1	6.1.4							100%													0	0	**0**	-	0					
6	6.1	6.1.4							100%													0	0	**0**	-	0					
6	6.1	6.1.4							100%													0	0	**0**	-	0					
			Sub-Total Activity 6.1.4:																	**2,935**	**0**	**28,065**	**0**	**31,000**	**31,000**	**31,000**	**0**					
			Activity 6.1.5: Facilitate knowledge-exchange and capacity building of CSOs representing groups focusing on multiple and intersecting forms of discrimination of violence (focus on LGBTQ), sex workers, people with disabilities) through strengthening strategic program management and fundraising abilities, ability to document cases of SGBV for evidence based advocacy at the national and global level (CEDAW).																														
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	2.0	$500	1	persons	100%	6												1,000	0	**1,000**	**1,000**	1,000		Transfer of funds to CSOs for mentoring of the vulnerable groups, sex worker, disability rights organizations - $500 * 2 persons	Payment/Transfer to a CSO	No	Changes in the description part to rephrase the activity as per the latest changes in the CPD
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$39,610	1	lump sum	100%	6												39,610	0	**39,610**	**39,610**	39,610		Transfer of funds to CSOs for organizing training on Project management planning (project cycle, tools for project formulation, MEL, fundraising for SW, People with Disabilities, vulnerable groups in Dushanbe, inlcuding facilitators fee, DSA, transportation costs, lunch, coffee-breaks, rent of venue, stationary, printing and CSO support costs.	Payment/Transfer to a CSO	Yes	Changes in the description part to remove a very detailed/restrictive information and increase in the unit cost
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$4,700	1	lump sum	100%	6												4,700	0	**4,700**	**4,700**	4,700		Transfer of funds to CSOs for cross visits of representatives of various CSOs (focus on SW, vulnerable groups) and PWD) from rural areas to learn the experience of Dushanbe-based CSOs and their organizational management best practices as part of mentorship	Payment/Transfer to a CSO	No	Changes in the description part to remove a very detailed/restrictive information
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$3,960	1	trainings	100%	6												3,960	0	**3,960**	**3,960**	3,960		Transfer of funds to CSOs for organizing training on documenting the cases of violences against SW and SGBV in Dushanbe, inlcuding facilitators fee, DSA, transportation costs, lunch, coffee-breaks, rent of venue, stationary, printing and CSO support costs.	Payment/Transfer to a CSO	Yes	Changes in the description part to remove a very detailed/restrictive information and duration
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$3,960	1	trainings	100%	6												3,960	0	**3,960**	**3,960**	3,960		Transfer of funds to CSOs for organizing training on documenting the cases of violences against People with Disabilities and SGBV in Dushanbe, inlcuding facilitators fee, DSA, transportation costs, lunch, coffee-breaks, rent of venue, stationary, printing and CSO support costs.	Payment/Transfer to a CSO	Yes	Changes in the description part to remove a very detailed/restrictive information and duration
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$3,965	1	trainings	100%	6												3,965	0	**3,965**	**3,965**	3,965		Transfer of funds to CSOs for organizing training on documenting the cases of violences against vulnerable groups and SGBV in Dushanbe, inlcuding facilitators fee, DSA, transportation costs, lunch, coffee-breaks, rent of venue, stationary, printing and CSO support costs.	Payment/Transfer to a CSO	Yes	Changes in the description part to remove a very detailed/restrictive information and duration
6	6.1	6.1.5	Contrecthal Services	UNFPA	1.0	$1,500	1	lump sum	100%	4												1,500	0	**1,500**	**1,500**	1,500		US$ 1,500.00 honoraria for IEC development Development of IEC materials that simply and graphically specify what to do in SGBV cases for dissemination during the selected public events and technical meetings for advocacy purposes	Payment to an Individual Consultant		
6	6.1	6.1.5	Contractual Services	UNFPA	1.0	$2,000	1	lump sum	100%	4												2,000	0	**2,000**	**2,000**	2,000		Consultancy fee for development of module on resource mobilization/strategic, operational and project management planning (project cycle, tools for project formulation, follow-up and evaluation, fundraising for NGOs) - US$ 2,000.00;	Payment to an Individual Consultant	Yes	Changes in the description part, UNDG category, unit cost and delivery modality as this activity will be implented by UNFPA directly
6	6.1	6.1.5	Transfers and Grant to Counterparts	UNFPA	1.0	$20,000	1	lump sum	100%	6												20,000	0	**20,000**	**20,000**	20,000		Transfer of funds to CSOs for grants for open calls for project proposals to organizations focusing on LGBTQ, sex workers, and disability rights for implementation of small scale projects related to SGBV - $5000 * 4 grants = $20000;	Payment/Transfer to a CSO		
6	6.1	6.1.5	Contrecthal Services	UNFPA	1.0	$4,400	2	years	100%	4												8,800	0	**8,800**	**8,800**	8,800		Printing of IEC materials that simply and graphically specify what to do in SGBV cases for dissemination during the selected public events and technical meetings for advocacy purposes	Other	No	Changes in the description part to remove a very detailed/restrictive information and duration
			Sub-Total Activity 6.1.5:																	**0**	**0**	**89,495**	**0**	**89,495**	**89,495**	**89,495**	**0**					
			Activity 6.1.6: Support the functioning of the CS-NRG to advise the Spotlight Country Programmes and advocate and partner for the realisation of its objectives.																													
6	6.1	6.1.6	Contractual Services	UNWOMEN	1.0	$5,000	1	lump sum	100%	4										5,000		0	0	**5,000**	**5,000**	5,000		Facilitate the work of CS-NRG – support meetings and travelling of members as required and ensure means for NRG to effectively provide meaningful input to the programme - and its members on the Steering Committee	Other	YES	Decrease ammount ($10000) for other UNGM Categories: 1) 5000 - translation servise; 130 - stationary; 1670 - Printing&Devine (UNDG Category changed from 4 to 2); 3200 - Internet (UNGM changed from 4 to 7)
6	6.1	6.1.6	Supplies, Commodities, Materials	UNWOMEN	1.0	$5,000	1	lump sum	100%	2										1,000		4,000	0	**5,000**	**5,000**	5,000		Translation services	Other	YES	
6	6.1	6.1.6	General Operating and Other Direct Cost	UNWOMEN	1.0	$3,200	1	lump sum	100%	7										3,200		0	0	**3,200**	**3,200**	3,200		Internet CSO	Other	YES	
6	6.1	6.1.6	Supplies, Commodities, Materials	UNWOMEN	1.0	$130	1	lump sum	100%	2										130		0	0	**130**	**130**	130		Stationary	Other	YES	
6	6.1	6.1.6	Supplies, Commodities, Materials	UNWOMEN	1.0	$1,670	1	lump sum	100%	2												1,670	0	**1,670**	**1,670**	1,670		Printing and Devine of CSO publication	Other	YES	
6	6.1	6.1.6							100%													0	0	**0**		0					
6	6.1	6.1.6							100%													0	0	**0**	-	0					
6	6.1	6.1.6							100%													0	0	**0**	-	0					
6	6.1	6.1.6							100%													0	0	**0**		0					
6	6.1	6.1.6							100%													0	0	**0**	-	0					
			Sub-Total Activity 6.1.6:																	**9,330**	**0**	**5,670**	**0**	**15,000**	**15,000**	**15,000**						
			Sub-Total Output 6.1:																	**95,165**	-	**314,930**	-	**410,095**	**410,095**	**410,095**	-					
Sub-Total OUTCOME 6:																				**95,165**	**0**	**314,930**	**0**	**410,095**	**410,095**	**410,095**	-					
Total PROGRAMME OUTCOME COSTS:																				**248,815**	**0**	**3,136,231**	**234,365**	**3,619,411**	**3,619,411**	**3,385,046**	**234,365**					
B. PROGRAMME MANAGEMENT COSTS (Project Office cost) ***Cost for all outcomes combined. Should not exceed 18% of total Programme Outcome Costs.***																												See additional clarifications below the table				
UNDP																																
N/A	N/A	N/A	Staff and Personnel	UNDP	0.1	$21,270	24	month	100%	1												0	25,524	**25,524**	**25,524**	0	25,524	5% of Deputy Representative time for policy advisory, oversight, quality assurance and approval functions performed specifically for this project (PS)			
N/A	N/A	N/A	Staff and Personnel	UNDP	0.1	$4,685	24	month	100%	1												0	5,622	**5,622**	**5,622**	0	5,622	5% of the Assistant Resident Representative/Programme Programme for policy advisory, oversight, quality assurance and approval functions performed specifically for this project (NOC)			
N/A	N/A	N/A	Staff and Personnel	UNDP	0.1	$3,876	24	month	100%	1												0	9,302	**9,302**	**9,302**	0	9,302	10% of the Governance Team Leader (NOB): Quality assurance and support in implementation of activities related to high level government officials.			
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	$2,692	22	month	100%	1												59,224	0	**59,224**	**59,224**	59,224		Local Project officer, SB4-3, Service Contract- will be in charge of overall implementation and coordination			
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	$2,692	22	month	100%	1												59,224	0	**59,224**	**59,224**	59,224		Local M&E and Reporting officer, SB4-3, Service Contract. Project Officer will be responsible for M&E, knowledge-management and performance reports. 100% funded by SI			
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	$1,903	11	month	100%	1												20,933	0	**20,933**	**20,933**	20,933		Local Communication Officer, SB4-3, Service Contract will be responsible for implemintaion of visibility and outreach activities. 100% will be funded by SI			
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	$1,243	24	month	100%	1												14,916	14,916	**29,832**	**14,916**	14,916		Local Project Assistant, SB-3, Service Contract.(jan 2020 - dec 2021) to provide support to implementation team on administrative issues, logistics and financial administration			
N/A	P	N/A	Contractual Services	UNDP	1.0	$37,000	1	month	100%	4												37,000	0	**37,000**	**37,000**	37,000		PRSP/UNDING: $24,000 Int.Consultant to deisgn CPD; $13000 -SI related docs translation; $2000 - miscellaneous			
N/A	P	N/A	Contractual Services	UNDP	1.0	$40,000	1	lumpsum	100%	4												40,000	0	**40,000**	**40,000**	40,000	0	PRSP/UNDING: from the RCO - Inception coordinator to bridge the gap until the Programme coordinator is recruited			
N/A	C	N/A	Contractual Services	UNDP	1.0	$40,000	1	lumpsum	100%	4												40,000	0	**40,000**	**40,000**	40,000	0	COMMUNICATION/VISIBILITY: hire photographers, video, etc REVIEW			
N/A	C	N/A	Contractual Services	UNDP	1.0	$51,451	1	lumpsum	100%	4												51,451	0	**51,451**	**51,451**	51,451	0	COMMUNICATION/VISIBILITY: printing materials, TV and radio, etc REVIEW			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	$454	24	month	100%	7												0	10,896	**10,896**	**10,896**	0	10,896	Office rent and maintenance; 2. Cost of communication (connectivity charges; 3. Sundries; 4. OPC			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	$214	24	month	100%	7												0	5,136	**5,136**	**5,136**	0	5,136	Translation/publication			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	$72	24	month	100%	7												0	1,728	**1,728**	**1,728**	0	1,728	Vehicle running cost			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	$47	24	month	100%	7												0	1,128	**1,128**	**1,128**	0	1,128	Stationary			
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNDP	1.0	$213	24	month	100%	3												0	5,112	**5,112**	**5,112**	0	5,112	Purchase and maintenenc of IT equipment/furniture			
			Sub-Total UNDP																	-	-	**322,748**	**79,364**	**402,112**	**402,112**	**322,748**	**79,364**					
UNFPA																																
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.1	$53,300	2	year	100%	1												0	10,660	**10,660**	**10,660**	0	10,660	Assistant Representative (NOC) oversight function - 10% of time allocated by staff member for oversight of all UNFPA SP activities (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	$31,662	2	year	100%	1												63,324	0	**63,324**	**63,324**	63,324		Salary of Programme Analyst on Gender (NOA): 100% will be covered from SP funds. Dedicated staff for whole coordination and implementation of SP in UNFPA.			
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	$34,634	2	year	100%	1												69,268	0	**69,268**	**69,268**	69,268	0	MONITORING: Salary of M&E Programme Associate (G7). 100% from SP for UNFPA M&E and reporting and supporting RCO M&E Focal Point for the whole SP.			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$45,300	2	year	100%	1												0	18,120	**18,120**	**18,120**	0	18,120	Salary of Programme Analyst on Reproductive Health (NOB): 20% of time allocated by staff member for management of performance of SP activities and responsible for Pilars 2, 3, 4 in UNFPA (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$38,000	2	year	100%	1												0	15,200	**15,200**	**15,200**	0	15,200	Salary of Programme Analyst on Population Development (NOB): 20% of time allocated by staff member for management of performance of SP activities in Pilar 1 (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$37,000	2	year	100%	1												0	14,800	**14,800**	**14,800**	0	14,800	Salary of Programme Analyst on Youth/HIV (NOA): 20% of time allocated by staff member for management of performance of SP activities related to Pilars 1 and 6 in UNFPA (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$35,000	2	year	100%	1												0	14,000	**14,000**	**14,000**	0	14,000	Salary of Advocacy and Communication Associate (G7): 20% of time allocated by staff to support UNFPA Spotlight communication related activities (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$26,000	2	year	100%	1												0	10,400	**10,400**	**10,400**	0	10,400	Salary of Programme Assistant (GS/2): 20% of time allocated by the staff member for support in implemntation of SP activities (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$35,000	2	year	100%	1												0	14,000	**14,000**	**14,000**	0	14,000	Salary of Admin/Finance Associate (GS7): 20% of time allocated by staff for finance and administrative tasks related to Spotlight management (in kind agency contribution)			
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	$22,320	2	year	100%	1												44,640	0	**44,640**	**44,640**	44,640		Salary of Project Admin/Finance Assistant (SB3/G5): 100% from SP for operational management and administrative support of the SP in UNFPA			
N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	$15,000	2	year	100%	1												0	6,000	**6,000**	**6,000**	0	6,000	Salary of Driver (G2/G5): 20% of time allocated by the staff member to provide support in implementation of SP activities (in kind contribution of UNFPA)			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	1.0	$8,825	2	year	100%	7												0	17,650	**17,650**	**17,650**	0	17,650	Operating Costs: services, emergency, local UNOG			
N/A	P	N/A	Contractual Services	UNFPA	1.0	$9,000	1	year	100%	4												9,000	0	**9,000**	**9,000**	9,000		PRSP/UNDING: Expenses for conducting meeting with multi-stakeholders and other SP related expenses			
N/A	N/A	N/A	Travel	UNFPA	1.0	$5,000	2	year	100%	5												10,000	0	**10,000**	**10,000**	10,000		MONITORING: Monitoring and Evaluation activities/Field monitoring visits			
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNFPA	1.0	$3,351	2	year	100%	3												0	6,702	**6,702**	**6,702**	0	6,702	Equipment (laeaptfurniture)-Equipment and furniture for UNFPA team working on Spotlight Implementation (including Programme Analyst on Gender (NOA) and Project Admin/Finance Assistant (GS))			
N/A	N/A	N/A							100%													0	0	**0**		0					
N/A	N/A	N/A							100%													0	0	**0**	-	0					
			Sub-Total UNFPA																	-	-	**196,232**	**127,532**	**323,764**	**323,764**	**196,232**	**127,532**					
UNWOMEN																																
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$1,320	24	month	100%	7										2,640		29,040	0	**31,680**	**31,680**	31,680	0	Premises			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$300	24	month	100%	7											1,800	5,600	1,800	**7,200**	**7,200**	3,600	3,600	Utilities			

N/A	N/A	N/A	Supplies, Commodities, Materials	UNWOMEN	1.0	$100	24	month	100%	2									250		2,150	0	2,400	2,400	2,400	0	fuel		YES	BL has changed from General Operating (7) to Supplier, Comodity, Materials (2) since line will cover expenditure for fule. UNGM requirements to use this Budget Category for this expenditures
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$50	24	month	100%	7											1,200	0	1,200	1,200	1,200	0	Maintenance of project office equipment (refill of cartridge; servicing printers etc)			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$2,688	3	DA	100%	7									1,647		2,385	4,032	8,064	8,064	4,032	4,032	IT service		YES	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$915	3	DA	100%	7									1,209		167	1,372	2,745	2,745	1,373	1,372	UNDSS		YES	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$885	3	DA	100%	7									600		733	1,322	2,655	2,655	1,333	1,322	Bank charge		YES	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$40	24	month	100%	7											960	0	960	960	960	0	WiFi		YES	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$25	24	month	100%	7									160		440	0	600	600	600	0	Stationery		YES	
N/A	N/A	N/A	Contractual Services	UNWOMEN	1.0	$2,695	24	months	100%	4									25,872		25,872	12,936	64,680	64,680	51,744	12,936	National Programme Manager (PROGRAMME COORDINATOR) SPOTLIGHT MANAGER SC; SB4		YES	BL has changed from Staff and Personnel (1) to Contractual Services (4) since line will cover expenditure for Service contract holders. UNGM requirements to use this Budget Category for this expenditures
N/A	N/A	N/A	Contractual Services	UNWOMEN	1.0	$1,918	24	months	100%	4									23,016		23,016	0	46,032	46,032	46,032		PROJECT OFFICER SC SB4		YES	BL has changed from Staff and Personnel (1) to Contractual Services (4) since line will cover expenditure for Service contract holders. UNGM requirements to use this Budget Category for this expenditures
N/A	N/A	N/A	Contractual Services	UNWOMEN	0.2	$1,400	24	months	100%	4									3,360		3,360	0	6,720	6,720	6,720		FIN ADMIN ASSISTANT SB3-Q1 20%		YES	BL has changed from Staff and Personnel (1) to Contractual Services (4) since line will cover expenditure for Service contract holders. UNGM requirements to use this Budget Category for this expenditures
N/A	N/A	N/A	Travel	UNWOMEN	1.0	$7,834	2	years	100%	5									1,000		14,667	0	15,667	15,667	15,667		MONITORING: Travel and DSA of project team to ensure monitoring of field activities (in 3 regions of Tajikistan)			
N/A	N/A	N/A	Equipment, Vehicles, and Furnitures	UNWOMEN	1.0	$3,000	2	years	100%	3									7,585		-1,585	0	6,000	6,000	6,000		Equipment (laeaptfurniture)-Equipment and furniture for UN Women team working on Spotlight implementation			
N/A	P	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$2,000	1	lump sum	100%	7									2,000		0	0	2,000	2,000	2,000		PREFUNDING - - CONFIRMED: services to cover expenses for the multi-stakeholder meetings and civil society (in Dushanbe and districts).		YES	BL has changed from Contractual Services (4) to General Operating (7) since line will cover expenditure for organisation meeting. UNGM requirements to use this Budget Category for this expenditures
E	E	N/A	Contractual Services	UNWOMEN	1.0	$45,794	1	lump sum	100%	4											45,794	0	45,794	45,794	45,794		MID-TERM EVALUATION			
E	E	N/A	Contractual Services	UNWOMEN	1.0	$45,794	1	lump sum	100%	4											45,794	0	45,794	45,794	45,794		THEMATIC/PERIODIC EVALUATION			
		Sub-Total	UNWOMEN																69,336	1,800	197,594	21,462	290,192	290,192	266,930	23,262				
UNICEF																														
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	$12,500	24	months	100%	1											0	30,000	30,000	30,000	0	30,000	Deputy Representive P4 (10%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.5	$3,338	24	months	100%	1											40,056	0	40,056	40,056	0	0	National officer NoB-VAC and Gender Focal Point (50%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	$13,000	24	months	100%	1											0	31,416	31,416	31,416	0	31,416	Chief section learning - P4 -10%			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	$13,500	24	months	100%	1											0	32,400	32,400	32,400	0	32,400	MONITORING: Chief mBe-P4 -10%			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	$3,664	24	months	100%	1											0	8,798	8,798	8,798	0	8,798	National Officer NoB - Early childhood developemnt (10%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.4	$2,933	24	months	100%	1											28,157	0	28,157	28,157	28,157	0	National officer NoB - Skills and innovation (40%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.3	$3,000	24	months	100%	1											0	21,600	21,600	21,600	0	21,600	National Officer NOB - Communication for Development Office (25%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	$3,500	24	months	100%	1											0	4,200	4,200	4,200	0	4,200	Adolescents Specialist-NoC (5%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	0.5	$2,666	24	months	100%	1											28,793	0	28,793	28,793	28,793	0	MONITORING: National Monitoring Officer, NOB (45%)			
N/A	N/A	N/A	Staff and Personnel	UNICEF	1.0	$1,100	24	months	100%	1											26,400	0	26,400	26,400	26,400	0	DRIVER, GS2 (100%)			
N/A	N/A	N/A	General Operating and Other Direct Cost	UNICEF	0.1	$14,000	24	months	100%	7											0	33,600	33,600	33,600	0	33,600	Rent of premisses 10%			
N/A	P	N/A	Contractual Services	UNICEF	1.0	$98,916	1	time	100%	4											98,916	0	98,916	98,916	98,916	0	PREFUNDING: BASELINE STUDY			
N/A	N/A								100%												0	0	0	-	0	0				
N/A	N/A								100%												0	0	0	-	0	0				
N/A	N/A	N/A							100%												0	0	0	-	0	0				
N/A	N/A	N/A							100%												0	0	0	-	0	0				
		Sub-Total	UNICEF																-	-	222,322	162,014	384,336	384,336	222,322	162,014				
UNDP																														
N/A	RCO	N/A	Contractual Services	UNDP	1.0	$4,202.0	4	month	100%	4											14,707	0	14,707	14,707	14,707	0	RCO: Programme coordinator - SB-5. Responsible for the overall programme coordination, technical coherence, consolidation of reporting, liaison with the government		YES	Savings period (January-August 2020)-36,084 USD
N/A	RCO	N/A	Contractual Services	UNDP	1.0	$2,296	4	month	100%	4											8,036	0	8,036	8,036	8,036	0	RCO: SB3-4 Programme Specialist responsible for supporting overall coordination - reports to RC (through Programme coordinator)		YES	Savings from position Savings period (January-August 2020)15, 362 USD
N/A	RCO	N/A	Staff and Personnel	UNDP	0.3	$3,375	24	months	100%	1											0	20,250	20,250	20,250	0	20,250	RCO: 25% of RCO RBM Specialist - contribution to the programme			
N/A	RCO	N/A	Staff and Personnel	UNDP	0.3	$3,375	24	months	100%	1											0	20,250	20,250	20,250	0	20,250	RCO: 25% of the RCO Communication Officer - contribution to the programme			
N/A	RCO	N/A	Equipment, Vehicles, and Furnitures	UNWOMEN	1.0	$10,000	1	lumpsum	100%	3											10,000	0	10,000	10,000	10,000	0	Equipment and furniture for Programme coordinator and Coordination assistant		YES	
N/A	RCO	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$15,000	1	lumpsum	100%	7											15,000	0	15,000	15,000	15,000	0	RCO: Supporting coordination events - Steering Committees. Includes cost of premises, translation services etc.		YES	BL has changed from Contractual Services (4) to General Operating (7) since line will cover expenditure for organisation meeting. UNGM requirements to use this Budget Category for this expenditures
N/A	RCO	N/A	General Operating and Other Direct Cost	UNWOMEN	1.0	$9,196	1	lumpsum	100%	7											9,196	0	9,196	9,196	9,196	0	Costs related to presence of RC Office staff - e.g. use of vehicles, payment of office space in the RC office - services provided by UNDP to RCO (through SLA)		YES	Savings from staff costs allocated to this line to cover two additional positions
N/A	RCO	N/A	Contractual Services	UNWOMEN	1.0	$1,437	12	month	100%	4											17,248	0	17,248	17,248	17,248		Communication specialist - SB3/1 UNWOMEN		YES	Total savings from SB-5 and SB-3 positions - 51, 446 USD. Position of Communica 5;cialist was established
N/A	RCO	N/A	Contractual Services	UNWOMEN	1.0	$1,437	12	month	100%	4											17,248	0	17,248	17,248	17,248		M&E Officer - SB3/1 UNWOMEN		YES	New position of M&E Officer was created from savings of SB-5 and SB3 positions
N/A	RCO	N/A	Contractual Services	UNDP	1.0	$5,583	3	month	100%	4											16,750	0	16,750	16,750	16,750		SI Programme Coordination Consultant (Ariana)		YES	Payment for Programme Coordination Consultant was made from the savings of SB-5 and SB 3 positions
N/A	N/A	N/A	Contractual Services	UNWOMEN	1.0	$4,202	12	months	100%	4													50,424	50,424			Transfer of SB5 to UNW in V2 due to changes in technical coherence role and accountability structure			
N/A	N/A	N/A	Contractual Services	UNWOMEN	1.0	$2,296	12	month	100%	4													27,552	27,552			Transfer of SB4 to UNW in V2 due to changes in technical coherence role and accountability structure			
N/A	N/A	N/A							100%														-	-						
N/A	N/A	N/A							100%												0	0	0	-	0					
N/A	N/A	N/A							100%												0	0	0	-	0					
N/A	N/A	N/A							100%												0	0	0	-	0					
N/A	N/A	N/A							100%												0	0	0	-	0					
		Sub-Total	UNDP																0	0	108,185	40,500	148,685	220,661	186,161	40,500				
		TOTAL PROGRAMME MANAGEMENT COSTS:																	69,336	1,800	1,047,082	430,872	1,549,090	1,627,066	1,194,394	432,672				
		TOTAL DIRECT PROGRAMME COSTS																	318,151	1,800	4,183,313	665,237	5,168,501	5,246,477	4,579,440	667,037				
		Indirect Programme Support Costs (7%)																	22,271	-	292,832	46,567	315,102	320,561	320,561					
			TOTAL COSTS																340,422	1,800	4,476,144	665,237	5,483,603	5,567,038	4,900,000	667,037				