

18 Months Rolling Work Plan (Jan. 2011 - June 2012)

UN Support for Women's Empowerment and Gender Equality

UNDAF

UNDAF Outcome:	4. By 2012, Institutional capacity and people's participation strengthened to ensure good governance. (MDG 1, 3, 8)
Expected CT Outcome:	2. Strengthen National capacity and systems to formulate, review and implement national legislation in line with ratified international conventions.
Expected CT Outputs:	4.2.1; 4.2.2; 2.2.a; 4.2.3; 2.3.a; 2.3.b; 2.3.c; 2.3.d
Implementing partners:	National Commission for Women and Children (NCWC); Respect Educate Nurture Empower Women (RENEW), Ministry of Labour and Human Resources

NARRATIVE

1. This AWP aims to: i) produce quality report on the implementation of the ratified international treaties and conventions submitted by the Royal Government of Bhutan. ii) Strengthen capacity of RBP and the Judiciary on women and children friendly procedures: iii). Expand prevention and protection system for gender based violence; iv) Raise awareness on CRC, CEDAW, gender and women and children's protection issues; v) Implementation of CEDAW and CRC concluding comments vi) Support gender mainstreaming into plans, policies, and programs.
2. In collaboration with implementing partners (IPs) and UN agencies, the Gross National Happiness Commission (GNHC) coordinates the overall AWP implementation and progress review through quarterly, mid-year and annual review meetings. The IPs are responsible for ensuring the achievement of AWP results through day-to-day management, implementation, monitoring of the activities, proper use of funds and submission of quarterly financial and progress reports. The UN agencies are responsible for monitoring, timely release of funds, and technical support to implementation.
3. The partners adopt HACT procedures for fund request, release and reporting. Quarterly Direct Cash Transfer modality is applied and Reimbursements or Direct Payment when necessary with prior agreement between all the parties. Assurance activities such as joint field monitoring, spot checks and scheduled audits will be conducted after agreement with the GNH Commission and the IP based on the micro-assessment recommendations.

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UN Support for Women's Empowerment and Gender Equality

Programme Period: 2008-2012

Programme Title: Gender Equality and Women's Empowerment

AWP Title: UN support to Women's Empowerment and Gender Equality

Duration: 18 Months (Jan 2011—June 2012)

Estimated 18 months budget: \$653,415

Allocated resources:

- ▶ UNDP 2011 (RR \$ 92,110), (OR \$ 11,505-RENEW)
 - ▶ \$ 47,260 (NCWC) [FIC # 2165]
 - ▶ \$ 44,750 (RENEW) [FIC # 2311]
- ▶ UN Women 2011-\$174,133 (NCWC): 2012-\$49,753 (NCWC)
- ▶ UNICEF 2011 \$ 315,750 (RR \$ 62,000; OR \$ 253,750)
- ▶ UNICEF 2012 \$ 19,850 (OR \$ 19,850)
 - ▶ \$ 269,100 (2011 \$ 249,250; 2012 \$19850) (NCWC) [FIC # 2310]
 - ▶ \$ 19,500 (MoLHR) [FIC #]
 - ▶ \$ 43,000 (RENEW) [FIC #]

Agreed by Implementing Partners:

Mr. Norbu Gyaltshen
Ofg. Executive Director
NCWC
Date: 28/2/11

Ms. Chimi Wangmo
Executive Director
RENEW
Date: 28/02/11

Dasho Dr. Sonam Tenzin
Secretary
Ministry of Labour and Human Resource
Date: 28/2/2011

**Agreed by the Royal Government
of Bhutan:**

Mr. Karma Tshiteem
Secretary
GNH Commission
Date: 29/2/11

Agreed by UN Agencies:

Ms. Claire Van der Vaeren
UN Resident Coordinator
UNDP Res Representative
Date: 21 Feb 2011

Dr. Gepke Hingst
Representative
UNICEF
Date: 25/02/2011

Ms. Anne F Stenhammer
Regional Programme Director
UN Women, SARO
Date: 24/2/2011

18 Months Rolling Work Plan for Jan 2011 - June 2012

EXPECTED CP OUTPUTS and indicators including 18 months targets	PLANNED ACTIVITIES List all activities including M&E to be undertaken during the year towards stated CP outputs	TIMEFRAME						RESPONSIBLE PARTY		PLANNED BUDGET				
		2011			2012			Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)		
		Q 1	Q 2	Q 3	Q 4	Q 1	Q 2					2011	2012	Total
CP Output 4.2.1: Enhanced national capacity in awareness raising, implementation and reporting of ratified international conventions and treaties Indicator 1: Number of national and shadow reports on ratified international treaties and conventions submitted in time. Baseline: CRC -1, CEDAW-1, UPR-0 Target 1: CRC-2, CEDAW-2, UPR-1 Indicator 2: Number of different targets groups sensitized on CRC and CEDAW Baseline: N/A Target 2: General public: 40000, Decision makers: 300, RBP Officers : 2116, Religious personnel: 1500 Indicator 3: Number of complaint and response mechanism (CRM) functioning Baseline: N/A Target 3: CRM in Dratshang and Police Target for Human Trafficking: 1) 1 Evidence based study on Human Trafficking in Bhutan published 2) 10 male and 10 female, total 20 for target groups, 20 Member of Parliaments (including all women MPs), 35 officials from MOHCA, MOLHR, RBP, Border Check points 3) 2-3 cross border partners identified and meetings conducted	Support to NCWC for Mainstreaming Gender and Women's Empowerment in Bhutan													
	Result 1: Institutional Mechanisms in place to address Human Trafficking issues in Bhutan	X	X					NCWC	UNDP	RR	Nat TA /Travel	11,600		11,600
	a) Study on the human trafficking situation in Bhutan							NCWC		RR	In country Workshop/ Travel	5,000		5,000
	b) Awareness Campaigns for Target Groups, sensitization workshop for parliamentary committee and relevant stakeholders		X	X				NCWC	UNDP	RR	In country Workshop/ Travel	5,000		5,000
	c) Mapping of Partners within and across border and subsequent coordination meetings			X	X			NCWC	UNDP	RR	Ex country Travel/Training	10,000		10,000
	d) Capacity of NCWC strengthened; Attend international conferences/seminars and meetings related to human trafficking	X	X	X	X			NCWC	UNDP	RR	In country Workshop/ Travel	6,410		6,410
	Result 2: Enhanced awareness on the National Plan of Action for Gender (2008-2013)	X	X		X			NCWC	UNDP		In country Workshop/ Travel	7,000		7,000
	a) Sensitization workshops for sectors and GFPs at national level conducted			X	X			NCWC	UNICEF	RR	Cash	6,800	0	6,800
	b) Sensitized and awareness created among Dzongdas, DT, GT chairpersons on gender equality and equity, gender issues and concerns, and of the Government's international commitments and legal obligations					X		NCWC	UNICEF	RR	Cash	6,200	0	6,200
	Launch of SOWC : a) 2011	X						NCWC (MoLHR)	UNICEF	OR	Cash	7,000	0	7,000
	b) 2012				X			NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	Support to addressing issues of Child Labour: a) Design and conduct campaigns to raise awareness of the negative effects of exploitative child labour	X						NCWC (RBP)	UNICEF	OR	Cash	1,000	0	1,000
	Observation of International Day against Child Labor (June 12th) (MoLHR)	X				X		NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	Support to the CRM in RBP a) Server installation	X	X					NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	b) Workshop to develop the SOP on the CRM (police)			X				NCWC (RBP)	UNICEF	OR	Cash	7,000	0	7,000
	c) Development of database for women and children in contact and in conflict with the law i. National TA (ToR)	X	X					NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	ii. Training in database management (1 week in country training)			X				NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	Expansion of the WCPU/WCPD; establishment:	X						NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	a) Expansion in Wangdi district			X				NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	b) Expansion in Paro district													

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		Q 1	Q 2	Q 3	Q 4	Q 1	Q 2					2011	2012	Total
CP Output 4.2.2: Capacity of the judiciary, law enforcement and relevant agencies strengthened in developing and implementing juvenile justice system and women and child friendly procedures. Indicator1: Number of courts and police stations exercising women and child friendly procedures. Baseline:1 WCPU Target 1: 4 WCPU Indicator 2: Number of officials from relevant agencies with enhanced capacities on Child Care Protection intervetion procedures Base line: NA Target 1: 30 monastic head, 50 RBP officers, 10 CSO heads Baseline:N/A Target 2: 30 monastic head, 30 RBP officers,10 CSO heads	Develop curriculum to include women and child friendly procedures in RBP a) Hiring of TA (International - ToR)		X	X				NCWC (RBP)	UNICEF	RR	Cash	15,000	0	15,000
	b) Consultation workshop				X			NCWC (RBP)	UNICEF	RR	Cash	1,500	0	1,500
	c) Training of Trainers on the new curriculum (15 - Jigmeling and Tashi gatshe)				X			NCWC (RBP)	UNICEF	OR	Cash	10,000	0	10,000
	Supporting implementation of child friendly procedures in the Monastic institution a) Development of alternative forms of discipline b) TA (ToR)		X					NCWC (Dratshang)	UNICEF	OR	Cash	15,000	0	15,000
	b. Training of Trainers				X			NCWC (Dratshang)	UNICEF	OR	Cash	5,000	0	5,000
	c) Roll out training					X		NCWC (Dratshang)	UNICEF	OR	Cash	10,000	0	10,000
	Instituting CRM in the monastic body a) National Consultation with Lam Netens, heads of monastic institutions and 11 Expert Committee Members to discuss the recommendation of the Assesment of Situation of young monks and nuns, lessons learnt and way forward (Combined with WASH)		X					NCWC (Dratshang)	UNICEF	OR	Cash	8,000	0	8,000
	b)Implementation of the recommendations from the assessment of the situation of young monks and nuns in the monastic institution a) Training in First Aid		X					NCWC (Nuns Foundation)	UNICEF	OR	Cash	5,000	0	5,000
	c)Assessment by the 11 Expert Committee Members on the situation of young monks and nuns in the monastic institution						X	NCWC (Dratshang)	UNICEF	Unfunded	Cash	0	12,600	12,600
	d) Set up of CP office in dratshang					X		NCWC (Dratshang)	UNICEF	RR	Cash	4,000	0	4,000
	Support to implementation of Child Protection Bills (Adoption and CCPB) a. Translation b. Printing and Binding			X	X			NCWC	UNICEF	OR	Cash	10,500	0	10,500
	b) Workshop to draw a National Plan of Action for Children and the regulations of the CCPA using the CCP Act.				X			NCWC	UNICEF	RR	Cash	5,000	0	5,000
	c) Media Campaign and Disemmination on CCP Act and Adoption Act					X	X	NCWC	UNICEF	OR	Cash	4,000	2,000	6,000

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<p>Indicator 3: Women & Children related legislations implemented Baseline: N/A Target 3: Child Care Protection bill enacted, Child Adoption bill enacted, Domestic Violence Bill enacted</p> <p>CT Output 4.2.3 d) Government, parliamentarians, communities, and families have increased awareness on CRC and CEDAW and particularly on abuse, exploitation and violence against children and women</p> <p>Indicator 1: Proportion of general public sensitized on VAW, DV and women's empowerment Baseline: N/A Target 1: 70% women and 30% men</p> <p>Indicator 3: # of service providers in each ministry and agency in the Government, judiciary, police and NGOS Trained on CRC & CEDAW Baseline: NA Target 3: GFP- 50, RBP Officers - 300, Judiciary -120, NGO -10</p>	b) Police - youth partnership program a. Thimphu, Paro, P/ling, Gelephu, Samtse (Ongoing) 6th phase			X				NCWC (RBP)	UNICEF	OR	Cash	26,000	0	26,000
	c) Police - Youth partnership 8 division - Punakha, Zhemgang, Tsirang, Trongsa, S/Jongkhar, T/Gang, Mongar and Wangdi (New launch) 7th Phase			X				NCWC (RBP)	UNICEF	OR	Cash	17,400	0	17,400
	Capacity building on CRC a) Ex country ToT on CRC for relevant stakeholders (5 persons)/ In country ToT on CRC with TA from outside			X				NCWC	UNICEF	OR	Cash	15,600	0	15,600
	b) In country ToT on CRC by the Trainers for DEOs and Principals				X			NCWC	UNICEF	RR	Cash	10,000	0	10,000
	a) Formation of a task force for addressing child labour	X						MoLHR	UNICEF	OR	no cost	0	0	0
	b) Task force retreat / (5 days) - (ToR for task force, review of the child related concerns in the Labour and Employment Act, standards and regulation of the drayang employees, strategy to combat child labour)		X					MoLHR	UNICEF	RR	Cash	6,000	0	6,000
	c) Stakeholders' validation workshop (Task force recommendations presented and agreement reached)			X				MoLHR	UNICEF	RR	Cash	2,000	0	2,000
	d) Presentation of key recommendations to the cabinet for endorsement				X			MoLHR	UNICEF	RR	Cash	1,500	0	1,500
	e) Capacity building of enforcement agencies on child labour- Training for labour inspectors, lawyers and community leaders					X		MoLHR	UNICEF	OR/UN Women	Cash	10,000	0	10,000
	Result 1: Research on VAW developed a) Collect and analyze systematically disaggregated data on VAW including nature, various forms, causes, consequences of human trafficking and commercialization of sex		X	X	X	X		NCWC	UNDP	OR/UN Women	Nat TA /Travel	12,194	2,030	14,224
	Result 2: Exposure visit of relevant officials a) NCWC and RENEW officials visit to Bangladesh to study shelter homes			X	X	X		NCWC	UNDP	OR/UN Women	Ex country travel	7,890	3,016	10,906
	Result 3: Sensitization and Advocacy on DV/GBV and the Domestic violence Bill a) Sensitization in selected institutions and colleges		X	X	X	X		NCWC	UNDP	OR/UN Women	In country travel/training	7,000	3,993	10,993
	Result 4: a) Report on Para 18 and 20 of CEDAW Concluding Observations prepared				X			NCWC	UNDP	OR/UN Women	In country Workshop/ Travel	1,400		1,400
	b) Report on CRC prepared				X			NCWC	UNDP	OR/UN Women	In country Workshop/ Travel	1,400		1,400
	Support for a Gender Specialist		X	X	X	X	X	UNDP/NIM	UNDP	OR/UN Women	TA/Travel	131,600	37,600	169,200
	Facilities and Administration GMS (7%)							UNDP/NIM	UNDP	OR/UN Women	F&A	10,899	3,114	14,013

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		Q 1	Q 2	Q 3	Q 4	Q 1	Q 2					2011	2012	Total
Sub Total UNICEF												268,750	19,850	288,600
Sub-Total UNDP												45,010		45,010
Sub-Total UN Women												172,383	49,753	222,136
Assurance Activities														
	1 Quarterly, mid year and annual review meetings	X	X	X	X	X	X	UNDP/NIM	UNDP	RR	travel, Misc.	500	0	500
		X	X	X	X	X	X	NCWC/MoLHR	UNICEF	RR	travel, Misc.	2,000	0	2,000
	2 Joint field monitoring visits and advocacy visits	X	X	X	X	X	X	UNDP/NIM	UN Women	RR	travel, Misc.	1,750	0	1,750
		X	X	X	X	X	X	UNDP/NIM	UNDP	RR	travel, Misc.	1,500	0	1,500
		X	X	X	X	X	X	NCWC/MoLHR	UNICEF	RR	travel, Misc.	500	0	500
	3 On-site review	X	X	X				UNDP/NIM	UNDP				0	0
			X	X				NCWC/MoLHR	UNICEF			250	0	250
	4 HACT audit			X				NCWC/MoLHR	UNICEF	RR	travel, Misc.	250	0	250
				X				UNDP/NIM	UNDP	RR	travel, Misc.	250	0	250
												271,750	19,850	291,600
TOTAL UNICEF												47,260	0	47,260
TOTAL UNDP												174,133	49,753	223,886
TOTAL UN Women														
CT Output 4.2.3: Strengthened capacity of relevant institutions to enhance knowledge and information on ratified conventions among partners and the public:														
a) Increased national capacity on social work, counseling, child protection case management and psychosocial care.	II RENEW - Women's Empowerment through involvement of men and CBSS													
	Result 1: Manual developed for domestic violence case handling	X	X	X				RENEW	UNDP	RR	Training/Travel/ National consultant	10,000		10,000
	a) Training of legal bench clerks in dealing domestic violence cases													
	Result 2: Responsive mechanism in place to combat domestic violence(DV)	X	X	X				RENEW	UNDP	RR	Workshop /Travel	15,000		15,000
	a) Annual general conferences on prevention of DV/GBV													
	Result 3: Networking with relevant agencies/CSOs to study best practices on Domestic Violence issues	X	X	X	X			RENEW	UNDP	RR	Ex country Travel/Training	10,000		10,000
	a) Exchange program for Executive level staff b) Short term trainings related to DV													
	Result 4: Observation of international event:	X						RENEW	UNDP	RR	Travel Misc	2,500		2,500
	a) International Women's Day (8th March)													
	b) International Day of Elimination of Violence against Women (25th Nov)				X			RENEW	UNDP	RR	Travel Misc	2,500		10,000
Indicator 1: # of CBSS advising and training people on social work, counseling, child protection case management and psychosocial care. Baseline: N/A Target 1:16	c) World Aids Day(1st Dec)				X			RENEW	UNDP	RR	Travel Misc	2,500		2,500
	Result 5: Creation of a supportive environment for rural women in the communities through the promotion of gender equality and reduction of violence against women.							RENEW	UNDP	OR/AGFUND	Travel Misc	10,700		10,700
	a) Implement activities to prevent and address violence against women and gender based violence.													

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		Q 1	Q 2	Q 3	Q 4	Q 1	Q 2					2011	2012	Total
	Supporting Costs(7%F&A) AGFUND								UNDP/NIM	OR/AGFUND	F&A	805		805
	Improving services at the shelter home a. shelter manager training (including other shelter managers) b. basic supplies c. children program at the shelter (volunteers to read stories and conduct recreation for children at the shelter) d. development of SOP for the shelter (including frequency of the visits etc)	X	X	X	X			RENEW	UNICEF	OR	cash	8,000	0	8,000
	Conduct training for CBSS volunteers on prevention and protection issues (manual to be reviewed for the training of pra- professional at the community)	X	X					RENEW	UNICEF	OR	cash	15,000	0	15,000
	Create and support a child protection network with 2 components: a. Formation of community based child protection		X	X				RENEW	UNICEF	OR	cash	10,000	0	10,000
	b. Formation of District Child Protection committee		X	X				RENEW	UNICEF	OR	cash	10,000	0	10,000
Sub-Total AGFUND												11,505		11,505
Sub-Total UNICEF												43,000		43,000
Sub-Total UNDP												42,500		42,500
	Assurance Activities													
1	Quarterly, mid year and annual review meetings	X	X	X	X	X	X	RENEW	UNICEF	RR	travel, Misc.	250		500
		X	X	X	X	X	X	UNDP/NIM	UNDP	RR	travel, Misc.	500		500
2	Joint field monitoring visits and advocacy visits	X	X	X	X	X	X	RENEW	UNICEF	RR	travel, Misc.	250		250
		X	X	X	X	X	X	UNDP/NIM	UNDP	RR	travel, Misc.	1,500		1,500
3	On-site review		X		X			RENEW	UNICEF	RR	travel, Misc.	250		
			X		X			UNDP/NIM	UNDP	RR	travel, Misc.			
4	HACT audit			X				RENEW	UNICEF	RR	travel, Misc.	250		250
				X				UNDP/NIM	UNDP	RR	travel, Misc.	250		250
Sub Total UNICEF												44,000		44,000
Sub Total UNDP												44,750		44,750
GRAND TOTAL UNICEF												315,750	19,850	335,600
GRAND TOTAL UNDP												92,110		92,110
GRAND TOTAL UN Women												174,133	49,753	223,886
GRAND TOTAL AGFUND												11,505		11,505