

Joint SDG Fund
PORTOFLIO ON INTEGRATED POLICY AND LNOB

Joint Programme 2021 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): **N/A**

Total estimated expenditure (in USD, for the whole JP by 31 Dec 2021): **1,566,792 (87.62%)**

Total estimated commitments (in USD, for the whole JP by 31 Dec 2021): **185,519**

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

The UN SDG joint programme made a significant effort to 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. The four UN agencies with overall supervision of the Office of the UN Resident Coordinator, Bangladesh have implemented this joint programme. The Ministry of Labour and Employment is the focal point for this joint programme.

The JP continued to work with the relevant local government departments tea garden authorities for increasing the social safety net services towards the tea garden communities. The continuation of capacity building training and awareness raising sessions increased the access of tea garden communities to institutional services adjacent to their tea gardens. The JP developed and demonstrated the strategic framework for harmonized data collection at teagarden level linking with district level government departments. This framework has strengthened the capacity of BTA/teagarden authorities and government departments to monitor and thus improve the wellbeing of female tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational health & safety, health, working conditions, collective agreement and empowerment of women and children. The PUNOs have been providing substantial support to several ongoing policy and legal reform initiatives including contribution for development of National Social Security Strategy (NSSS) 2022-2026, Amendment of Labour laws, and advocacy for gender responsive planning and budgeting towards increased investment for most disadvantaged women including tea communities.

Executive summary

Government of Bangladesh imposed two rounds of nationwide lockdown and movement restriction due to COVID-19 infection upsurge during 2020 and 2021. Apart from this, sporadic movement restrictions and periodic curbs were instigated to address the COVID situation across the country. While the implementation of UN SDG joint programme was severely affected by these events and the overall COVID19 impact, the periodic reports from NGO partners, Government agencies and Tea Garden Management highlights major developments in the project tea gardens, including increased awareness among both right holders and duty bearers about minimum working standards, improved health seeking behaviors, increased number of families availing of benefits under existing SP schemes, leading to achievement of some major outcomes. Overall, the project has also led to improvement of some of the critical SDG indicators, including birth registrations, delivery by skill attendants, etc. in the project tea gardens.

This joint programme has also led to a stronger and long-term partnership among key stakeholders, including Government bodies, UN agencies, Tea Garden Management and local CSOs. While MoLE facilitated and coordinated the joint programme, BTA contributed to successful implementation of the programme by providing access to the tea gardens and engaging in constructive dialogue with the government, Bangladesh Cha Shramik Union and the UN on the possible reforms to improve the lives and livelihoods of women tea garden workers with specific focus on social protection coverage.

PUNOs also ensured timely and strategic engagement of grassroot level key stakeholders particularly the service providers, local level government departments, Bangladesh Cha Shramik Union, and the civil society actors on expanding the social safety net coverage, increased access to public services, through strengthening awareness and capacity. PUNOs have also strategically invested on building evidence, which will have a long-term effect to address the multiple vulnerabilities, that the tea garden workers face.

The project has specifically demonstrated the possibilities and strengths of one UN approach, where multiple UN agencies engaged in their thematic areas with a focus on achieving the overall result. With this unique yet innovative engagement, the project has increased visibilities and focus on the tea garden workers and their families and has also created further avenues for programming in partnership with private sectors to achieve SDGs in Bangladesh.

Result 1:

Estimated rate of completion as of 31 Dec 2021: 100%

- Harmonization of the existing data systems including of private sectors linking with district level government departments have led to strengthening of the capacity of BTA and government departments to monitor and thus improve the wellbeing of female tea garden workers and their families. On a pilot basis 5 tea gardens have collected their routine data and completed the garden census 2021 using the harmonized data collection template with disaggregated data.

- Reporting templates are aligned (antenatal, postnatal, delivery, EPI, birth registration, and nutrition counseling) in line with the government health system (DHIS2 platform) which is currently being implemented by garden managers and reported by government health workers at the national level.
- An infographic on the ethnographic study is developed on the behaviors, social norms, and practices of the tea garden population, leading to influence future interventions designing to ensure access to quality health care for the women of the tea garden communities.
- The joint interventions have led to establishment of a functional referral system in addressing each of the complicated women during pregnancy and delivery, thus reducing the maternal and neonatal mortality in the intervention gardens.
- With increased advocacy and building evidence, the project intervention gardens have declared themselves Free from Obstetric Fistula and women, those who have been cured, have been integrated into social protection schemes and rehabilitated in the society with dignity.
- The project has collectively contributed to strengthening the capacity of the service providers and raising awareness among the right holders. 22 tea garden health centers are linked with government health facilities for referral and quality services. The Health service providers of the tea gardens have now improved knowledge on Infection Prevention and Referral, MPDSR, MNCAH and nutrition packages due to the capacity building programmes organized under the project.
- An estimated 88% of the garden health facilities are now equipped with improved ANC, PNC, and nutrition counseling to pregnant and lactating mothers as well as labour rooms. 80 (Female 48, Male 32) tea gardens and GoB health workers now have increased knowledge and skills for providing ANC, PNC, IYCF (Infant and Young Children Feeding) and maternal nutrition counseling.
- Identifying malnourished children and referring them to UHC for treatment was a major challenge in the tea garden areas. The project has ensured children between 6-59 months are now screened and children at risk are referred to UHC. 100% of the SAM identified children have been referred to the government health facility. 25 early learning centers are ensuring home based learning for 500 children ages between 2-4 years.
- The partnership among key stakeholders have led to enhanced capacity of the primary school teachers on child centered teaching-learning and pre-primary education which have motivated the Tea garden management to consider opening of pre-primary classes in their schools. 12 tea garden primary school among the 16 primary schools in the intervention area have been visited by the Upazila Primary Education Officer for monitoring and Supervision, leading to quality education.
- For raising community awareness about their basic rights, adolescent clubs, and Panchayat, CBCPC and parents are being trained on child rights, child development, life skill etc. Currently 39 tea garden Managers and government officials along with 160 parents and CBCPC members have enhanced knowledge on child marriage, child labor and ensuring birth registration.
- The ratio of birth registration for children under 5 in the selected tea gardens has increased by 29% since the programme intervention started in 2020.

Result 2:

Estimated rate of completion as of 31 Dec 2021:100%

- The project has also contributed to the ongoing policy and legal reform initiatives in Bangladesh, including contributing toward development of the National Social Security Strategy (NSSS) 2022-2026 labor laws, and advocated for gender responsive planning and budgeting to increase investment for the most disadvantaged.
- The PUNOs have carried out number of deliberations based on several study findings particularly on Bangladesh Labour Law 2006 and Rule 2015, National Social Security Strategy (NSSS) and relevant laws with key stakeholders. Policy brief has been drafted and validation workshops have been organized to draw the comments and recommendations from the key stakeholders on Bangladesh Labour Law 2006 and Rule 2015, National Social Security Strategy (NSSS) and relevant laws.
- A national level policy dialogue with multi stakeholders on gender responsive planning and budgeting (GRPB) and social protection of tea garden workers in Bangladesh explored ways to develop a common understanding of social protection issues of female tea gardens workers by leveraging GRPB as a tool. As a result of capacity building workshops and advocacy dialogues on GRPB, the needs and issues of Tea Garden workers are identified, documented, and addressed by local government authority.
- A platform to dialogue on the reach and access to services for the tea garden women workers and adolescent has been formed with the involvement of local government, tea garden authority, local administration, and panchayat leaders. The regular dialogues have led to increase of provision of services for the tea garden women workers and adolescents, such as installation of toilets in tea gardens, installation of tube wells, construction of roads, access to safety nets, and so on.
- A policy brief on GRPB and social protection is developed to strengthen sustainable systems and mechanisms to ensure resources are provided by the concerned Government authority and local government agencies. A training module is developed on GRPB and social protection of tea garden workers and capacity building workshops held at local level with multi stakeholders engaged with tea gardens.
- A policy brief is under formulation containing recommendations for strengthening social protection support for tea garden communities. This brief has been drawn from the finding of the study commissioned to review and analyze the social protection programmes and other publicly supported interventions for tea garden workers with special focus on women and children in Sylhet Division and to identify impacts, gaps, and policy recommendation for strengthening social protection.

I. Overall progress and priority, cross-cutting issues

I.1 Context and the overall approach

Ensuring an adaptive and strategic JP

- Tea worker communities have been neglected since the inception of the industry in Bangladesh. Moreover, situated in far-off location isolated from the mainland has limited their access to public service. This disadvantaged ethnic community faces discrimination in terms of receiving basic social and economic (in form of Social Protection coverage) services provided by public and private providers. Local government bodies also pay less attention to the tea communities. living in a secluded area, they are also unaware of their rights and the existing social protection services they are entitled to receive from the government.

- The UN joint programme was conceptualized at both demand and supply end to raise awareness among the community about social safety net programmes as well advocate with Government and Tea Garden management for their rightful inclusion in the social protection schemes.
- While COVID19 did not directly affect the tea garden workers due to their isolation from the outside world, the overall weak state of the health system and lack of access by marginalized communities was exposed during the crisis. The pandemic brought to the fore the persistent and long-standing structural and institutional challenges in the tea sector, including the lack of a functional system of information sharing, participation, empowerment, preventative health risk mitigation and protection action.
- The overall approach of JP has remained unchanged despite the challenges of COVID-19, although several of the activities were adapted after discussion with partners and key counterparts. After two years of implementation, the JP has significantly contributed to strengthening systems and mechanisms in the tea gardens to ensure improved access to social services such as health, nutrition, education and child protection services by the tea garden women workers and their families. With increased advocacy and building evidence, the priorities of Tea Garden workers are reflected in the national and local level plans through Gender Responsive Planning and Budgeting (GRPB). The project has also created opportunities for PUNO's and other stakeholders to advocate for allocating more resources for increase coverage of social protection of Tea Garden workers.

Link with UNDAF/ UNSD Cooperation Framework

- The JP is linked with two UNDAF (2017-2020) outcomes (i) By 2020, relevant State institutions, together with their respective partners, increase opportunities, especially for women and disadvantaged groups to contribute to and benefit from economic progress and (ii) By 2020, develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequities and advancement of vulnerable individuals and groups.
- 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.

COVID-19 impact

During the entire project period (2020 and 2021), the Government of Bangladesh imposed lockdown and movement restrictions several times due to COVID-19 pandemic infection upsurge. As a result, the social and economic consequences dramatically altered the trajectory towards achieving the Sustainable Development Goals (SDG), including for the 360,000 tea garden workers and family members. 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.

Despite the nation-wide lockdown measures, the tea garden authorities continued to keep functional the tea garden industries.

In several of the gardens there were cases of infection and deaths. The existing health services focused on mitigating the COVID-19 impact and the regular services for pregnant women and referral was severely hampered. School going children suffered at a large scale, as they have limited or no access to internet facilities, making online classes impossible. This resulted in learning loss and dropout from school.

The Partner UN Organizations (PUNOs) adapted/ revised their work-plans as well as overall strategies in the context of COVID-19. The PUNOs worked closely with key stakeholders, including Bangladesh Tea Association (Employers), the government of Bangladesh, and NGOs for increasing the coverages of social safety, social services, and livelihood options during this pandemic induced crisis for the tea garden worker's families. The PUNOs adopted webinar platforms for delivering the interventions as well as maintained COVID-19 precautionary measures in person events. The PUNOs continued to increase awareness among the female tea garden workers and their family members through disseminating promotional materials (billboard, leaflets, posters etc.).

To prevent dropout of field workers, UN agencies conducted awareness session with the parents, Caregivers of Day Care Center provided home based early learning support to the children aged 2-4 years.

I.2 Update on priority cross-cutting issues

UN Development System reform - UN coherence at the country level

The joint UN interventions have led to improvement of coherence, effectiveness and efficiency in supporting the realization of project goals and outcomes, in line with the national mandate. During the entire process of project implementation, the presence, guidance, and support given by the UNRC's office and Head of Agencies remained fundamental in leading the entire project goals. There is an increased realization that this process for the success of any such joint programmes need to be sustained.

The joint programme has made an attempt to address sector-wide and multi-sectorial development challenges in the tea gardens of Bangladesh, that require an integrated response from different partners. The supplementary capacities and support from agencies led to reduction of duplicating efforts and other hand contributed in a coherent workplan.

With UNRC's leadership, the Joint UN programme led to establishment of a strong results groups, coordination mechanisms, which could further amplify the voice for the tea garden communities both at national and local level. With joint programme reviews and and strategic planning, the UNOPs could also derive an exit strategy to ensure sustainability of changes brought about by the Joint Programme in tea garden, with all the UN agencies further planning to engage on policy advocacy at national level for the betterment of the tea community.

Throughout the project period, the PUNOs and Resident Coordinator's Office (RCO) have organized weekly virtual meeting of the Task Team for steering the day-to-day implementation of the programme and provided updates to Head of Agencies and the UN RC for further advocacy at higher level of government and employers' organizations. The process has led to a cultural shift among agencies on planning, monitoring and reporting.

Going beyond "business as usual" to produce catalytic results at scale

- Learning from the implementation of this project, the JP has continued to facilitate inter-agency discussions to advocate for expanded and universal Social Protection, particularly focusing on most 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.

- The Gender Equality Theme Group (GETG) co-chaired by UN women and UNFPA in coordination with UN system have ensured a strong gender mainstreamed Common Country Assessment informed by the voice of women and girls (also from tea community) and securing Gender Equality and Gender Based Violence (GBV) as a targeted Strategic Priority in the UNSDCF.
- While the countrywide lockdown and movement restrictions were 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 JP interventions continued to disseminate 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 tea garden for the pregnant women. Besides, COVID-19 related information was collected from the tea garden during the pandemic period and used for advocacy.
- The JP adopted innovative strategies for delivering the repurposed interventions during the COVID-19 pandemic. PUNOs oriented Bangladesh Cha Shramik Union (BCSU) on virtual platform, which BCSU experienced 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. 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 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 relating 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.

SDG acceleration

- The JP has contributed 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, team building and negotiation etc. Transformative leadership of women workers on right based approach is built through training, "gender talk" and dialogues. in total 625 tea garden women workers and adolescents received training (leadership, management, negotiation, life skills etc.) and increased knowledge on their rights and service provision inside and outside the garden. It is directly contributing to the SDG Global target 5.2.
- 1000 key stakeholders are sensitized on the rights of the tea garden women workers and adolescents through effective participation of women and adolescent group members during different events. 397 issues related to living and working conditions of tea gardens and needs of tea garden women workers and adolescents were identified and documented through dialogue sessions. 278 of issues and needs (60%) were addressed by garden authority and local government. The women leaders and adolescent girls developed 24 action plans to address the issues and needs of the tea garden workers and adolescents.
- There were 625 tea garden workers under Bangladesh Cha Shramik Union (BCSU) who received training through monthly "Gender talk" sessions at 25 tea gardens. 80% of tea garden workers who participated in the monthly session can clearly understand about gender issues (traditional gender discriminatory social norms, Violence Against Women (VAW) issues, child marriage prevention, domestic violence, gender base work discrimination, girls' education, reproductive health and sexual harassment and complaint mechanism etc.)
- 2119 women (female teagarden workers) have the capacity to access sexual, reproductive health and rights services including family planning and other services and increased of coverage of antenatal care, delivery care and postnatal care by the skilled providers increased which reduces maternal mortality and morbidity in the teagardens
- In 2021, 48% increases in facility deliveries were witnessed in compare to 2020, in project intervention gardens. 66 genital fistula cases (neglected maternal morbidity) were identified and referred to the higher facility for management. It's reflected to reduce the burden of neglected maternal morbidity and improve quality care in the facility level
- 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 study report and draft policy brief is under validation. The final report/brief 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 included 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 the maternal mortality ratio to less than 70 per 100,000 live births. Moreover, this JP contributes indirectly to reduce the burden of maternal morbidity by improving the access and rights to quality services of the female teagarden workers.
- The database framework has contributed 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 facilitated 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.

Policy integration and systems change

- PUNOs continued the policy advocacy initiatives to support and contribute to social policy and legislative reforms to have access to quality basic social services. The JP has facilitated Bangladesh Cha Shramik Union to draft the amendment recommendations
- A national level multi stakeholders' consultation on Gender Responsive Planning and Budgeting (GRPB) and social protection of tea garden workers in Bangladesh was held on 25 August 2021. The virtual discussion explored ways to develop a common understanding of policy makers by leveraging GRPB as a tool to ensure national policies, plans and strategies are responsive to the immediate and long-term needs of tea garden workers and their family members.
- Policy brief containing recommendation on strengthening social protections for tea garden community to contributed to providing information and generating discussion at policy regimen both at local and national level.

Contribution to improvement of the situation of vulnerable groups

- As many as 13 tea garden based health centers have made ready with labor room, labor ward and ANC, PNC corner with a view to provide quality health service for the pregnant and lactating mothers and ensure that institutional deliveries take place in those health facilities. Knowledge and capacity of the 80 (Female 48, Male 32) health service providers i.e. Compounder, Midwife, FWV (Family Welfare Volunteer), CHCP (Community Health Care Provider) have enhanced on maternal, neonatal and child health issues through trainings on MNCAH (Maternal Newborn Child Adolescent Health) and nutrition during pregnancy.
- Tea garden health facilities are connected with government health facilities for referral. As a result, institutional deliveries in the tea garden have increased, among 798 childbirths in the selected gardens 337 took place in garden or government facility (garden facility 100, other facilities 237) last year, for many tea garden (i.e Pallathal, Sreebari, Lallakhal, Karimpore and Lackatoorah tea gardens) this is the first-time childbirth has taken place in the garden health center.
- To address maternal and neonatal death and notify the deaths in the government database total 83 (Female 34, Male 49) health service providers including Health Assistant, Assistant Health Inspector, Health Inspector, CHCP, Compounder and Midwife of selected tea gardens of Sylhet, Habiganj and Moulvibazar were trained on MPDSR (Maternal Perinatal Death Surveillance Response). This will reduce maternal and neonatal mortality in the gardens. Nutritional status of the children under 5 are measured and children suffering from malnutrition are receiving proper treatment. Birth registration for children under 5 has ensured their first citizen right.
- Adolescent girls and boys are empowered about their rights and life skill education. Children with disability are also taking part in the adolescent club activities. People of all ages are benefitting from the social protection transfers.

- JP reached out to the most vulnerable pregnant women teagarden workers and increased their capacity on seeking quality care and reproductive health and rights. JP promoted quality maternal health care during the COVID 19 pandemic in the Safe Motherhood Day.
- JP initiated series of dialogues with the representatives from Government, Bangladesh Tea Association, local government, and relevant stakeholders on the issues related to living and working conditions of tea gardens. There were 397 issues of tea garden women workers and adolescents identified and documented through dialogue sessions. As a result of dialogues and constructive negotiation done by women leaders, the number of 278 issues (60%) were addressed by garden authority and local government.
- JP organized orientations for 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 on the joint programme interventions, vulnerability as well as rights and entitlements of tea garden workers and their families.
- meetings held with the 13 Union Parishad/Local governments institutions and 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.
- 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 counseling 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 the JP. The primary school system strengthened through capacity building of teachers, inclusion of vulnerable areas in monitoring system and support as implementation of interactive pre-primary and primary level pedagogy.
- 23-day care centers in place 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 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. Adolescents were made aware of adolescent health issues in the tea gardens.
- 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

- Estimated number of individuals that were reached through JP efforts in 2020-2021:

Overall the JP targeted 25,193 Individuals (14,506 female) in 2020-2021 including PWDs 89 and indirectly 333,674 tea garden workers and their family members reached through this joint programme. Additionally the JP reached 30,000 tea garden workers and their families with support of Unilever.

Mainstreaming Gender equality and women empowerment

Gender equality issues and empowerment of women are the major thrust of this intervention. Gender is mainstreamed through these activities as follows:

- Gender equality elements are mainstreamed into this UNJP at every stage of the project cycle including design, planning, implementation, monitoring, and evaluation. Gender and vulnerability analysis was done in the design stage of this project. At the output level, GE elements are integrated across the issues including WASH, Health, Education, data framework, capacity building, awareness and study on policy advocacy. Out of 5 outputs, there is one output (output 5) dedicated to building women's leadership to raise their collective voice and claiming their rights.
- The Gender Responsive Planning and Budgeting (GRP) is the key element of the UNJP. As GRP is the key element of mainstreaming gender, there were several capacity building workshops held at local and national level to develop common understanding of policy makers, practitioners, and rights holders. About 210 participants from Government, policy makers, local level officials, tea garden authority, women leaders, and CSOs attended these workshops. The national level webinar on GRP created strong advocacy on the issue to enhance social protection for female tea garden workers and got commitment from key government ministries in this regard.
- The tea garden workers observed 16 days of activism against Gender Based Violence (GBV). This year the theme of 16 days was "Orange the World: End Violence against Women Now! The Tea garden women workers observed the day through their own group discussion. Under the project, each group of women workers and adolescents at 25 tea gardens observed 16 days of activism with the involvement of community people. A total of 1223 women workers, adolescents, tea garden workers leader, community people and local government representatives participated in the 16 days observation.
- 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 of 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 include 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 organized training for partners 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 an internal baseline for understanding the current state of women and children in the tea gardens using a set of indicators in line with JP programme framework. This baseline data will help to track the progress against the expected results.
- Female workers and adolescent girls are the prime focus group of the programme. They were empowered with information on the basic social service and how to avail the services. Day Care Centers boosted the productive role of female workers, as they leave their children during working hours in the center
- Adolescent girls were oriented and capacitated to take up leadership roles as peer leaders in the clubs. With the project interventions, they are actively participating and facilitating the session in the adolescent club, as well in sports and cultural activities. Adolescent clubs are also contributing to prevention of child marriage and violence against children. They are organizing community engagement events to raise awareness on the issues.

Estimated % of overall disbursed funds spent on Gender equality and Women empowerment by the end of 2021 : 70%

Human rights

- JP was grounded in government commitment to achieve sustainable development, notably the SDGs, which are part of the rights-based policy framework, Agenda 2030. It was 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 recommendations 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.

Partnerships

- JP was being implemented in partnership with the Ministry of Labour and Employment (MoLE) as nodal ministry with policy guidance from the 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 agreement with the Bangladesh government to have their missions and vision in Bangladesh. According to these provisions each PUNO take approval from the respective focal ministry including Economic Relations Divisions under the Ministry of Planning.
- PUNOs have worked 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 strengthening, and service delivery functions.
- Bangladesh Cha Shramik Union contributed to the policy dialogue and was a strategic partner in women’s empowerment and served as a platform for representation.
- PUNOs had partnership with five Civil society organizations/Non-governmental organizations particularly CIPRB, IPDS, Oxfam, BTS and FIVDB for better coordination and reaching the target communities in the tea garden.
- PUNOs partnered with the Ministry of Health and relevant stakeholders and participated in the observation national days include Safe Motherhood Day, International Day to End Obstetric Fistula.
- Stakeholder coordination has been strengthened throughout the implementation and other government and local government representatives, including BCSU leaders, have been involved in project activities very closely. To observe the good initiatives of the tea garden women workers and adolescents, different stakeholder from BCSU, local government and local administration, journalist, teachers visited the field and expressed commitment to support project interventions after the closure of SDG joint programme.
- The whole programme followed community approach, existing community platforms e.g Panchayat, Adolescent Clubs, CBCPC (Community Based Child Protection Committee) were leveraged to successfully implement the programme at field.

Mobilizing additional funding and/or financing

- UNICEF, one of PUNOs in collaboration with Unilever, has supported the vulnerable tea garden communities with necessary cleaning agents (e.g., soap, liquid hand wash, detergent etc.) 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 benefited.

- UNICEF initiated a 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 the joint project.

Strategic meetings

Type of event	Yes	No	Description/Comments
Annual JP development partners'/donors' event*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Office of the UN Resident Coordinator, Bangladesh organized a meeting for Development Partners on the UN SDG Joint Programme on 24 January 2021. The purpose of the meeting was to brief the global Multi Partner Trust Fund donors and potential Development Partners about the joint programme implementation and progress. The webinar participants were H.E. Dr. Rensje Teerink, Ambassador and Head of Delegation, EU, Mr. Manmohan Parkash, Country Director, ADB, Mr. Derrick Brown, USAID Mission Director, USAID, Ms. Mercy Tembon, Country Director, World Bank, Ms. Suzanne Mueller, Head of Coop / Deputy HoM, Switzerland, Ms. Lise Abildgaard Sørensen, Head of Development Cooperation, Royal Danish Embassy and Ms. Sabina Yasmin, SDC, notably. Representatives from four UN agencies (UNICEF, ILO, UNFPA, UN Women and UN RCO) participated in the meeting. The DPs reiterated their commitments to support this JP and agreed to part of the small technical group to explore the future opportunities to scale up JP.
Other strategic events	<input type="checkbox"/>	<input type="checkbox"/>	

Innovation, learning and sharing

- PUNOs formed a Joint Programme Task Team (TT) with overall coordination by the 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 keeps close contact with key stakeholders including tea garden workers. It also provides updates to the Head of Agencies and UN RC for further advocacy at a higher level of government and employers' organization.
- The major learning of the programme is that positive attitude and participation of the garden management is essential for the social development of the tea workers. Their engagement in every step of implementation can ensure sustainability. Local government's active involvement can help in rightful beneficiary selection, Grievance Redressal System (GRS) and monitoring of social protection programmes.
- 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 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 gathered routinely.

II. 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:

Contribution to Fund's global results

⇒ **Contribution to Joint SDG Fund Outcome 1 (as per annual targets set by the JP)**

- Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale

JP achieved strategic success in bringing key stakeholders (Bangladesh Tea Association Bangladesh Cha Shramik Union and government) in implementation, development discussions and advocacy for enforcement of multi-sectoral policies, law, entitlements, institutional capacity, and access to social services for female tea garden workers and their community. JP initiated ground level good practices among public duty bearers, service providers and services recipients resulted in increased access to social safety nets and services by the tea garden workers. This effort accelerated progress across multiple SDGs particularly 1, 3,4,5,8 & 16 impacting 360,000 women (65% women), men and girls in Bangladesh.

⇒ **Contribution to Joint SDG Fund Output 3 (as per annual targets set by the JP)**

- Integrated policy solutions for accelerating SDG progress implemented

JP Outputs and Outcomes

⇒ **Achievement of expected JP outputs**

Output 1:

- Key stakeholders of the joint programme namely local level government departments, Bangladesh Cha Shramik Union, Bangladesh Tea Association, Ministry of Labour and Employment, Economic Relations Division and other civil society actors extensively engaged in discussion on policy and legislation review findings and recommendations.
- The PUNOs have undertaken a study to review the social protection programmes and any other publicly supported interventions for targeting the tea garden workers in Sylhet Division. The purpose of the study is to assess the social security programmes and other interventions supported by the government, covering the tea garden workers and their families in Sylhet Division and the gaps therein. The study would aid in strengthening social protection programmes' efficacy and coverage for the tea workers community and provide further access to national social protection schemes for them, especially for the women and children, who make up a major portion of the tea garden workers.
-

Output-2:

- Development of a framework/strategy for data coordination and harmonization of the existing data collection system on the tea garden workers and consultation with concerned stakeholders i.e. BTA, BCSU, government and other relevant persons.
- Series of consultation carried out with garden managers for prioritizing and finalizing the common data collection templates subsequently shared at the Divisional workshop with Bangladesh Tea Association (BTA), government officials and other stakeholders which enhanced understanding on Information management system and capacity of BTA and government departments to monitor the well-being of female tea garden workers and their families in Sylhet Region
- PUNO conducted research to understand the behaviors, social norms, and practices of the tea garden population. The primary objective of this study was to assess knowledge and practice level of the adolescent girls and women having children aged 0-23 months in terms of SRHR and health seeking behaviors. This study provided strategic direction to work on future interventions and continue

- advocacy with government to ensure access to quality health care for the women of the tea garden communities
- PUNO 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.
 - Imparted 2 rounds of training sessions on the harmonized data collection template for garden compounder, paramedic and Clerk and received orientation on the common template. 5 tea gardens piloted harmonized data collection template for their routine data collection and completed the garden census 2021. Harmonised data collection template will enable government and garden authority to better monitor the situation of tea garden workers and their families with primary disaggregated data.

Output 3:

Capacity building of the public and private service providers and system strengthening for coordinated access to social service for the tea workers were emphasized under the JP. The programme contributed to achieve result through the following initiatives:

- 80 (Female 48, male 32) tea garden and government health service providers enhanced their capacity in maternal and neonatal health and nutrition, maternal and neonatal death surveillance, and reporting
- Readiness of 4 Labor room, Labor ward with WASH facilities and delivery equipment
- Upgradation of 7 ANC PNC and nutrition corner with necessary equipment in the tea garden health facility
- Enhanced capacity of 21 tea garden managed primary school teachers on pre-primary education, child centered methodology and basic subject areas (math and language) for primary school, through series of training.
- Ensured school monitoring visits by the Upazila Education Officers by including tea garden schools in the govt. monitoring and supervision leading to improved quality education and infrastructure.
- Trained 160 Panchayet members, CBCPC members, parents and caregivers on child rights, child protection issues and positive parenting leading to improved knowledge on specific issues
- Established 25 Day Care Centers and ready for functioning. The schools were also supported by providing Education in Emergency kits earlier to continue their learning during and after COVID pandemic
- Initiated MUAC screening in tea garden to identify malnourished children
- Established the detection and referral system of SAM children to the health facility for treatment.
- Trained 74 health workers, UP Secretary and Entrepreneurs to improve birth registration process. Also, facilitated increased coordination and response mechanism between tea garden management and UP secretary for improved birth registration process
- Capacitated 300 Adolescent club members on child rights, child development, life skills-based education (LSBE) and online safety/safe internet use).
- Ensured functioning of 21 CBCPC (Community Based Child Protection Committee) and 58 Adolescent Clubs for the protection of children and adolescents.
- Advocated with Union Parishad for including the tea community in the government social protection scheme leading to increased coverage of social protection schemes for the women workers and their families.
- Coordination among Social Workers, CBCPC, Panchayat and tea garden community were enhanced through series of training for the protection of children.
- 65 Billboards were installed at 22 tea gardens on key programme issues leading to increased awareness on health, nutrition, WASH, Education, Child Protection & COVID-19.

Output 4

- The JP Carried out 318 courtyard sessions on rights and access to SRHR services and care during pregnancy, delivery, and postnatal period in 25 teagardens leading to increased awareness among 2119 women teagarden workers
- teagarden women's capacity to health seeking behavior on sexual, reproductive health and rights services including family planning and other services is improved leading to increased coverage of antenatal care, delivery care and postnatal care by the skilled providers increased.
- grievance mechanism for accessing to SRHR services was established in selected teagardens and 20 cases were successfully mitigated.
- 62% 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 an uninterrupted supply of family planning commodities without any stock-outs. 66 genital fistula cases (neglected maternal morbidity) were identified and referred to the higher facility for management. In 2021, 48% increases in facility deliveries in the facility level in compare to 2020 in project intervention gardens community.
- 1958 adolescents were aware of adolescent health issues on 141 awareness sessions in the 25 gardens. 109 awareness sessions were conducted with 1685 teagarden workers (32%) including 996 women and 689 men to build their capacity on sexual health, women's rights issue, STDs/ HIV gender-based violence etc. Local community leaders, panchayat was engaged in building their capacity on rights to access SRH services for the women teagarden workers in 25 intervention gardens.

Output 5:

- 625 tea garden workers under Bangladesh Cha Shramik Union (BCSU) received training through monthly "Gender talk" sessions at 25 tea gardens. currently, 80% of tea garden workers can clearly understand about gender issues (traditional gender discriminatory social norms, VAW issues, child marriage prevention, domestic violence, gender base work discrimination, girls' education, reproductive health and sexual harassment and complaint mechanism etc.)
- 1000 key stakeholders were sensitized on the rights of the tea garden women workers and adolescents through effective participation of women and adolescent group members in different events. The 397 issues related to living and working conditions of tea gardens and needs of tea garden women workers and adolescents were identified and documented through dialogue sessions. 278 of issues and needs (60%) were addressed by garden authority and local government. The women leaders and adolescent girls developed 24 action plans to address the issues and needs of the tea garden workers and adolescents.
- A total of 1060 participants with 483 females participated in the capacity building training sessions for Bangladesh Cha Shramik Union (BCSU) leaders, Panchayet and valley level tea community leaders on negotiation skills, management and leadership, collective bargaining, freedom of association and sound industrial relations for tea workers. The training knowledge and information enhanced the negotiations skills and techniques of BCSU leaders.
- 100 tea garden managers received training on the application of Bangladesh Labour Law 2006 (Amendment 2013 and 2018) and Bangladesh Labour Rule 2015. The training sessions also integrated gender equality and mainstreaming, promotion of decent work in the tea sector. The tea garden authorities recognized the importance of the application of these subjects for proper interpretation of the provisions of the Bangladesh Labour Law and Bangladesh Labour Rule in the tea garden level and. Bangladesh Tea Association, Department of Labour and Department of Inspections for Factories and intended to continue such training sessions with their own resources.

⇒ Achievement of expected JP outcomes

The joint programme has led to a stronger and long-term partnership among key stakeholders, including Government bodies, UN agencies, Tea Garden Management and BCSU towards betterment of women tea garden workers and their families in Sylhet division. JP ensured timely and strategic engagement of local key stakeholders and beneficiaries particularly the service providers, local level government departments,

Bangladesh Cha Shramik Union, and the civil society actors on building the social safety net coverage, increased access to public services through strengthening awareness and capacity. JP facilitated increased awareness among both right holders and duty bearers about minimum working standards, improved health seeking behaviors, increased number of families availing of benefits under existing SP schemes, improvement of some of the critical SDG indicators, including birth registrations, institutional delivery, screening and addressing malnutrition, pre-primary education, sexual and reproductive health and rights of Adolescents and women, greater awareness on violence against women, child marriage, stronger women voices in the project tea gardens.

As a pilot basis, five tea gardens have started to record and aggregate their data (garden census and routine data) following the common template which have been developed with the JP initiatives. This information management system will increase capacity of Bangladesh Tea Association and government 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.

⇒ **Monitoring and data collection:**

- The JP task team enhanced the capacity of implementing partners to conduct routine monitoring with the aim to understand whether the programme is being implemented according to the agreed plan and make necessary adjustments based on monitoring findings where needed. In this regard, respective IPs conducted monitoring visits and periodically shared the monitoring data with the task team which was subsequently cross-checked during the joint monitoring visit through the sample interviews with project stakeholders. The field visit findings along with recommendations were shared with implementing partners for improving the program quality.
- The JP task team had a plan to pay more monitoring visits however it was not possible due to movement restriction caused by Covid-19 pandemic.

Lessons learned and sustainability of results

Partnerships

Partnership with employers (BTA) of tea gardens ensured the active participation of tea garden managers/authorities for implementation of the JP deliverables.

- Active participation of Bangladesh Cha Shramik Union leaders in the JP interventions boosted their ownership towards achieving the overall project results and triggered their commitments to sustain the momentum that the JP created during this project tenure.

Policy and guidance

- Evidence based dialogues with government and employers can bring positive changes/results in the collective bargaining process.
- Using the harmonized data collection template contributes to build information management system that will enable garden authority to analyze and interpret the data and to monitor the situation of the tea garden workers for improving their lives.

Capabilities

- The UNJP contributed positively to improve the living and working conditions of tea garden workers through several interventions. As a result, confidence, and enthusiasm among the targeted participants, especially the women leaders and adolescent girls have increased. They showed interest and expressed commitment to continue the work for other women and girls of tea gardens. In the short duration of project implementation in COVID-19 pandemic situation, continuation of work is critical to keep up the momentum and sustain the good results.
- Tea garden women workers and adolescents are now united and aware of their rights, but the cooperation of the concerned stakeholders is needed at the same time to realize and create an enabling

environment for claiming their rights. After the phase out of the project it would be a big challenge to continue the activities without any financial support and engaging the relevant stakeholders.

- Adolescents can play a vital role in community mobilization and awareness raising initiatives and bring positive change in the society.

Change in norms/practices

- Positive attitude and participation of the garden management is essential for the social development of the tea workers. Their engagement in every step of implementation can ensure sustainability.
- Local government's active involvement can help in rightful beneficiary selection, Grievance Redressal System (GRS) and monitoring of social protection programmes.

Access to services/resources

- Access to information and awareness is essential for the inclusion of tea workers in the national social protection services.
- Participation and engagement of government health care providers and health managers supported the female teagarden workers to receive quality information and SRH services.

Sustainability:

- To ensure sustainability of the initiatives, tea garden owners association and individual garden management were engaged throughout the programme. Health facilities and Day Care Centers were handed over to the garden management for continuation and maintenance. Tea garden health centers are linked with the government facilities (e.g Community Clinic, Upazila Health Complex).
- Tea garden health centers are maintaining a government register allowing the government field workers including the tea garden information in the GoB Health Management Information System. After the completion of the project, Day Care Centers will be operated with support from garden authority. Almost all the garden management has recruited one Caregiver for each center. Adolescent Clubs and CBCPC (Community Based Child Protection Committee) are linked with Upazila Women Affairs Office.
- Utilization of the data framework and harmonizing tools in all teagardens in the division will help to get better information, tracking the SDG indicators and further monitor the improvement.
- Formation of Tea Garden women workers and adolescent's platform under innovation fund of implementing partner by March 2022 will lead to sustaining of effort for promotion the rights of tea garden female workers and girls.
- Linkage with women community leadership platform (WCLP) and Youth and Adolescent to Youth Active Citizenship (YAC) platform of implementing partner at the ground has helped in sustaining the momentum that created by the JP.
- Evidence based Policy briefs and study findings will be guiding reference for policy advocacy beyond the project end

III. Plan for the final phase of implementation

Towards the end of JP implementation

- A summative evaluation of the UN SDG joint programme titled "Enhancing social protection for female tea garden workers and their families in Sylhet Division, Bangladesh" is planned upon completion of the activities. This independent evaluation to carry an in-depth assessment of the overall performance and short- and long-term effects of the "Joint Programme", considering the Theory of Change and intended transformative results. The findings, conclusions, lessons learned, and recommendations from this evaluation will be utilized for current and future programmatic and policy-related decisions around social protection in marginalized communities.
- A Lesson Learnt workshop is planned to share key results, discuss key lessons and draw sustainability plan to continue the momentum generated by the UN joint programme. Participation from relevant government departments, key stakeholders namely BTA and BCSU, implementing partners and tea garden workers community will enrich discussion and valuable inputs for the way forward.

- Development of knowledge products, two video documents, capturing the project outcomes of the joint programme and the advocacy points for strengthening Social Protection measures for tea garden workers in Bangladesh is planned by end of March 2022.
- A media event titled 'Policy Dialogue on Strengthening Social Protection for Women and Children in Tea Gardens' will be organized with high level policy makers and stakeholders. Discussions in the proposed policy dialogue will be built around the findings and recommendations of the study commissioned under the Joint Programme to create a discussion around the challenges and opportunities for strengthening the social safety net and social services in tea gardens to increase access to social protection services for the female tea workers and their children with reference to the joint programme.
- A national level closing workshop will be organized to brief the global Multi Partner Trust Fund donors and potential Development Partners about the joint programme implementation lessons, key results and recommendations for policy regimen and sustainability plan. Policy briefs (i) policy brief on Gender Responsive Planning and Budgeting (GRPB) and social protection, (ii) policy brief containing recommendations for strengthening the social safety net and social services in tea gardens to increase access to social protection services for the female tea workers and their children, will be disseminated in this national sharing meeting.
- End line survey to assess the progress and changes in the lives of tea garden workers in line with the interventions.

Risks and mitigation measures

- In 2021 the COVID-19 pandemic halted lives to a large extent. 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, endeavoring to keep the coordination process uninterrupted. In the middle of the year the Government lifted the lockdown and restriction movement and accelerated the JP implementation.
- 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 strengthened the COVID-19 precautions measures and populated the online technologies among the tea garden authorities, government officials and tea garden workers. In most cases JP maintained health safety and precautionary measures (face mask, distancing of sitting arrangement, hand wash etc.) while organized the courtyard meeting, workshops, and training with physical presence.
- The level of motivation of tea garden workers and their family members to change their myth, mind-set, perception, and social practices towards gender roles required continuous motivational sessions.
- Access to tea gardens 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 implementations had to carry out considering strict health instructions on COVID-19 by the Ministry of Health.
- Cooperation from the government, particularly from the Economic Relations Division for the final signing of the PRODOC, was delayed due to bureaucratic process. The project was approved on 15 October 2020 in the inter-ministerial meeting. The JP modified the PRODOC as per government rules and regulations (format/structure) and provided all required documents whenever required. The JP also continued to communicate with the Ministry of Labour and Employment for convening Project Management Committee and National Advisory Committee meetings but finally did not occur.

Annex 1: Consolidated Annual Results

1. JP contribution to global Fund's programmatic results

Global Impact: Progress towards SDGs

Select up to 3 SDG *indicators* that your Joint Programme primarily contributed to (in relation to SDG targets listed in your JP ProDoc)

SDG 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable

The database framework has contributed 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 facilitated the key actors of the tea garden to conduct policy dialogue and coordination, advocacy, participation, empowerment, and equity responsive delivery.

SDG 3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births

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 included 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 the maternal mortality ratio to less than 70 per 100,000 live births. Moreover, this JP contributes indirectly to reduce the burden of maternal morbidity by improving the access and rights to quality services of the female teagarden workers.

SDG 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 UNJP contributed to the overall gender equality and empowerment of women through interventions as planned across the 5 outputs. The specific activities are contributed to SDG target 5.2 includes organizing "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. As a result, 264 of Gender Based Violence against Women and Girls (GBVAW) cases were identified by tea garden women over the project period and adolescent group and solved through dialogues, awareness sessions, 16 days of activism for GBVAW and meetings. 2119 women (female teagarden workers) have the capacity to access sexual, reproductive health and rights services including family planning and other services and increased of coverage of antenatal care, delivery care and postnatal care by the skilled providers increased which reduces maternal mortality and morbidity in the teagardens.

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

Outcome indicators	Expected 2021 target	2021 result	Reasons for variance from planned target (if any)	Expected final target
1.1: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scope ¹	03	03		
<i>List the policies:</i> <ul style="list-style-type: none"> • Bangladesh Labour Law 2006 (Amendment 2018) • Bangladesh Labour Rule 2015 • National Education Policy 2010 • National Social Security Strategy 2015 • National Health Policy • National Women Advancement Policy National Social Security Strategy 2015 • Policy brief on Gender responsive budgeting (GRB) • Policy brief on recommendation for strengthening social protections, services for tea garden workers 				
1.2: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scale ²				
<i>List the policies:</i> <ul style="list-style-type: none"> • 				

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

Output indicators	Expected 2021 target	2021 result	Reasons for variance from planned target (if any)	Expected final target
3.1 Number of innovative solutions that were tested (disaggregated by % successful-unsuccessful)				
3.2: Number of integrated policy solutions that have been implemented with the national partners in lead				

Did your Joint Programme contribute to strengthening of national capacities to implement integrated, cross-sectoral SDG accelerators in 2020-2021?

Yes

No

Explain briefly:

¹Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

²Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

2. Results as per JP Programmatic Results Framework

Result / Indicators	Baseline	Expected 2021 target	2021 Result	Reasons for variance from planned target (if any)	Expected final target
Outcome 1: <i>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>					
Output 1 (Policy and legislative advocacy, coordination) 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 and NSSS	-Existing Amended Bangladesh Labour Act 2018 -Bangladesh Health policy -Bangladesh Labour Rules 2015 -National Social Security Strategy 2015 Education policy Health policy	Number of joint advocacy workshops/national discussions organized on proposed policies and laws amendment by end of 2021	03 (virtual and offline)	N/A	N/A

	National Action Plan on Violence against Women and Children, 2018				
	National Action Plan on Child Marriage				
Output 1.2 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	A set of legislation/policy brief prepared by end of 2021	3 policy briefs developed		
Output 1.3 indicator Increased number of tripartite/bipartite action plans between BTA, BCSU, MoLE and relevant ministries/department to address the identified gaps and prioritize actions for tea garden, particularly women	Tripartite action plan is not available	1	1	N/A	N/A
Output 1.4 Indicator Gender responsive budgeting (GRB) implemented in the concerned ministries and local authorities	0	02	02	N/A	N/A
Output: 2 (Data) (Capacity of Duty-Bearers)					

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	N/A	N/A
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	3 interagency initiatives	3	N/A	N/A
Output 2.3 Indicator No. of indicators/ variables collected through the government health MIS (DHIS2) covering the tea garden communities	0 indicators	20	22	02	N/A
Output 2.4 Indicator No. of studies/ surveys conducted to understand behaviors, social	0	1	1	N/A	N/A

norms and practice of the tea garden population					
Output 2.5 indicator No. of health care providers / multi stakeholders are trained on the collection of data, data processing and reporting	0	150	174	24	Presence of health care providers were more than planned therefore JP provided the training to all of them.
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	15	32	17	
Output 2.7 indicator No. of quarterly/yearly advocacy meetings at the district/ national level held and data shared	0	4	5	1	
Output 2.8 indicator No. of cases raised under access to data mechanisms (including RTI Act) by tea garden workers or their representatives	0	4	4		

Output 3 (Capacity of Duty-Bearers)					
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	15	22		20
Output 3.2 indicator percentage of tea garden health facilities have increased capacities to provide AnteNatal Care (ANC), Post-natal-care (PNC) and nutrition counseling to pregnant and lactating women	38% (BBS Tea garden Survey)	65%	88%		65%
Output 3.3 indicator # of day care centres providing quality care support to the children of working parents	15	40	40		40
Output 3.4 indicator No of teachers have increased capacity (TLM/ Pedagogy) to		24	39 (Female 21, male 18)		24

provide quality education in pre-primary and primary cycle					
Output 3.5 indicator Percentage Of birth registration of children under five years increased in tea gardens	46%	75%	50%	Documents required for birth registration are often not available for tea workers. Poor network/server slowdown hampers the timely registration of births.	75%
Output 3.6 Indicator # of Health workers trained on IYCF and maternal nutrition counseling services	0	60	80 (Female 48, Male 32)		60
Output 3.7 indicator Percentage of SAM children identified and referred to health facility	0%	50%	100%		50%
Output 3.8 indicator % tea garden school visits conducted by the UEO/AUEO/URC Instructor	-	50	75%		50%

Output 3.9 Indicator # of Bangladesh Tea Association, GoB and parents trained to prevent and eliminate child labour	0	50	199 (Female 77, male 122)	Target overachieved as the tea garden workers participated more in the training sessions. The PUNOs adjusted accordingly.	50
Output 3.10 indicator Strengthened capacity of Bangladesh Tea Association/tea garden managers/Union leaders to monitor and ensure Occupational Safety and Health compliance, particularly for women workers in the tea gardens	Baseline to be established	213 participants trained 2021. BTA managers/adm inistration	229 (female-40 and male189)	Target overachieved as the beneficiaries participated more in the training sessions. The PUNOs adjusted accordingly.	
<p>Output 4: (capacity of rights-holders)</p> <p>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.</p>					
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	500	2000	2119	Target overachieved as the tea garden workers participated more in the training sessions. The PUNOs adjusted accordingly.	

household level/in the courtyard meetings					
Output 4.2 indicator # of satellite clinics have uninterrupted supply of FP commodities without any stock-outs	Nil	40	42		
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	40%`	62%		
Output 4.4 indicator % of facility deliveries increased	Nil	30%	48%		
Output 4.5 indicator # of new fistula case identified in health facilities and referred	30	50	66		

Output 4.6 indicator % of teagarden workers (both men and women) are aware of prevention of sexually transmitted infections and HIV	Nil	30%	32%		
Output 4.7 indicator # of awareness sessions organized and held for the adolescent girls on menstrual hygiene, school attendance and other education-related issues	Nil	50	141		
Output 4.8 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	100 persons trained	87 persons trained	13 targets (beneficiaries) could not reach as the targeted communities and relevance youth/tea garden workers did not show their interest to receive the training during this pandemic. The trainings were selected based on the Skills Training Need Assessment.	
Output 4.9 indicator Grievance mechanisms for access to public services established and successfully tested with cases	0	20	20	N/A	

Output 4.10 indicator Strengthened capacity of women to access sexual, reproductive health and rights services including family planning and other services for enhancing social protection	0, baseline tbc		Yes	Yes	
<p>Output 5: (Capacity of rights holders)</p> <p>Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold the Government and the Bangladesh Tea Association accountable for enhanced integration of tea garden workers in the national social protection system.</p>					
Output 5.1 indicator Tea garden women workers and adolescents have enhanced life skills for increased leadership capacity and are able to apply at all levels.	TBD baseline to be decided after a needs assessment study is conducted.	200 women representatives from Panchayat, valley and national committees	225 women representatives from Panchayat, valley and national committees participated in the life skills training	Target overachieved as the beneficiaries showed their interest to take part in such sessions.	80% of women from Panchayat, valley and central committee leaders of Bangladesh Cha Shramik Union participated in decision making process related to worker welfare with garden worker
Output 5.2 indicator Women workers' voices are raised in the dialogues organized with Govt, BTA, and relevant	0	4 events	4 events /dialogues held		

stakeholders to better communicate and negotiate for their rights.					
Output 5.3 indicator Created spaces for women workers to learn Gender Equality issues and collectively organized for their rights.	0	12 learning sessions	12 "Gender talk" sessions held		
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	4 media articles (8 th March, GRPB dialogue etc)		Media articles reflected the social protection issues of female tea garden workers adequately.
Output 5.5 indicator Tea garden workers, particularly women's capacity enhanced to practice freedom of association, collective bargaining and sound industrial relations	260 tea workers trained	662 tea garden leaders of which 60% women trained by end of 2021	674 tea garden leaders of which women were 296	Target overachieved as the tea garden workers participated more in the training sessions. The PUNOs adjusted accordingly.	
Output 5.6 indicator Concluded Biennium collective agreement 2018-2019 between Bangladesh Cha Shramik Union	2017-2018 biennium collective	316 BCSU leaders, Valley and <i>Panchayet</i> leaders, of which 40%	386 BCSU leaders, Valley and <i>Panchayet</i> leaders of which women were 187	Target overachieved as the tea garden workers participated more in the training sessions. The PUNOs adjusted accordingly.	

and Bangladesh Tea Association with active participation of women workers and gender perspectives by mid of 2020	agreement in place	women trained by end of 2021			
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Annex 2: Strategic documents

2.1. Contribution to social protection strategies, policies and legal frameworks

Strategic documents developed or adapted by JP

Title of the document	Date when finalized (MM/YY)	Focus on extending social protection coverage (Yes/No)	Focus on improved comprehensiveness of social protection benefits (Yes/No)	Focus on enhancing adequacy of social protection benefits (Yes/No)	Focus on improving governance, administration and/or implementation of social protection system (Yes/No)	Focus on cross-sectoral integration with healthcare, childcare, education, employment, food security, etc. (Yes/No)	If published, provide the hyperlink
<i>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</i>	31.12.2021	Yes	Yes	Yes	Yes	Yes	N/A
Skills Training Need Assessment for identifying different occupations/trades for the tea garden workers particularly women	31.12.2020	No	No	No	No	Yes	N/A

Framework/ Strategy for the Coordination of Data on the Tea Garden Workers	31.12.2020	Yes	No	No	No	Yes	N/A
Ethnographic survey to understand behaviors, social norms, and practices of the tea garden population	31.08.2021	Yes	No	No	No	Yes	N/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.	31.12.2020	Yes	No	No	No	Yes	N/A
Assessment report on socio-economic condition of tea garden worker during the COVID-19	31.12.2020						
Study to assess the poverty impact (at regional and local level) of a categorical universal social protection programme for tea garden	15.02 2022	yes	yes	Yes	yes	yes	n/a

communities. Policy brief containing recommendations for strengthening social protection and services							
Policy brief on Gender Responsive Planning and Budgeting and Social protection	30.06.2021						

Strategic documents for which JP provided contribution (but did not produce or lead in producing)

Title of the document	Date when finalized (MM/YY)	Focus on extending social protection coverage (Yes/No)	Focus on improved comprehensiveness of social protection benefits (Yes/No)	Focus on enhancing adequacy of social protection benefits (Yes/No)	Focus on improving governance, administration and/or implementation of social protection system (Yes/No)	Focus on cross-sectoral integration with healthcare, childcare, education, employment, food security, etc. (Yes/No)	If published, provide the hyperlink

2.2. Focus on vulnerable populations

Strategic documents developed or adapted by JP

Title of the document	Date when finalized (MM/YY)	Focus on gender equality and women empowerment (Yes/No)	Focus on children (Yes/No)	Focus on youth (Yes/No)	Focus on older persons (Yes/No)	Focus on other group/s (List the group/s)	Focus on PwDs (Yes/No)	Included disaggregated data by disability - and whenever possible by age, gender and/or type of disability (Yes/No)

Strategic documents for which JP provided contribution (but did not produce or lead in producing)

Title of the document	Date when finalized (MM/YY)	Focus on gender equality and women empowerment (Yes/No)	Focus on children (Yes/No)	Focus on youth (Yes/No)	Focus on older persons (Yes/No)	Focus on other group/s (List the group/s)	Focus on PwDs (Yes/No)	Included disaggregated data by disability - and whenever possible by age, gender and/or type of disability (Yes/No)

Annex 3: Updated JP Risk Management Matrix

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 (e.g. social, environmental, security and safety 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/Operational 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 (e.g. political, regulatory 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 undisrupted 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 (financial risks, fraud & corruption 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

Annex 4: Results questionnaire

- Complete portfolio questionnaire online at: <https://forms.office.com/r/H4eZAKyx9H>