

Migration MPTF

Joint Programme Document

PROJECT INFORMATION	
Joint Programme Title:	Addressing the medium to long-term reintegration needs and strengthening social protection support mechanisms for the social inclusion of Bangladeshi migrants.
Country(ies)/ Region (or indicate if a global initiative):	Bangladesh
Convening Agent (Lead PUNO)	International Organization for Migration (IOM)
PUNO(s):	IOM, International Labour Organization (ILO), United Nations Children’s Fund (UNICEF), United Nations Population Fund (UNFPA), UN Women,
Implementing Partners	<p>Ministry of Expatriates’ Welfare and Overseas Employment, Bureau of Manpower, Employment and Training (BMET), the Wage Earners’ Welfare Board (WEWB), the District Employment and Manpower Offices (DEMOS), Technical Training Centers (TTCs), Ministry of Home Affairs (MoHA), Ministry of Social Welfare (MoSW), Ministry of Women and Children Affairs (MoWCA), Ministry of Youth and Sports (MoYS), Ministry of Foreign Affairs (MoFA), Ministry of Health and Family Planning (MoHFP) and their local level departments.</p> <p>Civil society organizations (CSOs), who will be selected as IPs through PUNO’s respective selection processes, during implementation of the project.</p>
Migration MPTF Thematic Area	X Thematic Area 5: Improving the social inclusion and integration of migrants.
Primary GCM objectives	<p>5. Enhance availability and flexibility of pathways for regular migration</p> <p>7. Address and reduce vulnerabilities in migration</p> <p>10. Prevent, combat and eradicate trafficking in persons in the context of international migration</p> <p>17. Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration</p> <p>21. Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration</p> <p>22. Establish mechanisms for the portability of social security entitlements and earned benefits</p>

<p>Relevant SDGs and Targets¹</p>	<p>R5.2: 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 – (4.3%).</p> <p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value – (12.5%).</p> <p>10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies – (41%).</p>
<p>Expected Project Commencement Date² / Period of Implementation (months):</p>	<p>01 January 2024 (30 months)</p>
<p>Requested Budget:</p>	<p>Grand Total USD 2,568,521</p> <p>IOM: USD 1,000,413 ILO: USD 547,820 UN Women: USD 471,783 UNFPA: USD 391,440 UNICEF: USD 157,065</p>
<p>Project Description</p>	<p>This project will support the medium-term recovery and social inclusion of returnees, who have been critical to the development of Bangladesh, through sending remittances, facilitating networks, enabling the transfer of technology and skills, and generally acting as ambassadors on the world stage. Since 1971 an estimated 16 million Bangladeshis have migrated, including more than 1 million women.</p>

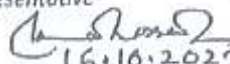

¹ Please refer to Annex D5: List of Global Compact Objectives per Thematic area and Key SDG Targets.

² Note: actual commencement date will be the date of first funds transfer.

Marker Questions ³	
<p>Human Rights Marker Score (A, B, C or N/A if none applies)</p> <p>Which of the following human rights marker applies to your proposal?</p> <p>A: The Human Rights Marker has largely been achieved.</p> <p>B: The Human Rights Marker shows significant integration of human rights in the Joint Programme (JP) but some challenges remain.</p> <p>C: The Human Rights Marker shows a very partial integration of human rights in the JP.</p> <p><i>Please refer to the Migration MPTF Human Rights Marker Guidance Note</i></p>	A
<p>Gender Marker Score (A, B, C or N/A if none applies)</p> <p>Which of the following gender marker applies to your proposal?</p> <p>A: Projects that have gender equality and women’s empowerment (GEWE) as the primary objective.</p> <p>B: Projects that significantly contribute to GEWE.</p> <p>C: Projects that make a marginal contribution to GEWE, but not significantly.</p> <p>N/A: Projects that are not expected to make a noticeable contribution to advancing GEWE.</p> <p><i>Please refer to the Migration MPTF Gender Marker Guidance Note</i></p>	B
<p>Child Sensitivity Marker Score (A, B, C or N/A if none applies)</p> <p>Which of the following child sensitivity marker applies to your proposal?</p> <p>A. The Joint Programme (JP) have advancing children's rights and meeting children's needs as the primary objective.</p> <p>B. The JP significantly contribute to advancing children's rights and meeting children's needs.</p> <p>C. The JP makes a marginal contribution to advancing children's rights and meeting children's needs, but not significantly.</p> <p>N/A. The JP is not expected to make a noticeable contribution to advancing children's rights and meeting children's needs, but has considered impacts on children and ensured that there are no negative impacts on them.</p> <p><i>Please refer to the Migration MPTF Child Sensitivity Marker Guidance Note</i></p>	C

³ Please refer to the Migration MPTF Guidance Notes on the Human Rights Marker, Gender Marker, and Child Sensitivity Marker, available in Annex D.

SIGNATURE PAGE

UN Resident Coordinator⁴	Representative of the National Authority⁵
Country <i>Bangladesh</i>	Name of institution <i>Ministry of Expatriates Welfare and Overseas Employment (MOEWOE)</i>
Name <i>G Lewis</i>	Name of representative 
Date <i>14 Oct. 2023</i>	Date <i>16.10.2023</i>
Signature 	Signature and seal <i>Md. Alamgir Hossain</i> Additional Secretary Ministry of Expatriates' Welfare & Overseas Employment Govt. of the People's Republic of Bangladesh

PUNOs (PUNO)	International Labour Organization (ILO)
International Organization for Migration (IOM) (Lead PUNO)	International Labour Organization (ILO)
Name of Representative <i>ABDUSATTOR ESCOEU</i>	Name of Representative <i>Gunjan DALLAKOTI</i>
Date <i>15.10.2023</i>	Date <i>15-10-2023</i>
Signature 	Signature 

United Nations Children's Fund (UNICEF),	United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
Name of Representative <i>Emma Brighan (OIC)</i>	Name of Representative <i>Y. TANUSALI SINGH</i>
Date <i>16.10.2023</i>	Date <i>16 OCTOBER 2022</i>
Signature <i>Emma Brighan</i>	Signature <i>Satish Singh</i>

United Nations Population Fund (UNFPA)
Name of Representative <i>PERSENE BLOUNT</i>
Date <i>16/10/23</i>
Signature 

⁴ Not applicable for regional or global initiatives.
⁵ Not applicable for regional or global initiatives. For regional initiatives, please provide signature from the relevant regional entity partner (e.g. Regional Economic Commission)

LEGAL BASIS FOR THE JOINT PROGRAMME

The legal basis for the Joint Programme is the Legal Annex for the signed United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022-2026. It refers to the cooperation or assistance agreements or other agreements that are the existing legal basis for the relationship between the Government of Bangladesh and each Participating UN Organization (PUNO).

JOINT PROGRAMME PROPOSAL NARRATIVE

1. Migration Context and Rationale

The objective of this Joint Programme is to contribute to the medium-term and long-term recovery and social inclusion of Bangladeshi migrants affected by and vulnerable to crises. Migrants have been critical to the phenomenal development gains achieved in the country since independence in 1971. They have contributed through remittances, facilitating global networks and relationships, enabling the transfer of technology and skills, and generally acting as ambassadors for Bangladesh on the world stage. According to the Bureau of Manpower, Employment and Training (BMET), since independence an estimated 15.5 million Bangladeshis have migrated for employment, including more than 1 million women migrants.⁴

This said, Bangladeshi returnees have not always had access to best practice sustainable reintegration mechanisms and support⁵. This was brought into sharp focus during the initial response to the COVID-19 global pandemic, which constituted not only a health crisis but a humanitarian & development crisis as well. According to the World Bank, the world entered the steepest recession in almost a century during the initial outbreak phase.⁶ The pandemic adversely affected migrants from Bangladesh as thousands of migrant workers, especially those in Gulf Cooperation Council (GCC) countries, were left without a source of livelihood due to the global economic shutdown. According to the Probashi Kallyan Desk (PKD), based at Hazrat Shahjalal International Airport (HSIA) in Dhaka and run by the Ministry of Expatriates' Welfare of Overseas Employment (MoEWOE), around 500,000 Bangladeshi migrant workers returned home due to COVID-19 lockdowns from March 2020 and June 2021.⁷ Continued travel and movement restrictions left most of these migrants unable to migrate for work even if their countries of employment were willing to receive them back after the COVID crisis, therefore cutting off their main source of income. It is important to note increasing migrant vulnerabilities resulting from sudden repatriation in response to crises, and the impediment to longer-term recovery. For example, in the wake of the recent outbreak of

⁴ BMET, 2023. <http://www.old.bmet.gov.bd/BMET/statisticalDataAction>

⁵ As evidenced by IOM's extensive return and reintegration programming in Bangladesh, stretching back to 1992. Issues have been identified regarding the commitment to, and sustainability of, reintegration initiatives in Bangladesh. In 2017, this led IOM to initiate the explicit application of the "integrated approach to sustainable reintegration" in Bangladesh through the EU-funded Prottasha project. This programming, and similar programming of other PUNOs, has formed the basis of migrant consultations and needs assessments around which this project has been designed.

⁶ World Bank, *World Development Report 2022*, <https://www.worldbank.org/en/publication/wdr2022/brief/chapter-1-introduction-the-economic-impacts-of-the-covid-19-crisis>

⁷ Wage Earners' Welfare Board, *Terms of Reference for Selection of Counselling and Migrant Workers Welfare Services (RAISE)*, June, 2022. https://www.wewb.gov.bd/sites/default/files/files/wewb.portal.gov.bd/job_information/573c9182_e658_4c8a_be1f_8a63de1a87e0/2022-06-12-05-49-ec78ae26b4d5c59f724dcf29c4d6e2b7.pdf

conflict in Sudan, the International Organization for Migration (IOM) supported the Government of Bangladesh (GoB) in bringing back over 900 Bangladeshi migrants based in the country. Sudden migrant repatriation such as this can affect the success of reintegration upon return, phenomenon strongly indicated by similar cases of mass return sparked by the COVID-19.⁸

These are instances where migrants are increasingly vulnerable in the context of crisis, including to exploitation, both during passage and when in destination countries. This dynamic impedes safe, orderly and dignified migration and amplifies the need for the effective implementation of reintegration programming in Bangladesh. While supporting return is often important in itself, attention also must be placed on the medium to long-term reintegration needs of returnees themselves, which encompasses economic, social and psychosocial aspects to reintegration outlined in conceptual frameworks such as the Integrated Approach to Reintegration (IAR) and the Manual for Inclusive and Sustainable Reintegration of Returning Migrant Workers in South Asia.

Moreover, global and local evidence shows that women migrant workers (WMWs) - especially domestic workers - receive poor wages because they have little or no bargaining power, leaving them more economically vulnerable in comparison to their male counterparts. WMWs usually work excessive hours and are often exposed to labour rights violations at different stages in the migration cycle.⁹ Returnees do not have social protection, have limited knowledge and access regarding alternative livelihood opportunities while also lacking financial literacy and knowledge about remittance management. Many WMWs returning to Bangladesh need psychosocial support to work through the exploitation and abuse they have faced abroad.

An unusually high percentage of migrants from Bangladesh comprises children and youth who frequently embark on their journeys without the essential legal documentation. Official statistics do not encompass data related to child migration, particularly concerning the number of Bangladeshi children identified in neighbouring countries such as India and those in the Middle East and European countries. This lack of aggregated data poses a challenge for informing policy or programme decisions. With many children leaving Bangladesh using unofficial documentation, this situation is primarily a consequence of the country's weak birth registration system. Consequently, these young migrants are especially susceptible to deception, coercion, abuse, and exploitation.

Conversely, recognizing children's agency and actively engaging with their decision to migrate have received limited attention. In fact, this approach is sometimes seen as conflicting with idealized notions of childhood. Consequently, there has been minimal interest in understanding the aspirations, benefits, and rights of children who choose to migrate for work. Additionally, a substantial number of children are left behind by their migrant parents, and they lack the necessary protection due to issues related to parenting.

The absence of parents resulting from migration has adverse effects on the well-being of these left-behind children. There is a pressing need for specific programs that address the unique requirements and challenges faced by children with migrant parents, providing them with the essential support and resources for their comprehensive development.

⁸ IOM, Snapshot Report: Bangladeshi returnees from Libya and Greece. 2021. <https://dtm.iom.int/reports/bangladeshi-returnees-libya-and-greece>.

⁹ UN Women, *Policy Brief on Women and Migration in Bangladesh* 2016, [https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEA/Docs/Publications/2016/11/261116%20 Policy-Brief-on-Women-Migration.pdf](https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEA/Docs/Publications/2016/11/261116%20Policy-Brief-on-Women-Migration.pdf)

Returnee women and child migrants are especially vulnerable due to lack of social support emanating from deep rooted cultural norms and stigma around migration, creating a need for social sensitisation in communities of origin. This dynamic is also especially pertinent among victims of trafficking, contributing to their inability to successfully reintegrate. While significant steps have been achieved in terms of rights-based legislation, further strengthening of social services, social protection and child protection systems are critical to ensure sustainable reintegration is attainable.¹⁰ It is also important to consider the effects of internal migration and trafficking, which are under-represented in migration data and resultant protective measures due to failures in identification. Children in street situations are particularly vulnerable to trafficking for purposes of sexual exploitation, forced labour and forced criminality.

While migration is of economic benefit to the household, for example through remittances and skills development enhancing livelihood opportunities, there are detrimental social costs to the families left behind which are often overlooked.¹¹ The left-behind children are subject to trauma, impacted socialization and increased responsibilities due to parental absence, which can hinder social and educational development. In some cases, these children are forced into street situations as a result, which creates additional vulnerabilities. Social stigmas exist around the left-behind partners which causes marginalisation within communities of origin.

A cornerstone of effective sustainable reintegration is addressing the full realization of the right to health for vulnerable returnees, both through immediate assistance in the short-term as well as developing healthcare capacities to maintain this in the longer-term. Returnees must have access to the highest attainable standard of physical and mental health to be able to meaningfully engage with other reintegration services. Therefore, maintaining this is essential to ensuring programmatic success and the successful implementation of the Integrated Approach to Reintegration (IAR). The importance of migration health was especially highlighted by the exasperation of vulnerable migrant situations during the COVID-19 pandemic¹², by extension justifying establishment of sustainable and robust healthcare systems for effective response.

During the COVID-19 pandemic, returning migrants faced additional stigmatization by communities¹³ who regarded them as an added burden on the economy as well as carriers of disease. The situation faced by migrants stranded abroad was also particularly dire, as they had to use their savings to cover the cost of rent and food while stranded abroad and awaiting repatriation assistance to Bangladesh. These dynamics had a sustained socioeconomic impact on returnees and their ability to successfully reintegrate into society.¹⁴ The premature return from Countries of Destination (CoDs) during the COVID-19 pandemic was particularly challenging for WMWs. Many suffered psychological trauma from abusive employment conditions, and upon return, were subject to further stigmatization and harassment as potential carriers of disease, especially those returning from countries highly impacted by the pandemic. There is substantial evidence from UN supported programming and consultations with Bangladeshi returnees in

¹⁰ OHCHR, *Preliminary observations of the Special Rapporteur on trafficking in persons, especially women and children*. 2022. <https://www.ohchr.org/sites/default/files/documents/issues/trafficking/statements/2022-11-08/20221109-eom-bangladesh-sr-trafficking-en.docx>

¹¹ RRMru, *Social Cost of Migration, Left-behind Children, Husbands and Wives in Bangladesh*. 2020. [Social-Cost-of-Migration.pdf \(rrmru.org\)](#)

¹² UNDP, *Covid-19: an uncertain homecoming for Bangladeshi migrant workers*. 2020. [Covid-19: an uncertain homecoming for Bangladeshi migrant workers | United Nations Development Programme \(undp.org\)](#)

¹³ IOM, *Rapid Assessment: Needs and Vulnerabilities Internal Return Migrants in Brahmanbaria*. 2020. <https://dtm.iom.int/reports/bangladesh-rapid-assessment-needs-and-vulnerabilities-internal-return-migrants-brahmanbaria>

¹⁴ IOM, *Returnee Longitudinal Survey: Summary Findings Afghanistan, Bangladesh, Iraq and Pakistan*. 2022. [Returnee Longitudinal Survey: Summary Findings Afghanistan, Bangladesh, Iraq and Pakistan – Round 1 | Displacement Tracking Matrix \(iom.int\)](#)

the country, that stigmatization of migrants, food insecurity and unemployment impact reintegration amongst returning migrants and their communities.

In the changing economic context, especially when the market system has been severely impacted by COVID-19, the market is unable to absorb many of the returning skilled workers. This requires interventions that strengthen not only labour market systems, but also the interlinkages between potential employees and employment or entrepreneurial opportunities in Bangladesh. Related to this, the International Labour Organization (ILO) has many global tools and instruments developed within their Making Markets work for the Poor (MforP) approach. The proposed interventions of this approach are in line with Government of Bangladesh priorities – as outlined in the Eighth Five-Year Plan 2021-2025 (8FYP) and the United Nations Sustainable Development Cooperation Framework 2022-2026 (UNSDCF). The position paper prepared by the Bangladesh United Nations Network on Migration (BDUNNM) for the 8FYP, envisions an environment of decent national and international employment opportunities, where the dignity and protection of the rights of every citizen are upheld, and overseas employment contributes to the national economic and social development of the country. Goal 8 of the SDGs focuses on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. In the BD-MCOF, which details country-specific migration crisis response plans, Areas 4 and 5 focus on the national migration crisis emergency response, pre and post crisis awareness information sharing, and training and livelihoods support in destination countries. The Wage Earners Welfare Board (WEWB) under MoEWOE works on the implementation of programme's related to the welfare of migrants; return and socio-economic reintegration; and provides legal and medical support to migrants. The proposed programme interventions will complement the WEWB and other similar initiatives taken by the Government; and will contribute in improving existing responses to meet the needs of returning migrants and their communities.

The Government of Bangladesh has made significant progress in the way it has conceptualized migration, return and reintegration in recent years. In 2022, the Government of Bangladesh committed to the adoption of the Bangladesh Migration Governance Framework (BD-MiGOF), developed with support from the IOM, a comprehensive migration policy framework linked to national employment policies, return and reintegration as well as development initiatives, however this framework still needs to be fully operationalized. Specific to supporting migrants in crisis, IOM has worked with the Government of Bangladesh to develop and finalize the Bangladesh Migration Crisis Operational Framework (BD-MCOF), which contextualizes the global MCOF tool to the context of Bangladesh. In 2023, the Government of Bangladesh finalized the draft national Reintegration Policy which sets out a framework for the country's reintegration programming in a manner that this Joint Programme aligns closely with. Recent developments have included the establishment of Welfare Centres (WCs) in 30 selected districts across Bangladesh, however continued institutional strengthening is needed to embed comprehensive reintegration services for returning migrants. At the community-level there are few networks and social schemes that target returning migrants. Mass returns result in increased competition for employment and present challenges for social inclusion of returning migrants.

ILO, IOM, UNFPA, UNICEF, and UN Women will work together on the implementation of this joint programme to support the sustainable reintegration of returnees and their communities, with a particular focus on vulnerable women and children, building on their many years of local experience. The timeline of implementation for this programme is foreseen from January 2024 to June 2026 with a budget of USD 2,568,521.00. The programme is endorsed by the BDUNNM and the lead ministry (MoEWOE) and has been developed in consultation and coordination with other relevant ministries, including the Ministry of Women and Children Affairs (MoWCA), Ministry of Social Welfare (MoSW), Ministry of Home Affairs

(MOHA) and Ministry of Health and Family Welfare (MoH). This multi-sectoral programme aligns with both the draft National Reintegration Policy as well as the Ten-point Agenda on Migration within Bangladesh's broader 8FYP.

Interventions proposed in this project proposal derive from the experience of the UN agencies' working on the relevant topics in Bangladesh; and which are being continuously tested and revised on the basis of consultation and beneficiary feedback – in this case migrants and returnees. The same will apply during the project implementation period. Any feedback received during implementation will be fed directly into programme modifications for the remainder of the project period.

The Joint Programme's strategic design is intertwined with the principles laid out in the Global Compact for Migration (GCM), particularly GCM Objectives: 5 on flexible regular migration pathways; 7 on addressing and reducing vulnerabilities in migration; 10 on combating trafficking in persons; 17 on the elimination of discrimination; 21 on facilitating safe and dignified return and readmission, as well as sustainable reintegration; and 22 Establish mechanisms for the portability of social security entitlements and earned benefits

The Joint Programme also closely aligns with the Sustainable Development Goals (SDGs), particularly SDG 10.7 - Facilitate orderly, safe, regular and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies; SDG 5.2 - eliminate all forms of violence against women and girls; and SDG 8.5 - achieve full and productive employment and decent work for women and men.

The primary GCM Objective that this Joint Programme speaks to is **Objective 21: Cooperate in facilitating safe and dignified return and readmission, as well as sustainable reintegration**. The Joint Programme is centred around the notion that sustainable reintegration requires a holistic and broad-based approach, included the integration of different services and support at both the individual, community and structural levels. The various PUNOs involved in this project each bring their specific comparative programming advantage and will complement each other in the pursuit of the programme objective and the furtherance of Objective 21.

The Joint Programme also speaks to Objective 5 of the GCM which places significant emphasis on enhancing labour mobility, decent work, and the rights of migrants. The programme's activities resonate with this objective, as they lay the foundation for a response to the return and reintegration needs of migrants. By strengthening the capacity of local-level Government and civil society actors, the programme echoes GCM's call to develop bilateral, regional, and multilateral agreements that facilitate labour mobility in a rights-based and gender-responsive manner. The programme's focus on fostering skills-matching in labour markets aligns with GCM's aim to optimize education opportunities and address demographic and labour market realities.

Outcome 1 of the Joint Programme focuses on capacity building for the provision of reintegration assistance, which speaks to GCM Objective 7. Additionally, outcome 2 addresses Objective 17, which focuses on combating discrimination. Outcome 3 supports GCM Objective 10 also.

To eliminate violence against women and girls, as articulated in SDG 5.2, the programme champions empowerment and protection. Returnee WMWs continue to face significant challenges upon return to

due to prevailing patriarchal norms and attitudes towards women's mobility. As a result, women are not recognized as workers by their families and communities. Despite these underlying obstacles, women continue to lead and challenge these discriminatory norms as – as activists, leaders, volunteers, and members of women-led groups and networks. The Joint Programme has a strong focus on capacity-building of women-led civil society organizations and the establishment of women support groups to work in tandem with counter stigma and discrimination against women returnees, ensuring a gender-responsive approach in line with SDG 5.2. Programme activities will also contribute to child safeguarding by strengthening the birth registration system of children to have an established legal identity from birth. This is particularly important for those identified as vulnerable to trafficking or unsafe migration practices, as well as ensuring universal access to justice and social services.

The programme's activities are also strongly connected with SDG 8.5, which centers on achieving full and productive employment for all, including equal pay for equal work. The establishment of job placement services, the enhancement of employment support services, and the provision of psychosocial counselling all contribute to the attainment of this goal by promoting decent work opportunities and economic empowerment. The programme's emphasis on addressing vulnerabilities, providing social and psychosocial support, and reducing stigma aligns with the overarching principles of the GCM, particularly Objective 5. By facilitating labour mobility pathways that uphold human rights, ensure family life, and respond to the needs of vulnerable migrants, the programme aligns with GCM's vision for safe, orderly, and regular migration.

The Joint Programme's activities are intricately connected to the GCM and SDGs, as they are designed to strengthen capacity, enhance social inclusion, and respond comprehensively to the return and reintegration needs of migrants. Through this alignment, the programme not only ensures national ownership and sustainability but also contributes significantly to the realization of GCM Objective 5's vision of expanding and diversifying availability of pathways for safe, orderly, and regular migration that prioritize the well-being and rights of migrants. This intricate alignment demonstrates a commitment to scholarly and pragmatic integration of global frameworks within local contexts.

The Joint Programme is well aligned with the Government of Bangladesh's return and sustainable reintegration vision for the country, as outlined in the 10-Point Agenda on Overseas Employment and Well-being of Migrant Workers, which is included in the 8FYP. The Joint Programme is also positioned to reinforce the labour migration support initiatives outlined in the Governance of Labor Migration in South and South-East Asia (GOALS) Programme, specifically bolstering sustainable reintegration across the economic, social and psychosocial aspects.

2. Theory of Change and Results Framework

The overall objective of the joint programme is to contribute to the medium-term and long-term recovery and social inclusion of Bangladeshi migrants affected by and vulnerable to crises. To this end, the programme focuses on three main components: building capacity of key stakeholders to enhance sustainable reintegration practices (Outcome 1); direct social and psychosocial reintegration interventions, including awareness raising and combating stigmatization (Outcome 2); and structural interventions to improve GoB policies and processes related to medium to long-term recovery and social inclusion, in a migrant-centered manner (Outcome 3).

To present a coherent methodology for achieving the overall objective, a Theory of Change (ToC) is outlined for the programme. This highlights the clear vertical causative process and is grounded in demonstrable lessons learned from previous projects conducting returnee reintegration activities in Bangladesh. The ToC is reinforced through coordination between IOM, ILO, UN Women, UNICEF and UNFPA to deliver the joint programme, facilitating partnership to ensure a comprehensive rights-based programmatic approach is adopted, building upon a foundation of protecting vulnerable migrants through gender and child responsive activities. Ultimately, the programme is designed to facilitate orderly, safe, regular and responsible migration and mobility of people (SDG 10.7), ensuring returnees, especially those affected by crises, are sustainably reintegrated through maximising access to inclusive and productive livelihood opportunities (SDG 8.5) in a gender-responsive manner (SDG 5.2). The ToC is as follows:

IF local-level Government and CSOs have strengthened capacities to screen, assist and provide access to tailored reintegration services to vulnerable returning migrants, including women (Output 1.1),
ASSUMING the political and security situation in Bangladesh remains stable which provides a conducive environment for programme delivery, especially in light of the upcoming elections, and
ASSUMING there is a proactive action plan for relevant stakeholders to implement understanding gained through the capacity-building trainings delivered,
THEN Government of Bangladesh and humanitarian & development partners have increased capacities to identify and respond to the medium to long-term vulnerabilities of Bangladeshi migrants affected by crises (Outcome 1)
BECAUSE sustainable returnee reintegration is mainstreamed and internalized into institutional processes in Bangladesh, on both the national and local levels.

IF access to social and psychosocial support (PSS) and social services for returning migrant workers and their families is improved (Output 2.1), and
IF stigma, discrimination, and abuse in communities towards returning migrants, especially women, is reduced (Output 2.2),
ASSUMING the social needs and vulnerabilities of returnees remains consistent with prior experience of successful reintegration initiatives, and
ASSUMING beneficiaries are willing and able to engage with programme interventions,
THEN social inclusion of returning migrants, specifically women, is improved (Outcome 2),
BECAUSE returnees and their families will have enhanced opportunities for effective social and psychosocial reintegration..

IF Government of Bangladesh capacity to support and reintegrate migrant workers, affected by and vulnerable to different crises, is strengthened (Output 3.1), and
IF Government of Bangladesh health systems capacity within the port of entry/airport to meet the emergency health needs of the migrant population, especially for women and adolescent girls, is improved (Output 3.2), and
IF Government of Bangladesh capacity to take policy measures to address return and reintegration needs in crises, in a gender-responsive and inclusive manner, is strengthened (Output 3.3),
ASSUMING that any mechanisms and guidelines produced by the programme are effectively operationalized by GoB and CSO actors,
THEN Government of Bangladesh capacity to develop and implement gender responsive migrant-centered response plans/procedures to respond to the return and reintegration needs of migrants is enhanced (Outcome 3),
BECAUSE sustainable and robust reintegration mechanisms are developed.

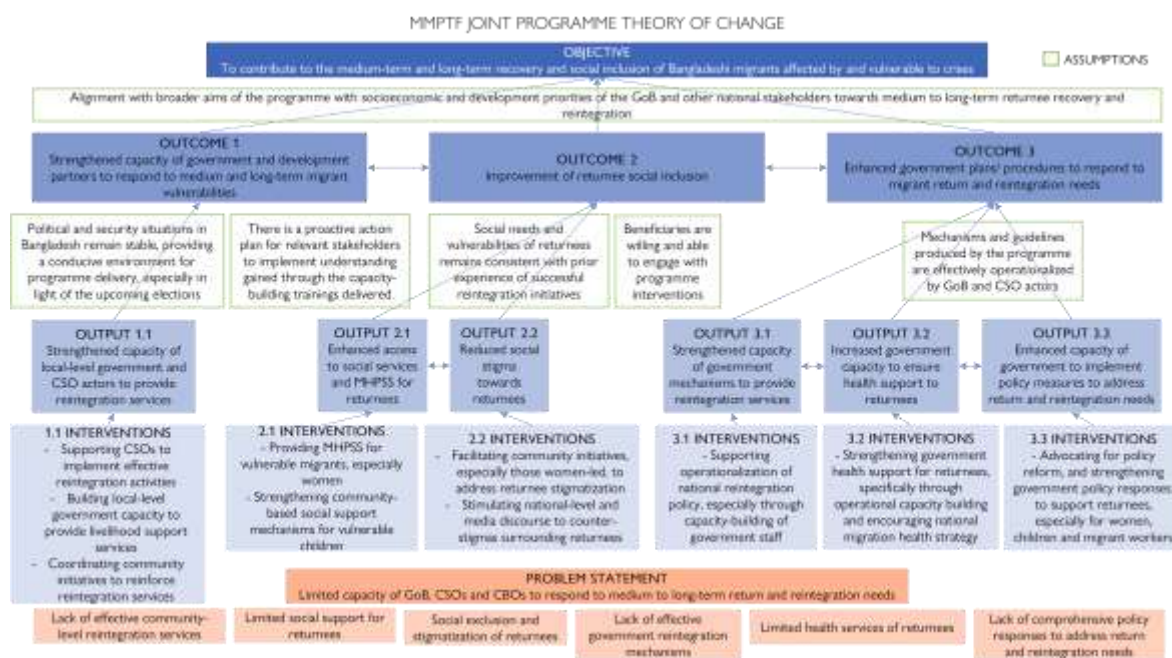
IF Government of Bangladesh and humanitarian and development partners have increased capacities to identify and respond to the medium to long-term vulnerabilities of Bangladeshi migrants affected by crises (Outcome 1), and

IF social inclusion of returning migrants, specifically women, is improved (Outcome 2), and

IF Government of Bangladesh to capacity to develop and implement gender responsive migrant-centered response plans/procedures to respond to the return and reintegration needs of migrants is enhanced (Outcome 3),

ASSUMING there is alignment of the broader aims of the programme with socioeconomic and development priorities of the GoB and other national stakeholders towards medium to long-term returnee recovery and reintegration,

THEN this will contribute to the medium-term and long-term recovery and social inclusion of Bangladeshi migrants affected by and vulnerable to crises (Objective), ultimately reinforcing efforts towards development in Bangladesh by enabling returnees to effectively contribute in a socioeconomic capacity.



Narrative Description of Results Framework

Overall Objective: to contribute to the medium-term and long-term recovery and social inclusion of Bangladeshi migrants affected by and vulnerable to crises.

The Joint Programme’s overall objective will be achieved through pursuit of three complementary Outcomes:

Outcome 1: Government and humanitarian and development actors are able to effectively identify and respond to the medium to long-term vulnerabilities of Bangladeshi migrants affected by crises.

In order to respond to Bangladeshi migrant vulnerabilities sustainably in the medium to long-term, IOM will build capacities of local-level government and selected Civil Society Organisations (CSOs) to provide comprehensive reintegration services. This will consist of identifying key Government and CSO stakeholders in selected districts, conducting in-depth training for representatives of the Government of Bangladesh (GoB) and CSOs on the application of IAR, Financial Literacy Training (FLT) and Gender

Responsive Reintegration. After conducting the training, IOM will support supervised community outreach programme to facilitate sustainable reintegration and safe migration for selected CSO staff by involving the master trainers who receive training to relevant downstream stakeholders who are integral to the reintegration process. To reinforce the community reintegration response, while utilising existing reintegration service infrastructure such as the WEWB-run Welfare Centres (WCs) established under World Bank-funded RAISE project, vulnerable returnees will be referred to CSOs for support developing Tailored Reintegration Plans (TRPs).

Selected CSOs will be supported in this through workshops and continuous monitoring, to ensure accountability.

Additionally, IOM will strengthen the District Migration Coordination Committees (DMCCs) established under the EU-funded Prottasha project. This strengthening will include orientation for DMCC members, operationalization of a Standard Operation Procedure (SoP) to provide consistent guidelines for district-level reintegration response, and facilitation of quarterly DMCC meetings.

To complement these activities, **ILO** will support the GoB, including the Bureau of Manpower, Employment and Training (BMET), the Wage Earners' Welfare Board (WEWB), the Technical Training Centres (TTCs) and the Probashi Kallyan Bank (PKB), which is the Bank for the Expatriates' Welfare, to facilitate sustainable economic reintegration through labour market reintegration¹⁵, employment support services, access to knowledge products on labour market reintegration and promotion of financial and livelihood opportunities for both women and men returnees. This aligns with a key intervention aspect to economic reintegration under the GOALS conceptual framework. To achieve this, ILO will strengthen BMET's capacity to ensure labour market reintegration services including employment support services by establishing career guidance and job placement facilities at the district levels. This will be bolstered by the creation of digital employment resources such as an online jobs portal, digitized guidance materials and support for the development of an e-learning platform for Technical Training Centers (TTCs) under the BMET. ILO will conduct a ToT programme for TTCs to ensure beneficiaries are adequately supported for economic reintegration. Alongside this, ILO will also encourage the BMET to promote these services by engaging and linking private sector actors, including the local chamber of commerce and the Bangladesh Employers Federation (BEF), and PKB. Several learning modules, including a SOP, will be developed on labour market reintegration, managing e-learning platform, career guidance and job placement services for relevant local levels officials including the BMET and coordination meetings will be organised between BMET and the private sectors. The PKB will be supported to facilitate accessible financing opportunities for returnees to promote enterprise, with a specific focus on women returnees by adapting ILO's existing knowledge products on Financial Inclusion.

To strengthen gender responsive interventions, **UN Women** will reinforce the capacity of women-led CSOs to facilitate comprehensive socioeconomic reintegration for returnee women. This will include enhancing skills - including leadership - providing capital inputs for enterprise and coordinating partnership towards the successful achievement of these aims. Support will be provided to returnee WMWs through training on entrepreneurship, financial literacy, digital literacy, and business management. Further trainings on life skills (communication, leadership, team-building, gender equality information resources, and others) will be delivered as well as capital inputs to returnee WMWs to improve their access to economic opportunities, livelihood options, financial products, business opportunities and services. Women's groups will be provided practical training to assist business start-ups, including on financial literacy,

¹⁵ https://www.ilo.org/global/topics/labour-migration/publications/WCMS_882374/lang--en/index.htm

business management, marketing techniques, online literacy to communicate via cell phone, in addition to the life skills outlined above.

The UN Women response will also provide the tools and training to local-level GoB representatives to protect vulnerable returnee women by addressing Gender Based Violence (GBV), abuse and exploitation experienced by WMWs in destination countries. Capacity building of Government officials and service providers to respond to the specific needs of women migrant workers will ensure sustainability of project interventions beyond the project period. This will support the Government of Bangladesh's response to the medium to long-term reintegration needs of return WMWs and their families.

UNICEF will support children in street situations - minors who live and survive on the streets - which includes returning child migrants, victims of trafficking and children left behind. These children are among the most vulnerable, at high risk of trafficking due to a combination of social, economic and personal factors and have little to no access to basic service provision. Migrating to other areas or to other countries may be seen as a way to escape these dangers or seek better living conditions. UNICEF will bolster child responsive interventions by supporting the Department of Social Services to roll out Child Protection Services Hubs, which are safe spaces where children in street situations can be temporarily housed, provided meals, access learning and play. In accessing services at these hubs, the children will be supported by social workers with MHPSS, family identification and reintegration. Hence UNICEF will support these children with services delivered through the Department of Social Services to mitigate the risk of primarily cross border trafficking.

UNICEF will also support the Department of Social Services to build capacity of the social service workforces to engage with children left behind by migrant parents. Social Workers will be engaged to identify these children and provide support based on need assessment. Where necessary, these children will be brought on board under case management support to provide protection services through referral mechanisms and also to provide psychosocial support. Additional training focus will be placed on ensuring that wrap-around support is also made available to children left-behind, and not only migrant and returnee children.

Outcome 2: Social inclusion of returning migrants, specifically women, is improved.

In addition to reintegration capacity building, the joint programme will focus on addressing social barriers to sustainable reintegration, both assisting beneficiaries directly as well as their communities of origin. This speaks to the social and psychosocial elements of the reintegration frameworks set out by the IAR and the GOALS programme. **IOM** will focus on the provision of social and MHPSS counselling for vulnerable returnees and their families. Initially, IOM will conduct ToTs for selected CSOs to build capacity in the areas of MHPSS and psychological first aid (PFA). Building upon this, IOM will facilitate the cascading of this capacity through supervising training delivery by 'master trainers'. Additionally, IOM will directly provide individual counselling services, including protecting vulnerable migrants through referral to trauma and psychiatric treatment facilities.

At the community level, in order to tackle stigma, discrimination and abuse towards returnees IOM will coordinate with and support the further operationalization of Migration Forums (MFs) in selected migration prone districts to promote local cooperation towards reintegration. MFs were developed under the EU-funded Prottasha project, and these serve as community-owned peer-to-peer support networks for migrants and returnees. This will be accompanied by support for CSOs to develop, launch and operationalise guidelines on addressing stigma, discrimination and abuse, through conducting workshops.

With respect to social reintegration, **UNICEF** will establish and orientate community-based child protection committees (CBCPCs), in cooperation with MoWCA and MoSW, to position safeguarding at the centre of community reintegration response. This will consist of raising awareness of the importance of child protection, support CBCPCs to identify and refer vulnerable children affected by migration to appropriate services as well as strengthen child-protection mechanisms through formation of child protection service hubs and volunteer orientation.

Equally, **UN Women** will focus on strengthening gender inclusive response of social reintegration activities, including delivery of MHPSS to victims-survivors of gender-based violence (GBV), abuse and exploitation. This will entail support through the Department of Woman Affairs (DWA) under the Ministry of Women and Children Affairs (MoWCA), as well as private service providers. As part of their community response, UN Women will assist CSOs to develop community-based awareness programmes through the facilitation of women support groups.

ILO will focus on stimulating national-level discourse to counter stigmatizing narratives of returnees, coordinating two sub-national roundtable discussions on this topic. One of these roundtables will be specifically concerned with women returnees. In addition, the ILO will support relevant stakeholders including the media to promote balanced reporting on migration and combat stigmatizing narratives of returnee migrants with a special focus on women returnees.

Outcome 3: Government effectively develops and implements gender responsive migrant-centred plans/procedures to address to the return and reintegration needs of migrants.

Finally, the joint programme will work to build capacity of the GoB to respond to the reintegration needs of returnees through the development of migrant-centered response plans and procedures. To do this, **IOM** will work with GoB to ensure a coherent migrant health strategy is developed and implemented, including the reinforcement of the provision of immediate assistance by supporting the WEWB to operationalise IOM and WEWB's pilot system for identification of vulnerable returnees for airport reception and referral of vulnerable returnees.

IOM will also enhance the capacity of the Probashi Kalyan Desk (PKD) at HSIA and staff at the Banghabandhu Wage Earners Center (BWEC) near the airport, to accommodate immediate assistance services, also ensuring that BWEC staff are oriented on and able to operationalise the National Reintegration Policy. IOM will reinforce the capacity of the BWEC to deliver health and shelter assistance to returnees, especially to women and vulnerable migrants.

To complement this, **UN Women** will conduct an institutional assessment of the BWEC from a gender lens in order to develop a comprehensive gender responsive SoP to ensure the center is fit for purpose.

Another key element of immediate assistance, which underpins effective reintegration, is adequate capacity for GoB health systems to respond to the emergency health needs of migrant populations, especially for women and adolescent girls. To support this response, **UNFPA** will initially conduct a comprehensive needs assessment of current healthcare systems in place to aid returnee healthcare requirements. Regarding immediate response, UNFPA will concentrate capacity-building interventions on counterparts based in HSIA to support staff training towards and development of emergency case management, immediate assistance capability in addition to strengthen health systems of screening, diagnosis, immediate clinical management and appropriate referral services. UNFPA will reinforce this through provision of material resources, supporting procurement and supply of life-saving medical equipment as well as constructing adequate clinical facilities, including an observation room within the

airport healthcare premises. Alongside this, needs-based logistical supply lines will be established to enhance emergency outbreak management of diseases such as dengue, COVID-19 and Severe Acute Respiratory Syndrome (SARS). To complement these activities, UNFPA will also coordinate public health-related social and behaviour change communication (SBCC) campaigns for returnees surrounding positive health practices, for example importance of personal hygiene and vaccinations.

UNICEF will strengthen child protection policies by identifying gaps in existing policy through national and district level consultations with stakeholders, policy makers and duty bearers. In doing so, the assessment of existing frameworks and procedures, and any subsequent revisions, will be aligned according to the principles of the United Nations Convention on the Rights of the Child (UNCRC).

Similarly, **ILO** will support the local NGOs and Worker's Organizations to support and reintegrate returnee migrants affected by and vulnerable to different crises with a special focus on the returnee women domestic workers, will develop policy brief followed by a review of the best practices of social health protection and will support the Trade Unions on the labour market reintegration with a focus on mainstreaming returnee migrant workers in the existing national social safety net programs.

3. Project Implementation Strategy

The Joint Programme represents a comprehensive initiative designed to address the complex challenges confronted by vulnerable returnee migrants in Bangladesh with a systematic and holistic approach to fostering their reintegration and enhancing their social inclusion within their communities. Acknowledging the multifaceted reintegration needs of vulnerable Bangladeshi returnees and the fact that comprehensive national coverage for all Joint Programme activities is not feasible, the Programme will focus its interventions on specific migration-prone geographical areas of the country. The districts of will be selected based on a set of criteria including density of vulnerable returnee migrants, prevailing reintegration complexities, capacity of local government institutions, PUNO presence, and the existing capability of CSOs. Recognizing the invaluable role that CSOs plays in the successful implementation of community outreach activities within the Joint Programme. In line with our commitment to a collaborative and inclusive approach, PUNOs will actively consult with CSOs and harness their expertise and knowledge to enhance the effectiveness of our initiatives. CSOs bring a wealth of experience and grassroots connections, which are essential in understanding the nuanced needs and dynamics of vulnerable returnee migrants in Bangladesh. By working closely with CSOs, the Joint Programme aims to ensure that community outreach interventions are tailored to the specific context of each targeted district, thereby fostering a more meaningful and sustainable impact. This collaborative effort underscores dedication to a holistic and community-driven approach to reintegration and social inclusion, ultimately benefiting the vulnerable returnee migrants and their communities alike. This approach seeks to optimize resource allocation, strategically converges efforts and maximizes overall impact.

The programme design is anchored in a strategic framework that comprehensively addresses both the long-term and medium-term aspects of reintegration in Bangladesh. This strategic stance entails a multifaceted approach that works across various levels, encompassing local government, institutional structures, and community engagement. Within this framework, a dual-track capacity enhancement strategy is adopted, bolstering both governmental structures and civil society organizations. This twin-pronged approach synergistically enhances the overall effectiveness of reintegration efforts while concurrently establishing a robust support network for vulnerable returnee migrants.

Integral to the strategy is the recognition that strengthening institutional capacity significantly facilitates reintegration. The strategy harmoniously integrates medium-term and long-term government structural transformations, necessitating the implementation of measures and reforms conducive to the seamless provision of essential services and support for vulnerable returnee migrants. This framework also seeks to ensure coherence and gender- & age-sensitivity, which is achieved through the collective leveraging of technical expertise offered by participating agencies — IOM, ILO, UNICEF, UNFPA, and UN Women. This collaborative engagement combines their contributions into a synchronized effort, ultimately amplifying the impact of each distinct activity. This comprehensive and unified approach underscores the programme's commitment to gender-responsive and child sensitive implementation, effectively addressing the nuanced requirements of women, men, and children throughout the programme's cycle.

The focus of the implementation strategy is to ensure resources are directed towards the most vulnerable segments of the population, as well as building government capacity to continue such a focus. The Joint Programme prioritizes individuals and families affected by heightened vulnerability, including vulnerable women returnees, returning child migrants and/or victims of trafficking, and children left behind.

Intervention sequencing is integral to the programme's design, with each phase building upon the preceding one to amplify impact. A fundamental principle of the programme is its commitment to coherence among results. The well-defined implementation framework that interlinks activities and reinforces their joint impact supports such efforts. The capacity-building initiatives outlined in Outcome 1 harmonize with the effective delivery of psychosocial support and social services delineated in Outcome 2. Simultaneously, the enhancement of structural-level capacity at the national and local levels under Outcome 3 bolsters the overarching reintegration support foundation. This integrated approach ensures that the Outcomes and activities all contribute to the overall Objective of the project.

Gender and age sensitivity is seamlessly included into every facet of the implementation process, from beneficiary selection, activity design, or implementation. This inclusive approach ensures that the distinct needs and vulnerabilities of diverse demographic groups are systematically addressed, thereby fostering a more equitable and comprehensive reintegration process.

The Joint Programme works on the basis of collaborative engagement among the participating UN agencies: IOM, ILO, UNICEF, UNFPA, and UN Women. This dynamic convergence leverages the unique expertise and resources of each agency, contributing to a collective impact that transcends individual efforts. Regular coordination meetings and knowledge-sharing mechanisms facilitate alignment and minimize the duplication of efforts. A build-in part of the programme's implementation strategy is its robust monitoring and evaluation mechanisms. These mechanisms continuously track progress against established targets, thereby enabling real-time adaptations to evolving circumstances and ensuring the efficacy of the programme's interventions.

The Joint Programme represents a comprehensive initiative firmly committed to integrating the fundamental cross-cutting principles of human rights, a gender-responsive approach, and child sensitivity into all aspects of programming. Through strategic incorporation of these principles, the programme seeks to enhance effectiveness and inclusivity, thus advancing its overarching objectives. The integration of human rights, gender responsiveness, and child sensitivity within the Joint Programme goes beyond symbolism; it forms an integral part of its operational framework. These cross-cutting principles anchor the programme's values and actions, ensuring an equitable and comprehensive reintegration process. By

aligning with designated markers and consistently adhering to their criteria, the program establishes a cohesive framework that upholds rights, empowers women, and safeguards children. Consequently, the Joint Programme optimizes its potential to positively impact returning Bangladeshi migrant workers and their families, fostering their reintegration and facilitating social inclusivity on the universally acknowledged principles.

Migrant-Centred Approach: Fundamentally, this Joint Programme adopts an all-encompassing migrant-centred approach – with particular focus on vulnerable returnees in Bangladesh. Throughout programme design the PUNOs have built their interventions around decades of consultation and engagement with mobile populations and returnees in Bangladesh. Even during project implementation, continuous consultation with project beneficiaries will inform any project alternations, amplifications, and changes of focus.

Human Rights: The embodiment of human rights principles is ingrained in the Joint Programme's design and reflected in its activities and strategies. Recognizing the disparities and vulnerabilities experienced by vulnerable returnee migrants, particularly women and children, the programme serves as a vehicle to uphold their fundamental rights to equitable access to services, resources, and protection. This aligns closely with the criteria of Human Rights Marker 5, 7 and 9. The programme's focus on local-level government engagement, institutional capacity building, and active involvement of civil society organizations exemplifying its embodiment of human rights principles. By emphasizing the reintegration and social inclusion of marginalized segments, the programme ensures the realization of rights-based approaches, as advocated by Human Rights Marker 1a & b, 3, 4, 6.

Gender-Responsive Approach: The Joint Programme's gender-responsive approach aligns seamlessly with the criteria outlined in Gender Marker to significantly contribute to gender equality and women's empowerment (GEWE). This approach is manifested through a deep understanding of gender dynamics and the adoption of measures to address the unique challenges faced by women, men, and individuals of diverse gender identities. Activities such as tailored reintegration plans for women migrants and initiatives driven by women-led CSOs directly address gender-based inequalities, aligning with the principles of Gender Marker to have gender equality and GEWE as the primary objective and to advance and integrate GEWE. The programme's inclusion of gender analyses provided by UN Women and UNFPA serves to infuse gender considerations into beneficiary selection and service delivery. This dynamic approach ensures that gender disparities are systematically addressed, contributing to the broader objective of gender equality.

Child-Sensitive Approach: Child Sensitivity Marker 1,2,3,5 with a child-sensitive approach finds resonance within the programme's strategies that prioritize the rights and well-being of children. The programme acknowledges the vulnerabilities of migrant children and ensures that their interests are at the forefront. Activities such as the reinforcement of social work services and the introduction of cash transfers through UNICEF's involvement underscore the programme's commitment to protecting the rights of children affected by migration. Moreover, the integration of UNICEF's child protection insights contributes to the formulation of beneficiary selection criteria that are attuned to the specific needs of children. By placing children's interests and rights as central tenets, the program adheres to the principles stipulated in the Marker.

4. Partnerships

The Multi-Partner Trust Fund Office (MPTFO) will fulfil the function of Administrative Agent for the joint programme. IOM, as the Convening Agent, will coordinate with the PUNOs in ensuring information about implementation of project activities is appropriately reported within the agreed upon coordination mechanisms and tools.

Among the five participating UN Agencies (IOM, ILO, UN Women, UNICEF, UNFPA), **IOM** will act as a Lead Agency who will be responsible for the overall management, reporting and ensuring close coordination between the five UN Agencies. IOM Bangladesh has extensive experience in joint programming in the areas of community economic development, labour migration, migration health, assistance for return & reintegration for migrant workers and their communities. As Coordinator and Secretariat of the Bangladesh UN Network on Migration (BDUNNM), IOM Bangladesh is supporting the Government to implement and monitor global commitments on migration including the Global Compact for Migration and the SDGs. The BDUNNM also has three Thematic Working Groups on Labour Migration, Counter-trafficking in Persons, and Migration, Environment and Climate Change, all of which include a wide membership of CSOs, NGOs and academics.

IOM's role has been instrumental in supporting the Government of Bangladesh in their role as a "Champion Country" of the GCM. Bangladesh is one of the first countries to have initiated an inter-ministerial coordination mechanism dedicated to the implementation and review of the GCM - the Bangladesh Migration Compact Taskforce. The Taskforce is supported by and coordinates with the wider BDUNNM, and on a day-to-day basis with IOM and the BDUNNM Coordinator.

In line with the UN agenda on localization, the BDUNNM is a multi-stakeholder platform which can support empowerment of national CSO and build their capacity from a technical perspective. The Joint Programme will engage relevant NGOs and CSOs with expertise in reintegration and field-level implementation in Bangladesh as implementing partners.

ILO has been supporting the Government of Bangladesh for the last 12 years on strengthening the legal and policy frameworks of the labour migration governance mechanisms. ILO Bangladesh has also supported the GoB significantly in enhancing the existing institutional capacity for better service delivery including the Labour Attachés, BMET, WEWB and BOESL. ILO has worked with partners from the Government of Bangladesh, employers' and workers' organizations, civil society as well as the other UN Agencies to promote decent work for all workers, including migrant workers. ILO's technical assistance to the Overseas Employment Migrants Act 2013 (OEMA), Expatriates Welfare and Overseas Employment Policy 2016 (EWOEP), the Labour Migration Governance Rule 2017, the Recruitment Agents Code of Conduct and Rule 2019, the Recruitment Agents Classification Rule 2020, policy directives on Mandatory Insurance for Migrant Workers and projects in Bangladesh are long standing, dating from the early days of the Bangladesh overseas employment institutions.

UN Women supports the government in implementing commitments to international normative standards on gender equality and women's human rights. The United National Sustainable Development Cooperation Framework (UNSDCF) and the corresponding UN Women Bangladesh Strategic Note (2022-2026) define UN Women's strategic engagement in Bangladesh. UN Women has been working to strengthen the collaboration of key actors for effective labour migration governance, leading to safe, orderly and regular migration for all men and women. UN Women supports the Ministry of Expatriates' Welfare and Overseas Employment to strengthen laws and policies for women migrant workers and

enhance the government and private sector's capacity for gender-responsive migration. UN Women works with the most vulnerable groups of women including women migrants to enhance their voice and leadership for economic empowerment. UN Women works with a range of stakeholders in Bangladesh including the Government of Bangladesh, civil society, women's organisations, youth, UN system, and development partners, to promote gender equality and women's empowerment. Specifically on migration, return and reintegration, UN Women works closely with IOM and ILO to ensure that the needs and specific vulnerabilities of women returnees are addressed at a programmatic level in-country.

UNICEF's Bangladesh Country Programme (2022 to 2026) focus on securing rapid inclusive growth that lowers poverty and supports economic and social equity as well as the Sustainable Development Goals. The CP is aligned with the 8FYP, with a focus on supporting Bangladesh to prioritize investments in children for the realization of child rights and sustainable development in Bangladesh. Specifically related to this Joint Programme, UNICEF's focus and expertise is founded upon a comprehensive understanding on the impacts of migration on children- be it returning child migrants and/or victims of trafficking, and children left behind.

UNFPA tenth country programme (2022 -2026) seeks to accelerate action towards the achievement of universal access to sexual and reproductive health and reproductive rights, focusing on those furthest behind: delivering a resilient, agile and thriving Bangladesh where every woman and girl lives in dignity and safety, every pregnancy is wanted, every childbirth is safe, and the potential of every young person is realized. It supports the Government to achieve the 2030 Agenda, seeks to address the unfinished agenda of the International Conference on Population and Development (ICPD) Programme of Action through the achievement of the three transformative results of UNFPA, and is aligned to the UNSDCF and the Government's eighth five-year plan. UNFPA has convening role experience to facilitate multisectoral solutions to complex sexual and reproductive health and reproductive rights, gender equality, women's and girls' empowerment and youth development issues, including through joint programming with other United Nations entities.

This Joint Programme is supported by the Government of Bangladesh, specifically the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE), that will be the main line ministry. Additionally, the Programme was developed in consultation and coordination with other relevant ministries, including the Ministry of Women and Children Affairs (MoWCA), Ministry of Social Welfare (MoSW), and Ministry of Health and Family Welfare (MoH). The Joint Programme is also endorsed by the Bangladesh UN Network (BDUNNM) and its Technical Working Groups (TWGs).

As noted above, the main Government of Bangladesh counterpart for this Joint Programme will MoEWOE, who is a lead government authority for the migration management system in Bangladesh. MoEWOE is responsible for formulating policies, plans, enacting laws, rules and regulations, developing projects, programmes and monitoring relating to the management of overseas employment as well as the overall welfare of expatriate workers. Sitting under the MoEWOE, the Bureau of Manpower, Employment and Training (BMET), the Wage Earners' Welfare Board (WEWB), the DEMO offices and the Technical Training Centers (TTCs) will be the key partners for programme implementation. To facilitate an integrated approach for social inclusion and integration, referral mechanisms must be strengthened with public and private service providers. As such, partnerships will be established with the Ministry of Home Affairs (MoHA), local government institutions, Union Councils, municipal authorities, Ministry of Social Welfare (MoSW), Ministry of Women and Children Affairs (MoWCA), Ministry of Youth and Sports (MoYS), Ministry of Foreign Affairs (MoFA), Ministry of Health and Family Planning (MoHFP) and their local level departments. The SME Foundation and Bangladesh Small and Cottage Industries Corporation (BSCIC) will

be consulted for enterprise development promotion. The joint programme will partner with key national NGO/INGOs already working on reintegration of migrants including but not limited to Bangladesh Nari Sramik Kendra (BNSK), BRAC, Katnarpara Nari Unnayan Sangstha (KNUS), Ovibashi Karmi Unnayan Program (OKUP), Refugee and Migratory Movements Research Unit (RMMRU), Prottiyashi, and WARBE Development Foundation (WARBE). The joint programme will also partner with NGOs and community-based organizations such as Ain o Salish Kendra (ASK), that focus specifically on human rights programming. Furthermore, private sector partners like the Chambers of Commerce, Employers' Federations, Industry Skills Councils, Bangladesh Association of International Recruiting Agencies (BAIRA) and business associations as well as private employers will be engaged to support the returning migrants where possible. Partners selected from NGO and civil society will be responsible for implementing certain activities as implementing partners, along with actively taking part in the consultative process. Partners will employ a migrant-centered participatory approach and implement a feedback mechanism (surveys, meetings, field monitoring, consultations, FGDs) to ensure that migrant workers, their family members and the communities at large will be consulted throughout the project's design, development, and implementation.

All the PUNOs will contribute relevant experience in migration, reintegration and recovery, capacity building and training, protection, education, and communicating with communities to this collaborative platform to support the Government to meet the needs of returning migrant workers with a special focus on vulnerable women migrant workers and their communities in Bangladesh.

5. Innovation, Sustainability and Exit Strategy

Sustainability of actions will be built into the design of interventions, for example ensuring that interventions are fully supported by the Government of Bangladesh as well as investing in building the capacity of services providers, public and private authorities and partners. This will be aimed at enhancing institutions and systems at the community- as well as structural/central-levels, ultimately facilitating a comprehensive and multi-faceted approach to programme sustainability. Programme interventions will build on Government efforts related to the return and reintegration of migrants, especially the policies and plans formulated by the WEWB. In coordination with the Government and in consultation with migrants, SOPs will be developed on sustainable reintegration of migrants.

The Joint Programme's innovative approach lies in its comprehensive and multi-dimensional strategy aimed at addressing the complex challenges encountered by Bangladeshi returnee migrants. Rather than adopting a fragmented approach, the programme strategically integrates long-term and medium-term reintegration strategies across various levels, including local government, institutional, and civil society spheres. This innovative framework not only enhances the effectiveness of reintegration efforts but also sets the stage for catalytic potential.

The programme's catalytic potential is underscored by several key factors. Firstly, the collaboration among diverse UN agencies - IOM, ILO, UNICEF, UNFPA, and UN Women — generates a multiplier effect, amplifying the reach and impact of the programme's interventions. This partnership combines the technical expertise and resources of each agency, creating a collective force that exceeds the capacities of implementation initiatives. Secondly, the programme's comprehensive and holistic design inherently supports scaling and replication potential. Its adaptability to different contexts and geographic zones positions it as a model that can be applied in similar settings nationally and globally.

The Joint Programme serves as a catalyst for leveraging additional financing. The demonstrated effectiveness of its interventions, combined with the collaborative backing of reputable UN agencies, increases its attractiveness to potential donors, partners, and stakeholders. This positions the programme to access supplementary funding, expanding its reach and sustainability.

Envisioned lessons learned from the Joint Programme will be systematically captured, analyzed, and utilized for future interventions. This will be through continuous programmatic monitoring, and an external evaluation. Insights derived from both successful and challenging aspects of the programme will inform evidence-based strategies for subsequent initiatives. By documenting and sharing these experiences, the programme ensures that future projects benefit from a knowledge repository that enhances their design, implementation, and overall impact.

In keeping with the Government's focus on a Smart Bangladesh, an online learning platform will be developed showcasing digital classrooms, multimedia materials, and e-tutors for caregiving programmes. The market system development approach to skills and enterprise development for reintegration and remigration of returning migrants will be an innovative idea in the context of Bangladesh. The approach will lead to sustainable change through skills development in addition to improved and diversified livelihood opportunities for the returning migrants.

The Joint Programme recognizes the significance of sustainability beyond its timeline, and its strategy is designed with three distinct pillars in mind: community sustainability, financial sustainability, and institutional sustainability.

1. **Community Sustainability:** To ensure community sustainability, the programme emphasizes capacity enhancement and knowledge transfer. The expanded and enhanced capacity of local institutions, CSOs, and government bodies will be utilized to cascade reintegration programming across Bangladesh. This approach taps into the strengths of local communities, making them active participants in the sustainability process.
2. **Financial Sustainability:** The financial sustainability of the Joint Programme is fortified through strategic capacity enhancement, living documents, and a catalytic approach. By equipping stakeholders with enhanced skills and knowledge, the programme lays the groundwork for self-reliance and continuity. The development of living documents encapsulates lessons learned, serving as a valuable resource for future interventions. These elements synergize in the post-program phase, where empowered stakeholders draw from documented insights to navigate challenges. This self-sustaining momentum not only reduces reliance on external resources but also maximizes the programme's lasting impact. Additionally, the programme's catalytic potential—multiplicative effects, scalability, and replication—further extends the reach of reintegration initiatives without proportional financial demands. The Joint Programme's financial sustainability rests on stakeholders, capturing insights, and catalyzing self-reliant practices for enduring impact beyond its active phase.
3. **Institutional Sustainability:** The programme's commitment to institutional capacity-building contributes to institutional sustainability. By strengthening local institutions, government bodies, and CSOs, the programme fosters lasting reintegration mechanisms that continue to operate effectively after the programme's conclusion. Importantly, the tools and documents developed

under this programme will be handed over and adopted by the Government of Bangladesh. This institutional transfer ensures the operationalization and perpetuation of the programme's knowledgeable investment and institutional frameworks, contributing to the sustainability of its outcomes.

Exit Strategy and Follow-up Funding: The Joint Programme's exit strategy involves a phased approach. As the operational closure of the programme nears, the Steering Committee and participating PUNOs will remain engaged for at least three months. This transitional period facilitates the transfer of knowledge, supports capacity development, and offers valuable advice to ensure a seamless transition. Furthermore, as the programme builds off of previously implemented, but independent, interventions of each PUNO, assuming the collective approach taken under this Joint Programme is a successful one, there is much scope for the participating PUNOs to seek additional funding support to continue the programme as initiated under the MPTF funding.

6. Project Management and Coordination

The project will be implemented jointly by the International Organization for Migration (IOM) as the lead agency, in coordination with the International Labour Organization (ILO), UN Women, UNICEF and UNFPA. These agencies all have specific expertise in the field of reintegration of returning migrants in Bangladesh, with IOM's focus being on returnees more generally, ILO focussing on labour migrants, UN Women and UNFPA particularly focussing on woman and girl returnees, and UNICEF focussed on children affected by migration. The UN Resident Coordinator's Office (RCO) will play an overall coordination role engaging with all implementing agencies, and coordinating with the Government of Bangladesh as required.

IOM, as the Convening Agent, will provide coordination and programmatic leadership to the project team during implementation. In this role, IOM will (1) Organize and support meetings of the Joint Programme Steering Committee (JPSC); (2) coordinate advocacy with donors and external stakeholders, and (3) facilitate audit and evaluation (as may be required).

IOM will also ensure programmatic coherence and quality in accordance with the project results framework, work plan and budget and quality standards, by performing the following functions: (1) Organizing and chairing project team meetings; (2) Updating the programme's results framework, work plan and budget; (3) Leading joint monitoring and learning efforts, including joint field missions; (4) Facilitating programmatic learning and adjustments, (5) Consolidating the annual and final results-based report, based upon inputs from other PUNOs; and (6) Reporting to JP SC meetings.

From the GoB side, project implementation will be coordinated closely with the Ministry of Expatriates' Welfare and Overseas Employment (MoEWOE) – as the lead ministry for the project. Though this coordination mechanism, the PUNOs will connect with all relevant Government bodies to ensure smooth project implementation. This will include the Bureau of Manpower, Employment and Training (BMET), the Wage Earners' Welfare Board (WEWB), the District Employment and Manpower Offices (DEMOs), Technical Training Centers (TTCs), the Ministry of Home Affairs (MoHA), local government institutions, Union Councils, municipal authorities, Ministry of Social Welfare (MoSW), Ministry of Women and Children Affairs (MoWCA), Ministry of Youth and Sports (MoYS), Ministry of Foreign Affairs (MoFA), Ministry of Health and Family Planning (MoHFP) and their local level departments.

A Project Steering Committee (PSC) will be established and will meet twice a year to provide strategic guidance, fiduciary oversight, management, and coordination. The PSC, led by the Secretary of the Ministry of Expatriates' Welfare and Overseas Employment, will include representatives from relevant ministries and departments, the UN implementing agencies, the BDUNNM Coordinator, and a representative from the Resident Coordinator's office. A Project Implementation Committee (PIC) will also be established to facilitate collaboration, ensure national ownership and effective coordination among participating UN organizations, relevant government entities, academics, and other stakeholders. As the Administrative Agent, MPTFO will be responsible for the disbursement of funds to each of the PUNOs. As Convening Agent, IOM will be accountable for ensuring the regular delivery of the programme activities and for coordination among partner UN organizations, stakeholders and implementing partners. The programme will take advantage of the participating Agencies' existing programmes on labour migration, reintegration and recovery, gender, and trafficking to fine tune its activities, seek technical inputs, avoid duplication, and leverage synergies.

In terms of project risks, these are not unknown to the participating PUNOs. While Bangladesh is a safe and stable country, and the Government of Bangladesh is highly capable and willing to engage with the UN system fully, the two major risks that the Joint Programme will have to manage are both tied to the Government. In the context of Bangladesh, no UN agency can implement any development programming before first receiving approval from the Government's Economic Relations Division (ERD). ERD approval is sought only after donor approval of a project, and can take many months to obtain. In the case of this Joint Programme, 6 months have been factored into the workplan to obtain ERD approval at the start of implementation – and during this time participating PUNOs will also work on internal preparatory measures, so that as soon as approval is obtained the project can begin full implementation.

The second major risk is the national election scheduled in Bangladesh in early 2024. While the project may not have been selected for implementation by this point, if it is early in the implementation period there may be challenges contacted and working with national level Government counterparts – this will also potentially further slow the ERD approval process.

For additional details regarding project risks, please see Annex D2, the Risk Management Plan.

In terms of programmatic monitoring, to a large extent activity-level monitoring will be the responsibility of the specific implementing PUNO. The project has been designed in such a way that a single PUNO is responsible for the implementation of each activity. In the same respect, each of the PUNOs will be responsible for managing and monitoring their own budgets. In terms of monitoring overall Joint Programme results, IOM as the Lead Agency will take a coordination role in this, ensuring timely inputs from implementing PUNOs and consolidating activity level inputs under Outputs and Outcomes. Through this Joint Programme, transparency and access to information by the intended target group and relevant stakeholders, including cultural, linguistic, and age-appropriate access, will be maintained through continuous monitoring throughout the duration of the joint programme. As well as continuous project monitoring, measures, including an effective complaint and remedy mechanism, will be put in place in order to provide redress for negative human rights impacts.

IOM in coordination with the Joint Programme Steering Committee will develop a Joint Programme monitoring framework, including monitoring visits as necessary. The Monitoring Framework will include details of a programmatic knowledge management system hosted by IOM, in which all programmatic monitoring data will be housed. This will directly feed into the Joint Programme's reporting obligations, but more importantly where issues or challenges in implementation are uncovered by the results of

programme monitoring, these will be raised with the relevant PUNO and the Joint Programme Steering Committee to find a resolution, including potentially changes in programming.

The entire Joint Programme will be subject to an external Final Evaluation, which will be based around the OECD DAC criteria of criteria of relevance, efficiency, effectiveness, impact and sustainability. IOM, as the lead agency, will be responsible for engaging the external evaluator.

7. Project Budget and Workplan

The total budget for the joint programme is USD 2,568,521.00, allocated between five PUNOs towards implementation of the project activities as per their respective area of specialty. As part of the total programme budget, a total of USD 1,484,317 is allocated towards direct programmatic interventions.

Under Outcome 1, a budget of USD 734,442.00 will contribute to building capacity of local-level stakeholders in the field of reintegration, including district-level government officials, CSOs and public service providers. This includes conducting ToTs for identified CSOs and government officials on IOM's Integrated Approach to Reintegration and supporting community outreach programmes. In addition to this, activities will support the facilitation of effective reintegration coordination and referral mechanisms accessible to beneficiaries in the community. By developing localized specializations, the aim will be to create a sustainable and cost-effective method of disseminating reintegration management and training, beyond the life of the joint programme. Furthermore, the joint programme will also provide returnee migrants with support on labour market reintegration and financial resources to promote business enterprises. Incorporating economic reintegration with the private sector will form a robust decentralized response to provide returnees the tools required to position themselves back among their communities.

Under Outcome 2, USD 274,305.00 has been allocated to promote social cohesion for returnees through social and psychosocial reintegration assistance, both with direct implementation of activities as well as capacity building of local-level actors. These activities aim to foster community engagement through facilitating awareness raising and social dialogue surrounding issues regarding migration. Contributing to progressive cultural change, for example to address social stigma towards migrants, embeds a positive environment for returnees to sustainably reintegrate into the community. Vulnerable returnees will also be provided with comprehensive MHPSS assistance and referral services, alongside local CSOs. Adopting a multi-faceted approach which responds to the psychosocial needs of returnees provides them with the platform to access other elements to reintegrate effectively, which will ultimately ensure the sustainability of programme impacts.

Outcome 3 will contribute USD 475,570.00 to strengthening plans and procedures of the GoB to develop robust responses to migrant reintegration needs in the medium to long-term. This consists of addressing returnee vulnerabilities through immediate assistance provision and also informing migrant-centered policy reform to enhance reintegration mechanisms on the institutional level. Any immediate assistance, such as providing healthcare, will be preceded with needs assessments to ensure that the joint programme funding is utilized effectively, and any services delivered are fit for purpose. Any procedural interventions are integrated into existing government infrastructure, to improve current reintegration models in a cost-effective manner. Contributing to policy reform on the central level will also encourage government support for reintegration initiatives and harness public funding to maintain the joint programme impacts.

Joint programme funds allocated for direct action contributing to Gender Equality and Women's Empowerment (GEWE) account for around 36 per cent of the total programmatic budget. Key provisions within this consist of building the capacity of women-led CSOs; stimulating dialogue on the needs of women returnees such as through roundtable discussions and women support groups; conducting institutional assessments through a gender lens; addressing GBV, abuse and exploitation experienced by women returnees; and supporting gender-sensitive labour market reintegration.

The personnel costs account for approximately 26 per cent of the total programme budget. This chiefly contributes to the key project staffing required by the five PUNOs to implement the joint programme activities, as well as to fund positions essential to the administrative processes.

For operational expenses not directly included in programmatic activity budgeting, USD 159,125.00 will contribute towards covering costs related to the functioning of the offices, which includes rent, security, office supplies, communication, furniture and equipment- costs that will support the implementation of the actions for all the PUNOs.

In accordance with MMPTF guidelines, three per cent of total programme funding is allocated towards monitoring and evaluation of the joint programme. Out of this, approximately one per cent will contribute to costs related to conducting monitoring for each of the PUNO's activities, respectively. Around two per cent is earmarked for financing an external independent evaluation following completion of the joint programme, which will be coordinated by IOM as the convening agent.

Also, as per fund guidelines, indirect support costs are harmonized at seven per cent of total programme budget for each PUNO, coming to a total of USD 168,034.00.

Annex 1: Results Framework

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Overall Objective Statement: To contribute to the medium-term and long-term recovery and social inclusion of Bangladeshi migrants affected by and vulnerable to crises.					
Outcome 1: Government and humanitarian and development actors are able to effectively identify and respond to the medium to long-term vulnerabilities of Bangladeshi migrants affected by crises.	1a - % of GoB and CSO representatives reporting improved capacity to respond to the return and reintegration needs of migrant workers. (IOM)	Training report, Pre-post Assessment	TBD from Pre-assessment	75%	GoB and CSOs are committed to use gender-responsive service delivery mechanisms to respond to the return and reintegration needs of migrant workers.
	1b - # of CSOs, including women-led CSOs, displaying capacity to deliver gender-responsive and child-sensitive integrated approach to reintegration programming. (IOM)	Project progress report, Training report	4	9	CSO remain willing to engage in monitoring of their capacity to deliver gender-responsive and child-sensitive integrated approach to reintegration programming.
	1c – # of beneficiaries seeking access to gender-responsive and child sensitive economic reintegration services (ILO)	Project progress report, Training report	0	500	Returnees will receive services related to labour market reintegration
Output 1.1: Local-level Government and CSOs have capacity to profile, assist and provide access to tailored reintegration services	1.1a - # of CSO and Government officials received training to assist returning migrants (disaggregated by gender). (IOM)	Training Report, Training attendance sheet	0	30	GoB and CSOs sustainably deliver reintegration assistance post-training

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
to vulnerable returning migrants, including women.	1.1b - # of CSO engaged in facilitating access to sustainable reintegration assistance in coordination with welfare centers. (IOM)	Project progress report, Consultation meeting minutes	4	9	
	1.1c - # of trainings conducted for DMCCs. (IOM)	Project progress Report, Training Report,	0	5	
	1.1d - # of DMCC participants trained (disaggregated by gender) (IOM)	Training Report, Training attendance Sheet	0	75	DMCC participants remain willing to receive reintegration related trainings from PUNOs
	1.1e – # of relevant Local Level Officials, from BMET including DEMOs and TTCs and WEWB, trained on Labour Market Reintegration for returnees (ILO)	Annual WEWB Report Training Reports of the Project Project Progress Reports	0	100	Currently the public offices at grass root levels are not aware of labour market reintegration for returnee migrants and how this will benefit them. The training program will enhance their capacity for better service delivery.
	1.1f - # of beneficiaries with access to labour market reintegration services (including career guidance services, job placement and financial services) (disaggregated by gender). (ILO)	Annual WEWB Report Annual BMET Report Reports from Learning Platforms and Services	0	500	Currently returnee migrants face challenges to get access of information regarding jobs and entrepreneurship. The online learning platform will provide easy access for them. Additionally, the career guidance cell will prepare returnees for wage employment opportunities.

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	1.1g - # of representatives from women-led CSOs with capacities to support socio-economic reintegration (leadership, skills, economic opportunities) of women returnee migrant workers. (UNW)	Impact assessment report from partners Pre-post training assessment	0	60	GoB and CSO sustainably deliver gender-responsive services to women returnee migrants.
	1.1h - # of local-level government officials with knowledge and skills on gender-responsive reintegration to support women returnees. (UNW)	Impact assessment report from partners Pre-post training assessment	0	60	Local-level government authorities remain willing to commit the time of relevant staff for training on knowledge and skills on gender-responsive reintegration to support women returnees.
	1.1i - # of social workers trained on identification of victims of trafficking and unsafe migration, case management and referral to child protection services. (UNICEF)	Programme progress report and Training report.	0	500	Availability of Social workers in the locality
	1.1j - # of Child Affairs Police Officers participated in the training on child friendly procedures of dealing with victims of trafficking and unsafe migration. (UNICEF)	Programme progress report and Training report.	0	500	Political stability; PHQ permission to attend training by the CAPOs

Activities under Output 1.1

1.1.1: Strengthen capacity of selected CSOs and relevant Government officials to assist returning migrants in sustainable reintegration. (IOM)

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
<p>1.1.2: Support CSOs in facilitating access to sustainable reintegration assistance for vulnerable returnees in coordination with Welfare Centers established under the WEWB. (IOM)</p> <p>1.1.3: Support roll out of DMCC to ensure effective coordination and referral mechanisms to ensure access of services for migrants. (IOM)</p> <p>1.1.4: Support the BMET and the WEWB of the MoEWOE of the GoB for labour market reintegration to both men and women returnee migrants. (ILO)</p> <p>1.1.5: Support the BMET and the WEWB of the MoEWOE of the GoB to ensure employment support services through job placement and career guidance services including job portals for returnee migrants. (ILO)</p> <p>1.1.6: Support to Technical Training Centre (TTC)s of the MoEWOE on establishing an online learning platform with mobile app on enterprise/business development, job seeking, CV writing, soft skills, saving instruments, debt management etc. for all including returnee migrants. (ILO)</p> <p>1.1.7: Support the Probashi Kallyan Bank (PKB), the Bank for migrant workers, in building their capacity to facilitate affordable and easy financial schemes to returnee migrants for their sustainable reintegration especially women returnee migrants. (ILO)</p> <p>1.1.8: Strengthen capacity of women-led CSOs to support vulnerable returnee women through leadership, skills, capital inputs and allies for socioeconomic reintegration. (UNW)</p> <p>1.1.9: Enhance local-level government officials' capacity through tools, and training to address the GBV, abuse, and exploitation experienced by women returnees in destination countries. (UNW)</p> <p>1.1.10: Strengthen the capacity of social service workforces and Law enforcement agencies to work with children at risk or affected by migration, trafficking, and other forms of unsafe migration. (UNICEF)</p>					
Outcome 2: Social inclusion of returning migrants, specifically women, is improved.	2a - % of trained local-level migration actors with enhanced capacity to provide gender-responsive and child-sensitive social inclusion services	Training Report, Training attendance sheet	TBD from Pre-assessment	75%	Migrants are willing to participate in social activities.
	2b – % of returnees, including women, and their family members, who received assistance, reporting improved social inclusion as a result.	Survey data analysis, Quantitative Survey,	TBD from Pre-assessment	65%	Returnees remain willing to engage in satisfaction surveys after receiving assistance and support
Output 2.1: Improved access to social and psychosocial support (PSS) and social services for returning migrant	2.1a – # of returnees, including women, and their family members who have accessed basic MHPSS counselling and referral services through CSO	Project report, Project database	0	125	Returnees and their family members are willing to access PSS service.

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
workers and their families.	partners. (IOM)				
	2.1b – # of Child Protection Services Hub is operational in the urban locations. (UNICEF)	Programme progress report, Government Order, Notice, Training report	4	10	Political will of the Department of Social Services to expand services for children in street situation.
	2.1c - # of CBCPCs members are trained to promote awareness on unsafe migration, identification of vulnerable and at risk adolescents and youths and refer them to social workers. (UNICEF)	Programme progress report, Government Order, Notice, Training report	300	1000	Interest and willingness of community people to give time for training and community work.
	2.1d – # of returnee WMWs with access to MHPSS services of public and private institutions. (UNW)	Monitoring report from partners	0	250	Public and private services are available to women returnees
<i>Activities under Output 2.1</i>					
2.1.1: Provision of PSS counselling for vulnerable returnee migrants, including women, and their families. (IOM)					
2.1.2: Strengthening community-based child protection committees to raise awareness and protection of children affected by migration, trafficking and other forms of unsafe migration. (UNICEF)					
2.1.3: Strengthening services for children affected by internal migration and children in street situations through child protection services hubs in urban locations. (UNICEF)					
2.1.4 Provide psychosocial counselling to returnee women migrants and their families through public (MoW&CA, DWA) and private services to address gender-based violence (GBV), abuse and exploitation they may have experienced while working overseas. (UNW)					
Output 2.2: Improved services and guidelines available to reduce stigma, discrimination, and abuse in	2.2a - # of workshops conducted for selected CSOs to develop community-based guidelines on combating and addressing stigma,	Event report	0	1	Migration Forum committed to follow the guideline and continue extending services to the returnees.

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
communities towards returning migrants, especially women.	discrimination and abuse (IOM)				
	2.2b - # of community-based guidelines on combating and addressing stigma, discrimination and abuse developed (IOM)	Community-based guideline is endorsed	0	1	Migration Forum committed to follow the guideline and continue extending services to the returnees
	2.2c – # of Migration Forum members with enhanced capacity on guidelines in combating and addressing stigma, discrimination and abuse (IOM)	Training report, Training attendance sheet	0	150	Migration Forum members remain will to engage with PUNOs to build their capacity
	2.2d – # of women support groups established to combat stigma, and discrimination against women returnees (UNW)	Impact assessment report from partner	0	15	The returnee women are supporting each other at community level through collective actions
	2.2e – Awareness of relevant stakeholders including the media to counter stigmatizing narratives increased. (ILO)	Media Reports	N/A	10 media reports to counter stigmatization	The returnee often face difficulties in their communities, families and society. The media awareness will support counter stigmatization.
<u>Activities under Output 2.2</u>					
2.2.1: Build capacity of Migration Forums in selected districts. (IOM)					
2.2.2: Strengthen capacity of women-led CSOs to facilitate "women support groups" in the community to combat stigma, and discrimination against women returnees through community-based awareness programmes. (UNW)					
2.2.3: Conduct two sub-national roundtable discussions (one on women returnee migrants) to counter stigma surrounding return migrants. (ILO)					
2.2.4: Support media representatives on balanced reporting on migration and return to counter stigma surrounding return migrants with a special focus on women returnees. (ILO)					
	3a – % of respondent GoB and other relevant actors	Qualitative analysis,	N/A	70%	GoB is committed to use gender-responsive

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
Outcome 3: Government effectively develops and implements gender responsive migrant-centered plans/procedures to address to the return and reintegration needs of migrants.	reporting improved gender-responsive and child-sensitive return and reintegration service delivery mechanisms.	KII of the GoB and relevant actors involved in responding to the return and reintegration needs of migrants.			service delivery mechanisms to respond to the return and reintegration needs of migrant workers. Returnees are willing to engage with reintegration services.
	3b – # of approved SoP to mainstream the provision of migration health assistance at the airport (UNFPA)	approved SoP provision of health assistance at the airport	0	1	GoB health and airport authorities remain willing to support the mainstreaming of health assistance
	3c - % of returnees, who have accessed immediate healthcare assistance at the airport, who are satisfied. (UNFPA)	Beneficiary feedback survey results.	N/A	80%	GoB health and airport authorities remain willing to support the mainstreaming of health assistance
Output 3.1: Strengthened Government capacity to support and reintegrate migrant workers affected by and vulnerable to different crises.	3.1a - # of gender-responsive guidelines/ SoP on airport reception assistance and referral services developed. (IOM)	Guideline/SoP endorsed by GoB	N/A	1	Airport authorities remain engaged and supportive of PUNOs engagement in the development of guidelines
	3.1b – # of PKD and BWEC staff trained to implement guidelines/ SoP on airport reception assistance and referral services. (IOM)	Event report, Event attendance sheet.	0	50	PKD and BWEC authorities remain willing to have relevant staff trained in the newly developed SoP
	3.1c – # of staff available at BWEC to provide psychosocial and health	Staff appointment letters, and Terms of Reference	0	3	BWEC authorities remain willing to have staff trained in provision

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	services. (IOM)				of psychosocial and health services.
<i>Activities under Output 3.1</i>					
3.1.1: Support WEWB to develop and operationalize guidelines/ SoP for gender responsive airport reception and referral assistance, including health.					
Output 3.2: Strengthened Government capacity to ensure health support to returning migrants.	3.2a - # of migration health consultations held with relevant stakeholders. (IOM)	Consultation report	0	2	Stakeholders are willing to engage in developing migration health strategy
	<u>3.2b – Needs assessment report available to strengthening government capacity to ensure health support to returning migrants. (UNFPA)</u>	<u>Need assessment study, FGD, KII, Secondary report</u>	No	Yes	Airport authority and other relevant stakeholders will be supportive to conduct the assessment.
	3.2c – # of health service providers trained on <u>emergency case management and immediate assistance. (UNFPA)</u>	Training participant list, Training module, Project report, Training report. Document review	0	120	Health service provide will be interested to receive the training.

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
	<u>3.2d – # of Health facilities within the airport which are fully equipped and functionalized. (UNFPA)</u>	Airport Authority or Management Document review, onsite inspection.	0	2	Airport authoring will be full sportive to operationalize the system.
	<u>3.2e – # of returnee migrants reached with targeted SBCC messages. (leaflets, flyers, posters, miking, etc) (UNFPA)</u>	Quarterly progress report, returnee database Document review	0	20,000	Returnees are easy accessible to provide SBCC messages
<u>Activities under Output 3.2</u>					
3.2.1: Engage with relevant stakeholders through consultations (GoB, CSOs & DPs) to mainstream health needs of returnees into health programming. (IOM)					
3.2.2: Conduct a comprehensive needs assessment of the current healthcare system's capacity to handle returning migrant health needs. (UNFPA)					
3.2.3: Capacity building on emergency case management and immediate assistance training for all health staff under the Airport Health System for rapid response. (UNFPA)					
3.2.4: Support airport health systems to strengthen screening, diagnosis, immediate management and appropriate referral for emerging diseases. (UNFPA)					
3.2.5: Procurement and supply of life-saving medical equipment such as cardiac ambulance service/ Ambulance with ICU support. (UNFPA)					
3.2.6: Ensure need-based logistic supplies for Emergency outbreak management like SARS, Dengue, Covid, etc. (UNFPA)					
3.2.7: Establish an observation room with adequate medical supplies within the health care premises in Airport. (UNFPA)					
3.2.8: Organise public health-related SBCC campaigns for travellers/ returning migrants such as vaccination, hand hygiene, etc. (UNFPA)					
Output 3.3: Strengthened Government capacity to take policy measures to	3.3a - # of orientations conducted on national Reintegration Policy for WC Staff (IOM)	Event Report	0	2	Returnees are willing to access welfare center's services

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
address return and reintegration needs in crises, in a gender-responsive and inclusive manner.	3.3b - # of WC staff oriented on national reintegration policy (disaggregated by gender) (IOM)	Event Report, Event attendance Sheet.	0	100	WEWB and WC authorities remain willing to commit staff time to trainings on the national reintegration policy
	3.3c – % increase of the practice of non-custodial and alternative measures for children in contact with the law and disadvantaged children by police from previous years. (UNICEF)	Police database from Anti Trafficking Cell and crime prevention collected through the partnership with Public Security Division	10%	30%	Dedicated Child Affairs Police Desk and Police officers are available in the police stations
	3.3d – # of policy and legal review initiated relevant to addressing trafficking, migration and other relevant issues. (UNICEF)	Policy reforms committees in the ministries	1	3	Government’s willingness and adoption
	3.3e – Policy makers are aware of other social health protection mechanism (ILO)	Report of MoSW Report of MoEWOE Training Reports Media Reports on Health Protection	0	1 Policy Brief 50 TU members are capacitated	Policy brief will support the policy makers for developing informed policy decisions on social health protection. TU members will be capacitated on the rights of the retunee migrant workers on the health protection services.
	3.3f –# of Gender responsive SOP developed for BWEC (UNW)	Assessment report on facilities provided to women’s migrant workers from a gender lens	0	1	The government is willing to implement SOP

RESULTS	INDICATORS	Data Source and Collection Method	Baseline	Targets	ASSUMPTIONS
<u>Activities under Output 3.3</u>					
3.3.1: Local-level Welfare Centers are strengthened to operationalize return and reintegration policy. (IOM)					
3.3.2: Conduct an institutional assessment of the BWEC from gender lens in order to develop a gender-responsive SoP for the center. (UNW)					
3.3.3: Advocacy and policy reform and justice for children system strengthening. (UNICEF)					
3.3.4: Desk review of best practices along with a policy brief on social health protection for returnees (ILO)					
3.3.5: Capacity building including gender-sensitive training modules for TUs on labour market reintegration and sensitize them for mainstreaming returnee migrant workers in the existing national social safety net programs. (ILO)					

Annex 2: Risk Management Plan

Risks	Risk Level (Number: Likelihood times Impact)	Likelihood <i>Certain: 5 Likely: 4 Possible: 3 Unlikely: 2 Rare: 1</i>	Impact <i>Essential: 5 Major: 4 Moderate: 3 Minor: 2 Insignificant: 1</i>	Mitigation measures	Responsible PUNO
Political instability and significant changes in the new Government administration caused by the country's upcoming General elections, leading to delays in beginning the implementation of activities.	12	3	4	Monitoring the political climate in country and keeping a regular dialogue with key government counterpart departments and focal points for the project. Identifying alternative remote measures for implementation of activities, namely consultations and workshops.	All PUNOs
Delay in Government approval process (ERD process) for starting the project implementation	16	4	4	The project has been deliberately designed to have a slightly longer foreseen implementation time than strictly necessary - in order to account for foreseen and unforeseen delays.	IOM

Lack of implementing partner's capacity in providing support and employ a migrant-centered participatory approach at the local level	6	2	3	Project will design trainings and continue building capacity and will provide technical support to IPs, CSOs and mitigate issues arising during the project implementation.	All PUNOs
Public Health Emergencies of International Concern in Bangladesh may shift Government priorities on reintegration and/or local lockdowns or advisories relevant staff being able to support this intervention	4	2	2	Continuously evaluate the operating context and communicate closely with partners to analyse its continued relevance and feasibility.	IOM & UNFPA
Periodical rotation of Government officials between Ministries	9	3	3	Project team will coordinate and communicate closely with relevant project stakeholders and its partners and prepare contingency plans to counter-balance effects of these changes.	All PUNOs

LIKELIHOOD	Occurrence	Frequency
5: Very Likely	The event is expected to occur in most circumstances	Twice a month or more frequently
4: Likely	The event will probably occur in most circumstances	Once every two months or more frequently
3: Possibly	The event might occur at some time	Once a year or more frequently
2: Unlikely	The event could occur at some time	Once every three years or more frequently
1: Rare	The event may occur in exceptional circumstances	Over every seven years or more frequently

IMPACT	Result
5: Essential	An event leading to massive or irreparable damage or disruption
4: Major	An event leading to critical damage or disruption
3: Moderate	An event leading to serious damage or disruption
2: Minor	An event leading to some degree of damage or disruption
1: Insignificant	An event leading to limited damage or disruption

	IMPACT				
LIKELIHOOD	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Very Likely (5)	Medium (5)	High (19)	High (15)	Very High (20)	Very High (25)
Likely (4)	Medium (4)	Medium (8)	High (12)	High (16)	Very High (20)
Possible (3)	Low (3)	Medium (6)	High (9)	High (12)	High (15)
Unlikely (2)	Low (2)	Low (4)	Medium (6)	Medium (8)	High (10)
Rare (1)	Low (1)	Low (3)	Medium (3)	Medium (4)	High (5)

Level of Risk	Results
Very High	Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Risk cannot be accepted unless this occurs.
High	Immediate action required by senior/executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Medium	Senior Management attention required. Mitigation activities/treatment options are undertaken to reduce likelihood and/or impact. Monitoring strategy to be implemented by Risk Owner.
Low	Management attention required. Mitigation activities/treatment options are recommended to reduce likelihood and/or impact. Implementation of monitoring strategy by risk owner is recommended.

Annex 3a: Budget Template – Results Based Budget

Migration MPTF: Joint Programme Budget (Results-Based Budget)

	Outcome/ output/ activity formulation:	IOM	ILO	UN Women	UNICEF	UNFPA	TOTAL (all PUNOs)	Budget amount reserved for gender equality and women's empowerment (GEWE) (indicative)
PROGRAMMATIC BUDGET								
OUTCOME 1: Government and humanitarian and development actors are able to effectively identify and respond to the medium to long-term vulnerabilities of Bangladeshi migrants affected by crises. migrants affected by crises.								
Output 1.1:	Local-level Government and CSOs have capacity to profile, assist and provide access to tailored reintegration services to vulnerable returning migrants, including women.	\$357,106	\$207,336	\$125,000	\$45,000	\$0	\$734,442	\$177,277
Activity 1.1.1:	Strengthen capacity of selected CSOs and relevant Government officials to assist returning migrants in sustainable reintegration. (IOM)	\$114,035					\$114,035	\$20,942
Activity 1.1.2:	Support CSOs in facilitating access	\$214,681					\$214,681	\$0

	to sustainable reintegration assistance for vulnerable returnees in coordination with Welfare Centers established under the WEWB. (IOM)							
Activity 1.1.3:	Support roll out of DMCC to ensure effective coordination and referral mechanisms to ensure access of services for migrants. (IOM)	\$28,390					\$28,390	\$0
Activity 1.1.4:	Support the BMET and the WEWB of the MoEWOE of the GoB for labour market reintegration to both men and women returnee migrants. (ILO)		\$46,336				\$46,336	\$23,168
Activity 1.1.5:	Support the BMET and the WEWB of the MoEWOE of the GoB to ensure employment support services through job placement and career guidance services including job portals for		\$45,000				\$45,000	\$22,500

	returnee migrants. (ILO)							
Activity 1.1.6:	Support to Technical Training Centre (TTC)s of the MoEWOE on establishing an online learning platform with mobile app on enterprise/business development, job seeking, CV writing, soft skills, saving instruments, debt management etc. for all including returnee migrants. (ILO)		\$89,000				\$89,000	\$29,667
Activity 1.1.7:	Support the Probashi Kallyan Bank (PKB), the Bank for migrant workers, in building their capacity to facilitate affordable and easy financial schemes to returnee migrants for their sustainable reintegration especially women returnee migrants. (ILO)		\$27,000				\$27,000	\$13,500
Activity 1.1.8:	Strengthen capacity of women-led CSOs to support			\$100,000			\$100,000	\$50,000

	vulnerable returnee women through leadership, skills, capital inputs and allies for socioeconomic reintegration. (UNW)							
Activity 1.1.9:	Enhance local-level government officials' capacity through tools, and training to address the GBV, abuse, and exploitation experienced by women returnees in destination countries. (UNW)			\$25,000			\$25,000	\$12,500
Activity 1.1.10:	Strengthen the capacity of social service workforces and Law enforcement agencies to work with children at risk or affected by migration, trafficking, and other forms of unsafe migration. (UNICEF)				\$45,000		\$45,000	\$5,000
Total for Outcome 1 (Outputs 1.1 + 1.2 + 1.3...etc.)		\$357,106	\$207,336	\$125,000	\$45,000	\$0	\$734,442	\$177,277
OUTCOME 2: Social inclusion of returning migrants, specifically women, is improved.								

Output 2.1:	Improved access to social and psychosocial support (PSS) and social services for returning migrant workers and their families.	\$61,250	\$0	\$40,000	\$60,185	\$0	\$161,435	\$61,875
Activity 2.1.1:	Provision of PSS counselling for vulnerable returnee migrants, including women, and their families. (IOM)	\$61,250					\$61,250	\$36,875
Activity 2.1.2:	Strengthening community-based child protection mechanism to raise awareness and protection of children affected by migration, trafficking and other forms of unsafe migration. (UNICEF)				\$27,593		\$27,593	\$0
Activity 2.1.3:	Strengthening services for children affected by internal migration and children in street situations through child protection services hubs in urban locations. (UNICEF)				\$32,592		\$32,592	\$0

Activity 2.1.4:	Provide psychosocial counselling to returnee women migrants and their families through public (MoW&CA, DWA) and private services to address gender-based violence (GBV), abuse and exploitation they may have experienced while working overseas. (UNW)			\$40,000			\$40,000	\$25,000
Output 2.2:	Improved services and guidelines available to reduce stigma, discrimination, and abuse in communities towards returning migrants, especially women.	\$51,870	\$36,000	\$25,000	\$0	\$0	\$112,870	\$30,500
Activity 2.2.1:	Build capacity of Migration Forums in selected districts. (IOM)	\$51,870					\$51,870	\$0
Activity 2.2.2:	Strengthen capacity of women-led CSOs to facilitate "women support groups" in the community to combat stigma, and			\$25,000			\$25,000	\$12,500

	discrimination against women returnees through community-based awareness programmes. (UNW)							
Activity 2.2.3:	Conduct two sub-national roundtable discussions (one on women returnee migrants) to counter stigmatizing narratives of returnee migrants. (ILO)		20,000				20,000	10,000
Activity 2.2.4:	Support media representatives on balanced reporting on migration and return to counter stigma surrounding return migrants with a special focus on women returnees. (ILO)		16,000				\$16,000	\$8,000
Total for Outcome 2 (Outputs 2.1 + 2.2 + 2.3...etc.)		\$113,120	\$36,000	\$65,000	\$60,185	\$0	\$274,305	\$92,375
OUTCOME 3: Government effectively develops and implements gender responsive migrant-centred plans/procedures to address to the return and reintegration needs of migrants. needs of migrants.								
Output 3.1:	Strengthened Government capacity to support and reintegrate migrant workers	\$48,894	\$0	\$0	\$0	\$0	\$48,894	\$48,894

	affected by and vulnerable to different crises.							
Activity 3.1.1:	Support WEWB to develop and operationalize guidelines/ SoP for gender responsive airport reception and referral assistance.	\$48,894					\$48,894	\$48,894
Output 3.2:	Strengthened Government capacity to ensure health support to returning migrants.	\$17,921	\$0	\$0	\$0	\$291,355	\$309,276	\$158,399
Activity 3.2.1:	Engage with relevant stakeholders (GoB, CSOs & DPs) to mainstream health needs of returnees into health programming. (IOM)	\$17,921					\$17,921	\$0
Activity 3.2.2:	Conduct a comprehensive needs assessment of the current healthcare system's capacity to handle returning migrant health needs. (UNFPA)					\$19,000	\$19,000	\$9,500
Activity 3.2.3:	Capacity building on emergency case management and immediate					\$50,000	\$50,000	\$15,000

	assistance training for all health staff under the Airport Health System for rapid response. (UNFPA)							
Activity 3.2.4:	Support airport health systems to strengthen screening, diagnosis, immediate management and appropriate referral for emerging diseases. (UNFPA)					\$70,000	\$70,000	\$42,000
Activity 3.2.5:	Procurement and supply of life-saving medical equipment such as cardiac ambulance service/ Ambulance with ICU support. (UNFPA)					\$80,000	\$80,000	\$48,000
Activity 3.2.6:	Ensure need-based logistic supplies for Emergency outbreak management like SARS, Dengue, Covid, etc. (UNFPA)					\$22,000	\$22,000	\$18,000
Activity 3.2.7:	Establish an observation room with adequate medical supplies within the health					\$30,355	\$30,355	\$17,899

	care premises in Airport. (UNFPA)								
Activity 3.2.8:	Organise public health-related SBCC campaigns for travelers/ returning migrants such as vaccination, hand hygiene, etc. (UNFPA)						\$20,000	\$20,000	\$8,000
Output 3.3:	Strengthened Government capacity to take policy measures to address return and reintegration needs in crises, in a gender-responsive and inclusive manner	\$5,900	\$48,000	\$35,500	\$28,000	\$0	\$117,400	\$51,000	
Activity 3.3.1:	Local-level Welfare Centers are strengthened to operationalize return and reintegration policy.	\$5,900					\$5,900	\$0	
Activity 3.3.2:	Conduct an institutional assessment of the BWEC from gender lens in order to develop a gender-responsive SoP for the center. (UNW)			\$35,500			\$35,500	\$20,000	
Activity 3.3.3:	Advocacy and policy reform and justice for children				\$28,000		\$28,000	\$0	

	system strengthening. (UNICEF)							
Activity 3.3.4:	Desk review of best practices along with a policy brief on social health protection for returnees (ILO)		\$34,000				\$34,000	\$17,000
Activity 3.3.5:	Capacity building including gender-sensitive training modules for TUs on labour market reintegration and sensitize them for mainstreaming returnee migrant workers in the existing national social safety net programs. (ILO)		\$14,000				\$14,000	\$14,000
Total for Outcome 3 (Outputs 3.1 + 3.2 + 3.3...etc.)		\$72,715	\$48,000	\$35,500	\$28,000	\$291,355	\$475,570	\$258,293
TOTAL PROGRAMMATIC BUDGET: (Outcomes 1 + 2 + 3...)		\$542,941	\$291,336	\$225,500	\$133,185	291,355	\$1,484,317	\$527,945
PERSONNEL, OPERATIONAL, M&E BUDGET								
Personnel costs if not included in activities above <i>Note: The FMU may require further information on the breakdown of this budget line</i>		\$263,614	\$183,004	\$166,371	\$12,000	\$55,000	\$679,989	
Operational costs if not included in activities above		\$67,378	\$32,043	\$44,227	\$0	\$15,477	\$159,125	

Monitoring (1%) and Evaluation (2%) (must include provision for final independent evaluation <u>managed by IOM</u>) - Overall M&E minimum 3% of total budget	\$61,032	\$5,598	\$4,821	\$1,605	\$4,000	\$77,056	
TOTAL PERSONNEL, OPERATIONAL, M&E BUDGET:	\$392,024	\$220,645	\$215,419	\$13,605	\$74,477	\$916,170	
SUB-TOTAL PROJECT BUDGET: (Programmatic + Personnel, Operational and M&E)	\$934,965	\$511,981	\$440,919	\$146,790	\$365,832	\$2,400,487	
Indirect support costs (7%):	\$65,448	\$35,839	\$30,864	\$10,275	\$25,608	\$168,034	
TOTAL PROJECT BUDGET:	\$1,000,413	\$547,820	\$471,783	\$157,065	\$391,440	\$2,568,521	
GENDER BUDGET: % of total budget reserved for GEWE (indicative) <i>Please calculate Total budget reserved for GEWE divided by Total Project Budget (%)</i>							

Annex 3b: Budget Template – UNDG Budget Categories

Migration MPTF: Joint Programme Budget (by UNDG budget categories)

CATEGORIES	IOM	ILO	UN Women	UNICEF	UNFPA	JOINT PROGRAMME TOTAL
1. Staff and other personnel	\$263,614	\$183,004	\$166,371	\$12,000	\$55,000	\$679,989
2. Supplies, Commodities, Materials	\$2,352	\$1,500	\$4,628	\$5,000	\$72,355	\$85,835
3. Equipment, Vehicles, and Furniture (including Depreciation)	\$9,000	\$33,035	\$5,001	\$0	\$80,000	\$127,036
4. Contractual services	\$51,370	\$289,442	\$44,858	\$6,605	\$19,000	\$411,275
5. Travel	\$4,170	\$5,000	\$5,000	\$12,000	\$4,000	\$30,170
6. Transfers and Grants to Counterparts	\$377,338	\$0	\$185,500	\$109,185	\$120,000	\$792,023
7. General Operating and other Direct Costs	\$227,121	\$0	\$29,561	\$2,000	\$15,477	\$274,159
Sub-Total Project Costs	\$934,965	\$511,982	\$440,919	\$146,790	\$365,832	\$2,400,487
8. Indirect Support Costs (must be 7%)	\$65,448	\$35,839	\$30,864	\$10,275	\$25,608	\$168,034
TOTAL	\$1,000,413	\$547,820	\$471,783	\$157,065	\$391,440	\$2,568,521
First Tranche (70%)	\$700,289	\$383,474	\$330,248	\$109,945	\$274,008	\$1,797,964
Second Tranche (30%)	\$300,124	\$164,346	\$141,535	\$47,120	\$117,432	\$770,557

Annex 4: Workplan

Activities	Responsible Party	Timeframe									
		Year 1				Year 2				Year 3	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
1.1.1: Strengthen capacity of selected CSOs and relevant Government officials to assist returning migrants in sustainable reintegration.	IOM	X	X	X	X	X	X				
1.1.2: Support CSOs in facilitating access to sustainable reintegration assistance for vulnerable returnees in coordination with Welfare Centers established under the WEWB.	IOM				X	X	X	X	X	X	X
1.1.3: Support roll out of DMCC to ensure effective coordination and referral mechanism to ensure access of services for migrants.	IOM			X	X	X	X	X	X	X	X
1.1.4: Support the BMET and the WEWB of the MoEWOE of the Government of Bangladesh (GoB) for labour market reintegration to both men and women returnee migrants.	ILO			X	X	X	X	X	X	X	
1.1.5: Support the BMET and the WEWB of the MoEWOE of the GoB to ensure employment support services through job placement and career guidance services	ILO					X	X	X	X	X	X

including job portals for returnee migrants. (ILO)											
1.1.6: Support to Technical Training Centre (TTC)s of the MoEWOE on establishing an online learning platform with mobile app on enterprise/business development, job seeking, CV writing, soft skills, saving instruments, debt management etc. for all including returnee migrants.	ILO			X	X	X	X	X	X	X	X
1.1.7: Support the Probashi Kallyan Bank (PKB), the Bank for migrant workers, in building their capacity to facilitate affordable and easy financial schemes to returnee migrants for their sustainable reintegration especially women returnee migrants.	ILO			X	X	X	X	X	X		
1.1.8: Strengthen capacity of women-led CSOs to support vulnerable returnee women through leadership, skills, capital inputs and allies for socioeconomic reintegration.	UNW			X	X	X	X	X	X	X	
1.1.9: Enhance local-level government officials' capacity through tools, and training to address the GBV, abuse, and exploitation experienced by women returnees in destination countries.	UNW			X	X	X	X	X	X	X	X

<p>1.1.10: Strengthen the capacity of social service workforces and Law enforcement agencies to work with children at risk or affected by migration, trafficking, and other forms of unsafe migration.</p>	UNICEF			X	X	X	X	X	X	X
<p>2.1.1: Provision of PSS counselling for vulnerable returnee migrants, including women, and their families.</p>	IOM			X	X	X	X	X	X	X
<p>2.1.2: Strengthening community-based child protection committees to raise awareness and protection of children affected by migration, trafficking and other forms of unsafe migration.</p>	UNICEF			X	X	X	X	X	X	X
<p>2.1.3: Strengthening services for children affected by internal migration and children in street situations through child protection services hubs in urban locations.</p>	UNICEF			X	X	X	X	X	X	X
<p>2.1.4: Provide psychosocial counselling to returnee women migrants and their families through public (MoW&CA, DWA) and private services to address gender-based violence (GBV), abuse and exploitation they may have experienced while working overseas.</p>	UNW			X	X	X	X	X	X	

2.2.1: Build capacity of Migration Forums in selected districts.	IOM			X	X	X	X	X	X	X	X
2.2.2: Strengthen capacity of women-led CSOs to facilitate "women support groups" in the community to combat stigma, and discrimination against women returnees through community-based awareness programmes.	UNW			X	X	X	X				
2.2.3: Conduct two sub-national roundtable discussions (one on women returnee migrants) to counter stigmatizing narratives of returnee migrants.	ILO				X	X			X	X	
2.2.4 Support Media on improved narratives in reporting to combat stigmatization for returnee migrants with a special focus for the women returnees.	ILO				X	X	X	X	X	X	X
3.1.1: Support WEWB to develop and operationalize guidelines/ SoP for gender responsive airport reception and referral assistance.	IOM			X	X	X	X	X	X	X	X
3.2.1: Engage with relevant stakeholders (GoB, CSOs & DPs) to mainstream health needs of returnees into health programming.	IOM					X	X	X			
3.2.2: Conduct a comprehensive need assessment of the current healthcare system's capacity to	UNFPA			X	X						

handle returning migrant health needs.											
3.2.3: Capacity building on emergency case management and immediate assistance training for all health staff under the Airport Health System for rapid response	UNFPA			X	X		X	X	X		
3.2.4: Support airport health systems to strengthen screening, diagnosis, immediate management and appropriate referral for emerging diseases	UNFPA			X	X	X	X	X	X	X	
3.2.5: Procurement and supply of life-saving medical equipment such as cardiac ambulance service/ Ambulance with ICU support	UNFPA			X	X	X	X	X	X	X	
3.2.6: Ensure need-based logistic supplies for Emergency outbreak management like SARS, Dengue, Covid, etc.	UNFPA			X	X	X	X	X	X	X	
3.2.7: Establish an observation room with adequate medical supplies within the health care premises in Airport	UNFPA			X	X	X	X	X	X	X	
3.2.8: Organise public health-related SBCC campaigns for travellers/ returning migrants such as vaccination, hand hygiene, etc.	UNFPA				X	X	X	X	X	X	
3.3.1: Local-level Welfare Centers are strengthened to operationalize return and reintegration policy.	IOM					X	X	X	X	X	X

<p>3.3.2: Conduct an institutional assessment of the BWEC from gender lens in order to develop a gender-responsive SoP for the center.</p>	UNW			X	X	X	X				
<p>3.3.3: Advocacy and policy reform and justice for children system strengthening.</p>	UNICEF			X	X	X	X	X	X	X	X
<p>3.3.4: Desk review of best practices of social health protection including health insurance mechanism and other possible financing mechanism to access health service.</p>	ILO			X	X	X	X	X	X	X	X
<p>3.3.5: Capacity building including gender-sensitive training modules for TUs on labour market reintegration and sensitize them for mainstreaming returnee migrant workers in the existing national social safety net programs. (ILO)</p>	ILO				X	X	X	X	X	X	X

Annex 5: List of Global Compact Objectives per Thematic area and Key SDG Targets

Migration MPTF Thematic Areas

<p>Thematic Area 1</p> <p>GCM Objectives</p>	<p>Promoting fact-based and data-driven migration discourse, policy and planning</p>	 <p>1 NO POVERTY</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>17 PARTNERSHIPS FOR DEVELOPMENT</p>			
<p>Thematic Area 2</p> <p>GCM Objectives</p>	<p>Protecting the human rights, safety and wellbeing of migrants, including through addressing drivers and mitigating situations of vulnerability in migration</p>	 <p>2 ZERO HUNGER</p>	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	 <p>13 CLIMATE ACTION</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>
<p>Thematic Area 3</p> <p>GCM Objectives</p>	<p>Addressing irregular migration including through managing borders and combatting transnational crime</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>10 REDUCED INEQUALITIES</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>14 LIFE BELOW WATER</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	 <p>21 SUSTAINABLE CITIES AND COMMUNITIES</p>
<p>Thematic Area 4</p> <p>GCM Objectives</p>	<p>Facilitating regular migration, decent work and enhancing the positive development effects of human mobility</p>	 <p>5 GENDER EQUALITY</p>	 <p>6 CLEAN WATER AND SANITATION</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>18 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>19 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>20 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>
<p>Thematic Area 5</p> <p>GCM Objectives</p>	<p>Improving the social inclusion and integration of migrants</p>	 <p>4 QUALITY EDUCATION</p>	 <p>15 LIFE ON LAND</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	 <p>17 PARTNERSHIPS FOR DEVELOPMENT</p>	 <p>18 SUSTAINABLE CITIES AND COMMUNITIES</p>	 <p>22 RESILIENT INFRASTRUCTURE AND TRANSPORT</p>
<p>Cross-Cutting</p> <p>GCM Objectives</p>	<p>Applicable to all thematic areas</p>	 <p>23 INTERNATIONAL COOPERATION</p>					

Annex 6: Human Rights Marker and Child Sensitivity Marker Self-Assessment Matrices

Human Rights Marker Self-Assessment Matrix

To support participating UN organizations (PUNOs) in assessing their compliance with the Human Rights marker, the following Self-Assessment Matrix has been designed to be completed **at the joint programme submission phase**. This self-assessment should be completed by PUNOs together with implementing partners. The reason for the choice of yes, no, or not applicable should be briefly explained in the final column of the matrix.

Element of an HRBA	Yes/ No/ Not Applicable	Justification
1. A human rights-based situational analysis has been conducted to identify: <ul style="list-style-type: none"> a) the key human rights obligations of the State(s) in which you work/whose government's) you are supporting; and b) the key human rights issues of relevance to your intended target group, including a particular attention to migrants most vulnerable to human rights violations and abuses and/or most at risk of being left behind. 	Yes	With this Joint Project's focus on a migrant-centred approach – respecting the human rights of migrants and returnees regardless of their legal status is paramount to the rational and has been strongly included in all situational analysis conducted around the project's development.
2. Staff are aware of the human rights obligations of the government they are supporting.	Yes	Staff of all PUNOs are regularly undertake training and refreshers of human rights developments and obligations of the Government of Bangladesh
3. Measures have been identified to mitigate any unintended negative human rights impacts identified in the situational analysis and their monitoring has been integrated in the project's Monitoring and Evaluation processes.	Yes	The proposal discusses the establishment of "robust monitoring and evaluation mechanisms" to track progress and adapt interventions based on feedback, which indicates the integration of monitoring to address negative impacts.
4. Monitoring processes are in place and evaluation processes are contemplated that make specific reference to relevant human rights and other relevant standards.	Yes	In addition, the proposal highlights "robust monitoring and evaluation mechanisms" that track progress against established targets, indicating a commitment to evaluating

		project outcomes with reference to human rights and relevant standards.
5. Migrants, civil society, national human rights institutions and other stakeholders have been meaningfully engaged in the design and development of the Joint Programme.	Yes	The programme has been developed to focus on civil society and community engagement. The proposal also mentions “decades of programming and consultations with Bangladeshi returnees,” implying that there are and will be engagement with migrants, civil society and other stakeholders.
6. A plan to ensure a meaningful consultation process with all relevant stakeholders is in place and will be maintained throughout the duration of the Joint Programme and in the evaluation phase.	Yes	The programme emphasized on continuous consultation with project beneficiaries even during project implementation.
7. Appropriate due diligence will be exercised throughout the duration of the joint programme, regarding partnerships with or support to State, non-State, civil society, employers’ and workers’ organizations and corporate actors.	Yes	
8. A plan is in place to ensure that Joint Programme staffing is gender-balanced and staff are equipped to respond effectively to stakeholder and target group needs.	Yes	The proposal emphasizes a gender-responsive approach, including the focus on gender dynamics, tailoring reintegration plans for women migrants, and involving women-led CSOs, indicating a commitment to gender-balanced staffing and addressing gender-related needs.
9. Transparency and access to information by the intended target group and relevant stakeholders, including cultural, linguistic, and age-appropriate access, will be maintained throughout the duration of the joint programme.	Yes	This will be ensured by the dedicated 1% of the budget to be used for monitoring, and is outlined in the 6. Project Management and Coordination section of the proposal.
10. Measures, including an effective complaint and remedy mechanism, will be put in place in order to provide redress for negative human rights impacts.	Yes	This will be ensured by the dedicated 1% of the budget to be used for monitoring, and is outlined in the 6. Project Management and Coordination section of the proposal.

Note: Migration MPTF Scoring: A “yes” response should be given a score of 1. A “no” response or a “not applicable” responses should be given a score of 0.

A	8-10	The Human Rights Marker has largely been achieved.
B	4-7	The Human Rights Marker shows significant integration of human rights in the joint programme but some challenges remain.
C	1-3	The Human Rights Marker shows a very partial integration of human rights in the joint programme.

Child Sensitivity Marker Self-Assessment Matrix

To support participating UN organizations (PUNOs) in assessing their compliance with the Child Sensitivity marker, the following matrix should be completed and submitted as an Annex **at the joint programme document phase** (please note that this is not necessary for the concept note stage). This self-assessment should be completed by PUNOs together with implementing partners. The reason for the choice of yes, no, or not applicable should be briefly explained in the final column of the matrix.

Self-Assessment Questions	Answer	Justification / Additional Info
1. Has a child rights impact assessment been conducted to identify potential positive and negative impacts of the project on children, whether intended or unintended?	Yes	The project emphasizes the integration of a child-sensitive approach throughout the program. This is particularly the case with UNICEF's interventions which are explicitly focussed of child returnees and children left behind.
2. Do PUNOs and implementing partners have safeguarding policies and practices in place, and will all staff and non-staff personnel working with children receive training on safeguarding prior to commencement of joint programme implementation?	Yes	The proposal address safeguarding policies and practices and staff and non-staff personnel working with children, indicating that measures are in place to ensure the safety of children involved in the programme.
3. Please provide an estimated percentage of the programme budget allocated towards advancing children's rights and meeting children's needs. If not 100%, explain your rationale/the formula you used for reaching this percentage.	5.19%	Calculated as the % of the overall budget dedicated UNICEF activities.
4. Do you have a plan to establish and maintain a meaningful consultation process with children throughout the duration of the Joint Programme, including the evaluation phase?	Yes	UNICEF's activities all mainstream continuous and meaningful consultation with children to the maximum extent possible.
5. Does the joint programme include capacity-building for children on their rights?	No	The project isn't design on capacity-building for children on their rights but it focus on empowerment and protection of children through activities such as social work services and cash transfers implies capacity-building to some extent.
6. Will all staff and non-staff personnel of PUNOs and implementing partners working with children in the joint	No	The project is not designed training on engaging with children, but emphasis on safeguarding policies and practices for that staff and non-

<p>programme be trained on engaging with children and on children's rights and needs, including on children's participation, prior to commencement of joint programme implementation?</p>		<p>staff personnel working for children's right and needs will receive relevant training.</p>
<p>7. For any joint programme expected results (outcomes, outputs) that involve children, will all data collected be disaggregated by age, sex, and where possible by other identities, e.g. migration status, disability, LGBTQ+, taking into account data protection principles?</p>	<p>Yes</p>	<p>The Joint Project will have disaggregated data built into it's reporting mechanisms, in line with IOM's Data Protection Principles</p>
<p>8. Please choose one of the following below or choose N/A if not applicable.</p> <p>A: Achieving impact for children by addressing the specific needs and challenges faced by children affected by migration is the overall/primary objective of the joint programme. All outcomes and outputs contribute towards, and all indicators measure change in terms of children's rights and needs.</p> <p>B: Achieving impact for children by addressing the specific needs and challenges faced by children affected by migration is a significant component of the joint programme. At least one outcome contributes towards, and related output-level indicator(s) measure change in terms of children's rights and needs.</p> <p>C: Achieving impact for children by addressing the specific needs and challenges faced by children affected by migration is a minor component of the joint programme. At least one output contributes towards, and related indicator(s) measure change in terms of children's rights and needs.</p>	<p>B</p>	<p>See activities 3.3.3 and 1.1.10.</p>