

Joint SDG Fund

Joint Programme Final Narrative Report

PORTOFLIO ON INTEGRATED POLICY AND LNOB

Template

Cover page

Date of Report: 1 /06 /2022

<i>Programme title, Number and Country</i>
<p>Country: Bangladesh</p> <p>Joint Programme (JP) title: Enhancing social protection for female tea garden workers and their families in Sylhet division</p> <p>MPTF Office Project Reference Number¹: 00118977</p>
<i>Programme Duration</i>
<p>Start date² (day/month/year): 01 January 2020</p> <p>Original End date³ (day/month/year): 31 January 2022</p> <p>Actual End date⁴ (day/month/year): 31 March 2022</p> <p>Have agencies operationally closed the Programme in its system?: ✓Yes</p> <p>Expected financial closure date⁵: 31 March 2022</p>

¹ The MPTF Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as "Project ID" on the project's factsheet page on the [MPTF Office GATEWAY](#).

² The start date is the date inserted in the original ProDoc submitted and approved by the Joint SDG Fund.

³ As per approval of the original project document by the relevant decision-making body/Steering Committee.

⁴ If there has been an extension, then the revised, approved end date should be reflected here. If there has been no extension approved, then the current end date is the same as the original end date. The end date is the same as the operational closure date which is when all activities for which a Participating Organization is responsible under an approved MPTF / JP have been completed. As per the MOU, agencies are to notify the MPTF Office when a programme completes its operational activities. Please see [MPTF Office Closure Guidelines](#).

⁵ Financial Closure requires the return of unspent balances and submission of the [Certified Final Financial Statement and Report](#).

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Programme Budget (US\$)

Total Budget (as per Programme Document, without co-funding): **2 million US Dollar**
Agency/Other Contributions/Co-funding (if applicable): N/A

Joint SDG Fund Contribution⁶ and co-funding breakdown, by recipient organization:

Agency/others	Joint SDG Fund contribution	Co-funding	Total
PUNO1	500,000	Nil	500,000
PUNO2	500,000	Nil	500,000
PUNO 3	500,000	Nil	500,000
PUNO 4	500,000	Nil	500,000
Total	2,000,000	0	2,000,000

⁶ Joint SDG Fund Contribution is the amount transferred to the Participating UN Organizations – see [MPTF Office GATEWAY](#).

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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: The JP will have developed a strategic framework for the tea sector to harmonize the existing data generation system including private sector linking with district level government departments. This framework will have strengthened the capacity of BTA 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.

Estimated rate of completion as of JP end date:100%

- The harmonization of the existing data systems including of private sectors linking with district level government departments have led to strengthen of the capacity of BTA and government departments to monitor and thus improved 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, nutrition services and counseling) in line with the government health system (DHIS2 platform) which is currently being implemented by garden managers and reported by government health workers.
- Findings Sharing Workshops on 'Assessment of Knowledge and Practice of SRHR and Health Seeking Behavior of Women in the Tea Garden Communities' were held with key stakeholders and Tea Garden communities under the UN SDG Joint Programme.

- Findings sharing workshop on output 4 “develop capacity of. Female teagarden workers on SRHR issues and social protection” was held with the key stakeholders at the division level.
- Dialogue held with the media, government and other stakeholders for expansion of the coverage of the Mother and Child Benefit Programme in the tea gardens to ensure that all eligible pregnant and lactating mothers and children under 4 years of old receives benefit. Recommendations have been made for improving the targeting efficiency, rationalizing the eligibility criteria, and eliminating targeting barriers to increase access to the programme.
- An infographic on the ethnographic study was 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 the establishment of a functional referral system in addressing each of the complications, 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 intervention 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 government health facilities 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 government health facilities. 100% of the Severe Acute Malnutrition (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 government stakeholders, e.g., Primary Teachers Training Institute and Directorate of Primary Education 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 50% since the programme intervention started in 2020.

Result 2: Substantial support in legislation and advocacy for the right of tea workers to self-organize.

Estimated rate of completion as of JP end date:100%

- The project has also contributed to the ongoing policy and legal reform initiatives in Bangladesh, including contributing toward development of the Revised action plan of the National Social Security Strategy (NSSS) 2022-2026, national 8th Five Year Plan, 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 has been 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 assess the potential impact on multi-dimensional poverty of a potential categorical universal social protection interventions. Several policy recommendations were made advocating a categorical universal social protection (cash plus) programmes for women and children in the tea gardens.
- National level policy dialogue was organized together with media (a leading newspaper) to advocate the need for improved targeting efficiency and the removal of eligibility criteria to allow increased access to the government flagship intervention – the Mother and Child benefit Programme. The policy dialogue also emphasized on the need for universal implementation of the Mother and Child benefit programme in the tea garden which has be potential to reduce poverty by 2.3% (moderate poverty).

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 ends 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, however, the overall weak state of the health system and lack of access by marginalized communities was exposed during the crisis. The pandemic took a huge toll in terms of their access to basic social services during the pandemic as the services were squeezed significantly. 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.).
- 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 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 compared 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 facilities (garden facility 100, other facilities 237) last year, for many tea gardens (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. 15 interventions teagarden has been declared as fistula free gardens and those fistula survivors were received social safety support. 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 support during the peak time of the pandemic 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:
Total number 25,193
Percentage of women and girls:14,506

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 (GRPB) is the key element of the UNJP. As GRPB 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 GRPB 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 JP: 100%

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.
Final JP event (closing)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other strategic events	<input type="checkbox"/>	<input checked="" 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. Final Results

Overall progress

- ☒ All expected results achieved
☐ Majority of expected results achieved
☐ Only some expected results achieved

Please, explain briefly:

The UN JP made extensive efforts to achieve the expected results amidst the COVID-19 pandemic and rounds of lock down and movement restrictions set by government.

Contribution to Fund's global results

- ⇒ **Contribution to Joint SDG Fund Outcome 1 (as per 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 from the marginalized tea garden community in Bangladesh.
- ⇒ **Contribution to Joint SDG Fund Output 3 (as per targets set by the JP)**
 - Integrated policy solutions for accelerating SDG progress implemented
- ⇒ JP contributed to the ongoing policy and legal reform initiatives in Bangladesh, including contributing toward development of the Revised action plan of the National Social Security Strategy (NSSS) 2022-2026, national 8th Five Year Plan, labor laws, and advocated for gender responsive planning and budgeting to increase investment for the most disadvantaged.

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.
- The PUNOs have undertaken a study to assess the poverty impact of a potential categorical universal programme for the pregnant and lactating mothers and the children under 4 years old. The simulation shows that implementation of such programme in the tea gardens would reduce poverty by 2.3 percentage point (moderate poverty). A set of policy recommendations have been made for improvement of targeting performance and programme efficiency, increase in the benefit size, and for adoption of a gradual universal approach to cover all children under 4 years old.

Output-2:

- Developed a framework/strategy for data coordination and harmonization of the existing data collection system on the tea garden workers and shared with concerned stakeholders i.e. BTA, BCSU, government and other relevant persons.
- The understanding and capacity of BTA and government departments on information management system for monitoring the well-being of female tea garden workers and their families in Sylhet Region has been enhanced through a series of consultations with garden managers, Bangladesh Tea Association (BTA), government officials and other concerned stakeholders.
- 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.
- Garden compounder, paramedic and Clerk trained on harmonized data collection template for 5 tea gardens piloted harmonized data collection template for their routine data collection and completed the garden census 2021. This 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 rooms, Labor wards with WASH facilities and delivery equipment.
- Upgradation of 7 ANC PNC and nutrition corners 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 handed over to respective garden management for continuation. The schools were also supported by providing Education in Emergency kits earlier to continue their learning during and after COVID pandemic.
- Initiated nutrition screening of under five children using MUAC in tea garden to identify the severe acute malnourished children.
- Established the detection and referral system of SAM children to the health facility for treatment.
- Trained as many as 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.
- Built capacity of 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 disseminating messages 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, 15 intervention teagardens were declared fistula free. In 2021, 48% increases in facility deliveries in the facility level in compared 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.).
- Approximate 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 including 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, Bangladesh Tea Association, individual 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 recording and aggregating 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 the 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.

III. JP finalization and evaluation

Final JP evaluation and lessons learned

The date when the evaluation was launched (month/year): February 2022

The date when the evaluation report was approved (month/year): Validation by June 2022

The final independent evaluation report is under review process for approval/validation by the key stakeholders. Initially the draft key findings, lesson learned, recommendations are shared. The final report will be shared once it is validated by June 2022.

Main findings from the draft evaluation report:

- The data generated from the beneficiaries as part of the evaluation reveals that the programme was very much relevant. However, Bangladesh Cha Sramik Union (BCSU), recommended that many other tea gardens workers and their family members living outside the programme area are more vulnerable and need more attention than those the joint SDG programme has covered.
- The beneficiaries and stakeholders reported that the programme remains valid after the end of its life as the duration and coverage of the programme were limited. One recent study conducted by UNICEF shows that the poverty incidence among tea garden communities is estimated at 61.4%, which is almost four times the corresponding poverty incidence in the Sylhet division and three times the national poverty rate. This finding suggests the remaining validity of the programme like UN SDG in the tea garden.
- The Joint Programme maximized access, quality, and added value for the tea garden communities through the compatible and coordinated effort with other social protection programmes in the country. For example, the access to the government health care system has increased due to the development of referral mechanisms from the tea garden.

- The programme covered broad areas for improvement, including tea garden workers' overall health status and related factors and infrastructural development of the tea garden's healthcare facilities. The programme implementing partners implemented field-level with direct beneficiaries, healthcare facilities and healthcare personnel, tea garden management, and other related stakeholders to achieve these targets. However, instead of such a broad focus, the number of direct beneficiaries of the programme was quite low. Furthermore, given that the tea garden workers were mostly uneducated and unaware, such little engagement and related progress from the programme were not representative of all tea garden workers.
- The programme was targeted women workers in the tea gardens as they are one of the most vulnerable groups in Bangladesh. Gender equality elements were adequately integrated into the context analysis and were mainstreamed across the program's outputs. Sex disaggregated data on the targeted population was integrated under situation analysis for the tea garden workers' health, education, and nutrition situation.
- The programme budget was allocated to benefit women workers and their family members. Beyond the programme budget level, the UNJP also proposed and advocated for gender-responsive budgeting to increase allocation of social protection budget targeted for women workers and their families in the tea gardens. PUNO had a strong partnership and linkages with the women's rights organization and CSOs at the national and local levels in order to support women rights agenda to take forward.
- The program put effort to coordinate and harmonize the data collection system of tea garden areas. As a result of this initiative, on a pilot basis five tea gardens have started to collect their routine data and completed the garden census 2021 using the harmonized data collection template with disaggregated data.
- The coordination among PUNOs was satisfactory, effective, and efficient through regular meetings and regularly sharing the plans and strategies. The uninterrupted coordination among the PUNOs positively influenced the overall program's better implementation and facilitated the accountability of different programme partners throughout the programme period.
- There were some challenges in ensuring the proper distribution of roles and responsibilities, structural organization, collaboration, and contribution among the UN Joint Programme Task Team, concerned ministries, and other key actors involved in the programme period. Among the challenges, the COVID-19 was a crucial issue. Because of the nationwide lockdown and different preventive measures, accessibility to different stakeholders was highly challenging, impacting the overall coordination level. The timeliness of different implementors is also affected while providing programme interventions because of the restrictions posed by COVID-19. As almost the whole programme duration was when the spread of coronavirus came as a serious threat, the consequent delays in the joint decision-making process of PUNOs upon consensus also affected the timeliness of the programme activities.
- The program's short duration also challenged the coordination and collaboration to ensure efficient joint programme implementation. In such a short period, creating responsibility among concerned stakeholders, integrating them into different phases, and building accountability was challenging. This had an impact on the efficiency of the overall joint programme.

Lessons learned from the draft evaluation report:

- Government healthcare facility plays a significant role in ensuring healthcare services for the tea garden workers. Therefore, establishing a referral mechanism and direct linkage between tea garden health facilities and nearby governmental healthcare facilities brought significant progress.
- BCSU and local government could play a joint role in sustaining project activities in the tea garden. If they take the responsibility of managing groups of tea garden women workers and adolescents, the groups will be sustained.
- More involvement of youth girls could play important role to strengthening women's groups through their proactive and vocal leadership in realizing women workers rights.

Recommendations from the draft evaluation report:

- Continued funding for the program's continuation should be ensured at least for another 5-6 years for visible and policy level change.
- External funds can be created with the contribution of BTA, BCSU, and tea garden management to keep the activities continued even in the period when the involvement of the donor is absent.
- Covid-19 pandemic was the major challenge for the implementation of UN JP and disrupted by the multiple lockdowns, mobility restrictions, health crisis and socioeconomic challenges. The PUNOs have repurposed

JP activities in consultation with MPTF without hampering the original project design and implementation plan to address the health safety issues of the target beneficiaries. The UN JP has taken alternative and innovative approaches to reach out tea garden workers maintaining health protocol. So, there is a critical need for BTA to develop a Standing Order Procedures (SOP) for the tea sector to mitigate the shocks in collaboration with Government, BCSU and relevant stakeholders. This would help for the tea garden workers and their families to handle any future challenges and crisis could occurred due to pandemics, or natural disaster.

- The UN JP organized capacity building workshops for the key stakeholders at national and local level and developed tools and modules on Gender Responsive Planning and Budgeting (GRPB) and social protection for the tea garden workers. The GRB was used as an advocacy tool for increasing allocation and coverage of social protection measures for female tea garden workers and their families. This policy advocacy initiatives drew attention of national policy makers for increasing the national budget. To ensure the voice of right holders, pre-budget dialogue sessions could be organized among the tea garden workers, BCSU, civil society and women's organizations on the national budget. Renewed commitment among concerned parties and stakeholders on this issue would be essential for successful future intervention.
- Female workers participating in the gender talk sessions were more aware and vocal about their rights, but the majority of female workers are not covered under this intervention particularly in hard-to-reach areas. There are no career upgradation opportunities for female tea garden workers. Though some tea gardens have women sardars (supervisors) who are assigned to monitor women at work, in majority of cases women are never promoted to higher positions and always remain daily wage workers. So, the BTA could recruit more women supervisors and leading roles considering the half of the workers are women.
- The UNJP was targeted to female tea garden workers and their families. The male engagement is also important to support women's rights and creating respectful and enable working environment for women. Therefore, male tea garden workers along with female should be engaged in the awareness building session to sensitize male workers on the women's empowerment issues.
- Formulating a better action-oriented coordination strategy between the implementing partners should be ensured through regular meetings both at the field level and office level, sharing a comprehensive and joint work plan with the involvement of all Ips and regular experience sharing.

Sustainability from the draft evaluation report:

- The positive changes like the development of leadership capacity of tea garden workers, development of bargaining capacity, growth of different life skills, the development of voice against the violation of worker's rights, education of responsibility, health-related knowledge, women's and adolescent's better communication, and leadership capacity can be sustained by the beneficiaries themselves.
- To ensure the sustainability of the programme activities, a continuous flow of funding has a crucial role to play. The funding can be arranged by the relevant and concerned ministries and departments from the government wings. Donors from partner UN organizations can also manage and continue funding such programmes in the tea garden. Separate or combined funding of these agencies can be utilized to continue the programme for at least 5-6 years, which has been considered a significant duration.

After the JP: follow-up and possibilities for sustainability of the impact and further scaling

During the JP lesson learning workshop held on 3 March 2022 the key stakeholders (government, employers and trade union) strongly recommended the project to be continued to sustain the results that created through this project. PUNOs will continue their engagement with tea sector with limited initiatives and further mobilize resources. The following lessons learning and sustainability of the impact and further scaling up issues are captured:

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 boasted their ownership towards achieving the overall project results and triggered their commitments to sustain the momentum that the JP created during this project tenure.
- The project has taken an initiative to build a network with other organizations working with tea workers for improving their living and working conditions. The suggestions to create a platform at the national level were came out of the consultation held with BCSU leaders. It would help to raise the issues of women workers and adolescents' girl's empowerment with policy makers if this platform could be sustained.

- Though major accountability goes with the state being the primary duty bearer for ensuring the basic social services, but the need for private sector engagement in the tea gardens cannot be ignored because of the fact that there is much scope for public private partnership in the tea gardens. One of good examples could be a private sector agency may support the tea gardens with health center readiness now government can ensure the supplies of medicines and other logistics.

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.
- Obscurity and ambiguity over accountabilities of Bangladesh Tea Association, individual garden and government line departments with regard to delivery of basic social services in the tea gardens could be spelt out eloquently in the appropriate policies and clear instructions and allocation of business should be suggested to the concerned parties.

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 to include 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 the garden authority. Almost all the garden management has recruited one Caregiver for each center. Adolescent Clubs and CBCPC (Community Based Child Protection Committee) are also 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.

- Teagarden female workers are now more aware of their rights on accessing quality of SRHR care at the facility level.
- Different stakeholder from BCSU, local government and local administration, journalist and teachers visited the field level interventions and expressed their willingness to support to continue some activities like community level awareness building on early marriage, dowry etc. and will support women's leadership at decision making level beyond the JP.
- 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.
- BCSU and local government can play a joint role in sustaining project activities in the tea garden. If they take the responsibility of managing groups of tea garden women workers and adolescents, the groups will be sustained.
- Evidence based Policy briefs and study findings will be guiding reference for policy advocacy beyond the project end.

Annex 1: Consolidated Final 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 final target	Final result	Reasons for variance from planned target (if any)
1.1: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scope ⁷	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 			
1.2: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scale ⁸			
<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 final target	Final result	Reasons for variance from planned target (if any)
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	01	JP Contributed to reform the National Social Security Strategy-2022-2026, National 8 th Five Year Plan formulation, increased social protection sector budget in the national budget 2021-2022	N/A

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

- ☒ Yes
☐ No

⇒ Explain briefly: JP contributed to the ongoing policy and legal reform initiatives in Bangladesh, including contributing toward development of the Revised action plan of the National Social Security Strategy (NSSS) 2022-2026, national 8th Five Year Plan, labor laws, and advocated for gender responsive planning and budgeting to increase investment for the most disadvantaged.

⁷Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

⁸Scale=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 final target	Final result	Reasons for variance from planned target (if any)
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	<ul style="list-style-type: none"> -Existing Amended Bangladesh Labour Act 2018 -Bangladesh Health policy -Bangladesh Labour Rules 2015 -National Social Security Strategy 2015 Education policy Health policy National Action Plan on Violence 	Number of joint advocacy workshops/national discussions organized on proposed policies and laws amendment by end of 2021	03 (virtual and offline)	N/A

	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 (Policy brief on Gender responsive budgeting (GRB), Policy brief on recommendation for strengthening social protections, services for tea garden workers and policy and legislation brief on Bangladesh Labour Law)	
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
Output 1.4 Indicator Gender responsive budgeting (GRB) implemented in the	0	02	02	N/A

concerned ministries and local authorities				
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
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
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
Output 2.6 indicator No. of data quality assurance visits conducted by data collecting agencies (Govt. and other	0	15	32	17

stakeholders from central and sub-national levels)				
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	
Output 3.2 indicator percentage of tea garden health facilities have increased capacities to provide AnteNatal Care (ANC), Post-natal-care (PNC) and nutrition	38% (BBS Tea garden Survey)	65%	88%	

counseling to pregnant and lactating women				
Output 3.3 indicator # of day care centres providing quality care support to the children of working parents	15	40	40	
Output 3.4 indicator No of teachers have increased capacity (TLM/ Pedagogy) to provide quality education in pre-primary and primary cycle		24	39 (Female 21, male 18)	
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.
Output 3.6 Indicator # of Health workers trained on IYCF and maternal nutrition counseling services	0	60	80 (Female 48, Male 32)	
Output 3.7 indicator	0%	50%	100%	

Percentage of SAM children identified and referred to health facility				
Output 3.8 indicator % tea garden school visits conducted by the UEO/AUEO/URC Instructor	-	50	75%	
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.
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	TBD	213 participants trained 2021. BTA managers/administration	229 (female-40 and male189)	Target overachieved as the beneficiaries participated more in the training sessions. The PUNOs adjusted accordingly.
Output 4: (capacity of rights-holders) Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of social protection, human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training, and child protection services.				
Output 4.1 indicator	500	2000	2119	Target overachieved as the tea garden

# of tea garden workers counseled on social protection/ social safety net programmes, social services and how to access them (including family planning methods) at the household level/in the courtyard meetings				workers participated more in the training sessions. The PUNOs adjusted accordingly.
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 antenatal 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 teagarden workers (both men and women) are aware of prevention of sexually transmitted infections and HIV	Nil	30%	32%	

Output 4.6 indicator # of awareness sessions organized and held for the adolescent girls on menstrual hygiene, school attendance and other education-related issues	Nil	50	141	
Output 4.7 indicator Number of tea garden workers particularly women who received new short course training including entrepreneurship, apprenticeship and green job-related skills linking with industries	Baseline will be established after TNA	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 4.8 indicator Grievance mechanisms for access to public services established and successfully tested with cases	0	20	20	N/A
Output 4.9 indicator Strengthened capacity of women to access sexual, reproductive health and rights services including	0, baseline tbc		Yes	Yes

family planning and other services for enhancing social protection				
Output 5: (Capacity of rights holders) 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.				
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.
Output 5.2 indicator Women workers' voices are raised in the dialogues organized with Govt, BTA, and relevant stakeholders to better communicate and negotiate for their rights.	0	4 events	4 events /dialogues held	
Output 5.3 indicator Created spaces for women workers to learn Gender Equality issues and	0	12 learning sessions	12 "Gender talk" sessions held	

collectively organized for their rights.				
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)	
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 and Bangladesh Tea Association with active participation of women workers and gender perspectives by mid of 2020	2017-2018 biennium collective agreement in place	316 BCSU leaders, Valley and <i>Panchayet</i> leaders, of which 40% women trained by end of 2021	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.
Output 5.1 indicator Tea garden women workers and adolescents have enhanced life skills for increased leadership	TBD baseline to be decided after a needs	200	225 women representatives from Panchayat, valley and	Target overachieved as the beneficiaries showed their interest to take part in such sessions.

capacity and are able to apply at all levels.	assessment study is conducted.	women representatives from Panchayat, valley and national committees	national committees participated in the life skills training	
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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)	<i>If published, provide the hyperlink</i>
<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	yes	no	no	no	yes	n/a
Study to assess the poverty impact (at regional and local level) of a categorical universal social protection programme for tea garden communities. Policy brief containing recommendations for strengthening social protection and services	15.02 2022	yes	yes	Yes	yes	yes	n/a
Policy brief on Gender Responsive Planning and Budgeting and Social protection	30.06.2021	yes	yes	yes	yes	yes	GRPB Publications UN Women – Asia-Pacific

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: Results questionnaire

- Complete online using the following link: <https://forms.office.com/r/DfvPvaGfsg>.

Annex 4: Final report on JP evaluation

- *Provide separately.*