

Joint SDG Fund
PORTOFLIO ON INTEGRATED SOCIAL PROTECTION AND LNOB

Joint Programme 2020 Annual Progress Report

Template

Cover page

Country: Bangladesh

Joint Programme title: Enhancing social protection for female tea garden workers and their families in Sylhet Division

Short title: Social protection for tea workers

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Budget (Joint SDG Fund contribution): USD 2 million

Overall budget (with co-funding): USD 2 million

Annual Financial Delivery Rate (= Total JP expenditures / transferred funds x 100%): 60%

Rate of Committed Funding (= Total JP commitments / transferred funds x 100%): 80%

Short description of the Joint Programme (max 1 paragraph):

Through this joint programme, the Government of Bangladesh and four UN agencies, will enhance social protection for female tea garden workers and their families in Sylhet Division, one of the most left behind population groups of the country. They will enjoy strengthened and more coordinated access to national social protection coverage and local social services, in a more empowering and non-discriminatory environment contributing to decent work. Building on existing Government and private sector efforts and agency programmes, a policy shift is expected to be achieved with this partnership-focused initiative. It will consist of Government progressively strengthening coordination of social safety nets and social services and enhancing regulation of service provision by tea garden owners who perform functions as direct duty bearers for basic social services, notably health, as well as for education. On the ground, the women, who make up about 65% of the approx. 360,000 tea garden workers, and their families, as well as trade unions, will be more empowered to claim their rights to social protection and development, information and participation, as well as labour rights.

Executive summary

Having started as planned in January 2020, the Joint Programme (JP) was impacted by the change in social and economic conditions that have emerged as a result of Covid-19, beyond the initial health crisis and fallout. The Partner UN Organizations (PUNOs) have repurposed its planned interventions in the context of COVID-19 and a revised work plan was submitted to UN SDG Joint Fund secretariat on 6 May 2020. The repurposed interventions have increased the awareness level on COVID-19 precautionary measures and health safety among tea garden workers. The PUNOs have advocated with Bangladesh Tea Association (Employers) and government for increasing the tea garden families as target for social safety coverages, social services, health services and livelihood options during this pandemic induced crisis. The PUNOs have adopted webinar platforms for delivering the interventions as well as maintained COVID-19 precautionary measures in person events. The JP has significantly contributed to accelerate the SDG 1.3, 3.1 5.2, 4.5, 8.5 & 16.9 in the first year.

The policy and legislation amendment recommendations from the series of studies and research of the JP have established the basis for intensifying the national and regional level policy advocacy and dialogues for coordinated and streamlined social protection policy strengthening and service delivery interventions. For instance, ILO has completed an extensive review of existing legislation and policies on Bangladesh National Social Security Strategy 2015, Bangladesh Labour Act 2006 (Amended 2013 & 2018) and other relevant policies and laws on education, health and women advancement. The review study report identified the inequalities and systematic drivers of exclusion towards tea garden workers and their families in accessing institutional services and social protection benefits in line with life-cycle framework. The policy brief will be prepared based on the review study recommendations for influencing relevant policy/legislation amendment. UNFPA has conducted an ethnographic survey to assess knowledge, attitudes, and practice of the tea garden population against the output indicators of the program as well as to understand the social and cultural behavior of the targeted population located under three districts of Sylhet division. UNFPA has also facilitated a study on COVID-19 in 25 selected Teagarden health facilities, exploring the perception, practices, challenges, and recommendations on the pandemic prevention and data recording system among the health care providers, managers, and community people in the tea gardens. UN Women has conducted a study to assess the impacts of Covid-19 on women tea garden workers, their family members, and their communities. The study was captured the gendered socio-economic impacts of the COVID-19 on the daily life of women tea garden workers in the existing situation. Study showed that, there is a huge gap in decision-making power among the male and female respondents in terms of family matter and community decision. The study found that before COVID-19, only 15% of the female respondents participated in the decision-making process, compared to 38% of men. However, after COVID-19, the participation of both men and women decreased. UNFPA facilitated development of a framework/strategy for existing data coordination on the tea garden workers and shared it with concerned stakeholders for feedback to finalize this framework. BTA, BCSU and relevant government departments will be able to monitor the situation of tea garden workers through this framework.

The female tea garden workers including BCSU leaders enhanced their life skills, bargaining and negotiation capacity and claimed their rights to development, health, education, information and decent work during the first year. They also took part in the biennium collective agreement consultation processes with more information and knowledge. The biennium collective agreement 2019-2020 between Bangladesh Cha Shramik Union (BCSU) and Bangladesh Tea Association (BTA) concluded with ensuring basic benefits and increase of daily wages for tea garden workers. The employers committed to increase the benefits and leadership role of women workers in the agreement.

A. Annual Progress

A.1 The overall approach

Broader context and JP changes

The COVID-19 pandemic and its social and economic consequences are dramatically altering the trajectory towards achieving the Sustainable Development Goals (SDG), including for the 360,000 tea garden workers and family members in Bangladesh. The impact of the pandemic on Bangladesh's social and economic fabric as a whole is considerable, and the space for policy dialogue and empowerment of discriminated and vulnerable groups in society has shifted from human rights based approach to service delivery. A recent Government of Bangladesh and UNICEF study reveals that the average income of households fell by 19 per cent during the crisis. As a result of COVID-19, the national poverty rate is set to rise to 34 per cent, leaving over one-third of all people in poverty (an increase of 15.4 percentage points). Overall, 41 per cent of children under 15 years are believed to be living below the national poverty line after the crisis. Loss of livelihoods and reductions in income will force many families to adopt potentially damaging coping strategies, affecting child nutrition, developmental health and well-being¹. In the case of the tea gardens, since the situation of workers, especially women, is already lagging behind other populations, it is likely that the effect will also be notable. Another concerning development is that study² suggests that in Bangladesh overall, the rate of violence against women and girls has increased during the pandemic due to lockdown measures, although data for the tea gardens where lockdown measures were not implemented have yet to become available.. Bangladesh government has increased annual budget allocations (2020-2021) and COVID-19 stimulus packages for social security schemes. While the health impact had not directly affected the tea garden workers due to isolation of their communities from the outside world, the overall weak state of the health system and lack of access by marginalized communities has been exposed during the crisis. The pandemic brought to the fore the persistent and long-standing structural and institutionally challenges in the tea sector, including the lack of a functioning system of information sharing, participation empowerment, preventative health risk mitigation and protection action. The recent studies have also mentioned about poor access to quality health care by the women teagarden workers and leads to high maternal mortality in the teagardens of Bangladesh. In addition to the direct impact that COVID-19 had on people across Bangladesh, pandemic created significant additional pressure on the country's already overburdened social service delivery systems and weak social protection services, exacerbating the vulnerabilities of the people. The Joint Programme in collaboration with the government agencies and NGO partners has been working to improve access to social services such as health, nutrition, child protection. The JP is also addressing gender-based violence (GBV) and advocate for shock-responsive social protection services. It will contribute to minimize the impact of the ongoing pandemic on tea workers and their families including children.

The overall approach of JP has remained unchanged despite the challenges of COVID-19. The JP is working to strengthen systems and mechanisms to ensure a sustainable approach for providing resources by the concerned government authority and local government agencies. The needs of Tea Garden workers will be reflected in the national and local level plans through Gender Responsive Planning and Budgeting (GRPB). This would create opportunities for PUNO's and relevant stakeholders to advocate for allocating more resources for the social protection of Tea Garden workers.

Ensuring that JP remains strategic and catalytic

The JP has facilitated inter-agency discussions to advocate expanded and universal Social Protection, particularly focusing on vulnerable and marginalized communities and contributed to the development of Immediate Socio-Economic Recovery Framework (ISERF), Common Country Assessment (CCA) and Development Partner's common narrative on social protection. JP Task Team members have actively participated in the discussions to inform the 8th National Five year plan and continued advocacy for adoption of a holistic approach **integrating basic social services with social protection** measures to reduce the vulnerability of the disadvantaged community including tea workers and their families.

¹ UNICEF, An Assessment of the Economic Fallout of COVID19 and Emergency Social Protection in Bangladesh, 2020

² UN Women, Assessment report on socio-economic condition of tea garden worker during the COVID-19

In 2020 Gender Equality Theme Group (GETG) co-chaired by UN women and UNFPA in coordination with UN system ensured a strong gender mainstreamed Common Country Assessment informed by the voice of women and girls and securing Gender Equality and Gender Based Violence (GBV) as a targeted Strategic Priority in the UNSDCF. The UNCT is formulating a Gender Responsive Business Operations Strategy supported by the GETG as part of the accountability committed by UNCT under the gender scorecard.

While the countrywide lockdown was underway and there was no scope for having face to face meetings with implementing agencies and tea gardens, the JP embarked on alternative communication channels like conference calls, video conferencing, endeavoring to keep the coordination process uninterrupted. The repurposed interventions mostly focused on health and life saving awareness raising sessions among tea garden workers particularly women, adolescent, older and Persons with Disabilities and children. For instance, dissemination of COVID-19 precautionary messages through posters, leaflet, miking, telecasting video clips through local television dish channel, displaying billboards and promote COVID-19 friendly sexual and reproductive health services in the teagarden facilities for the pregnant teagarden women. Besides, COVID-19 related information was collected from the teagarden facilities during the pandemic period. For instance, UN Women conducted a Gender equality analysis on the socio-economic impact of COVID-19 on the lives of women tea garden workers and their family members. The study has drawn recommendations that link to HCCT Bangladesh nationwide socio-economic needs assessment. Study revealed a huge gap in decision-making power among the male and female respondents in terms of working, buying/ selling assets/ visiting relatives/ migration/ accessing healthcare, etc. Male respondents still hold a lot of power when it comes to these types of decisions. Even in cases such as having another child, children attending school, the marriage of sons/daughters, and sexual and reproductive health, female respondents have less decision-making power than their male counterparts do.

The JP adopted innovative strategies for delivering the repurposed interventions during the COVID-19 pandemic. For instance, the JP organized virtual consultations with its key stakeholders considering the COVID-19 induced restrictions of movement, maintaining physical distancing and health safety. PUNOs oriented Bangladesh Cha Shramik Union (BCSU) on virtual platform technologies; BCSU experienced such meetings for the first time. The Tea Garden Database was developed, mostly using virtual technology to contain detailed information including the number of women workers in each of the selected Tea gardens. In the beginning, it was challenging but gradually people got familiar and used to give out information for the database. It will be used for conducting studies, group formation among the women workers and monitoring the progress of implementation. The information was collected in close collaboration with BCSU, Panchayat members, Local Government representatives and tea garden workers.

The PUNOs and Resident Coordinator's Office (RCO) have organized weekly virtual meeting of the Task Team during this pandemic for steering the day-to-day implementation of the programme and provide updates to Head of Agencies and the UN RC for further advocacy at higher level of government and employers' organizations.

There was no other re-alignment of the JP over the past year other than formal repurposing for the COVID-19. This repurposing was aligned with national strategic priorities to combat with COVID-19. The Gender Equality analysis was contributed to the planning process of the Government of Bangladesh to address the needs of vulnerable women workers in the tea gardens to take preventive measures for COVID-19. The Programme is relates to the National 7th Five-Year Plan's goal 'Reduction of inequality and extreme poverty' through social protection, equal access to health services, addressing child and maternal malnutrition, gender equality and family planning, National Social Security Strategy and its Action Plan; the Sustainable Development Goals (SDGs)- 1,3, 4, 5,8 and 16; and the United Nations Development Sustainable Development Cooperation Framework (UNCDF) 2021-2025.

Bangladesh UNCT developed Immediate Socio-Economic Response Framework (ISERF) to COVID-19 to mitigate the COVID-19 pandemic induced multidimensional impacts on people of Bangladesh. It strives to ensure that the most vulnerable groups are protected, and the country can make a sound recovery and continue its progress towards its development goals, including Agenda 2030. The plan will be embedded in the current United Nations Development Assistance Framework (UNDAF) 2017-2020, which was extended for a year to 2021, and will be aligned with the Government of Bangladesh's Eighth Five Year Plan and the Sustainable Development Goals (SDGs). The ISERF is firmly anchored in a whole of the society approach, and the principles of leaving no one behind, and building back better. The ISERF is operationalized across five critical pillars on which the UN SDG joint programme team members contributed from each agency to address the

marginalization of tea garden communities. The successful implementation of ISERF will certainly benefit the tea garden workers particularly in accessing social protection services.

A.2 Update on priority issues

SDG acceleration

- JP is supporting to accelerate the implementation of the SDGs in Bangladesh with selected SDGs (1, 3, 4, 5, 8 & 16). The SDGs are localized by the government with selected indicators measured by the national SDG framework. Each of the SDGs are deeply interconnected and interdependent.
- Increased self-management skills of women Tea garden workers through training on leadership, gender equality issues, empowerment of women, team building and negotiation etc. Transformative leadership of women workers is building through training, "gender talk" and dialogue among the workers, Tea gardens authority and Government officials for claiming their rights. It is directly contributing to the SDG Global target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- The policy and legislation review study report particularly National Social Security Strategy 2015, Bangladesh Labour Law 2006 and other relevant laws notably education, health, women and children's affairs policies identified the gaps and challenges in reaching the tea garden communities. The results of the review study report will be disseminated for influencing the government and Bangladesh Tea Association (BTA) for necessary changes and adjustments including funding models. The continuous policy advocacy and influence will contribute to SDG indicators 8.5 and 8.8.
- Continuous building awareness and providing knowledge to the women teagarden workers through different awareness sessions, courtyard meetings improved the overall access to the quality SRHR services in the teagarden facilities. Teagarden community include the local leader, panchayat members were aware and capacitated to ensure timely access to health care services for their workers, referral of the complicated pregnant mothers to better facilities for management. Those directly contribute to the SDG 3 by reducing maternal mortality *ratio to less than 70 per 100,000 live births*. Moreover, this JP contribution indirectly to reduce the burden of maternal morbidity by improving the access and rights to quality services of the female teagarden workers.
- The developed database framework will contribute to systems strengthening, data and evidence generation, increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data which will subsequently facilitate the key actors of the tea garden to conduct policy dialogue and coordination, advocacy, participation, empowerment, and equity responsive delivery. The result of these initiatives will contribute to the acceleration of the progress towards the SDGs goal particularly SDG 1.3.

Vulnerable groups

- JP working with female tea garden workers are the most vulnerable group in Bangladesh. The JP reached out to different groups of female tea garden workers, Persons with Disabilities BCSU leaders and their family members through various interventions.
- Bangladesh Tea Association, tea garden managers, government officials including Youth, Social Welfare, Cooperative, Department of Inspections for Factories and Establishment (DIFE), Department of Labour (DoL), Women and Children Affairs department and divisional office oriented on the joint programme.
- The Panchayat committee is playing a very vital role to raise the voice and highlights the rights of tea garden women workers in the different dialogue sessions. The project is regularly organizing meetings with them every month. The main point of discussion was highlighted on the special needs of the tea garden women workers in the Covid 19 situation including access to quality health care services.
- Discussion meetings were held with the 13 Union Parishad/Local governments institutions where 5 Union parishad's chairpersons and members were present. In these meetings the issues and problems of female tea garden workers were discussed.
- As part of the observation of 16 days of activism against violence against women and girls, different initiatives have been undertaken by engaging the relevant stakeholders in the tea gardens.
- The pregnant and lactating tea women workers were also targeted for delivering the joint programme interventions particularly for individual awareness raising sessions during Antenatal, delivery and post-natal care including family planning;

- Tea garden women identified with genital fistula (debilitating maternal morbidity) of tea gardens catchment areas in Sylhet division were referred to the tertiary facilities/specialized hospital for better treatment. All women received psychosocial and mental health counselling support as a part of rehabilitation for their disabilities. Moreover, fistula suffered women received need-based rehabilitation support to improve their quality of life due to disability;
- The children aged 2 to 4 years benefitted through development and care giving support with this JP. The primary school system will be strengthened through capacity building, inclusion of vulnerable areas in monitoring system and support as implementation of interactive pre-primary and primary level pedagogy.
- Continuing 23-day care centers. Due to COVID-19 pandemic, the interventions shifted to home based for the development of children.
- Health care providers working in the teagarden community were targeted in this JP by developing their skills and knowledge to provide quality Sexual Reproductive Health (SRH) services and data documentation on SRHR and COVID 19 in their garden facilities.
- Health service providers (tea gardens and GoB health facilities) and local government institution (Union Parishad) Secretaries were oriented on updated birth registration process
- Female teagarden workers were received awareness on access to health care services in the facilities, sexual and reproductive health issues etc.
- Female teagarden workers and local panchayat members were provided knowledge and information on COVID-19
- Adolescents were made aware of adolescent health issues in the teagardens.
- Panchayet, valley and central level Bangladesh Cha Shramik leaders enhanced their negotiation skills and as a result, they took part in the biennium collective bargaining consultations. The biennium collective agreement 2019-2020 concluded with increasing the daily wage BDT. 120 earlier it was BDT. 102
- Additionally, UNICEF one of PUNOs in collaboration with Unilever has supported vulnerable tea garden communities with necessary cleaning agents (e.g., soap, liquid handwash, detergent etc.) in order to equip them to combat the COVID-19 outbreak in the gardens.

Overall the JP targeted 2,750 Individuals in 2020 as per log frame and reached 6,585 individuals with 5,055 female (77%) and 89 PWDs directly and indirectly 360,000 tea garden workers reached through this joint programme. Additionally the JP reached 30,000 tea garden workers and their families with support of Unilever.

Gender marker

The focus of this JP is enhancing social protection measures for the female tea garden workers and their family members. Therefore, Gender equality issues and empowerment of women are the major thrust of this intervention. Gender is mainstreamed through these activities as follows:

- PUNOs provided support to Bangladesh Cha Shramik Union to organize "Gender talk" for changing social norms and gender stereotypes and contribute to a positive and respectful work environment through women's solidarity. Through these sessions on "Gender talk", women groups have better understanding on the information on various social services provided in the Tea gardens and build capacity to express their needs to duty bearers.
- PUNOs took initiative to build leadership capacity of women workers to increase their self-management skills. The training sessions are including transformative leadership skills, power structure in gardens, local government structure and roles, Gender Based Violence (GBV), service provision in education and health facilities, social protection scheme etc. These are enhancing their bargaining and negotiation skill with garden and local government authority.
- PUNOs provided capacity-building support to local and national Government officials on Gender Responsive Planning and Budgeting (GRPB) to address the needs of Tea garden workers in the implementation of relevant national policies (NSSS) at local and national level. An advocacy on the social protection and gender equality concern of the Tea garden workers and their family members will be conducted to reflect their needs in the national planning and budgeting.
- Policy and legislation review study ensured women and men participation during the consultation, interview and focus group discussions. The study also reviewed relevant policies, legislation and international human rights instruments related to women rights.

- The Training Need Assessment (TNA) also mainstreamed the gender analysis. The purpose of the TNA was to assess the training needs of tea communities particularly women and girls; Based on ten priority trades and occupations the JP will provide skills training in the 2021
- The PUNOs endeavored several initiatives for achieving gender parity in education.
- PUNO has organized for partners’ staff on “protection against Sexual Exploitation and Abuse (PSEA) and providing continues technical support for strengthening the policy commitments and preparedness of partners for reducing gender-based disparities and violence against women and children.
- PUNOs through its implementing partner conducted and internal baseline for understanding the current state of women and children in the tea gardens using a set of indicator in line with JP programme framework. This baseline data will help to track the progress against the expected results.

Human rights

- JP is grounded in government commitment to achieve sustainable development, notably the SDGs, which are part of the rights-based policy framework, Agenda 2030. It is anchored in a commitment to implement the eight core human rights treaties that Bangladesh is a State party to–International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic and Social Rights (ICESR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Convention on the Rights of Children (CRC), Convention on the Rights of Persons With Disabilities (CRPD), Convention On the Elimination of Racial Discrimination (CERD), Convention Against Torture (CAT) and Convention on the Protection of the Rights of All Migrant Workers (CMW) and the commitment to implement ratified ILO conventions and recommendations of the intergovernmental Human Rights Council’s Universal Periodic Review.
- PUNOs incorporated the ILO conventions and recomendations to Bangladesh under-C098-Right to Organize and Collective Bargaining Convention, 1949, C087-Freedom of Association and Protection of the Forced Labour Convention, 1930, C105-Abolition of Forced Labour Convention, 1957, C107-Indigenous and Tribal Populations Convention 1957, C111-Discrimination in Respect of Employment and Occupation, 1958, C102-Social Security (Minimum Standards) Convention, 1952 etc, through the capacity building training sessions, awareness raising and workshops.
- PUNOs actively applied recommendations of CEDAW Committee with regards to labour rights as well as for women with disabilities.;
- PUNOs also incorporated information on CRC while raising awareness among the tea garden communities
- Focus has been given to right of women tea garden workers to access quality sexual and reproductive health by PUNOs.

Partnerships

- JP is being implemented in partnership of Ministry of Labour and Employment (MoLE) as focal ministry with policy guidance from Economic Relations Division under the Planning Ministry and SDG Coordinator’s Office under the Prime Minister’s Office. The MoLE serves as the platform and coordinator for the joint programme.
- Four UN Agencies have legal agreement with Bangladesh government to have their missions and vision in Bangladesh. According to these legal provisions each PUNO has to take approval from the respective focal ministry including Economic Relations Divisions under the Ministry of Planning.
- PUNOs are also working with Bangladesh Tea Association (BTA) of the tea garden owners and business representatives. BTA has contributed to successful implementation of the programme by providing access to the tea gardens and engaging in constructive national dialogue with government, Bangladesh Cha Shramik Union and the UN and beneficiaries/rights holders on the reform and improvement of social protection system, system strenghtening, and service delivery functions.
- Bangladesh Cha Shramik Union contributed to the policy dialogue and be a strategic partner in women’s empowerment and serving as a platform for representation.
- PUNOs are implementing the project activities in partnership with five Civil society organizations/Non-government organiations particularly CIPRB, IPDS, Oxfam, BTS and FIVDB for better coordination and reaching the target communities in the tea garden.

Strategic meetings

Type of event	Yes	No	Comments
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JP launch event	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<i>JP Launch event organized in divisional and national level through webinar and in person in October and November 2020</i>
Annual JP development partners'/donors' event*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<i>The JP launch and meeting was scheduled in December 2020 but due to unavailability of DPs it was shifted to 24 January 2021. During the reporting period the JP DPs has organized successfully. It will be reported in the Q1.</i>

Funding and financing

- UNICEF one of PUNOs in collaboration with Unilever has supported the vulnerable tea garden communities with necessary cleaning agents (e.g., soap, liquid handwash, detergent etc.) in order to equip them to combat the COVID-19 outbreak in the gardens. As part of this collaboration 30 tea gardens with an estimated 30,000 tea workers and their families have been benefitted.
- UNICEF initiated day care center for the 2 to 4 years of children even before the launch of this joint UN SDGs project and replicated this good practice in other gardens under joint project.

Innovation, learning and sharing

- PUNOs formed a Joint Programme Task Team (TT) with overall coordination by UN RC Office. The JP Task Team members are expected to coordinate among the PUNOs for implementation of the programme. The JP TT closely monitors the situations of COVID-19 pandemic and keeping close contact with key stakeholders including tea garden workers. It also provides update to Head of Agencies and UN RC for further advocacy at higher level of government and employers' organization.
- PUNOs organized virtual consultations with its key stakeholders considering the COVID-19 induced restrictions of movement, maintaining physical distancing and health safety. PUNOs oriented Bangladesh Cha Shramik Union on virtual platform technologies; BCSU experienced such meetings for the first time.
- PUNOs have organized workshops and meeting with maintaining COVID-19 precautionary measures and having virtual connections of key stakeholders.
- PUNOs developed a harmonized data framework for the teagardens in consultation with the different level of stakeholders from sub-district, district, division and national level and reviewing existing documents and available data are gathering routinely.

Strategic communications

Bangladesh JP developed the following strategic communication

- Poster: Different leaflets and posters in native language have been developed and distributed among tea garden workers, officials and tea garden managers to raise awareness on COVID-19
- Flyer: Programme brief with relevant data, facts has been developed for a wider audience.
- National and Local Media exposure: The Joint programme has earned the exposure of local and national media outlets for its activities. Especially for COVID-19 awareness raising campaigns for tea workers and technical workshops for MoLE, BTA and BCSU.
- Podcast: Podcast has been developed for this programme where all the representatives of stakeholders have provided their expectations and opinions on the joint programme.
- Audio-visuals: A comprehensive video documentary has been produced describing all the aspects of this programme. This is a bilingual video content with English subtitles.
- Social Media exposure: PUNOs have published the JP content at their social media network individually. United Nations in Bangladesh, ILO, UNICEF, UNFPA and UN Women have utilized Facebook, Twitter and Instagram pages to circulate the common content of this intervention.
- Global SDG Fund's Website: Programme brief, update and blogs are frequently posted at the website.

B. Annual Results

Overall progress

- On track (expected annual results achieved)
 - Satisfactory (majority of expected annual results achieved)
 - Not-satisfactory (majority of expected annual results not yet achieved)
- Please, explain briefly:

The COVID-19 pandemic halted planned interventions of the joint programme for certain periods. The PUNOs reviewed the work plan and repurposed some of the activities in line with awareness raising and assessment of COVID-19 impact on the tea garden workers with approval of MPTF secretariat through UNRCO. The PUNOs implemented the major interventions according to revised work plan applying online and in person modality strategy. There were several national level policy advocacy initiatives which needed to organize in person those were shifted to 2021. Overall, the joint programme is on track to achieve the expected annual results.

Contribution to Fund's global results

The JP is addressing the female tea garden workers and their families, one of the most left behind population groups in Bangladesh to strengthen accessing the national social safety net and social services. It also enhances regulation of basic service provision by tea garden owners notably health, decent work and education. The initial success achieved in strategic planning and joint programming efforts was brought about by positive engagement with Bangladesh Tea Association (Employers), Bangladesh Cha Shramik Union (Union) and government and solid collaboration across the UN joint programme. These efforts focus the solid substantive foundations being put in place through engagement of key stakeholders in joint programme designing and implementation for system strengthening of national social protection services. It will accelerate progress across multiple SDGs particularly 1, 3,4,5,8 & 16 impacting 360,000 women (65% women), men and girls in Bangladesh.

Outputs and Outcomes

Despite the COVID-19 pandemic situation, the PUNOs implemented all the planned output based interventions including repurposed activities maintaining health safety and physical distance. PUNOs have planned to shift some of the interventions from 2020 work plan. The consolidated output significantly contributed to upstream policy, legislation advocacy and dialogue for increasing the social safety net and health services for tea garden workers during the COVID-19 pandemic induced crisis. PUNOs have developed a strategic framework for tea sector to harmonize the existing data generation system including private sector linking with district level government departments. This framework strengthened the capacity of BTA and government departments to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety, health, working conditions, collective agreement and empowerment of women and children. PUNOs made concerted efforts to achieve the annual outputs as per plan. The detail output based results are described below:

Output 1:

- PUNOs completed an extensive review of existing legislation and policies on Bangladesh National Social Security Strategy 2015, Bangladesh Labour Act 2006 (Amended 2013 & 2018) and other relevant policies and laws on education, health and national women advancement policy. The review study report identified the inequalities and systematic drivers of exclusion towards tea garden workers and their families in accessing institutional services and social protection benefits in line with life-cycle framework. The policy brief will be prepared based on the review study recommendations for influencing relevant policy/legislation amendment. The relevant key stakeholders particularly government will take measures to address the identified gaps and coordinate social protection services for tea garden workers their families.
- PUNOs provided capacity building training and technical support to Bangladesh Cha Shramik Union (BCSU) and closely followed up with Bangladesh Tea Association (BTA). Finally, the biennium collective agreement 2019-2020 between Bangladesh Cha Shramik Union (BCSU) and Bangladesh Tea Association (BTA) concluded for ensuring basic benefits and increase of daily wages for tea garden workers. The employers committed to increase the benefits and leadership role of women workers in the agreement.

Output-2:

- PUNOs developed a framework/strategy for data coordination of existing data on the tea garden workers and shared it with concern stakeholders (BTA, BCSU, government and other relevant person). The framework/strategy will allow the BTA and government to generate gender disaggregated data and monitor the situation of the tear garden workers particularly health, education and working environment.
- PUNOs initiated an ethnographic survey to understand the behaviors, social norms, and practices of the tea garden population. The primary objective of this study is to assess knowledge, attitudes, and practice of the tea garden population against the output indicators of the program as well as to understand the social and cultural behavior of the targeted population located under three districts (i.e. Habiganj,

Moulvibazar, Sylhet) of Sylhet division. SRHR related indicators reported in the District Health Information System (DHIS-2) were used for planning, routine implementation and follow up the progress.

- PUNOs also facilitated a study on COVID-19 in 25 selected Teagarden health facilities, exploring the perception, practices, challenges, and recommendations on the pandemic prevention and data recording system among the health care providers, managers, and community people in the tea gardens.
- PUNOs trained 133 health care providers included 69 males and 64 females on data documentation, reporting on SRHR issues and COVID-19 in the intervention tea gardens.

Output 3:

- Coordination with tea gardens management strengthened through project briefing meeting, online and informal meetings.
- Individual tea garden profiles were prepared through a field survey by the implanting agency FIVDB; For dealing with COVID-19 community awareness improved through billboard, loud speakers and courtyard sessions, 45 health service providers (Compounders, Midwives) were trained on Infection Prevention and Referral mechanism for COVID suspected cases.
- Severe Acute Malnutrition (SAM) children screened in 5 tea gardens and as many 50% of SAM children referred in the facility.
- 17 Mother's Assembly (MA) to promote on health, nutrition, WASH, Education and child protection issues including positive parenting.
- For early learning of children aged 2-4 years, 3 Day Care Centers have been established at Balisera, Sathgao and Kapnapahar tea gardens. tea garden management was very supportive in the establishment of Day Care Centers.
- 7 tea garden Managers and 8 GoB officers have been trained which enriched their knowledge on child labor, child marriage and birth registration.
- 42 health service providers (tea gardens and GoB health facilities) and local government institution (Union Parishad) Secretaries were oriented on updated birth registration process.
- 21 Community Based Child Protection Committee and 58 adolescent club members are promoting child rights in their community.
- Tea garden community and Panchayat members were linked with Union Parishad for accelerating birth registration process. The rate of inclusion of tea garden families also increased in the social protection schemes of different government department by Union Parishad.
- Continuing 23-day care centers. Due to COVID-19 pandemic, the interventions shifted to home based for the development of children considering COVID- 19 pandemic situation. As many as 335 children aged 2-4 are being benefitted through this initiative.
- 10 courtyard sessions were held on raising awareness on health, nutrition, education, child protection, water and sanitation issues maintaining social distance and household visits implemented to motivate parents and caregivers to complete the birth registration of their children.
- PUNOs hired a consultant to carry out the Training Need Assessment (TNA). The TNA results indicated that home-based income generation skills training will be easier than the apprenticeships and on-the-job industry training. Group selection would be preferable to train on a particular occupation like: cattle rearing and tailoring etc. While the informal apprenticeships training and on-the-job industry training would require concurrence from the Master Crafts Persons (Ustads) and enterprise/industry respectively. Skills training should be based on 'competencies' with integrated knowledge, skills and attitude to perform a job effectively, whether it is self or wage employment. The consultant identified ten feasible and employable occupations and trades had been identified that will help create employment for the most underprivileged groups of the tea gardens of Sylhet region including women, youth and adolescents.

Output 4:

- JP reached the targeted 1514 women teagarden workers and raised awareness through 263 courtyard sessions by the garden volunteers on rights and access to SRHR services and care during pregnancy, delivery and post-natal period at 25 teagardens. The JP also included the joint participation of the field level govt. health care providers in those sessions. As a result, teagarden women's capacity to access SRH services including family planning and other services has been enhanced. Moreover, Grievance mechanism for access to SRHR services was established in selected teagardens and 12 cases were successfully mitigated.
- 50% of clients who came to seek services were satisfied with the health services received from the tea garden and public facilities. 25 satellite clinics at the teagardens have uninterrupted supply of FP commodities without any stock-outs. 62 genital fistula cases (neglected maternal morbidity) were

identified and referred to the higher facility for management. In 2020, 36% (n=378) increases in facility deliveries in the facility level in compare to 2019

- 1469 adolescents were aware on adolescent health issues on 103 awareness sessions in the 25 gardens. Teagarden volunteers with the support of field level government health care providers and local panchayat have conducted those sessions. 89 awareness sessions were conducted with 1401 teagarden workers (21%) included 1060 women and 341 men to build their capacity on prevention sexual health, women's rights issue, STDs/ HIVs, gender based violence etc. Local community leaders, panchayat were engaged in building their capacity on rights to access to SRH services for the women teagarden workers in 25 intervention gardens.

Output 5:

- Women workers of the Tea gardens raised their voice against gender-based violence and claiming their human rights and services to the duty bearer and service providers. Under the JP PUNOs are building transformative leadership among women workers including training on self-management skills, gender equality and women's empowerment issues. Women worker groups are formed in 25 tea gardens to run "Gender Talk" - A learning session on gender equality and women's empowerment issues that run by the women leaders of tea gardens. The selected President/Secretary of each women group of 25 tea gardens in Sylhet Division received training on "Women Leadership" and facilitation skills to conduct the same learning sessions for 625 women workers of the 25 tea gardens.
- A study was conducted to assess the impacts of Covid-19 on women tea garden workers, their family members, and their communities. The study captured the gendered socio-economic impacts of the COVID-19 on the daily life of women tea garden workers.. Study showed that, there is a huge gap in decision-making power among the male and female respondents in terms of family matter and community decision.
- PUNOs organized one capacity building workshop on Gender Responsive Planning and Budgeting (GRPB) on 2 December 2020. The workshop was designed for the local Government officials of relevant ministries and department in Sylhet Division. A total of thirty (30) participants were present at the workshop with eighteen (18) government representatives of Sylhet division, representatives of the four PUNO's and implementing partners were also present at the workshop. This workshop contributed to develop common understanding of relevant government officials on GRPB to increasing social protection measures for the tea garden workers and allocated more resources for them.
- A two-day training on self-management skills held at the Chanbag tea estate where 15 women tea garden workers and 10 adolescents participated. The main objective was to raise awareness and build capacities of the women workers and adolescent group on life skills and issue related to improving the working and living conditions.
- 25 meetings have been organized with Panchayat committee (local Government committee at tea gardens) where 527 participants attended (70% female and 30 % male). In these meetings the issues and problems of female tea garden workers were discussed. In response to the crisis and challenges of tea garden workers, the committee members assured to take necessary actions for appropriate measures.
- As part of the observation of 16 days of activism against gender-based violence, 25 courtyard meetings, 30 awareness sessions on gender and human rights issues of tea gardens and discussion with different groups of peoples were held in 25 tea gardens where more than 800 people (500 tea garden women workers and 300 adolescents) participated.
- Arranged 49 meetings with tea gardens women workers at 25 selected gardens on safety net program of local government institute (LGIs) and awareness messages on Covid-19. Total 417 teagarden women workers and adolescents participated in these meetings.
- 522 panchayet, valley and central level Bangladesh Cha Shramik leaders of which 224 women (43%) enhanced their negotiation skills and as a result, they took part in the biennium collective bargaining consultations. The biennium collective agreement 2019-2020 concluded with increasing the benefits and entitlements.

Workplan

JP workplan was modified

JP workplan was not modified

Explain briefly: Due to COVID-19 the joint programme work plan was modified in consultation with MPTF Secretariat through UNCO. The modified work plan repurposed some of the interventions to

reinforce the social protection measures and COVID-19 precautionary measures towards tea garden workers by the Bangladesh Tea Association (BTA) and government.

C. Plan for the Next Year of implementation

Next year

The Joint Programme will shift the pending interventions that were planned in 2020 into the 2021 plans.

Output 1:

- PUNOs will trigger the regional and national level consultations with key stakeholders particularly Ministry of Labour and Employment, Ministry of Social Welfare, Economic Relations Division (ERD), relevant ministries and department, Bangladesh Tea Association (BTA) and Bangladesh Cha Shramik Union (BCSU) on the intensive policy & legislation review findings and recommendations.
- The joint programme will also intensify the dialogue between Bangladesh Cha Shramik Union and Bangladesh Tea Association for developing the bipartite action plan for full implementation of the biennium collective agreement 2019-2020 and provide technical support for beginning the 2021-2022 collective agreement process. Based on the 2020 experience and lessons, the workshops, meetings and dialogues will be organized in two modalities (in person and online) for ensuring participation of the key target population

Output 2:

- PUNOs will conduct a meeting with tea garden managers/ BCSU and Panchayet members on data collection template that will be endorsed subsequently in technical meeting at national level. In addition, PUNOs will organize 3 trainings at district level on data reporting and also conduct monitoring meeting at garden level to make sure that data is properly collected and reported. To measure the effectiveness of developed framework, PUNOs will conduct an evaluation to understand the effectiveness of developed framework.
- The government and Bangladesh Tea Association have increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children

Output 3:

- PUNOs will focus on building capacities of service providers (health workers, teaching staff, members of Union Parishad (local government institutions) and service facilities to enhance quality services, right holders will be made aware of their basic rights through community engagement and mobilizations. Advocacy with Union Parishads will continue to ensure inclusion of tea garden population in the social protection services.
- Arrangement of 4 Labor room, Labor Ward, ANC/PNC and nutrition corner with WASH facility in the tea garden health facility. It is expected that 65% of tea garden health facilities will have increased capacities to provide Ante Natal Care (ANC), Post-natal-care (PNC) and nutrition counseling to pregnant and lactating women
- Strengthening capacity of health facilities for ANC PNC service through improved equipment
- Capacity building of 120 tea garden health and nutrition service providers and GOB field workers on Maternal, Newborn, Child and Adolescent Health (MNCAH), Maternal Parental Death Surveillance Review (MPDSR), ANC PNC and nutrition package
- Strengthening of Referral System and support for institutional delivery for every mother through meeting at each Upazila (local government body) between health department and TG health service providers
- Ensuring Death Notification and Verbal Autopsy by Health department and Tea-gardens Health Workers
- Orienting the use of Non-pneumatic Anti Shock Garment (NASG) at tea garden and government health facilities
- Screening and referral of SAM children to the UHC/DH, Growth Monitoring and Promotion, record keeping of EPI drop out children
- Capacity building of 25 tea garden schoolteachers on Pre-Primary Education and child centered methodology package
- Strengthening academic supervision and institutional monitoring by government Education officials (UEO, URC and DPEO) to the tea garden school for establishing institutional supervision and advocacy with GoB Education department for including the tea garden school in their monitoring plans

- Improving the early learning through establishing 22 Day Care Centers. At least 15 tea garden health centers connected with GoB health facilities for improved health and nutrition services
- Capacity building of 250 tea garden Managers and relevant GOB Department officials, Panchayat and parents on child labor and child marriage prevention
- Functioning of 56 Adolescent clubs and 21 CBCPC (Community Based Child Protection Committee)
- Training up 300 adolescent club members on Child Development: Child Rights Perspective and Life Skill Based Education
- Organizing Mothers assembly and courtyard meetings to promote health, nutrition, WASH, Education, child protection issues
- Hiring external consultant to develop and customize the ILO community based training (CBTree) module based on the Skills Training Need Assessment recommendations. It will train 100 persons based on the training needs assessment particularly ten (10) feasible and employable occupations and trades. It is expected that all trained participants will have their own income generation options or employment at the end of the project.

Output 4:

- PUNOs will organize awareness sessions with the women teagarden workers including pregnant women, courtyard sessions with adolescents, awareness sessions with the panchayat members. It will also develop capacity of the health care providers and volunteers in the teagardens to improve access and rights of women teagardens workers to the facility, identify fistula cases. PUNOs will facilitate to improve facility deliveries. PUNOs will also organize meeting at the district level to share the progress of the output 4 interventions.
- Organize capacity building training for DIFE, DoL, BTA, tea garden authorities and BCSU leaders on the Occupational Health and Safety compliance particularly for women tea garden workers. It is expected that participants will have mutual understanding on the roles and responsibilities of DoL and DIFE and processes of inspection in the tea gardens. The tripartite constituents will be able

Output 5:

- PUNOs will organize refreshers and capacity building training for Bangladesh Cha Shramik Union leaders at Panchayat, Valley and central level to participate in the collective bargaining consultations with tea garden authorities. The training knowledge and information will increase negotiation skills of Bangladesh Cha Shramik Union leaders to influence the BTA and government for leveraging entitlements in the biennium collective agreement 2021-2022 and finalizing Minimum Wage for tea sector.
- Organize another GRPB (Gender Responsive Planning and Budgeting) workshop with relevant government officials and other key stakeholders at national level to enhance understanding on social protection of Tea garden workers and GRPB to address their needs into the national policies, plan and strategies. A policy brief and user guideline/ module will be developed on the Social Protection and GRPB for influencing the national decision-making process. A refreshers' training will also organize with the local government officials and key stakeholders on GRPB based on the module is under process of development.
- Organize training on negotiation skills, communication skills and leadership for women leaders of Panchayat, valley, and central committee of Bangladesh Cha Shramik Union (BCSU). This training will build capacity of women leaders from Panchayat, valley, and central committee to participate effectively in the decision- making process related to tea workers wellbeing and rights.
- Finalize capacity-building packages on self-management skills (negotiation, communication, team building etc.) and customize user-friendly training materials for the women leaders. There were 3 modules drafted and tested in the field in 2020.
- Continue to support BCSU to organize "Gender Talk" once in a month for changing social norms and gender stereotypes and contribute to a positive and respectful work environment through women's solidarity. The 6 "Gender talk" sessions were conducted with tea garden women and adolescent groups and 19 sessions are planned to be held in 2021.
- Media advocacy to cover the issues identified by the tea garden women workers on the social protections and women's rights issues to influence the policy decisions in favors of the rights of tea garden workers.

Towards the end of JP implementation

At the end of the successful delivery of this joint programme, the social security system would have focused greater attention on coordinated and streamlined social protection policy with government and tea garden owners as duty bearers taking responsibility to ensure increased social protection especially for women tea

garden workers, rights holders who are left furthest behind. The women and their families will be more empowered to enjoy their rights in accordance with Bangladesh's national legal provisions international obligations, and multiple SDGs will be accelerated, notably SDGs 1, 3, 4, 5, 8, and 16. A uniform data collection template will be used at tea gardens and data will be collected and reported. Government of Bangladesh Tea Board and Bangladesh Tea Association will be able to monitor the situation of tea garden workers and their families with disaggregated data available on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children.

Risks and mitigation measures

- The COVID-19 pandemic halted lives to large extend. This emergency has created an unprecedented situation and put all agencies in a uniquely challenging environment. While the countrywide lockdown was underway and there was no scope for having face to face meetings with implementing agencies and tea gardens, the JP embarked on alternative communication channels like conference calls, video conferencing, endeavouring to keep the coordination process uninterrupted.
- The political situation of Bangladesh remains relatively stable despite labour disputes particularly in the tea sector due to lay off and reducing the salaries/wages for COVID-19 pandemic induced lockdown. The consultation process of collective biennium agreement 2019-2020 halted for several months which created unrest among Bangladesh Cha Shramik Union and organized human chain in protest of finalizing their biennium collective agreement. Finally, the collective biennium agreement concluded. The Joint Programme team organized virtual meeting with BCSU and BTA and urge BTA for conclusion the collective agreement.
- Key stakeholders are not used to coping with alternative communication and coordination mechanisms for instance webinar and because of this barrier the limited presence of government officials and key stakeholders was observed during the first year. The JP will strengthen the COVID-19 precautions measures and populate the online technologies among the tea garden authorities, government officials, tea garden workers so that they can participate in the trainings, workshops/meetings actively in the 2021.
- The level of motivation of tea garden workers and their family members to change their myth, mind-set, perception and social practices towards gender role required continuous motivational sessions. The JP will further strengthen and review its work plan for organizing series of motivational and awareness sessions in 2021.
- Subsequent to receiving support from key Government partners and the Prime Minister's SDG Adviser, the JP management was informed that it required further formal approval from the Economic Relations Division, Ministry of Finance. The UNRC Office submitted a Memorandum of Understanding (MoU) to Government on 14 February 2020. Due to COVID-19 pandemic induced lockdown, the approval process delayed. The joint programme team closely coordinated with ERD and finally the ERD convened inter-ministerial meeting on 15 October 2020 and approved the joint programme.
- Access to tea garden during the pandemic and lockdown was challenging for implementing partners and consultancy firms. As part of COVID-19 precautionary measures the tea garden authorities did not allow publicly but case to case access to gardens were allowed. The JP team members coordinated with BTA for mutual understanding of reaching tea garden workers for undisrupted communication
- PUNO's monitoring at the division and district level was interrupted due to COVID-19. The PUNOs adopted distance monitoring modalities through webinar , tele-conferencing and limited in person meeting;
- All field level implementation had to carry out considering strict health instructions on COVID-19 by the Ministry of Health.

Annex 1: Consolidated Annual Results

1. JP contribution to global programmatic results (annual)

- Provide data for the Joint SDG Fund global results (as per targets defined in the JP document).

Global Impact: Progress towards SDGs

List up to 3 main SDG targets that your Joint Programme primarily focused on in 2020

SDG: 1.3

SDG: 5.2

SDG: 8.5

Global Outcome 1: Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale

1.1 Did your Joint Programme contribute to implementation of integrated multi-sectoral policies that accelerate SDG progress in terms of scope³ in 2020?

Yes

No

Explain briefly: The JP is addressing the female tea garden workers and their families, one of the most left behind population groups in Bangladesh to strengthen and more coordination in accessing to national social safety nets and social services and enhancing regulation of basic service provision by tea garden owners notably health, decent work and education. The initial success achieved in strategic planning and joint programming efforts brought about by positive engagement with Bangladesh Tea Association (Employers), Bangladesh Cha Shramik Union (Union) and government and solid collaboration across the UN joint programme. These efforts focus the solid substantive foundations being put in place through engagement of key stakeholders in joint programme designing and implementation for system strengthening of national social protection services. It will accelerate progress across multiple SDGs particularly 1, 3,4,5,8 & 16 impacting 360,000 women (65% women), men and girls in Bangladesh.

1.2 Did your Joint Programme contribute to implementation of integrated multi-sectoral policies that accelerate SDG progress in terms of scale⁴ in 2020? (if so, brief explanation)

Yes

No

Explain briefly:

Global Output 3: Integrated policy solutions for accelerating SDG progress implemented

1.3 Number of innovative solutions tested in 2020

Total number disaggregated by % successful and unsuccessful:

Provide the list

Explain briefly:

³Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

⁴Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

1.4 Number of integrated policy solutions implemented with the national partners in lead in 2020

Total number:

Provide the list

Explain briefly:

1.5 Did your Joint Programme contribute to strengthening of national capacities to implement integrated, cross-sectoral SDG accelerators in 2020?

Yes

No

Explain briefly:

1.6 Did your Joint Programme develop a functioning partnership framework for integrated policy solutions to accelerate progress on SDGs in 2020?

Yes

No

Explain briefly:

2. Selected global performance indicators (annual)

- Provide data for aggregation at the global level of the Joint SDG Fund.

2.1. Did your Joint Programme contribute to the improvement of overall UNCT coherence in 2020?

Yes, considerably contributed

Yes, contributed

No

Explain briefly: The JP has facilitated inter-agency discussions to advocate expanded and universal Social Protection, particularly focusing on vulnerable and marginalized communities and contributed to the development of ISERF, Common Country Assessment (CCA) of social protection, Development partner's common narrative on social protection. JP Task Team members have actively participated in the discussions to inform the 8th National Five year plan and continued advocacy for adoption of a holistic approach **integrating basic social services with social protection** measures to reduce the vulnerability of the disadvantaged community including tea workers and their families.

In 2020 Gender Equality Theme Group (GETG) co-chaired by UN women and UNFPA in coordination with UN system ensuring a strong gender mainstreamed Common country analysis informed by the voice of women and girls and securing Gender Equality and Gender Based Violence (GBV) as a targeted Strategic Priority in the UNSDCF. The UNCT is formulating a Gender Responsive Business Operations Strategy supported by the GETG as part of the accountability committed by UNCT under the gender scorecard.

2.2. Did your Joint Programme contribute to reduced transaction costs for participating UN agencies in their interaction with national/regional and local authorities and/or public entities compared to other Joint Programmes?

Yes,

No

N/A (if there are no other joint programmes in the country)

Explain briefly: The four PUNOs joined-up in implementing all interventions jointly with visibility. The joint planning and coordination mechanism of the joint programme particularly regional and national level advocacy initiatives organized jointly which reduced the transaction costs.

2.3. Was your Joint Programme aligned with the UNCT Results Groups in 2020?

Yes

No

Explain briefly: The joint programme elements particularly the reinforcement of social protection coverage for tea garden workers particularly for women and men are aligned with the ISERF particularly in the pillar 2.

2.4. Did your Joint Programme secure additional funding resources in 2020?

Yes

No

Explain briefly:

3. Results as per JP Results Framework (annual)

- Present annual JP results in the following template

Result / Indicators	Baseline	Expected 2020 target	2020 Result	Reasons for variance from planned target (if any)	Expected 2021 target	Expected final target (if different from 2021)
<i>Outcome 1: By 2021, tea garden workers and their families, especially women, enjoy increased social protection and access to quality public services, notably health, as well as education and decent work, in a safer and more empowered environment.</i>						
Outcome 1 indicator						
Outcome 1 indicator						
Output 1.1 Government has improved capacity to identify, address the gaps and coordinate social protection policies, Bangladesh Labour Act and other relevant laws, and to prioritize actions for tea garden workers, particularly women.						
Output 1.1 indicator Analysis completed to identify coherence, attention to discriminatory provisions and gender equality in Bangladesh Labour Act 2018, NSSS and other relevant laws and policies by end of 2020	-Existing Amended Bangladesh Labour Act 2018 -Bangladesh Health policy -Bangladesh Labour Rules 2015 -National Social Security Strategy 2015 Education policy Health policy National Action Plan on Violence against Women and Children, 2018	Gap Analysis report of relevant laws and policies completed by mid-2020 joint advocacy workshops/national discussions organized on proposed policies and laws amendment by end of 2020	Completed policy gap analysis Shifted to 2021 due to COVID-19 pandemic;	Due to COVID-19 pandemic the study duration took longer than anticipated maintaining safety and physical distance	Number of joint advocacy workshops/national discussions organized on proposed policies and laws amendment by end of 2021	

	National Action Plan on Child Marriage					
Output 1.1 indicator legislation/policies amendment proposals prepared on Bangladesh Labour Act, Bangladesh Labour Rule, NSSS including relevant laws and policies	Baseline will be finalized after the study/assessment report		Nil		A set of legislation/policy brief prepared by end of 2021	
Indicator 1.3 Increased number of tripartite/bipartite action plans between BTA, BCSU, MoLE and relevant ministries/department to address the identified gaps and challenges of relevant laws and policies and prioritize actions for tea garden, particularly women by end of 2020	Tripartite action plan is not available	Tripartite/bipartite action plans prepared covering decent work and gender issues including education and health sectors by end of 2020	Did not implement	Due to COVID-19 pandemic	Tripartite/bipartite action plans prepared covering decent work and gender issues including education and health sectors by end of 2021	
Indicator 1.4 Gender responsive budgeting (GRB) implemented in the concerned ministries and local authorities	0	2	1 workshop was held with local level Govt. officials.	Due to COVID-19, in person workshop was not possible to conduct.	2 workshops are planned for 2021	
Output 2.1 Government and Bangladesh Tea Association and other actors have increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children.						
Output 2.1 Indicator Development of a framework/ strategy for data coordination and mapping of data collection methods and tools of different Government agencies	0	1	1		Framework has been developed in 2020 therefore no activities planned in 2021.	

Output 2.2 Indicator Strengthened interagency capacity for coordination and collaboration to collect, analyse and use of disaggregated data for enhancing social protection and basic social services for tea garden workers and their families	Limited, baseline tbc	2 interagency initiatives	2		3 interagency initiatives	
Output 2.3 Indicator No. of indicators/ variables collected through the government health MIS (DHIS2) covering the tea garden communities	0 indicators	10	20		20	
Output 2.4 Indicator No. of studies/ surveys conducted to understand behaviors, social norms and practice of the tea garden population	1	1	In progress	Due to the COVID 19, the process of the hiring firm has been delayed however, UNFPA already hired a firm to conduct the survey and they submitted an inception report. In February, 2021 survey will be started and the report will be submitted by April 2021.	In 2021, we will continue the study which we have planned for 2020.	
Output 2.5 Indicator No. of health care providers / multi stakeholders are trained on the collection of data, data processing and reporting	0	100	133	Health care providers including tea garden health care providers have been	150	

				trained on data documentation.		
Output 2.6 Indicator No. of data quality assurance visits conducted by data collecting agencies (Govt. and other stakeholders from central and sub-national levels)	0	10	8	Due to COVID 19, expected no of visits were not possible as planned in 2020 by government officials.	15	
Output 2.7 Indicator No. of quarterly/yearly advocacy meetings at the district/ national level held and data shared	0	3	3		4	
Output 2.8 Indicator No. of cases raised under access to data mechanisms (including RTI Act) by tea garden workers or their representatives	0	2	Nil	The framework development has been delayed due to corona pandemic and therefor this indicator is planned to achieve in 2021	4	
Output 3.1 Public service providers, including government and tea garden owners, have improved capacities to implement services/programmes mandated in the laws and policies to improve living and working conditions of tea plantation workers, especially women and their family members						
Output 3.1 Indicator Number of tea garden health centers connected with GoB health facilities for health and nutrition	0	05	05		15	
Output 3.2 Indicator % of tea garden health facilities have increased capacities to provide AnteNatal Care (ANC), Post-natal-care (PNC) and	38%	50%	65%		65%	

nutrition counselling to pregnant and lactating women						
Output 3.3 Indicator # of day care centres providing quality care support to the children of working parents	20	40	23	Re planned due to COVID- 19 pandemic situation.	40	40
Output 3.4 Indicator No of teachers have increased capacity (TLM/ Pedagogy) to provide quality education in pre-primary and primary cycle	20	24	0	Re-planned due to COVID-19 pandemic situation.	24	24
Output 3.5 Indicator % of birth registration of children under five years increased in tea gardens	46%	-	-		75%	
Output 3.6 Indicator # of Health workers trained on IYCF and maternal nutrition counselling services	0	40	40	This activity shifted to 2021 due to COVID.	60	
Output 3.7 Indicator % of SAM children identified and referred to health facility	0%	20%	10%	Implemented as per plan	50%	60%
Output 3.8 Indicator % tea garden school visits conducted by the UEO/AUEO/URC Instructor		20	0	Re-planned due to COVID-19 pandemic situation.	50	70
Output 3.9 Indicator # of Bangladesh Tea Association, GoB and parents trained to prevent and eliminate child labour	0	50	50		50	
Output 3.10 Indicator Strengthened capacity of DIFE, Labour Department and Bangladesh Tea Association to monitor and	Baseline to be established	150 participants trained 2020;[2]	87 participants (male-72 female-15)	Due to COVID-19 pandemic and lockdown could not reach the target	213 participants trained	213 participants

ensure Occupational Safety and Health compliance, particularly for women workers in the tea gardens		DIFE Inspectors, Labour Department officials and BTA managers/administration				
Output 4.1 Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of social protection, human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training, and child protection services.						
Output 4.1 Indicator # of tea garden workers counseled on social protection/ social safety net programmes, social services and how to access them (including family planning methods) at the household level/in the courtyard meetings	500	1500	1514		2000	
Output 4.2 Indicator # of satellite clinics have uninterrupted supply of FP commodities without any stock-outs	Nil	25	25		40	
Output 4.3 Indicator % of clients satisfied with the social service delivery, including antennal care and other health care from the teagarden facilities and public facilities	Nil	25%	50%	In selected 10 intervention teagardens, among the sample clients interviewed (n=500) and of them, 50% were satisfied on services	50%	
Output 4.4 Indicator % of facility deliveries increased	Nil	20%	36%	In the selected teagardens, in 2019 total number of facility delivery by the skilled birth attendant	30%	

				was 276, which increased to 378 in 2020.		
# of new fistula case identified in health facilities and referred	30	50	62		50	
Output 4.5 Indicator % of teagarden workers (both men and women) are aware of prevention of sexually transmitted infections and HIV	Nil	20%	21%		30%	
Output 4.6 Indicator #of awareness sessions organized and held for the adolescent girls on menstrual hygiene, school attendance and other education-related issues	Nil	30	103	Number of awareness sessions increased due to restrict to less number of participation in each sessions due to physical distancing due to COVID-19	50	
Output 4.7 Indicator Number of tea garden workers particularly women who received new short course training including entrepreneurship, apprenticeship and green job-related skills linking with industries	Baseline will be established after TNA	50 persons trained	TNA completed	Due to COVID-19 pandemic the TNA findings delayed to begin the training	100 persons will be trained	100 persons
Output 4.8 Indicator Grievance mechanisms for access to public services established and successfully tested with cases	0	10	12		20	
Output 4.9 Indicator Strengthened capacity of women to access sexual,	0, baseline tbc	Tbc	Yes		Yes	

reproductive health and rights services including family planning and other services for enhancing social protection						
Output 5.1 Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold Government and the Bangladesh Tea Association accountable for enhanced integration of tea garden workers in the national social protection system.						
Output 5.1 Indicator Tea garden women workers and adolescents have enhanced life skills for increased leadership capacity and able to apply at all levels.	TBD baseline to be decided after needs assessment study is conducted.	200 women representatives from Panchayat, valley and national committees	100 women and adolescent were trained	Due to COVID-19 the rest of the targets has been shifted to 2021	100 women and adolescent girls will receive training.	300 women and adolescent
Output 5.2 Indicator Women workers voices are raised in the dialogues organized with Govt, BTA, and relevant stakeholders to better communicate and negotiate for their rights.	0	4 events	2 events organized during 16 days of activism	Due to COVID less events were organized	2 more will be organized	6 events
Output 5.3 Indicator Created spaces for women workers to learn Gender Equality issues and collectively organized for their rights.	0	12 learning session	6 learning sessions organized	Due to COVID-19, the training sessions were not possible to organize till September 2020	12 will be organized	19 will be organized
Output 5.4 Indicator Awareness increased through media advocacy on issues related to the women workers rights at workplace and home. (joint activity of UN agencies)	0	4 op-ed/ media articles	5 media articles/reports		4 op-ed/ media articles	
Output 5.5 Indicator Tea garden workers, particularly women's capacity enhanced to	260 tea workers trained		338 (male-230 female-158)	Due to COVID-19 pandemic participants did not want to	662 tea garden leaders of which 60% women trained by end of 2021	662 tea garden women and men

practice freedom of association, collective bargaining and sound industrial relations		400 tea garden leaders of which 60% women trained by end of 2020		participate in the sessions		
Output 5.6 Indicator Concluded Biennium collective agreement 2018-2019 between Bangladesh Cha Shramik Union and Bangladesh Tea Association with active participation of women workers and gender perspectives by mid of 2020	2017-2018 biennium collective agreement in place	200 BCSU leaders, Valley and <i>Panchayet</i> leaders, of which 40% women trained by end of 2020	184 (male-118 female-66)	Due to COVID-19 could not fulfill the target	316 BCSU leaders, Valley and Panchayet leaders of which 40% women trained by end of 2021	316 persons

Annex 2: List of strategic documents

- Complete the tables below by focusing on documents that are of particular strategic importance for the JP results and for the priorities of this Joint SDG Fund portfolio.

Strategic documents that were produced by the JP

Title of the document	Date when finalized (MM/YY)	Brief description of the document and the role of the JP in finalizing it
Policy & legislation review study on Bangladesh Labour Law 2006 (amendment 2013 & 2018), Bangladesh National Social Security Strategy 2015 and other relevant policies and legislation on education, health and women advancement for tea garden workers	31.12.2020	ILO facilitated and hired consultancy firm to prepare an intensive policy and legislation review report identified the gaps and challenges of tea garden women and men workers in accessing social protection and public services that enshrined in the NSS 2015, BLA 2006 and other policies.
Skills Training Need Assessment for identifying different occupations/trades for the tea garden workers particularly women	31.12.2020	ILO hired the consultant to carry out the TNA. The TNA results indicated that home-based income generation skills training will be rather easier than the apprenticeships and on-the-job industry training. Group selection would be preferable to train on a particular occupation like: cattle rearing and tailoring etc. While the informal apprenticeships training and on-the-job industry training would require concurrence from the Master Crafts Persons (Ustads) and enterprise/industry respectively. Skills training should be based on 'competencies' with integrated knowledge, skills and attitude to perform a job effectively, whether it is self or wage employment. The consultant identified ten

		feasible and employable occupations and trades had been identified that will help create employment for the most underprivileged groups of the tea gardens of Sylhet region including women, youth and adolescents.
Framework/ Strategy for the Coordination of Data on the Tea Garden Workers	31.12.2020	UNFPA hired an independent consultant for the Development of a framework/ strategy for data coordination on the tea garden workers; and conduct mapping of data collection methods and tools of different agencies including private sectors. In this connection, the consultant reviewed necessary documents and conducted KII/FGDs, workshops with relevant stakeholders in order to understand the existing data sources and method/tools used by different agencies related to tea garden data collection process. After series of works, consultant has developed a frameworks and suggested strategies that will contribute to increase capacity of government and Bangladesh Tea Association (BTA) to monitor the situation of tea garden workers and their families with primary disaggregated data. Before finalizing the framework, the draft framework was shared and JP provided the feedbacks which were considered during the finalization. Moreover, UNFPA has supported the consultant throughout the entire process for developing this framework.
Ethnographic survey to understand behaviors, social norms, and practices of the tea garden population	30.04.2021	UNFPA facilitated and hired a research firm to conduct an ethnographic survey employing mixed method to understand behaviors, social norms, and practices of the tea garden population. The survey will be carried in the field on February 2021 and final report to be submitted by hired firm with in April 2021.
Assessment report on socio-economic condition of tea garden worker during the COVID-19	31.12.2020	UN Women led research conducted by the Breaking the Silence (BTS) and Oxfam in Bangladesh in Sylhet Division. The assessment was captured a snapshot of the impacts of Covid-19 on women tea garden workers and their communities. The draft findings of this study was shared with PUNO's and integrated their feedback in the final version of the report.

Strategic documents for which JP provided contribution

Title of the document	Date when finalized (MM/YY)	Brief description of the document and the role of the JP in finalizing it
N/A		

Annex 3: Strategic communication results

- Provide the responses to the questions below with data for the last year overall.

3.1. Have you created a strategic communication plan for the Joint Programme?

- Yes
 No

Explain briefly: The JP developed a strategic communication plan following the PRODOC and real needs of the ground. The JP is following the plan to reach most audience including national and international.

3.2. What percentage of the annual budget towards communications was utilized from the total budget? (Note that the entire JP comms budget must be min 5% of the total JP budget)

Explain briefly: PUNOs allocated equal share of budget for communication including hiring consultant for two years with equal . Apart from this four PUNOs allocated budget for communication and learning materials publications and media engagement.

3.3. Have visibility outcomes increased due to the provided funding for JP strategic communications?

- Yes
 No

Explain briefly: PUNOs jointly hired communication consultant and allocated sufficient budget for increasing the visibility of the JP.

3.4. Does the Country Profile Page on the Joint SDG Fund website contribute to your JP outreach?

- Yes
 No

Explain briefly: The Country Profile Page is using as reference to external audiences particularly to development partners, private sector and government entities;

3.5. How many articles (interviews, human interest stories, press releases, expert insights, etc) about your JP were published by an external media outlet (Non-UN published)?

Total number:05

Explain briefly: During our programme intervention 4 different national and local media outlets has published our work. Among these, Bangladesh's top ranked news paper The Daily Star has provided exposure nationally and internationally.

3.6. How many articles (interviews, human interest stories, press releases, expert insights, etc) about the Joint Programme were published by the UNCT and JP PUNOs?

Total number:26

Explain briefly: We have published 19 press releases and expert insights about the intervention through JP partners social media channels. We have developed 7 human stories from the field.

3.7. Have you received an increase of social media followers?

- Yes
 No

Total number: **10,134,347** (Facebook followers of four PUNOs in September 2020 it was 9,093,363 and increased to 9,591,331 in December 2020. Instagram followers: In September 284,400 and increased to 3, 57,577 in December 2020. Twitter followers: In September 2020 169,825 and increased to 185,439) (Not mandatory)

Explain briefly: Facebook is very popular social media in Bangladesh. Twitter and Instagram users and followers are comparatively in low in Bangladesh.

Multi-Media Faucets

- Complete the table by focusing on most important strategic communication documents (factsheets, promotional materials, infographics, videos, etc.). Provide hyperlinks when possible.

Title of the document	Date when finalized (MM/YY)	Brief description and hyperlink (if it exists)
Flyer/Fact Sheet of the Programme	October 2020	https://drive.google.com/drive/folders/1BEZhtv9IZPkADFeFc7TRnjMxdkbcoWA3
Poster: Covid-19 Awareness	August 2020	https://drive.google.com/drive/folders/1BEZhtv9IZPkADFeFc7TRnjMxdkbcoWA3
Programme Brief	October 2020	https://drive.google.com/drive/folders/1WYoQCdXdG-A8j48kgZrfUuEboIE6fUqY?fbclid=IwAR3cXJ2ClRToBjwP9YUkS3U_cAwgJBWs2gz0YgaNtK4Ds45chnvCJb8-gKM
<p>সুবিধাবঞ্চিতদের জীবনমান উন্নয়নে নীতিমালা প্রয়োজন</p> <p>News Head Line: National policy required to ensure better life standard for under privileged</p>	November 2020	<p>https://samakal.com/bangladesh/article/201245734/'সুবিধাবঞ্চিত-জনগোষ্ঠীর-জীবনমান-উন্নয়নে-সামাজিক-সুরক্ষা-সেবা-নিশ্চিতকরণ-অত্যাবশ্যকীয়'</p> <p>News Summary: Investing in social protection for the most marginalised also makes for a more stable and sustainable society for all. Therefore, policy makers should come forward and work with all the relevant stakeholders and work on the policies. There is also a need to reform social norms and stereotypes to create an environment, where women can thrive in their community. The government will hold tripartite meeting to ensure increased capacity, efficient use of labour force as well as ensure the welfare of female tea garden workers and their family members.</p>
Social protection services are good investments for the marginalized: Speakers	November 2020	https://www.thedailystar.net/country/news/social-protection-services-are-good-investments-the-marginalised-speakers-2006289
মৌলভীবাজার সিভিল সার্জন কার্যালয়ের উদ্যোগে করোনাভাইরাস মোকাবেলায় চা বাগানে প্রচারণা	July 2020	https://www.facebook.com/1940142089581528/posts/2607926572803073/?sfnsn=mo&d=n&vh=e

<p>করোনা মোকাবেলায় চাতলাপুর ও শমশেরনগর চা বাগানে প্রচারণা News Head Line: Campaign in Chatlapur and Shamshernagar tea gardens against corona</p>	<p>July 2020</p>	<p>https://www.sylhettoday24.news/news/details/Sylhet/103006</p> <p>News Summary: Miking campaigns launched to raise awareness about coronavirus (Covid-19) among the tea community. The campaign was launched on Tuesday at Chatlapur in Kulaura upazila of Moulvibazar and Shamshernagar tea gardens in Kamalganj upazila. Civil Surgeon Dr. was present at a short opening ceremony organized on the occasion of the campaign at Chatlapur Tea Garden. Touhid Ahmed, United Nations Population Fund (UNFPA) field officer. Nur-e Alam Siddiqui, garden manager. Kamruzzaman, Dr. Garden Hospital. Zakaria Ahmed, Health Assistant Pradeep Kumar Roy and Bagan Panchayat President Sadhan Bauray. Md. Altafur Rahman said that the activities under the project "Enhancing Social Protection for Female Tea Garden Workers and Their Families in Sylhet Division" are being implemented in collaboration with four UN development partners, ILO, UNFPA, UNICEF and UN Women. Being managed. Among the activities are miking campaign, display-bill board installation, covid campaign on local TV channels, distribution of leaflets.</p>
<p>কমলগঞ্জ করোনাভাইরাস মোকাবেলায় চা বাগানে প্রচারণা News Headline: Tea garden campaign against coronavirus in Kamalganj</p>	<p>July 2020</p>	<p>http://www.sylhetview24.net/news/details/moulvibazar/189007</p> <p>News Summary: The program coordinator of the health research institute CIPRB, Md. Civil Surgeon Dr. Altafur Rahman spoke at a short campaign. Touhid Ahmed said that the global epidemic of corona virus infection is increasing day by day. The number of deaths is also increasing. Therefore, it has become urgent to raise public awareness on this issue. At the end of the program, the Civil Surgeon visited the backyard meeting with the pregnant mothers conducted by the volunteers of CIPRB.</p>

Social Media Campaigns

- Complete the table by focusing on the highest social media impressions or campaigns. Provide hyperlinks when possible.

Title of the document	Type (FB/Twitter/LinkedIn/Etc.)	Brief description and hyperlink (if it exists)
The #tea industry must be both profitable & meet the #decentwork needs of workers	Twitter	https://twitter.com/UNFPABangladesh/status/1333382676930203653?s=20
Social Policy, Evaluation & Research, Mekonnen Woldegorgis, highlighted how improving the quality of life of	Twitter	https://twitter.com/UNFPABangladesh/status/1333380969353494530?s=20

the most marginalized contributes towards a more stable & sustainable society for all, while speaking at the @JointSDGFund programme on #teagardenworkers		
@JointSDGFund Programme to enhance #socialprotection for female #teagardenworkers & their families in #Sylhet division, #Bangladesh	Twitter	https://twitter.com/UNFPABangladesh/status/1333344666259910658?s=20
UNRC in Bangladesh, Mia Seppo's tweet	Twitter	https://twitter.com/MiaSeppo/status/1333379294450499585?s=20
ILO, UNFPA, UNICEF and UN Women are jointly supporting the Government of Bangladesh to ensure social protection for female #teagardenworkers in #Sylhet	Twitter	https://twitter.com/UNFPABangladesh/status/1334009786527059968?s=20
UNICEF Twitter Post	Twitter	https://twitter.com/unicefbd/status/1333741759818436609?s=21
UN in Bangladesh Twitter Post	Twitter	https://twitter.com/uninbangladesh/status/1333739439319773185?s=21
UN in Bangladesh fb post	Facebook	https://www.facebook.com/533801106799729/posts/1645935658919596/?extid=0&d=n
UN Women has published Country rep's statement given in the Divisional Conference held on 30 November 2020	Facebook	https://www.facebook.com/1571472223102417/posts/2652866711629624/?extid=0&d=n
UN in Bangladesh	Facebook	https://www.facebook.com/533801106799729/posts/1409318412581323/
Story of Srimoti Bauri-women leader of Tea gardens.	Facebook	https://www.facebook.com/unwomenbangladesh/photos/a.1586409644942008/2677100832539545/

Annex 4: Updated JP Risk Management Matrix

- Update the table from your JP document with the most recent analysis of risks and corresponding mitigation measures. This should support the narrative update provided in part C above.

Risks	Risk Level: (Likelihood x Impact)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Org./Person
Contextual risks					
Major policy shifts	Medium 8	2	4	regular review and early warning of GoB initiatives	RC/O, PUNOs
Risk of corruption	High 12	3	4	regular practical awareness raising of UN programming principles, HRDD application, anti-corruption training	RC/O, all PUNOs
Global Corona Virus (COVID-19) pandemic and limit of mobility due to lockdown	High 12	1	5	JP Task Team closely monitor the situation; Repurposed interventions and adoption of alternative strategies (webinar platform) for delivering training, workshops and meeting instead of physical presence	RC/O, all PUNOs
Programmatic risks					
Lack of capacity to implement, lack of delivery of programme results after 1 year threatening receipt of second instalment of funds	High 12	3	4	ensuring swift recruitment of JP staff, establishment of PIU, regular delivery rate monitoring	all PUNOs, RC/O
lack of full implementation	Medium 8	2	4	regular consultation with stakeholders, regular delivery rate monitoring	Government, BTA, all PUNOs, RC/O
Lack of access to information technologies	Low 4	1	2	JP Task Team provide orientation on electronic devices, information technologies to BCSU leaders to part in the webinar platforms	PUNOs, RC/O, BCSU, BTA
Institutional risks					

Lack of collaboration by programme partners (government and Employers) particularly during COVID-19 induced lockdown	Medium 9	3	3	regular consultation with transparency, creation of ownership The JP team members coordinated with BTA for mutual understanding of reaching tea garden workers for uninterrupted communication	Government, BTA, all PUNOs, RC/O
Lack of collaboration and integration of PUNOs in JP, siloed work with lack of transformative impact	High 12	3	4	regular consultation among PUNOs, implementing staff to be advised about their interagency role	RC/O, all PUNOs
Delay ERD approval of Joint Programme	High 12	3	4	Regular consultations with ERD and MoLE on the MoU modality and TAPP approval	RC/O and ILO
Fiduciary risks					
Partners not performing their duties in relation to the best interest of the beneficiaries, corruption	Medium 9	3	3	Regular consultation, stringent audits, training on ethics, and financial, accounting standards of UN	RC/O, all PUNOs, Government, BTA