

Joint Programme Document

A. COVER PAGE

1. Fund Name: Joint SDG Fund

2. MPTFO Project Reference Number: PSP 2019 BAN

3. Joint programme title: *Enhancing social protection for female tea garden workers and their families in Sylhet Division, Bangladesh*

4. Short title: Social protection for tea workers

5. Country and region: Bangladesh, South Asia

6. Resident Coordinator: Ms. Maria (Mia) Susanna Seppo, Mia.Seppo@one.un.org

7. UN Joint programme focal point:

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9. Short description:

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

A combination of upstream policy and legislative advocacy, dialogue and coordination; data generation, analysis and coordination; capacity development for increased system strengthening, service delivery and access, and individual and institutional empowerment and skills training, will be jointly carried out by partnering agencies ILO, UNICEF, UNFPA and UN Women with substantive support and coordination from the UN Resident Coordinator's Office. The programme strategy builds on an analysis of root causes and manifestations of long-standing challenges that partnerships between Government, private tea sector businesses, trade unions and the UN are committed to address, with empowered participation especially by the female tea garden workers. The programme

should generate synergies that may eventually contribute to a multiplier, upscaling effect on other extremely poor groups, including tea garden workers in other parts of the country, notably Chittagong.

10. Keywords:

LNOB, minorities, ethnicity, vulnerable, workers, human rights, social protection, women

11. Overview of budget

Joint SDG Fund contribution	USD 2,000,000
TOTAL	USD 2,000,000

NOTE: There is a total of 1,110,000 USD in existing, already programmed individual agency programmes or projects. There will be some in-kind contributions from these initiatives to the joint programme, in the form of operational cost-sharing (office space etc.), some joint activities and staff time. This has not been quantified as co-funding.

12. Timeframe:

Start date	End date	Duration (in months)
<u>1 January 2020</u>	<u>31 March 2022</u>	<u>27 months</u>

13. Gender Marker

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14. Target groups (including groups left behind or at risk of being left behind)

List of marginalized and vulnerable groups	Direct influence	Indirect influence
Women	x	
Children	x	
Girls	x	
Youth/Adolescents	x	
Persons with disabilities	x	
Older persons	x	
Minorities (incl. ethnic, religious, linguistic...)	x	
Indigenous peoples	x	
Rural workers	x	
Human rights defenders (incl. NGOs, journalists, union leaders, whistleblowers...)	x	X
LGBTI persons (sexual orientation and gender identity)		x

Persons affected by (HIV/AIDS, leprosy...)		X
Persons with albinism		x
Victims of (slavery, torture, trafficking, sexual exploitation and abuse...)	x	
Other groups: Persons living in extreme poverty	x	x

15. Human Rights Mechanisms related to the Joint Programme

The joint programme is grounded in Government commitment to achieve sustainable development, notably the SDGs, which are part of the rights-based policy framework, Agenda 2030. It is anchored in a commitment to implement the eight core human rights treaties that Bangladesh is a State party to - ICCPR, ICESCR, CEDAW, CRC, CRPD, CERD, CAT and CMW, and the commitment to implement ratified ILO conventions and the recommendations of the intergovernmental Human Rights Council's Universal Periodic Review. The programme also encourages the implementation of human rights obligations of businesses as stipulated in the UN Guiding Principles on Business and Human Rights.

The ILO Committee of Experts on the Application of Conventions and Recommendations has made the most relevant recommendations to Bangladesh under C098 - Right to Organise and Collective Bargaining Convention, 1949; C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948. In addition, the following ILO Conventions apply: 29 - Forced Labour Convention, 1930; C105 - Abolition of Forced Labour Convention, 1957; C107 - Indigenous and Tribal Populations Convention, 1957; and C111 - Discrimination in Respect of Employment and Occupation, 1958. C169 - Indigenous and Tribal Peoples Convention, 1989 would be equally relevant but is not yet ratified.

16. Participating UN Organisations and Partners:

16.1 PUNO

- Convening agency:
 - o International Labour Organization (ILO): Mr. Tuomo Poutiainen, Country Director, e-mail: poutiainen@ilo.org, tel: +8809678777457
- Other PUNOs:
 - o UNICEF: Mr. Tomoo Hozumi, Country Representative, email: thozumi@unicef.org; tel. +880 1xxxxxxx
 - o UNFPA: Ms. Asa Torkelsson, Country Representative, email: torkelsson@unfpa.org; tel. +880 1xxxxxxx
 - o UN Women: Ms. Shoko Ishikawa, Country Representative, email: shoko.ishikawa@unwomen.org; tel: +880 1708-140153

16.2 Partners

National authorities:

- Ministry of Labour and Employment: Secretary, MoLE, Government of People's Republic of Bangladesh, Secretariat e-mail: secretary@mole.gov.bd; Mr. S. M. Mikail Islam, Assistant Chief, MoLE, e-mail: mikailislam@gmail.com Phone: +88 02 9514062, Mobile: +88 01736341118
- Prime Minister's Office: Principal Coordinator, SDGs. Pcord@pmo.gov.bd; www.pmo.gov.bd, phone: +88029140081
- Ministry of Health and Family Welfare (MoHFW), Directorate General of Health Services: ADG (Admin), Email: adgadmin@ld.dghs.gov.bd, +88-01715992188;

- MoHFW, Directorate General of Family Planning: Additional Secretary and DG
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- Ministry of Primary and Mass Education: Secretary, Telephone: +880-2-9540484, E-mail: scy@mopme.gov.bd
- Divisional Commissioner, Sylhet, E-mail: divcomsylhet@mopa.gov.bd, phone: +88 01730331000
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- Bangladesh Shishu Academy, Ministry of Women and Children Affairs, Director General

Private sector:

- Bangladesh Tea Association (BTA): Mr. Shah Alam, President, mail: bcstba@yahoo.com, tel: +88 02 9893038

Trade unions:

- Bangladesh Cha Shramik Union (BCSU) (Bangladesh Tea Workers' Union): Mr. Ram Bhajan Kairi, General Secretary, mail: kairirbk@gmail.com tel: +88 01712130898

Civil society organizations partners:

- Indigenous Peoples Development Services (IPDS): Mr. Sanjeeb Drong, President, mail: sanjeebdrong@gmail.com; telephone: +88 01711804025
- Centre for Injury Prevention and Research (CIPRB): Prof. M A Halim, Director, email: halim.ogsb@gmail.com, tel: +8801712094176
- FIVDB, Mr. **Bazle Mustafa Razee**, Executive Director; bazle.razee@gmail.com
- BTS, Md Tarequzzaman, tareq@breakingthesilencebd.org
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SIGNATURE PAGE

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<p>Participating UN Organization (lead/convening)</p> <p>[Redacted]</p> <p>Tuomo Poutiainen ILO Representative 28 October 2019</p>	<p>[Redacted]</p> <p>K M Ali Azam Secretary Ministry of Labour & Employment Govt. of the People's Republic of Bangladesh</p>
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B. STRATEGIC FRAMEWORK

1. Call for Concept Notes: 1/2019

2. Relevant Joint SDG Fund Outcomes

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

3. Overview of the Joint Programme Results

The joint programme aims to support the efforts of Government, Bangladesh Tea Association, Bangladesh Cha Shramik Union (Tea Plantation Workers' Union (BCSU)) other tea garden workers' representatives, UN and civil society partners to achieve the following results:

3.1 Outcomes

Outcome: *By 2021, tea garden workers and their families, especially women, enjoy increased social protection and access to quality public services, notably health, as well as education and decent work, in a safer and more empowered environment.*

The programme relates to two UNDAF 2017-20 outcomes:

-By 2020, relevant State institutions, together with their respective partners, increase opportunities, especially for women and disadvantaged groups to contribute to and benefit from economic progress.

-By 2020, develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequities and advancement of vulnerable individuals and groups.

3.2 Outputs

Output 1 (Capacity for Policy and Legislative Reform)

Government has improved capacity to identify and address the gaps in social protection policies, Bangladesh Labour Law and other relevant laws, and to prioritize actions for tea garden workers, particularly women and children.

Output 2 (Capacity for Data and Analysis)

Government and Bangladesh Tea Association and other actors have increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children

Output 3 (Capacity of Duty-bearers for Service Delivery)

Public service providers, including Government and tea garden owners have improved capacities to strengthen systems and implement services/programmes mandated in the laws and policies to improve living and working conditions of tea plantation workers, especially women and their family members

Output 4 (Capacity of Rights-holders to Access Services)

Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of social protection, human rights and labour

standards to access public services including family planning, child and maternal health and nutrition, education and skills training, and child protection services.

Output 5: (Capacity of Rights-holders to claim Accountability and Women's and girls' rights)

Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold the Government of Bangladesh and the Bangladesh Tea Association accountable for enhanced integration of tea garden workers in the national social protection system.

4. SDG Targets directly addressed by the Joint Programme

4.1 List of targets

The following SDG targets are directly linked to the proposed joint programme. Most are being localized by the Government with selected indicators measured by the national SDG framework, as indicated below. The proposed intervention therefore will have an accelerated effect on those specific targets.

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

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

SDG Global target 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

SDG Global target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

SDG Global target 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

SDG Global target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

SDG Global target 16.6: Develop effective, accountable and transparent institutions at all levels

SDG Global target 16.9: By 2030, provide legal identity for all, including birth registration

4.2 Expected SDG impact

The 7th Five-year plan (2016-2020) of the Government of Bangladesh (GoB) seeks to increase economic growth and social development that are inclusive, pro-poor and environmentally sustainable. It outlines targets for education, health, nutrition, sanitation and gender equality in line with SDGs and commits to leave no one behind. It features tea garden workers among the "Dalits and extreme poor groups". The proposed action relates to the Government of Bangladesh's 7th Five Year Plan goals 'Reduction of inequality and extreme poverty' through social protection, equal access to health services;

addressing child and maternal malnutrition, gender equality and family planning, elimination of illiteracy/providing basic literacy. Acceleration of SDGs is thus anchored in the 7th Five-Year Plan, and to be anchored in future in the 8th Five Year Plan that is currently under development and due to be completed by mid-2020.

In the National Social Security Strategy (NSSS), tea garden workers are classified under 'dalits and severely disadvantaged groups' and could be covered through programmes for the working age population. With strong links to the NSSS, National Action Plans on Violence against Women and Children (2019) and on Ending Child Marriage (xxxx), and the UN Development Assistance Framework (2017-2020) as well as in a future UN Sustainable Development Cooperation Framework (2021-2025), the programme will accelerate localization of a cross-cutting range of SDGs, notably 1, 2, 3, 4, 5, 8, 10, 16 and 17.

5. Relevant objective/s from the national SDG framework

National Priority Targets (SDG 39+1 framework)

SDG 2: **NPI 3** Reduce the prevalence of stunting among children under 5 years of age to 12

SDG 3: **NPI 7** Reduce the maternal mortality ratio to 70 per 100,000 live births

SDG 4: **NPI 9** Ensure 100% completion rate of primary education

SDG 5: **NPI 15** Reduce the proportion of women aged 20-24 years who were married before age 18 to 10%

SDG 8: **NPI 23** Reduce the proportion of youth population (15-29 years) not in education, employment or training to 10%

SDG 16: **NPI 36** Increase the proportion of children under 5 years of age whose births have been registered with a civil authority to 100%

6. Brief overview of the Theory of Change of the Joint programme

6.1 Summary:

Through the successful delivery of this joint programme, the national social security system will have focused greater attention on coordinated, streamlined policy, coordination and interventions, with Government and tea garden owners as duty bearers taking responsibility to ensure increased social protection outcomes especially for women tea garden workers, rights holders who are 'left furthest behind'. If the increasingly joined up interventions are effective, then more women and their families will increasingly be more empowered and capacitated to enjoy their rights and access services in accordance with Bangladesh's international obligations, and multiple SDGs will be accelerated, notably SDGs 1, 2, 3, 4, 5, 8, 10, 16 and 17.

6.2 List of main ToC assumptions to be monitored:

Government wants to exercise increasing regulatory responsibilities and improve social protection policies relating to tea gardens and female tea garden workers in particular.

Government and tea garden owners increasingly want to meet the basic rights and entitlements of the most deprived tea garden workers who are typically women and children

Collaborative, innovative partnerships and inclusive participation are encouraged by duty bearers

High quality data can be gathered through data strategies, and necessary changes and adjustments proposed to existing policies and strategies

A strong focus on the rights of women and their empowerment is a priority for both duty bearers and rights holders, for the female tea garden workers and their representatives alike

There is a commitment to increase outreach and communications on the situation of female tea garden workers

7. Trans-boundary and/or regional issues

The Joint SDG programme might explore/revisit the available good practices of laws, policies, social dialogue, social protection coverage and interventions implemented for tea garden workers in SAARC and ASEAN countries. Living and working conditions and respect for their rights or lack thereof are similar in some countries of the region and South East Asia. The tea garden workers have similar cultures, identity, religions and belief as Indian tea workers, especially in Bihar and Orissa, as well as Madras, Andhra Pradesh, Madhya Pradesh, West Bengal, Uttar Pradesh Assam, Tripura and Darjeeling. However, economic framework conditions differ between Bangladesh and countries such as Sri Lanka and Indonesia, e.g. there is very limited export of tea.

The outcome of the initiative might result in creating a platform for both employers and trade unions for building greater regional cooperation for improving the working conditions of tea garden workers in the region including Bangladesh. Work on supply chain management and compliance dialogue may be explored though incentives may be fewer, from a global business and human rights perspective.

A successful programme could serve as a programming model for the UN (with the above caveats) and lessons learned could be shared with other UNCTs in countries of South Asia or South East Asia or Africa that face similar issues with the rural tea (or other crop) producing sector, e.g. India, Sri Lanka, Myanmar or Indonesia.

C. JOINT PROGRAMME DESCRIPTION

1. Baseline and Situation Analysis

1.1 Problem statement

Background

Bangladesh's social security system

Bangladesh's National Social Security Strategy 2015 classified the structure of the current programmes in the context of a five-core life cycle framework consisting of early childhood, school age children, working age including young people, working age group and old age. The framework highlighted different needs, gaps and challenges associated in each of the life cycle for state actions. The NSSS and its action plan suggested intensifying Government's efforts for 'socially disadvantaged groups', including tea garden workers. In this context it may be noted that as outlined earlier, Bangladesh ratified a large number of major ILO conventions, 35 in total, except the Social Security (Minimum Standards) Convention, 1952 (No. 102), but most of its nine contingencies of social security¹ are reflected in different laws and policies such as the current NSSS 2015, which identified all elements of ILO nine principal contingencies in the 145 social safety net programmes provided by 23 Ministries/divisions. The Bangladesh Labour Act 2006 (Amendment 2018) has provisions for employment injury, medical care, sickness, maternity and survivors' benefits. Similarly, other relevant laws and policies also address all nine contingencies of social security.

The current Social Security system is complex, comprising a large number of programmes and managed by many ministries. During the last five fiscal years, the number of schemes under the social safety net system varied between 130 and 143. According to comprehensive official compilation prepared by the Finance Division, currently, the Government of Bangladesh has been implementing a number of social protection programmes (145 as per the 2018 national budget), some supported by development partners, worth BDT 646 billion (US\$ 7.8 billion), which is 13.81% of the national budget and equivalent to 2.55% of gross domestic product (GDP)².

These programmes are administered by as many as 23 Ministries/Divisions, and there is no formal mechanism for sharing information among the implementing ministries/agencies. The Bangladesh Bureau of Statistics (BBS) HIES 2016 report analysis indicated that 28.7% of the population at large are programme beneficiaries covered through the Social Safety Net Programme. Although this level of funding is modest by international standards, it reflects the high policy priority accorded by the Government to this aspect of social development policy.

The Government established programmes to address the five core life cycle stages by different ministries that include the Ministry of Women and Children Affairs (MoWCA) offers Maternal Allowance Programme for Poor Lactating Mothers during the early childhood stage. The coverage of this stage is however minimal.

¹ The ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102) sets out minimum standards for the level of social security benefits and the conditions under which they are granted. It covers nine principal contingencies of social security, namely medical care, sickness, unemployment, old age, employment injury, family, maternity, invalidity and survivors' benefits. The Social Security Convention reinforces social cohesion and contributes to building social peace, inclusive societies and a fair globalization by ensuring decent living conditions for all.

²

[1] List of Social Safety Net Programmes 2018-19, Ministry of Finance
https://mof.portal.gov.bd/sites/default/files/files/mof.portal.gov.bd/page/672e3d4d_09bb_4205_9afd_843de55481d1/Safety%20net_English_18-19.xl.pdf

The health- and nutrition-related programmes include the national nutrition service, national sanitation project, maternal health voucher schemes, Maternal, Child, Reproductive and Adolescent Health (MCRAH), and Urban Public and Environment Health Sector Development. The target group for the maternal health voucher schemes and MCRAH are pregnant women, while the other programmes address children, adolescents, adults and the elderly. Among the health programmes, the Allowances for Urban Low-income Lactating Mothers programme provided services to 200000 beneficiaries. The budget and coverage of the rest of the programmes were small. While stunting and underweight are a public health problem in Bangladesh, programmes are inadequate to address under nutrition. Thus, a noticeable gap in social protection programmes under health and nutrition is that there are no major schemes that directly address the needs of pregnant women and young children and the coverage of the programmes that do exist are inadequate.

There are eight programmes under education which represent 14.02 per cent of the child-sensitive social protection budget and 5.43 per cent of the national social protection budget. The programmes under education provide financial incentives to parents of children who dropped out of school to send them back and allow them to complete the education cycle; combat hunger in the classroom; enhance early education; and provide formal education through a non-formal delivery approach ('second chance' education) to children who have never been to school, children who have dropped out and children who are living on the street. Together, these programmes support education for about 23.5 million children living in poverty – the highest coverage of social protection schemes for the school-age population. The key concern is the programmes' insignificant impact. The budgets of most of them are small and the average benefit per child is low, which undermine effectiveness. For example, under the primary education programme, each eligible child is provided with about US\$1.30 per month, which is negligible when compared with the monetary and opportunity costs of schooling children living in poverty. Per capita investment in stipend programmes is considerably less when compared with the per capita amount provided for other schemes, such as old age allowance, employment generation and freedom fighters allowance.

The most neglected social protection area is child protection. The 13 programmes under child protection were all together allocated which is equivalent to 1.9 per cent of the social protection budget and 5.07 per cent of the child-sensitive social protection budget. For people with disabilities, there are eight programmes.

The old age allowance (insolvent freedom fighters, elderly widows and government's service pension schemes) is the second highest social security coverage indicated at 14.22% in the BBS HIES 2016 report.

Overall, the number of beneficiary coverage as percentage of total population has hovered between 32 and 34 percent during FY2015 and FY2018. In FY 2019, the coverage has been projected to increase to around 39 percent of total population. One important observation is the beneficiary coverage (i.e. more than 34 per cent) is higher than the prevailing poverty rate (i.e. around 20 per cent), implying all poor and vulnerable populations are covered. For instance, head count poverty rate in 2015 has been estimated at 23.9 per cent while the social safety net benefit coverage is almost 32 per cent. System also has large exclusion errors (71%) and inclusion errors (47%). When these are taken into consideration, coverage of the poor becomes very low.

The government has yet to embark on a comprehensive policy for tea gardens to ensure that they receive effective social safety net coverage, systems are strengthened and quality basic services for everyone living in these areas are provided.

Social protection and social services provision in the tea gardens

The social protection of the communities in tea gardens is a long standing and complex issue. According to ILO's *study report on the working conditions of tea garden workers* (2016)³, the approx. 360,000 workers and their families in 166 commercial tea gardens, especially women and girls who represent 64 percent of the working population, are some of the most left behind people in Bangladesh. They experience multidimensional poverty and multiple discriminations, deprivations, marginalization and exclusion, which may continue across generations. The situation in the tea gardens has not substantially changed since the colonial period. Many of these workers are landless, and their families have been dependent on tea estates for their livelihoods for generations, since their indigenous and tribal ancestors from India settled in the tea garden areas.

Governance in the tea garden areas is complex and basically lies with four agencies: The Governmental Bangladesh Tea Board, under the Ministry of Commerce, dealing with policy (agricultural inputs and productivity, tea production related policies) issues; the Bangladesh Tea Association (BTA), a business grouping responsible for management issues related to privately owned tea gardens; the National Tea Company (NTC) accountable for issues regarding government owned tea gardens; and the Ministry of Labour and Employment for issues related to worker's rights and human resources policies and practices.

The state is accountable for social protection and for the provision of basic services to the tea garden communities, as it is for people in other areas of the country. One unique feature of the tea industry in Bangladesh is that the entire land granted for production of tea belongs to the Government. Over the years it has leased much of the tea garden land to private entities for a period of 99 years or less for the production of tea in exchange of taxes. As per an agreement signed between the Bangladesh Tea Board, Ministry of Labour and Tea Garden Labour Union, in addition to the wages and rations, the tea garden owners provide basic housing, health, education and WASH services to the population in these areas.

While the workers thus mostly labour in conditions where the burden of care lies on the tea garden owners, state agencies have passed on their responsibilities to ensure effective inclusion and targeting in social safety net programmes and have been carrying out limited service delivery and regulation or oversight over the quality, availability, accessibility, affordability and appropriateness of services, mandated in accordance with basic human rights as set out in international human rights and labour conventions. Decent work for tea garden workers is poor. Stigma experienced by persons from ethnic and religious minorities leads to deprivation and vulnerabilities, with women in particular facing multi-dimensional poverty, discrimination and inequalities.

In recent years, Government and tea garden owners' actions in the area has been seeking to change the situation in a limited way. Where the government and tea garden owners have sought to ensure implementation of social protection schemes and initiated service delivery inside or outside of the gardens, the situation has improved somewhat, however it is insufficient, which is acknowledged by stakeholders.

As a result of the limited engagement of service providing agencies in the tea gardens, the lack of up-to-date and reliable data on systems, coordination, implementation of existing policies and as a result the availability and accessibility of social safety net-related payments and basic services for children and women in the tea gardens are issues of concern from a 'Leave No One Behind' perspective that this joint programme will seek to address.

Sustainable development indicators

³ https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_563692.pdf

A BBS-UNICEF tea garden survey⁴ shows that the basic indicators regarding children and women in the tea gardens are leaving behind and impeding Sylhet Division's progress in relation to other parts of the country. The survey shows that 74 per cent of tea garden households are still under the poverty line. Children face the highest risk of dying in their first month of life. Almost 2/3 deaths are occurring in first 28 days of birth. Only 15.7 per cent of births in these gardens take place in health facilities. Although labour laws provide some protections for pregnant workers which include maternity benefits including 16 weeks leave, laborious work during pregnancy may be a contributing factor to the high prevalence of pregnancy complications and maternal mortality among the female workers. There is evidence of low intake of food among children leading to malnourishment, resulting in stunting, wasting and underweight. the 2018 survey reveals that among 0-5-year-old children 45.1 per cent are stunted (as compared to 36 percent national average⁵), wasting is 27 percent (as compared to 14 percent⁶, 47.5⁷ per cent are underweight, which is the highest in the country. Tea garden populations are characterized by high under-five mortality rates.

In general, the health and nutrition of tea communities is poor, with malnutrition common among children, adolescents and adults. Tea garden workers depend on food rations provided by the tea garden and government schemes, which typically consist of grains and are insufficient to cover nutritional needs. High levels of anaemia, infections, malnutrition and stunting are prevalent among children, leading to poor physical and cognitive growth. Open defecation still occurs in tea garden communities. These conditions put children at high risk of illnesses such as diarrhea and hookworm infections. A few gardens have day care facilities however, located near the office/ factory which is far from the plucking areas. Thus mothers, those who work in gardens located far from the day care may be unable to keep their children in the centre.

The maternal and child mortality in the tea garden is comparatively higher than national averages due to poor access to health services and socio-cultural reason. The distribution of government health facilities like community clinic is also proportionally less in the tea gardens. As per routine data from the DHIS2 of DGHS, high number of maternal deaths were reported from Moulvibazar district in 2018. The health service providers have restricted access to the tea gardens and the demand for health services is less among the mothers in tea garden. Most of the gardens provide minimum or no health facilities, except large tea gardens that provide medical facilities as mandated by the Bangladesh Labour Act (BLA) 2006. Most of the Health service centres in the tea gardens have two rooms with rarely any emergency medical services. Tea garden clinics/hospitals are generally not equipped to handle pregnancy-related complications, and government hospitals are often located at far distances with limited transport available often delaying prompt medical attention. During the UN Joint Mission in September 2019, some stakeholders stated that there is a general lack of qualified doctors and sufficient resources.

The primary school enrolment rate in Tea Grader area is 59.1% while the national enrolment is 98.8%. The pre- primary intake rate is 39.8% which is far less than the national average.⁸ The primary dropout rate among Tea garden children is also noticed high compared to national rate.

Women and children in tea gardens suffer from all forms of violence, abuse, and exploitation including early marriage and gender-based violence. Violence against women in tea garden areas is a serious concern and latest survey shows that 91 percent children

⁴ A baseline survey on situation of children in tea gardens of Sylhet Division, Bangladesh Bureau of Statistics and UNICEF, 2018

⁵ Bangladesh Demographic and Health Survey, Ministry of Health

⁶ ibid

⁷ ibid

⁸ A baseline survey on situation of children in tea gardens of Sylhet Division, Bangladesh Bureau of Statistics and UNICEF, 2018

from 1 to 14 years experienced psychological aggression or physical punishment. The plantation workers are concentrated in lowest paying but highly demanding jobs such as plucking. Women, who are considered more efficient in plucking than men in this sector, are nevertheless paid less than men. Often paid less than \$2 USD per day in cash, many workers take out loans, risk illness, chronic health issues, arduous physical labour, and stress relating to child rearing in difficult circumstances. They often have to rely on child labour to be able to reach the daily weight targets to avoid pay deductions. According to the BBS-UNICEF Tea Garden survey 19.3 percent children are engaged in child labour.

The ILO study has shown that these communities are not informed about their rights related to health, education and working conditions due to lack of education, awareness and proper implementation of national laws. The tea workers' children have limited access to mainstream education facilities and thus the literacy rate is very low. Low wages have also influenced workers' ability and desire to keep their children in school, as families often cannot afford the direct and indirect costs of education. Prevalence of Child marriage is also high (53.7)⁹ among tea communities contributing not only to maternal and infant mortality but also lack of school attendance. Tea garden communities currently have lower-than-average national primary school attendance rates and higher-than-average dropout rates, which have been also attributed to lack of parental influence, poor quality of teachers, and the inability of parents to cover education costs.

Participation and representation

According to the ILO study, a key factor contributing to decent work challenges faced by tea garden workers is the absence of an effective social dialogue mechanism between the Bangladesh Tea Workers Union, the Bangladesh Tea Association (representing employers), and the Government. During the past few years, dialogue between tripartite constituents has been held regularly, yet it often fell short of becoming an exercise of effective collective bargaining that would lead to workers' demands being met. For those instances where agreements were reached, implementation often becomes an issue as well. The study suggested that in general, workers' organizations lacked capacity to engage in effective negotiation with the employers.

Social dialogue between the employers and the workers would be more meaningful when workers have an effective collective voice to raise their concerns. There is a need to support the organization of the tea plantation workers, particularly women workers, so that they can effectively exercise their right to collective bargaining as envisaged in ILO Convention No. 98 (Right to Organize and Collective Bargaining). Women tea workers are among the members of the Bangladesh Tea Garden Union but are hesitant to speak up and generally do not take part in decision making despite formally being nominated to union bodies with a quota of 30%.

Recommendations by human rights mechanisms and leaving no one behind

UN human rights mechanisms have issued numerous recommendations that are relevant for this joint programme. They focus on required action for ensuring social protection and security, basic livelihoods and decent work.

UPR recommendations and ICESCR, CEDAW, ICCPR and CRC concluding observations have highlighted some or all of the following issues that can relate to tea garden workers and their families as rights holders, even though the tea garden workers may not have been specifically mentioned in the human rights mechanisms' outcomes: Right to social security, right to food and nutrition, right to water and sanitation, right to housing, right to education, cultural rights, right to just and favourable conditions of work / decent work, including occupational health and safety and trade union rights; right to gender equality and women's rights to participation, elimination of violence against women, child marriage,

⁹ A baseline survey on situation of children in tea gardens of Sylhet Division, Bangladesh Bureau of Statistics and UNICEF, 2018

child labour and economic exploitation of children, protection of ethnic minorities, non-discrimination and adoption of related legislation and policies.

Many UN human rights mechanisms urge specific actions to protect and promote human rights of vulnerable and marginalized communities and develop socio-economic conditions of the people who are left behind. Bangladesh had its 3rd Cycle of UPR review in 2018, received 251 recommendations, of which it accepted 178 and noted 73. The recommendations that Bangladesh has supported contain commitments to improve the situation of vulnerable and marginalized populations, which would include tea workers.

Among the UN human rights treaty bodies, the Committee on the Elimination of Discrimination against Women (CEDAW) recommended that the State party take measures to empower rural women by improving their participation in decision-making processes and enabling access to education, health, social services, land ownership and/or inheritance, as well as measures to provide access to safe drinking water for rural women and girls. Furthermore, the Committee recommends that the State party always ensure the equal participation of women and girls in policymaking processes to mitigate disaster and climate change.

The Committee on the Rights of the Child urged Bangladesh to enforce its national legislation to ensure that child labour, including in the informal sector and family businesses, is in full compliance with international standards in terms of age, working hours, working conditions, education and health, and to ensure the full protection of children against all forms of sexual, physical and psychological harassment.

The Committee on Economic, Social and Cultural Rights in 2018 recommended that Bangladesh increase the budget of the social security sector; adopt a framework law on social security; review existing policies to ensure that they are guided by the human rights enshrined in the Covenant on Economic, Social and Cultural Rights; develop a universal social security system and establish a nationally defined social protection floor with a view to providing all segments of its population with a basic set of universal essential social guarantees.

CESCR has expressed its concern that a majority of workers, amounting to almost 90 per cent of the labour force, are working in the informal economy without social and labour protection. While noting employment quotas for persons with disabilities and ethnic minorities, it is concerned that the quotas are inadequate and not properly implemented and that these groups still face difficulties in accessing the labour market. It is particularly concerned that Dalit workers are segregated in socially stigmatized service sectors that have been traditionally assigned to them and that they face severe difficulties in accessing employment outside those sectors. Therefore, the Committee recommended to eliminate discrimination against Dalits in employment and facilitate their employment outside their traditional job categories, including by temporary special measures and targeted vocational training and education to enable their equal participation in all spheres of the labour market.

1.2 Target groups

Tea garden workers in Bangladesh are a highly marginalized group who lack access to adequate health care services, education, labour protection, decent work conditions and often restricted within tea garden facilities as well as face structural barriers in accessing care outside tea gardens. They are considered to be the most 'left behind' **ethnic minority** population in Bangladesh. The tea communities were brought to Bangladesh more than 150 years ago by the British from different parts of India. They comprise of around 80 different ethnic communities, each of which has unique cultures, languages, beliefs and surnames. However, fair wages, access to education and healthcare as well as proper

living conditions have always been denied to the tea workers. As a result, they became the **poorest of the poor**.

Many of the tea garden workers identify as **Dalits**. ICESCR mentioned that dalit workers are segregated in socially stigmatized service sectors that have been traditionally assigned to them, and that they face severe difficulties in accessing employment outside those sectors.

Gardens depend on tea workers; over half of the workers are **women**. Most of these women are tea leaf pickers and others work in tea factories. Studies revealed that women workers have been the major labour source in the tea gardens as well as leading bread makers of the families. They face multidimensional discrimination and a unique set of problems which are often overlooked. Their rights, needs and demands remain suppressed by the tea industry and the chains of patriarchy. Lives of the tea workers cannot be improved if the specific problems faced by the women are ignored.

The situation of **pregnant and lactating tea workers** is even worse considering vulnerability. They are entitled to maternity leave of four months but usually they take leave only after childbirth, which can have severe consequences as they work in hilly remote tea gardens. It is common for pregnant tea workers to work even until the day of delivery. In extreme cases, some give birth while working in the tea gardens and others give birth before they can be taken to an *upazila* health complex or hospitals, which are usually situated far away. Only 15.7 % birth takes place in health facilities.¹⁰ In addition, decent healthcare is not accessible to most of the tea workers. Consequently, malnutrition among the pregnant & lactating women (PLWs) and infant and young children, maternal and child mortality rate is higher in the tea gardens in comparison to the rest of the country where it has significantly declined in the recent past.

The ILO study says 'in a number of instances, **children** are engaged in the tea gardens as relievers or helper of their parents. Once they grow up, they change their status so that they are no longer assistants to or relievers of their parents but temporary workers and a portion of them become permanent workers'. 47.1% of respondents acknowledged the existence of child labour in tea plantations. Children do not work as permanent workers but as substitute of or in addition to another family member. Some children work as a replacement of a parent who is unable to work, in order to secure their residence. During peak season, the presence of child labour is more visible. Besides the child labour, access to education including opportunity to study in their mother tongue, malnutrition etc. have been barrier of the best interest of children in tea gardens.

Due to limited and constraint access to education in Tea Garden areas these marginalized communities have fallen into an inter- generational cycle of poverty. They have no options to come out from this traditional profession rather compel to choose the profession for survival. The educational services needed for early childhood development, school readiness, primary and secondary education are inadequate. The quality of services in the existing institutions are far below than the national standard. That contributes for low transition into next level of education at every tire causing huge number of dropouts from education system. The alternative approach of education for OoSC (Out of school children) and employability skills-based education services are absent there. Thus, the educational rights of tea garden children have not been addressed properly. Despite these realities, the ILO study finds that a significant number (46.1%) of the tea workers expect that their children will be educated and will take up employment in the tea gardens. Most respondents complained that despite being educated, children of tea plantation workers do not get official jobs in the tea gardens.

¹⁰ BBS-UNICEF survey 2018

Another target group is **older persons** and **persons with disabilities** (PWD). The physical dimension of health problems of older persons in the tea workers' community is different than in the other part of the country. Utilization of health services by these older persons is very low in comparison to the urban older persons. Both tea garden men and women had very high rates of risk factors like use of non-smoked tobacco and consumption of alcohol. Educational status meaning lack of health awareness may be an important determinant of diseases and disability of the older population.

The women with disabilities at any age group in the tea garden workers' communities need to be proactively brought under development intervention. Also, social protection measures must be inclusive of women with disabilities to address their rights and special benefit needs. Disability is an issue for children as well and many children with disabilities (CWD) have limited access towards services under social safety net programs.

The "Persons with Disabilities (PWD) Rights and Protection Act 2013" and the 7th Five Year Plan, National Education Policy, National Skills Development Policy, and other policy frameworks articulate the importance of improving the situation of PWD. Bangladesh has ratified the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and is due to be reviewed by CRPD for the first time in 2020. This joint programme will seek to contribute to compliance and identify strategies to uphold the rights of tea garden workers with disabilities.

Social circumstances and health risk behaviors play an important role in the variation of health and functional status between these two groups e.g. older persons and PWD. Life-style modification is warranted to prevent onset of chronic diseases. To improve quality of life, rectification of poor health status through affordable health service for disease screening and better management of illness, nutritional improvement and greater health awareness are necessary particularly among this low socio-economic group.

1.3 SDG targets

The 7th five-year plan (2016-2020) of the Government of Bangladesh (GoB) seeks to increase economic growth and social development that are inclusive, pro-poor and environmentally sustainable. It outlines targets for education, health, nutrition, sanitation and gender equality in line with SDGs and commits to leave no one behind. It features tea garden workers among the "Dalits and extreme poor groups".

Anchored in the 7th Five-Year Plan, National Social Security Strategy (NSSS), National Action Plans on Violence against Women and Children and on Ending Child Marriage, and the UN Development Assistance Framework (2017-2020), the programme will accelerate localization of a cross-cutting range of SDGs, notably 1, 3, 4, 5, 8, and 16.

The following SDG targets are directly and indirectly linked to the proposed joint programme. Of these, some are being localized by the Government with selected indicators measured by the national SDG framework, as indicated below. The proposed intervention therefore will have accelerated effect on those specific targets.

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

Indicator 1.3.1: Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable

Baseline: 28.7%HH (HIES, 2016)

Currently the social protection coverage for tea garden workers is inadequate, and they are not able to access social protection fully. The programme is expected to contribute to legislative, policy and systemic strengthening.

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

Relevant national priority SDG and targets/indicators on which progress will be accelerated:

- Reduce maternal mortality rate to 70 per 100000 live births

Indicator 3.1.1: Maternal mortality ratio

Baseline: 172

Currently, the baseline for teagarden community is not available. The intervention will concentrate on strengthening the capacity of improving antenatal care, safe delivery care, postnatal care of teagarden women which will contribute to a reduction of maternal mortality in this marginalised community. The programme will also strengthen data generation, analysis and coordination.

SDG Global target 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

Indicator 4.5.1: Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated

Baseline: a) Primary GP I:1.02, b) Secondary GPI:1.15, Rural 1.19, Urban 1.09, c) Higher Secondary GPI: 0.85, Rural: 0.86, Urban 0.84, d) Tertiary GPI: 0.65, e) Technical GPI: 0.38, f) Disability GPI (6-10): 0.61, g) Teacher (Secondary) GPI:0.26 h) Teacher (Tertiary) GPI:0.21, (APSC, 2015 for Primary and BES, 2015 for others)

Currently the children of tea garden workers in rural areas do not enjoy sufficient access to education, either in public state institutions or in the tea gardens. The programme will support their greater inclusion in the education system.

SDG Global target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

Indicator 5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age

Baseline: 54.7%

Currently the baseline for female tea garden workers is even lower than the average national baseline. The percentage of children experiencing violence (from the tea garden MICS (2018)) is 91%. The programme will support awareness raising and educational measures that should contribute to lowering the rate of VAWC. The programme will also support to build women's leadership in the tea gardens, which would provide them space for raising voice against all sorts of violence against women in order to lowering the rate of VAW.

SDG Global target 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

Relevant national priority SDG and targets/indicators on which progress will be accelerated:

- Reduce the rate of youth (15-29 years) not in education, unemployment and training below 10%

Currently the rate of youth in tea gardens who are not in education or training or who are unemployed is higher than the national average. The programme will pilot training based on an engendered skills needs assessment, to empower selected youth from tea gardens in coping with the expected changes such as automation that will affect the tea garden sector in the years to come.

SDG Global target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Indicator 8.8.1: Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status

Baseline: Per year – a) Fatal injuries: 382 (M:362, F:20) b) Non-fatal injuries: 246 (M:177, F:19) (DIFE, 2105)

Currently the occupational injury rates in the tea garden sector are estimated to be higher than the national average based on anecdotal information, but there is no official baseline. The programme's future interventions with the national labour inspectorate (DIFE and DOLE) and tea garden owners as well as the workers themselves will contribute to baseline data and to measures for the prevention of injuries.

SDG Global target 16.9: By 2030, provide legal identity for all, including birth registration

Relevant national priority SDG and other targets/indicators on which progress will be accelerated:

- Increase and maintain birth registration rates of under-5 year-old children to 100%

Indicator 16.9.1: Proportion of children under 5 years of age whose births have been registered with a civil authority, by age

Baseline: 37% (MICS 2012/13, GoB SDG tracker)

Currently, the birth registration of tea garden worker children is estimated to be lower than the national average, which has significantly increased since the 2012/13 MICS baseline (new MICS data to be released soon). According to the tea garden MICS (2018), it is currently an average of 48.5%. The programme will contribute to system strengthening measures which over time will contribute to increased birth registration.

II. The following SDG target is also highly relevant, though not specifically being localized by the Government:

SDG Global target 16.6: Develop effective, accountable and transparent institutions at all levels

Indicator 16.6.1: Primary government expenditures as a proportion of original approved budget, by sector (or by budget codes or similar)

Currently, government spending data on social protection in the tea garden sector is not available. A World Bank study on social protection spending data is underway and

expected to be completed by April 2020. The programme will seek to close data gaps, carry out gender budget analysis and initiate dialogue for necessary policy reforms.

Indicator 16.6.2: Proportion of population satisfied with their last experience of public services

Currently there is no data available for satisfaction rates of the general public or of tea garden workers with their last experience of public services. Anecdotal evidence indicates that satisfaction with public services needs significant improvement. The programme, through its focus on enhancing social protection, seeks to make an overall contribution to improving the satisfaction level over time.

1.4 Stakeholder mapping

The following table lists the stakeholders who will play a critical role at the different stages of implementation of the project.

Tea Garden Stakeholder Mapping (Identification)

Stakeholder

Stakeholder	Level of engagement and at what stage	Purpose (consult/inform/ approve, conduct various activities)	Level of interest/involvement/relationship on the project	Implementation process	Remarks
Coordinator on Sustainable Development Goals (SDG) in the Prime Minister's Office	Guidance and monitoring	Inform, consult and approve	High level of interest, advising the joint programme (JP) to achieve the sustainable development goals with all partners working in the tea garden sector.	Overall oversees the progress of the SGD targets and achievements and provide needed guidance	
Ministry of Labour and Employment	Designing, coordination and monitoring	Inform, consult and approve	High level of interest and leading ministry of the JP to achieve the sustainable development goals with all partners working in the tea garden sector.	Maintain labour standards and oversees the implementation of rules and regulations laid out in the Bangladesh Labour Rules 2015	

Ministry of Education	Designing and monitoring	Inform, consult	High level of interest and engagement to improve the quality of education in the tea gardens schools in partnership with relevant stakeholders	It has teaching institutes in all stages of education and ensure universal access to quality education	
Ministry of Primary and Mass Education (MoPME)	Designing, coordination and monitoring	Inform, consult and approval	High level of interest	Provide strategic directives to DPE, BNFE for implementation and oversee quality of implementation.	
MoPME, Directorate of Primary Education (DPE)	Design, coordination and monitoring	Inform, consult and implementation	High level of interest	Implementing agency of primary education program in the country and supervise district and <i>Upazila</i> level DPE officials.	
Primary Teachers Training Institute (PTI)	Design, Implementation and monitoring	Inform, consult and implementation	High level of interest	Implement teachers education/training	
Bangladesh Shishu Academy (BSA)	Design, coordination and monitoring	Inform, consult and implementation	High level of interest	Implement early grade development and learning programme	
Bangladesh Bureau of Non-Formal Education (BNFE)	Design, coordination and monitoring	Inform, consult and implementation	High level of interest	Implementing agency for non-formal education in the country.	

				Supervise district level BNFE officials.	
Directorate of Technical Education (DTE)	Design, coordination and monitoring	Inform, consult and implementation	High level of interest	Implementing agency for Technical and vocational training and education in the country.	
Ministry of Social Welfare	Designing and monitoring	Inform, consult	High level of interest to deliver the social safety schemes for tea garden workers particularly women workers in the tea gardens		
Bangladesh Bureau of Statistics (BBS), Ministry of Planning	Data source, monitoring, data collection	Inform, consult	High level of interest to strengthen the quality of data in the tea garden and closely work with the implementing agencies for evidence generation.	Maintains household level data and statistics	UNFPA supports BBS for conducting population census
Divisional Commissioner, Sylhet	Divisional level authority for monitoring the district authority Ensure accountability	Inform, consult	High level of interest to overall monitor the district level authority in partnership with the relevant partners		
Tea cell at the Deputy Commissioner's office	District authority for the lease of contract	Inform, consult and approve	High level of interest and engagement with the tea garden	DC Office holds monthly coordination meeting	

	and land to the teagarden company. Collect revenue from company. Monitor the overall teagarden status including the production, health issues etc.		authorities in the districts.	with all development issues with all departments. As such, Tea cell reports the progress and achievements in this meeting	
DGHS, Ministry of Health and Family Welfare	Providing routine health care in the teagarden include the EPI, household visit by HAs. Providing maternal and child health care through community clinic and supplies of medicine located to the adjacent tea gardens	Inform, consult	High level of interest and engagement to ensure the access and quality of health care services and closely work with the implementing partners	HA, AHI, HI and CHCP are the workforce to ensure the routine health care in the teagarden.	In some of the teagardens, there is still lack of provision of health services; moreover community clinics are located outside of the teagardens within 2-3 kilometer ranges, and teagarden women are likely to seek care from their own teagarden facility (dispensary/hospital)
DGFP, Ministry of Health and Family Welfare	Providing routine care through satellite clinic, providing FP methods, counseling, antenatal care, identifying	Inform, consult	High level of interest and engagement to ensure the access of family planning services and closely work with the implementing partners	FWA, FWV are working force to ensure the routine health care in the tea garden	DGFP has recruited 12 diploma midwives with the support of UNFPA to support 24/7 maternal health care in 06 FWCs located adjacent to the teagardens in Sreemangal and

	complicated mothers, referral etc. Providing maternal and child health care through FWC located to the adjacent tea gardens.				Kamalganj upazilas
National Nutrition Services (NNS), Institute of Public health and Nutrition (IPHN)	Technical lead under the DGHS to mainstream NNS throughout the country including vulnerable and marginalized population. Need to engage them during planning, implementation and monitoring, assessments etc.	Inform, consult and engage throughout the implementation phases. Some nutrition supplies can be mobilized through NNS, IPHN linking with the respective Civil Surgeon Office	High level of interest and engagement to see the nutrition situation improved among the tea garden community	Line Director NNS, IPHN and respective Programme Managers and Deputy programme Managers should be engaged	
Department of Inspection for Factories and Establishment, MoLE	Design, implementation and monitoring	Inform, consult, involvement in implementation of relevant activities and monitoring	High level of interest and engagement to monitor the working conditions and labour compliance and health of tea garden workers particularly women workers	It has dedicated office in Sreemangal under Moulvibazar district to carry out inspections of tea garden working conditions, factories inspections and	

				monitor the labour compliance	
Department of Labour, Ministry of Labour and Employment	Inform, consult, Design, implementation and monitoring & evaluation	To oversee the implementation of tea workers' and garden's welfare issues; dispute resolution	High level of interest and influence to ensure workers welfare issues; DoL will be directly involved with project intervention	<p>Department of Labour is responsible for facilitation of effective labour management relations, collective bargaining and negotiation and ensure prompt and efficient settlement of labour disputes in the industrial sectors of Bangladesh .</p> <p>Operates 7 labour welfare centers for tea garden workers in Sylhet Division;</p>	
Bangladesh Tea Board	Inform	Monitoring the welfare of the tea garden workers;	Medium level of interest to monitor the tea garden worker's welfare. Will be closely engaged with implementing partners to ensure coordination	<p>To regulate, control and promote the cultivation, sale and export of tea</p> <p>To undertake welfare</p>	

				<p>measures for tea garden laborers and employees</p> <p>To undertake, acquire or manage any tea concern or to take such measures in the interest of the tea industry as directed by the Government, from time to time</p>	
Bangladesh Tea Association	Consult, design, implementation and monitoring the project	Effective involvement throughout the project designing	<p>High level of interest to improve the quality of life of tea workers particularly women workers in the tea garden, will closely support the implementing partners.</p> <p>Close relationship required to implement the project activities</p>	To ensure respect for the human rights, including labour rights of women workers.	
Bangladesh Cha Shramik Union	Consult, design, implementation and monitoring the project	As right holder and single entity representing tea garden workers union they need	High level of interest and engagement to ensure the rights and		

		to be involved and informed throughout the project life cycle	protection of workers, particularly women in the tea gardens Will closely work and support to maximize the benefits for the women tea garden workers		
Ministry of Commerce	Inform, consult	Tea garden industry is dealt with by Ministry of Commerce so the JP needs to keep informed and engage in policy dialogues and advocacy	High interest as the tea industry is directly overseen by this ministry. The project will involve the ministry for policy dialogue and monitoring the lease agreement between tea garden owners and govt.	Oversees the implementation of lease agreement related issues and need to involve this ministry of policy dialogue and advocacy	
Center for Injury Prevention and Research Bangladesh (CIPRB)	Inform, consult	NGO has in depth experience working on female tea garden workers maternal health and family planning issues.	High interest as existing partners; directly involved in injury prevention	Interested stakeholder to consult and support implementation	
Indigenous Peoples Development Service (IPDS)	Inform. Consult	NGO has in depth knowledge about ethnic minority issues in the tea gardens.	High as existing partners	Interested stakeholder to consult and support implementation	

2. Programme Strategy

2.1. Overall strategy

Background

Engagement by the United Nations in the tea garden sector

While the UN has a presence with systems strengthening for service delivery programmes in the tea garden districts, working on policy frameworks for the communities of tea garden workers is relatively new. Previous UN action has been relatively small-scale.

There have been initiatives to collect data for evidence-based policy making, i.e. UNICEF's children survey of tea garden communities (2017), ILO's Study report on working conditions of the tea plantation workers of Bangladesh (2016) and Transparency International Bangladesh's report on working environment and workers' rights in tea gardens: governance challenges and way-forward (2018).

Several years of engagement by the UN with the BTA, the owners' association, and working through various entry points in the Government, have resulted in a growing sense of mutual accountability for these ethnic and religious minorities, shared interest to ensure increased basic rights including participation of the workers, and better services for the communities.

Overall objectives

Through this joint programme, the social security system will have focused greater attention on coordinated, streamlined social protection policy, system strengthening, and service delivery interventions, with Government, alongside tea garden owners, taking increasing responsibility to deliver social protection outcomes especially for women tea garden workers who are 'left furthest behind'. The women and children will have improved access to social protection and quality social services and be more empowered to claim their rights to development, health, education, information and participation, as well as decent work.

At the core of the joint programme will be developing the capacity of national institutions, communities and individuals, fostering cross-sectoral collaboration and partnerships, and promoting equality, non-discrimination and protection of human rights.

The joint programme will focus on generating evidence and facilitating policy level discussions between the tea garden owners' association, trade unions local government institutions and relevant ministries and sectors, to address bottlenecks as well as improve the coverage and quality of services for children and women in the tea gardens. The programme will facilitate dialogue and inform any agreements with analysis of the situation and institutional bottlenecks.

The new elements are upstream advocacy for more coordinated social security policy and programmes, innovative partnership with the private sector, support for women's and communities' participation and empowerment, capacity building for improved conditions of work, and practical skills training pilots.

The programme will focus on five key implementation strategies: a) Policy and legal dialogue, advocacy and support for coordination; b) Evidence/data generation, analysis and coordination c) Institutional and service-level coordination; d) Capacity development and participation/voice e) Partnerships.

a) Policy and legal dialogue, advocacy and support for coordination

One of the cornerstones of the work that will be implemented by the programme will focus on advocating for the implementation of existing policies and legislation, enhanced policy coordination, and initiation of broader policy and legislative reforms. Effective enforcement of existing policies and law and review of out-dated policies to match international norms and standards to ensure that adequate living standards as envisioned by the law are provided in terms of social safety net benefits, decent work conditions, primary health care, and education will be promoted. Gender budgeting of current interventions will be undertaken to find entry points and gaps. Industry policies and processes will be assessed to inform key advocacy efforts and interventions in the tea gardens. This will also determine whether they effectively address potential or actual impacts on women's and children's rights and guide specific actions the industry can take to address identified risks or opportunities. The programme will focus on facilitating policy and legal dialogue and reform discussions between the tea garden owners' association, local government institutions and relevant national level ministries and sectors, with due participation of trade unions, rights holders and other stakeholders.

b) Evidence/data collection, analysis and coordination

Data has been and is already being collected by various development entities with respective government offices (MICS, Labor Force data, project-based data, etc.) as well as by the Bangladesh Tea Association (BTA). There are several lines of administrative data collection mechanisms that already exist within the government offices that could assist evidence generation on the tea garden workers. What is currently lacking is the coordination framework, strategy for data sharing, and their use. This has led to the development of policies and interventions that are not as relevant, streamlined or sustainable and people-centered.

Collaboration will be established with the national statistical agency, the Bangladesh Bureau of Statistics (BBS), and academia to obtain up-to-date data on the current status of social indicators and inform policy discussions of the magnitude of the challenges faced in these areas. Through participatory processes, the joint programme will seek to take stock of the situation and to develop a strategy for data coordination of existing data on the tea garden workers, especially focusing on the use of disaggregated data.

Efforts will be in place to understand household level behaviours, social norms and practices of the tea garden communities will also be commissioned to identify appropriate measures for forming effective social protection policies for the target group of this joint programme. A human rights-based approach to data will be applied, encompassing respect for transparency, participation, self-identification, accountability, disaggregation and privacy.

c) Institutional and service-level coordination

The cooperation and involvement of local bodies including the *Union Parishad* administration will help reach out to most vulnerable groups, including tea garden workers in the target areas. The programme will focus on establishment of coordination mechanisms among government functionaries related to health, education, labour, and social welfare. The project will support inter-ministerial committees to enhance better coordination both at national and sub-national level through providing guidance and policy support.

d) Capacity development and Participation/Voice

The joint programme will build essential capacity of institutions and human resources that will enable them to improve their performance and achieve their development objectives beyond the programme intervention. The new knowledge that has been transferred through this programme will be formally integrated in the practice/ system of the

institution. Integration in the current system/ practice will ensure the financial sustainability of the interventions.

Efforts will be put forward to strengthen capacity of service providers to enhance the coverage and access to basic social services. As a core element, the joint programme will support the capacity development of the local government institutions, frontline workers and service providers that intervene in the tea gardens to enhance the sectors capacity to be more equity responsive. One of the key areas will include strengthening the nutrition service delivery through partnership for targeted interventions in selected tea garden hospitals/facilities and creating linkages with secondary and tertiary level health facilities for referral. In addition, capacity of pre-primary teachers of the schools in tea gardens and around will be enhanced to run quality education services. The programme will also engage in capacity building activities of health and family planning frontline workers on community engagement, behavioural and social change communication. Finally, efforts will be put forward to strengthen capacity of service providers to address child protection issues including birth registration.

Capacity building of community members and adolescent groups will be integrated into programmes for the promotion of knowledge and practice of social and behaviour change issues. An agency of adolescents will be formed to enable them to act as change agents in their communities, so that they can play the role of ombudsmen in their communities and promote the optimum use of available services from the government and tea garden authorities.

Appropriate communication for development strategies will be developed and implemented to create awareness and bring changes in social norms and practices. Strengthening the capacity of Bangladesh Cha Shramik Union (BCSU) with active participation of women representatives and adolescent groups will be integrated into programmes for the promotion of decent work, knowledge and practice of social and behavioural change issues. The capacity of women representatives in the BCSU at all levels including Panchayat, valley and central committees will be strengthened through training on life skills (negotiation, communication, team building, decision making, problem solving, women's rights at the workplace, health, including SRHR) in order to build their leadership skills to apply in their personal life and workplace. Women spaces to create for sharing their experiences, learning together about their rights and finding collective solutions through expanding networking and building solidarity among women workers.

The programme will emphasize the participation and empowerment of individuals, households, communities and key local influencers through *union parishad*, Community Based Child Protection Committees (CBCPC), adolescent clubs and other fora to promote and empower the women tea garden workers themselves as well as local community voices.

The ability to negotiate decent work and basic social rights and services will be built by creating knowledge and participatory platforms, such as female tea garden worker and youth groups, to monitor their social security and enabling environment for empowerment. This is especially relevant for youth growing up in tea garden communities. These platforms will promote the creation of demand for social and economic rights and services, as well as the practice of key desired behaviours in relation to issues such as exclusive breastfeeding, birth registration, ending child marriage, abandonment of harmful social norms and practices, and for participation in labour unions and in women's and adolescents' clubs and community decision-making.

The programme will also provide innovative pilots for skills upgrading of women workers to ensure that they are fit for work in the future labour market that will see technological changes, increasing automation and mechanisation.

e) Partnerships

The programme will establish a strong working relationship with all relevant stakeholders, which will be a crucial element for the success of the UN's engagement in the Tea Garden areas. Initiative will be taken to build partnerships, based on the commitment of shared costs, with the local government institutions and tea garden management. The programme will build on existing UN engagement and partnership with relevant ministries, departments, tea garden owners association, tea garden unions and NGOs to bring necessary changes in the policies and legislation related to basic social services in the tea gardens. It will emphasize the engagement and empowerment of individuals, households, communities and key local influencers through *Panchayat*, Community Based Child Protection Committee (CBCPC), adolescent clubs and other fora to promote and empower local community voices and participation.

Relevance, transformation and sustainability

The National Social Security Strategy (NSSS) and its action plan suggested to intensify Government's efforts for tea garden workers and other 'socially disadvantaged groups'. However, Government programmes provide insufficient coverage and regulation of the limited social services of insufficient quality that are provided by tea garden owners (cf. UNICEF's children survey of tea garden communities (2017) and ILO's Study report on working conditions of the tea plantation workers of Bangladesh (2016).

The programme is relevant because it addresses some causes of a long-standing sustainable development and human rights challenge and a group of people left furthest behind. For generations, tea garden workers have been deprived of basic rights. Isolated from the mainstream society for their historical and ethnic background and among the poorest workers with a minimum wage insufficient to cover basic living needs; the average monthly income for a family is about 76 USD. Working and living conditions are characterized by long hours, inadequate accommodations, limited education and healthcare, leading to low social-economic development indicators. The shifting of State/duty bearer obligations on to tea garden owners has contributed to systemic deprivation of the workers and their families. This has perpetuated the long-standing experience by women tea garden workers of barriers to gender equality and women's empowerment, harmful practices including child labour, and lack of empowerment and participation by communities in their own development.

The transformative element consists of shift towards Government taking greater responsibility for the current social protection policy and practice to benefit these disadvantaged groups, along with increased regulation, as well as improved quality of social services that will continue to be provided by tea garden owners. The programme will contribute to bringing about a transformational change, breaking a cycle of age-old dependence and destitution, expanding opportunities and bringing tea garden workers on par with other citizens. It will provide evidence that the historic systems of labour relations tying workers and their families to workplace and sector can be modernized, and marginalized groups can enjoy opportunities of decent work in fair and safe conditions.

This is the first joint programme to focus on broader social protection policy coverage and practical action, building on small-scale interventions so far. There are lessons learned from past cooperation about duplication of efforts. The programme harnesses the one-UN approach and ongoing partnerships with GoB and private sector who are supportive of the initiative and keen on the demonstration of models and advocacy to foster sustainability.

Sustainability will be ensured through changes to the social protection / social safety net coverage of tea garden workers if they are included in the majority of current programmes that target the ultra-poor. If successful, it would indicate that the State's social protection framework is being put into practice with a greater focus on leaving no one behind. It will

strengthen the capacities of duty-bearers to fulfill their obligations and deliver better sustainable development outcomes.

Sustainability will also be ensured through advocacy and capacity building work on gender responsive budgeting and through empowerment and leadership that will result in greater voice and the issues continuing to receive attention beyond the end of the project. Through multi-stakeholder engagement including advocacy, progress will be carried forward by Government and BTA.

The Joint Programme will lead to acceleration of multiple SDGs, follows a gendered life cycle and leave no one behind approach and addresses the right to development and related human rights. It also addresses a systemic barrier to gender equality and women's and youth empowerment that have resulted in exclusion of the tea garden workers, notably women, in accessing basic social services. Yet the programme will also improve social security coverage for men living in tea garden worker communities.

The UN is well placed to add value by demonstrating acceleration of multiple SDGs through more coordinated social security policy and programmes. It adds value with human rights-based programming and providing an enabling environment for joint work with both duty bearers and rights holders. Building on the comparative advantages of the UN, Government and BTA, this aims to ensure a balance between upstream and downstream work. It should also strive to be a model for other similar programmes.

2.2 Theory of Change

Summary

Through the successful delivery of this joint programme, the social security system will have focused greater attention on coordinated, streamlined social protection policy, system strengthening and social service interventions, with Government and tea garden owners as duty bearers taking responsibility to ensure increased social protection outcomes especially for women tea garden workers, rights holders who are 'left furthest behind'. If the joined-up interventions are effective, then the women and their families will be more empowered, enjoy their rights in accordance with Bangladesh's national legal provisions and international obligations, and multiple SDGs will be accelerated, notably SDGs 1, 3, 4, 5, 8, and 16.

ToC explanation and assumptions

Social protection policies and legislation have developed and expanded over the years. Current frameworks still show inconsistencies across sectors, implementation gaps, lack of coordination and lack of coverage for tea garden workers. There is limited provision of services by Government and tea garden owners.

Tea garden workers suffer from multidimensional poverty, precarious living and working conditions; suffer from inequality, racial discrimination and underrepresentation in the national dialogue. Their health status is also poor, even for maternal and neonatal health which has seen great success in other parts of the country.

The strategic focus is on a mix of approaches emphasizing systems strengthening, data and evidence generation, increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data, policy dialogue and coordination, advocacy, partnerships, participation, empowerment, and equity-responsive and resilient services delivery. If this builds on the comparative advantages of the UN and Government, this will ensure a balance between upstream and downstream work. The UN is well placed to add value here that will lead to acceleration of multiple SDGs through more coordinated social security policy and programmes.

If gaps and challenges are identified through data strategies, and necessary changes and adjustments, including funding models, are proposed to existing policies and strategies, priority actions will be taken by duty bearers.

If there is policy and legislative change and the necessary allocation of funding, Government and tea garden owners will increasingly meet the basic rights of the most deprived tea garden workers who are typically women and children, and Government will also exercise increasing regulatory responsibilities relating to tea gardens.

If social protection policies, the Bangladesh Labour Law Act, health, education, women's and children's affairs policies, and other relevant policies were more coordinated and streamlined, the division of responsibility between the State and tea garden owners clarified, and access, availability and quality barriers to services outside tea gardens removed, then the social security coverage of workers would increase, existing services would be better delivered, targeted, used, accessed and would address any inequality and discrimination.

If duty bearers were to take action in consultation and collaboration with the rights holders and their labour representatives, and this action were to be monitored through participatory review mechanisms, the tea garden workers' ability for active participation and the empowerment of workers would improve to hold authorities accountable to ensure social protection schemes, women's and girls' rights and decent work. The UN would add value here with human rights-based programming and providing an enabling environment for joint work with both duty bearers and rights holders.

If there is a strong focus on the rights of women and their empowerment, then not only female tea garden workers will be able to claim their rights and benefit from the programme but also their families, which can set standards for other groups of marginalized populations and women living in poverty in Bangladesh. Broader changes can then be expected where not only the lives of tea garden workers will be affected but also their families, notably girl children, through opportunities and access to services inside and outside the tea gardens.

If commitment and collaboration by government officials, the private sector (BTA) and tea garden workers' representatives as well as tea garden workers themselves jointly create the conditions for enhanced livelihoods and enjoyment of more decent work, the collaboration with the private sector / tea garden owners will also contribute to the implementation of the SDGs in a manner consistent with the UN Guiding Principles on business and human rights, which clarify business responsibilities in relation to labour and human rights. This Joint Programme could model a successful intervention in this context.

If collaboration and innovative partnerships between GoB and private sector were to serve as a model for joint platforms with multiple stakeholders, these will actively provide experiences and encourage replication in other areas of social protection in Bangladesh where there are coordination, delivery and empowerment challenges. This could be applicable to other discriminated, vulnerable and marginalised groups and thus achieve a wider, multiplier impact.

If the programme builds on prior existing interventions and is used to create synergies with existing programmes of individual agencies, then this will contribute to greater effectiveness, better resource use and lead to improved outcome of the programme: female tea garden workers will then enjoy enhanced social protection.

Based on the current situation and context, the programme offers several interventions to address the issues highlighted above.

- At the national policy level through an extensive review of existing laws, acts and policies governing the rights and working conditions of tea garden communities, as well as organize consultations to modify where needed. This is expected to improve the legal structure under which the tea garden workers are administered, and ideally lead to an improvement of the realization of their rights and wellbeing. Existing social security options for this marginalized group will also be mapped and mechanisms found to connect them to avail these social services.
- At the community level (among tea garden owners, government and non-government organizations, administrators and managers of tea gardens) through
 - increased awareness and understanding of developmental issues of tea workers
 - Improved social security mechanisms and social service structures for health, nutrition and education.
 - Accountability, data tracking and monitoring of existing projects and services will be improved through this project.
- At the interpersonal level through building negotiation and team building skills as well as tea labor union's representation and management skills among tea garden workers. This is expected to increase voice and representation of tea garden workers and to enable them to speak for their rights and concerns. Liaison and increased interaction between government decision makers and tea garden owners with the workers will ensure that their concerns and perceptions are heard by these duty bearers
- At the individual level, there will be focus on improving services available to tea garden workers, specifically for health, nutrition and education (through improved capacity of service providers as a project activity). Empowerment of women through developing entrepreneurial skills and other economic options will also be undertaken

2.3 Expected results and impact

Through this joint programme, the social security system will have focused greater attention on coordinated, streamlined upstream and downstream social protection policy, system strengthening and service delivery interventions, with Government, alongside tea garden owners, taking increasing responsibility to deliver social security outcomes especially for women tea garden workers who are 'left furthest behind' and make up about 65% of the approx. 360,000 workers. The women will have improved access to quality social services and be more empowered to claim their rights to development, health, education, information and participation.

The Joint Programme follows a life cycle and leave no one behind approach and addresses the right to development and related human rights through a mix of system strengthening, policy advocacy and coordination, capacity development, data generation and analysis, and enhanced service delivery, which will over time lead to improvement in health, education and skills, more decent work and working conditions, expanding effective coverage of social protection and greater empowerment.

Once the joint programme has ended, the achieved improvement in policy coordination, legislative reform, social protection provision, service delivery and empowerment of rights holders will be considered to set a new benchmark that the authorities, the BTA and tea garden workers then take for granted and strive to maintain.

The joint programme aims to support the efforts of relevant ministries, Bangladesh Tea Association and Bangladesh Cha Shramik Union (Tea Plantation Workers' Union (BCSU)) as well as other tea garden workers' representatives to produce the following results:

Outcome: *By 2021, tea garden workers and their families, especially women, enjoy increased social protection and access to quality public services, notably health, as well as education and decent work, in a safer and more empowered environment.*

Output 1 (Capacity for Policy and Legislative Reform)

Government has improved capacity to identify, address the gaps and coordinate social protection policies, Bangladesh Labour Law and other relevant laws, and to prioritize actions for tea garden workers, particularly women.

Output 2 (Capacity for Data and Analysis)

Government and Bangladesh Tea Association and other actors have increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children

Output 3 (Capacity of duty-bearers to provide social services)

Public service providers, including Government and tea garden owners, have improved capacities to strengthen systems and implement services/programmes mandated in the laws and policies to improve living and working conditions of tea plantation workers, especially women and their family members

Output 4 (Capacity of rights-holders to access services)

Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of social protection, human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training, water, sanitation and hygiene, and child protection services.

Output 5: (Capacity of rights-holders to claim Accountability and Women's / girls' rights)

Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold the Government of Bangladesh and the Bangladesh Tea Association accountable for enhanced integration of tea garden workers in the national social protection system.

For the detailed activities planned under each of these outputs, please consult the attached annual workplan and budget. Activities will include the following:

Output 1:

Analysis to identify coherence and attention to discriminatory provisions, business practices and gender equality in Bangladesh Labour Act 2018, NSSS and other relevant laws and policies

Legislation and policy amendment drafts on selected laws and policies to be submitted to relevant Ministries

Advocacy workshops/national discussions on proposed amendment of policies and laws with relevant ministries and department including BTA

Advocacy workshops/national discussions based on qualitative study/survey results on primary education, child marriage, birth registration, nutrition, maternal/newborn support etc.

Support for relevant stakeholders to initiate Tripartite/bipartite action plans covering decent work, health, education and gender issues including maternity leave/breastfeeding issues at workplace by end of 2020

Joint Media advocacy and Communication materials development and dissemination on policy issues

Capacity building of concerned line ministries and local authorities on Gender responsive budgeting (GRB).

Output 2:

Development of a framework/ strategy for data coordination of existing data on the tea garden workers; and conduct mapping of data collection methods and tools of different agencies including private sectors

Mapping of the social protection services/SS available in the tea gardens

Qualitative study/surveys to understand behaviors, social norms and practice towards health, education, child marriage, nutrition and women's role in decision making process of the tea garden population

Capacity building training for government health workers/ field workers on the monitoring system including design, data collection, analysis and reporting and ensuring reporting health and nutrition data into DHIS 2 through routine MIS system

Joint Media advocacy and Communication materials development and dissemination on policy issues

Output 3:

Capacity development of selected tea garden health facilities to provide Anti-Natal Care (ANC) and Post-natal-care (PNC) and creating demand for institutional delivery

Training to health and nutrition workers to provide IYCF and maternal nutrition counselling services and to ensure SAM screening and referral services for under 5 children

Tracking of pregnant mothers in tea garden for ensuring financial support through lactating and pregnant mothers allowance programme (SS by MoWCA)

Strengthen MPDSR (Maternal Prenatal Death Surveillance Review) to ensure necessary actions are taken to reduce maternal and prenatal deaths

Mobilize public training institutes for the capacity building of selected tea garden school teachers

Monitoring and accountability mechanism for the tea garden schools through District Education Offices

Support to establish model day care centres to provide quality care services to children

Training for government, workers and community on child labour and child marriage

Support for the Registered General Office to increase birth registration

Establish a referral system for children with disabilities to Department of Social Services for appropriate services

Capacity building of service providers on SRHR services, including family planning

Establish grievance mechanisms for access to public services and successfully test it

Capacity building training for DIFE, Labour Department and garden managers, Bangladesh Tea Association and relevant govt. entities to ensure Occupational Safety and Health compliance including a focus on women's OSH

Joint Media advocacy and Communication materials development and dissemination on policy issues

Output 4:

Meetings with mother's groups /pregnant mothers on ante-natal care, institutional delivery, post-natal care and postpartum FP

Training and awareness raising on gender, sexual and reproductive health and rights for volunteers, garden workers

Skills Training Need Assessment (TNA) for identifying different trades of tea garden workers particularly women

Design and implement a pilot short course skills training, including entrepreneurship, apprenticeship and green job-related skills for tea garden workers particularly women linking with industries

Cross Learning Visit/workshop to neighbouring countries to explore the good practices of social protection services towards tea garden workers

Joint Media advocacy and Communication materials development and dissemination on policy issues

Output 5:

Conduct capacity building training on the practices of freedom of association, collective bargaining and sound industrial relations for tea garden workers particularly women at Panchayet, Valley and Central Committee level of Bangladesh Cha Shramik Union

Conduct trainings on negotiation skills, management and leadership for tea garden workers particularly women of Panchayet, valley and central committee leaders of Bangladesh Cha Shramik Union

Provide technical support to Bangladesh Cha Shramik Union for establishing networks with national trade unions and other civil society groups for promoting their rights

Capacity building needs assessment of women workers for building life skills to improve their life and workplace conditions and develop a capacity building package including life skills (negotiation, communication, team building etc.) and customized user-friendly training materials

Life skills training related to improving working and living conditions for the women workers in the selected tea gardens (using participatory techniques and methodology)

Document (video clips) all sessions for reporting and articulation of results for advocacy.

Facilitate open dialogue among the Govt authorities, tea producers, managers and women workers during the celebration of Labour Day, International Women's Day, 16 days of activism for violence against women and girls and other appropriate occasions

Support Cha Sramik union to organize monthly "Gender talk" for changing social norms and gender stereotypes and contribute to a positive and respectful work environment through women's solidarity.

Media report op-ed/articles published in the media (social media, print media) that highlights the women's and children rights and policy issues related to tea gardens.

Joint Media advocacy and Communication materials development and dissemination on policy issues

Joint programme implementation:

Annual meetings of National Advisory Committee

Quarterly meetings of Programme Management Committee

Regular coordination meetings of UN Joint Programme Task Team

Joint evaluation

2.4 Financing

The programme provides value for money due to its pooling of a relatively limited amount of funding in integrated outcomes, with the mix of interventions that it proposes. Its joined-up implementation modality with limited spending on coordination and staffing also adds value for money. The proposed budget was prepared with a minimum cost of the interventions to achieve the maximum efficiency and effectiveness.

The programme invests in SDG acceleration (as outlined in 1.3) notably SDGs 1, 3, 4, 5, 8 and 16. The acceleration action would not occur without the programme or with only the individual existing programmes of agencies as these are focused on addressing selected SDGs only in the relevant sectors. If the resources were invested in separate agency programmes or other types of programmes, they would not reach as many people either and would not have the same kind of upstream effect nor enjoy the political support from high-level authorities such as the Prime Minister's senior SDG Coordinator, senior management of the lead ministry, or the Bangladesh Tea Association. The joint programme therefore both adds value and is also value for money given that USD 2 m is a limited amount to affect real change on the ground in the limited time available.

The programme is primarily geared towards Government making additional national budgets and other funding available for enhanced social protection, and Government and tea garden owners establishing strengthened systems for additional public services available in the tea gardens and by government-run facilities, which should ensure sustainability in the future. If Government makes a structural investment within the context of future national budgetary funding in social protection for tea garden workers and other underserved minority groups to be received through social safety net programmes, then the investment will have a longer-term impact. Financial sustainability will also be created through additional investment by the tea garden owners in improved facilities for better service provision.

The programme may leverage further external financing through engagement with existing development partners such as bilateral donors present in Bangladesh who have already been informed and consulted. Engaging with potential development partners from the outset will also lead to opportunities for future fundraising that should contribute to the longer-term sustainability of the programme.

The programme may also indirectly increase the capacity of civil society/NGOs to leverage funding and financing from development partners by drawing attention to their engagement with the joint programme and other initiatives.

The budget's main focus is on enhancing the social protection of female tea garden workers. Its budget is therefore intrinsically focused on ensuring women's empowerment and advancement, and contributing to gender equality, as the women tea garden workers are among the most left behind among the entire sector. As reflected in the gender marker, the interventions have both a direct and an indirect on the situation of women and girls in the tea garden -e.g. a direct effect would consist of ensuring better social safety net coverage of women, or stronger systems that ensure better health coverage in the tea garden facilities. An indirect effect on women and a contribution to gender equality might be achieved by strengthening the bargaining and negotiations skills of the tea garden unions (BCSU) to reach a tripartite agreement that is advantageous for all the workers. Thus the budget is to a large extent committed to addressing the situation of women and girls and contributing to gender equality.

2.5 Partnerships and stakeholder engagement

The Government will be leading the implementation of the joint programme through the Ministry of Labour and Employment (MoLE), with policy guidance from the Prime Minister's Office. MoLE will serve as the platform and the coordinator for the joint programme.

The four participating agencies will be making their own unique contribution to the joint programme in the sense that they each have a dedicated portfolio, with, for example, strong engagement in norms-based policy and legislative reform, empowerment and capacity development (ILO), system strengthening, policy reform, capacity development, data and research, service delivery and protection (UNICEF, UNFPA) and a focus on capacity development in gender equality, mobilization of civil society and application of empowerment tools (UN Women). The UNCT will be kept regularly updated about the programme and will be involved through seminars, workshops, policy dialogues, parts of research etc. since many of the issues dealt with by the programme also involve portfolios of various UNCT members: e.g. the focus on rural areas, housing, food and nutrition security, health, governance and the rule of law etc.

Other partners, notably the Bangladesh Tea Association of the tea garden owners and business representatives, will contribute to the successful implementation of the programme by providing access to the tea gardens and engaging in constructive national dialogue with Government and the UN and beneficiaries/rights holders on the reform and improvement of the social protection system, system strengthening, and service delivery functions. The Bangladesh Cha Shramik Union will contribute to the policy dialogue and be a strategic partner in women's empowerment and serving as a platform for representation. The rights holders/target group of the programme, the female tea garden workers, will be involved in the sense that they will be consulted and will participate in the programme implementation, and work towards their own empowerment with support from partners.

In preparing the joint programme, consultations have been held with central and local Government, including the Ministry of Labour and Employment, Prime Minister's Office (Principal SDG Coordinator), the Divisional Commissioner in Sylhet and Deputy Commissioner in Moulvibazar, local government authorities in Sreemangal, Bangladesh Tea Association (of owners), managers of tea gardens (for BTA) in Sreemangal, Bangladesh Cha Shramik Union (Tea workers union), Department of Inspection for Factories and Establishment (DIFE), Department of Labour (DoL) and representatives of tea garden workers, including at *panchayat*, divisional and national level.

A field trip was carried out between 15 and 18 September 2019 to support the development of the joint programme. During the visit, representatives of the four PUNOs

and of the RCO met with the women tea garden workers, adolescents, children, health care providers working in the tea garden facilities, care providers in the daycare centre in a garden, union representatives and managers of the government *upazila* health complex, in addition to the above-mentioned local authorities.

Besides this, consultations have been held with non-government organisations who are currently implementing projects in the tea gardens. Furthermore, a consultation meeting was held with the Bangladesh Tea Association (of owners) at the national level.

A consultation was further held with Global Affairs Canada which has been funding UNICEF and UNFPA programmes in the tea gardens. UN Women and UNDP are conducting a study of female tea garden workers entitled “towards a sustainable and ethical Tea sector in Bangladesh” so UNDP was also consulted.

These discussions with both duty bearers and rights holders who will be part of the future Joint Programme have provided valuable insights to guide the development of the Joint Programme and ensure buy-in during the implementation phase.

The joint programme will pool and mobilize expertise from across the UNDS at country, regional and global levels. In addition to the UNCT (as noted above), the regional UN level, including the Regional Economic Commission for Asia and the Pacific (ESCAP) and regional offices of PUNOs may be consulted and engaged as regards policy issues linked to the national social security strategy, data issues that require a regional approach (e.g. SDG measurements) or issues relating to empowerment of various groups left behind, e.g. persons with disabilities where regional processes support a common approach. Other global actors with expertise on social protection, e.g. the UN Human Rights Office (UNOHCHR) may also be engaged to draw on their extensive experience in applying a human rights-based approach as well as dealing with business and human rights strategies.

The joint programme will pool and mobilize expertise and support from beyond the UN Development System at country, regional and global levels, e.g. in Bangladesh, development partners who are currently funding existing programmes or who are engaged in policy and legislative reforms, such as some bilateral development agencies. Some NGOs or social enterprises that have long-standing research engagement and expertise in working with the tea garden communities, and/or who are directly engaged in providing workers’ benefits and decent work, engage in policy reform and in strategic use of the Right to Information Act 2009, may also strategically contribute to the programme.

3. Programme implementation

3.1 Governance and implementation arrangements

The proposed Joint Programme will be led by a National Advisory Committee (NAC) and will be directly managed by a Programme Management Committee (PMC) undertaking joint planning and coordination, monitoring and reporting to ensure coherence and efficiency.

The Government will jointly implement the programme with participating UN agencies ILO, UNICEF, UNFPA and UN Women. Partners will be led by the Ministry of Labour and Employment (MoLE) as lead ministry, Bangladesh Tea Board under the Ministry of Commerce (MoC), the Ministry of Women and Children Affairs (MoWCA), the Ministry of Social Welfare, Bangladesh Tea Association (BTA, comprised of tea garden owners), Ministry of Health (MoH) Director General Health Services, Director General Family Planning, Ministry of Primary and Mass Education (MoPME) and Bangladesh Cha Shramik Union (workers’ union).

A national advisory committee, programme management committee and programme implementation committee will be formed as follows:

National Advisory Committee (NAC): The NAC will have an overall advisory role for the project implementation. It will provide strategic guidance and oversight in achieving the results of the project. The NAC will be co-chaired jointly by the Senior Coordinator for SDGs, Prime Minister's Office, Government of Bangladesh; and the UN Resident Coordinator (Co-chair). Specifically, the Advisory Board will be responsible for:

- Overall oversight of project delivery and monitoring of the progress toward results; including approval of annual workplans.
- Providing technical guidance to ensure the Project is in line with the United Nations Sustainable Development Cooperation Framework as well as national commitments and policies

Members

- Representatives from Bangladesh Tea Association
- Representatives from Bangladesh Cha Shramik Union
- Representatives of participating UN agencies
- Government representatives from the participating ministries/agencies

Observers

- Representative from civil society/NGOs

The NAC will meet annually, and decisions will be made by consensus.

Programme Management Committee (PMC): Guided by the NSC, a Programme Management Committee (PMC) will be co-chaired by the Secretary, Ministry of Labour and Employment, and the International Labour Organisation (ILO) as the Convening Agency to the Joint Programme. The PMC would further be comprised of representatives from the Government partners at the national and sub-national level as appropriate, participating UN organizations, Bangladesh Tea Association and Bangladesh Cha Shramik Union and independent representatives of the tea garden workers. The PMC will meet quarterly to plan and coordinate implementation, ensuring quality assurance of the joint programme.

The programme partners, notably PUNOs and RCO, will ensure regular, ongoing coordination and joint activities through the integration and jointness of their activities and regular ongoing consultations and interaction with programme participants, notably the tea garden workers and other beneficiaries.

Programme partners:

The Ministry of Labour and Employment (MoLE) has capacity to coordinate inter-ministerial bodies delivering the social protection services. They are the addressees of policy advocacy for amending ambiguity of articles of Bangladesh Labour Law (2018 amendment) in favour of tea garden workers. MoLE's Department of Labour (DoL) and Department of Inspection for Factories and Establishment (DIFE) will be key partners for facilitating preparation of tripartite action plan and addressing Organisational Safety and Health issues in the tea sector.

The Senior SDG Coordinator in the Prime Minister's Office is the highest authority on SDG-related policies and programmes and provides guidance to other parts of the Government.

The Ministry of Health (Director General Health System/ Director General Family Planning):

Directorate General of Health System is one of the agencies of the Ministry of Health & Family Welfare of Bangladesh. The main functions of this agency are the implementation of different health programs, health management, planning & execution of different policies through administration. DGHS is key to ensuring that health policies work effectively for tea garden female workers. The Directorate General of Family Planning is a government agency responsible for family planning and is key government partner in

ensuring that female tea garden workers have the appropriate family planning choices, are informed about these choices and empowered to make decisions about their reproductive life.

The Ministry of Women and Children Affairs (MOWCA) handles all issues relating to women's and children's rights, protection and welfare issues. The Prime Minister formally heads the Ministry, and the day to day operations are overseen by a State Minister and Secretary.

The Ministry of Social Welfare (MoSW) is a key counterpart to work on policy analysis and advocacy for integrating tea garden workers issue in to the National social protection strategy. The project will enhance MoSW's capacity on evidence-based policy integration and translating policies into actions.

The Ministry of Primary and Mass Education (MoPME) is the primary counterpart to attend to children's education issues relating to the integration of tea garden workers' children into the national system.

The Office of the Divisional Commissioner and Deputy Commissioner are the local level government entities representing the central/national Government, delivering and coordinating social protection services of different departments, will be project's entry point for monitoring social protection services delivery for the tea workers.

Bangladesh Bureau of Statistics (BBS) is the centralized official bureau in Bangladesh for collecting statistics on demographics, the economy, and other facts about the country and disseminating the information. Its mandate also covers conducting and managing sample vital registration system (SVRS) which collects data of targeted area/population group across vital across multiple sectors relevant to social protection (health, education, employment, etc.)

Bangladesh Tea Association (BTA), the tea garden owners' platform, is instrumental for implementing labour standards and supports the bi-partite action plan. BTA facilitates biennium collective agreement process with Bangladesh Cha Shramik Union (BCSU) every two years interval. Through this biennium collective agreement both BTA and BCSU made consensus to increase their entitlements including wages and benefits. BTA has strong Executive Committee, which is responsible for managing and coordinating with all tea garden owners and relevant ministries. The Sub-Committee for Labour health and Welfare of BTA oversees the field level tea garden management, accelerating the health related services and resolving day-to-day labour disputes between tea garden management and tea garden workers.

Bangladesh Cha Shramik Union (BCSU) is the largest trade union in Bangladesh with more than 117,000 registered workers and the only collective bargaining entity of the tea workers. Capacity and knowledge gaps on labour rights and standards among the union members leads to challenges to bargain with garden owners and Government. The project will build tea workers capacity, especially women, on Bangladesh Labour Law and International Labour Standards; occupational safety and health (OSH); negotiation skills, management and leadership.

Indigenous Peoples' Development Services is an organization that deals with a variety of issues relating to ethnic minorities and indigenous peoples. It supports and strengthens the indigenous communities to develop their own support mechanisms in social, economic and political empowerment; increases understanding of indigenous issues and rights among majority communities at local and national level, supports them to regain and possess their land rights; enables indigenous women, youth and children to become an integral part of sustainable development, and preserves and uphold the language and culture of indigenous peoples. It supports human rights education for indigenous women

and youth, undertakes advocacy and networking, publication and media documentaries, supports environment and livelihood activities, and represents and advocates for indigenous people at the UN Permanent Forum on Indigenous Issues.

The interventions by the Center for Injury Prevention and Research (CIPRB) is aimed at strengthening and improving access of quality of SRH services for the women teagarden workers in 35 teagardens since 2016 and thus, reduce maternal mortality and morbidity. Their ongoing project is linked to the joint programme by increasing knowledge and practices on SRHR among the women and thus, building women empowerment and capacity to seek quality of care and strengthened social protection.

FIVDB is a development organisation established in 1979. The basic objectives of the organisation are to empower disadvantaged women, men and children, contribute in the reduction of poverty, protection and regeneration of eco system and environment. This NGO has in depth and comprehensive experience working on prevention of vulnerabilities of children, preventing child marriage and child labor, and empowerment of adolescents in the tea garden for long. FIVDB has been a supplier of NGO contracting and capacity development services to government and aid agencies internationally for over seventeen years. Managing over seventy million dollars (US\$ 70m) worth of donor funding, and working with over 100 partner NGOs in Bangladesh

Oxfam's involvement in Bangladesh began in 1970, assisting the then cyclone victims, and supporting the people of Bangladesh during the 1971 Liberation War. Oxfam was one of only three organizations honored as a Friend of the Bangladesh Liberation War in 2012. We work with a wide range of partners that include civil society organizations, NGOs, media organizations, foreign and local universities, private sector companies, along with different levels of government. Oxfam's goal is to create a vibrant and equitable society across Bangladesh, where women and men are empowered, jointly exercising leadership and good governance towards building resilient communities. Together with partners in Bangladesh, Oxfam works to reduce the sufferings and loss of lives of people living in disaster-prone areas in Bangladesh and ensure that the most marginalized women and men in Bangladesh would be able to find their way out of poverty.

Breaking the Silence (BTS) is a non-profit, voluntary organization registered under the Department of Social Services and began its journey in 1994. The aim of BTS is to prevent and stop all sorts of child abuse specially sexual abuse of children and creating a secure and child friendly environment in Bangladesh. The organization works to establish child rights, prevent child abuse, child sexual abuse and child marriage, accelerate child-friendly good governance, create opportunities for children to participate in the decision-making process of local government and strengthening the social accountability process, improve the quality of education at the primary and pre-primary level, prevent violence against women, empowering children and women. The organization is working to mobilize community people specially the most vulnerable and marginalized peoples against abuse, sexual abuse, exploitation and violence issues through generating their knowledge and capacities to ensure the protection of children and women and developed a community-based model. BTS emphasizes empowering the children and women of the disadvantaged group through their meaningful participation. At present BTS is working in 20 upazilas of 6 districts named Cox's Bazar, Satkhira, Moulvibazar, Habiganj, Sylhet and Dhaka North City Corporation.

PUNOs:

ILO has been supporting its constituents and its partners to promote decent work in the tea garden industry since 2015. UNICEF in 2018 commissioned an assessment on the situation of children and women in the tea gardens of Bangladesh focusing on health, education, nutrition, WASH, and child protection including a baseline status of 29 SDG indicators. UNFPA, in February 2016, with the Centre for Injury Prevention and Research (CIPRB), Government and tea garden authorities, initiated a pilot midwife-led health

programme in five tea gardens. UN Women in 2019 with UNDP and Unilever Bangladesh has commissioned a needs assessment to identify priority actions towards a sustainable and ethical tea sector, particularly focusing on key human rights and gender concerns. RCO will have overall responsibility for coordination among the PUNOS and will analyse lessons learned for further scaling up of the Joint Programme.

3.2 Monitoring, reporting, and evaluation

Reporting on the Joint SDG Fund joint programme will be results-oriented, and evidence based. Each PUNO will provide the Convening Agency with the following narrative reports prepared in accordance with instructions and templates developed by the Joint SDG Fund Secretariat:

- *Annual narrative progress reports* which will include the result matrix, updated risk log, and anticipated expenditures and results for the next 12-month funding period;
- *Mid-term progress review report* to be submitted halfway through the implementation of Joint Programme¹¹; and
- *Final consolidated narrative report*, after the completion of the joint programme, after the operational closure of the activities of the joint programme.

The Convening Agency will compile the narrative reports of PUNOs and submit a consolidated report to the Joint SDG Fund Secretariat, through the Resident Coordinator.

The Resident Coordinator's office will monitor the implementation of the joint programme and submit data and information to the Joint SDG Fund Secretariat when requested. The Resident Coordinator's office will submit 6-month monitoring updates to the Joint SDG Fund Secretariat. Additional insights (such as policy papers, value for money analysis, case studies, infographics, blogs) will be provided, per request of the Joint SDG Fund Secretariat. A budget has been allocated for monitoring and evaluation.

Data for all indicators of the results framework will be shared with the Fund Secretariat on a regular basis, in order to allow the Fund Secretariat to aggregate results at the global level and integrate findings into reporting on progress of the Joint SDG Fund.

PUNOs will include information on complementary funding received from other sources (both UN cost sharing, and external sources of funding) for the activities supported by the Fund, including in kind contributions and/or South-South Cooperation initiatives, in the reporting done throughout the year.

PUNOs at Headquarters level will be providing the Administrative Agent with the following statements and reports prepared in accordance with its accounting and reporting procedures, consolidate the financial reports, as follows:

- Annual financial reports as of 31st December each year with respect to the funds disbursed to it from the Joint SDG Fund Account, to be provided no later than four months after the end of the applicable reporting period; and
- A final financial report, after the completion of the activities financed by the Joint SDG Fund and including the final year of the activities, to be provided no later than 30 April of the year following the operational closing of the project activities.

In addition, regular updates on financial delivery might need to be provided, per request of the Fund Secretariat,

	Narrative reporting	2020	2021	2022
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¹¹ This will be the basis for release of funding for the second year of implementation.

01	<i>Annual narrative progress report</i>		31 January	
02	<i>Mid-term progress review report</i>		31 March	
03	<i>Final consolidated narrative report</i>			31 December
04	Six month monitoring updates	30 June	30 June	30 June
	Financial reporting			
05	Annual financial reports		31 December	31 December
06	A final financial report			31 December

The project will be implemented for two years. An exit plan will be developed six months before expiry.

In line with the projected results framework, key milestones and indicators may include: (a) policy and legislative analysis completed and national social protection system and its action plan are informed, (b) data convergence models have been demonstrated (c) capacity of duty bearers and rights-holders to advocate and undertake actions against policy and programme gaps has increased (d) system strengthening and quality service delivery by duty bearers has improved (f) rights holders are able to act in a more empowered environment.

The joint programme will be subjected to a joint final independent evaluation. It will be managed jointly by PUNOs as per established process for independent evaluations, including the use of a joint evaluation steering group and dedicated evaluation managers not involved in the implementation of the joint programme. The evaluations will follow the United Nations Evaluation Group's (UNEG) Norms and Standards for Evaluation in the UN System, using the guidance on Joint Evaluation and relevant UNDG guidance on evaluations. The management and implementation of the joint evaluation will have due regard to the evaluation policies of PUNOs to ensure the requirements of those policies are met and the evaluation is conducted with use of appropriate guidance from PUNOs on joint evaluation. The evaluation process will be participative and will involve all relevant programme's stakeholders and partners. Evaluation results will be disseminated amongst government, development partners, civil society, and other stakeholders. A joint management response will be produced upon completion of the evaluation process and made publicly available on the evaluation platforms or similar of PUNOs.

3.3 Accountability, financial management, and public disclosure

The Joint Programme will be using a pass-through fund management modality where UNDP Multi-Partner Trust Fund Office will act as the Administrative Agent (AA) under which the funds will be channeled for the Joint Programme through the AA. Each Participating UN Organization receiving funds through the pass-through has signed a standard Memorandum of Understanding with the AA.

Each Participating UN Organization (PUNO) shall assume full programmatic and financial accountability for the funds disbursed to it by the Administrative Agent of the Joint SDG Fund (Multi-Partner Trust Fund Office). Such funds will be administered by each UN

Agency, Fund, and Programme in accordance with its own regulations, rules, directives and procedures. Each PUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.

Indirect costs of the Participating Organizations recovered through programme support costs will be 7%. All other costs incurred by each PUNO in carrying out the activities for which it is responsible under the Fund will be recovered as direct costs.

Funding by the Joint SDG Fund will be provided on annual basis, upon successful performance of the joint programme.

Procedures on financial transfers, extensions, financial and operational closure, and related administrative issues are stipulated in the Operational Guidance of the Joint SDG Fund.

PUNOs and partners must comply with Joint SDG Fund brand guidelines, which includes information on donor visibility requirements.

PUNOs will jointly and individually take appropriate measures to publicize the Joint SDG Fund and give due credit to the other PUNOs. All related publicity material, official notices, reports and publications, provided to the press or Fund beneficiaries, will acknowledge the role of the host Government, donors, PUNOs, the Administrative Agent, and any other relevant entities. In particular, the Administrative Agent will include and ensure due recognition of the role of each Participating Organization and partners in all external communications related to the Joint SDG Fund.

3.4 Legal context

Agency name: ILO

Agreement title: Concerning of Establishment of An Office of the Organization in Dacca

Agreement date: 25 May 1973

Agency name: UNICEF

Agreement title: Basic Cooperation Agreement between UNICEF and the Government of the People's Republic of Bangladesh

Agreement date: 2 January 1996

Agency name: UNFPA

Agreement title: Standard Basic Assistance Agreement

Agreement date: 1974

Agency name: UN Entity for Gender Equality and the Empowerment of Women (UN Women)

Agreement Title: Basic Agreement concluded between the Government the People's Republic of Bangladesh and UNDP

NB, entered into force on 25 November 1986 (the "Basic Agreement") and mutatis mutandis applies to the activities and personnel of UN WOMEN, in accordance with the agreement concluded by an exchange of letters between UN WOMEN and the Government Agreement Date: 9 October 2014

D. ANNEXES

Annex 1. List of related initiatives

Name of initiative/project	Key expected results	Links to the joint programme	Lead organization	Other partners	Budget and funding source	Contract person (name and email)
The ILO has been implementing a programme on 'Capacity of constituents strengthened to prevent unacceptable forms of work among tea garden women and indigenous workers in target sectors' project since 2015. The project supports the constituents and partners to engage in preventing unacceptable forms of work among indigenous workers, and specifically indigenous women, in the tea garden industry and urban informal economy, with a view to strengthen their capacity, and of constituents to take and follow-through on concrete initiatives.	<p>Improved policies and actions for preventing unacceptable forms of work and improving working conditions for indigenous peoples by mid-2019</p> <p>Enhanced capacities of constituents and indigenous and tribal peoples' organizations on legal and policy processes of relevance to indigenous</p>	Supporting constituents and partners to promote decent work in the tea garden industry since 2015	ILO	Indigenous Peoples Development Services, Bangladesh Cha Shramik Union, Bangladesh Indigenous Peoples Forum, Bangladesh Tea Association	ILO-SIDA Partnership Programme	<p>Mr. Tuomo Poutiainen, Country Director, CO-Dhaka, poutiainen@ilo.org</p> <p>Mr. Alexius Chicham, National Project Coordinator, chicham@ilo.org</p>

	<p>peoples in the world of work</p> <p>Increased understanding and knowledge about the challenges faced by ITP women and men in the world of work in Bangladesh</p>					
<p>1.UNICEF in collaboration with BBS has commissioned a survey to generate evidence on the situation of woemn and childnre in tea gardens</p> <p>2. UNICEF has been implementing a programme to strengthening the capacity of the duty bearers (government and tea association) to provide basic social services (health, nutrition, WASH, education,) to children</p>	<p>1. Increased understanding and knowledge about the situation of women and children in tea gardens</p> <p>2. Improved basic social services for children</p>	<p>1. UNICEF in 2018 commissioned an assessment on the situation of children and women in the tea gardens of Bangladesh focusing on health, education, nutrition, WASH, and child protection including a baseline status of 29 SDG indicators.</p> <p>2. In 2018 UNICEF signed a MoU with Bangladesh Tea</p>	UNICEF	<p>1. BBS</p> <p>2. Bangladesh tea association, Phulki, Civil Surgeon office, Education office,</p>	UNICEF	<p>Mr Tomoo Hozumi Country Representative</p> <p>Email: thozumi@unicef.org</p>

		Association to implement a programme to support to enhance basic social services for the children and their mothers/ caregivers in the tea garden areas.				
Joint programme with UNICEF	Improved basic maternal health services and other social services	UNFPA, in February 2016, with the Centre for Injury Prevention and Research (CIPRB), Government and tea garden authorities, initiated a pilot midwife-led health programme in five tea gardens.	UNFPA	CIPRB	UNFPA	Ms. Asa Torkelsson, Country representative Email: torkelsson@unfpa.org
T Needs assessment to identify priority actions towards a sustainable and ethical tea sector	Provide policy recommendations and identify strategic actions at the macro	UN Women in 2019 with UNDP and Unilever Bangladesh has	UN Women	UNDP	Unilever	Shoko Ishikawa, Country representative, UN

	(government and industry) and micro (tea garden) level to improve compliance of the tea gardens with human rights standards, women empowerment principles and promote ethical business practices.	commissioned a needs assessment to identify priority actions towards a sustainable and ethical tea sector, particularly focusing on key human rights and gender concerns.				Women, email: shoko.ishikawa@unwomen.org
Overall guidance and supervision of joint programming/programmes Guidance and supervision of human rights action/interventions by the UNCT	Implementation of the joint programme follows a human rights-based approach to sustainable development and integrates a gender equality perspective Implementation of the joint programme ensures integrated programme delivery with all	RCO will have overall responsibility for coordination among the PUNOS and will analyse lessons learned for further scaling up of the Joint Programme	RCO	All UN agencies	RCO coordination budget UNSDG Human Rights Adviser programme	Ms. Mia Seppo, UN Resident Coordinator Mia.Seppo@one.un.org Ms. Heike Alefsen, Senior Human Rights Adviser Heike.alefsen@one.un.org Ms. Halima Neyamat, M&E Officer

	four programme agencies and RCO as well as any other UN agencies working on related issues well- coordinated their action and communicating as one.					Halima.neyamat@one.un.org Mr. Zahid Hossain, Human Rights Officer Zahid.hossain@one.un.org
Ma		Unlike other tea producing countries in this region, tea gardens of Sylhet Division have tea workers of different ethnic origins. IPDS has expert knowledge about all of them, which will be very helpful for the JP implementation.	Indigenous Peoples Development Services (IPDS):			Mr. Sanjeeb Drong, President, mail: sanjeebdrong@gmail.com ; telephone: +88 01711804025
	The intervention is aimed to strengthen and improve access of quality of SRH services for the women	The ongoing project is linked to the joint programme by increase knowledge and practices on	Center for Injury Prevention and Research (CIPRB)		UNFPA-supported	Prof. M A Halim, Director, email: halim.ogsb@gmail.com , tel:

	teagarden workers and thus, reduce maternal mortality and morbidity	SRHR among the women and thus, build women empowerment and capacity to seek quality of care and strengthen social protection.				+880171209 4176
Na/	Managing over seventy million dollars (US\$ 70m) worth of donor funding and working with over 100 partner NGOs in Bangladesh PHD has made significant impacts on the health of poor and marginalised people across the country.	PHD has been working with UNICEF/UNFPA for many years and has proven its importance in qualitative research and service delivery	Partners in Health and Development (PHD)			Managing Director, e-mail: info@phd-bd.com
	They are also working with UNFPA through UNFPA's existing partnership with Centre for Injury	SHED is the oldest NGO that has been working in tea garden for last 25 years.				Philip Gain, Executive Director, email: philip.gain@gmail.com , Telephone:

	Prevention and Research (CIPRB)					+880171500 9123
Social Protection, education, health and livelihood.	FIVDB is a development organisation established in 1979. The basic objectives of the organisation are to empower the disadvantaged women, men and children, contribute in the reduction of poverty, protection and regeneration of eco system and environment.	NGO has in depth and comprehensive experience working on prevention of vulnerabilities of children, preventing child marriage and child labor, and empowerment of adolescents in the tea garden for long. FIVDB has been a supplier of NGO contracting and capacity development services to government and aid agencies internationally for over seventeen years.	FIVDB			tbc

Na/	ALRD is a rights-based independent National Policy Advocacy and Networking Organisation committed to the promotion and strengthening of land rights and agrarian reform.	ALRD was established in January 1991. It succeeded the NGO Coordination Council for Land Reform Program (NCCLRP) which was formed in 1987 at the initiative of some of the renowned NGOs in Bangladesh such as Oxfam (GB), Nijera Kori, BRAC, Comilla Proshika, Caritas, GUP, RDRS, Proshika MUK, ASA etc.	Association for Land Reform and Development (ALRD)			
	Effective child care facilities provided with parental awareness on child and development: Phulki started 25 years ago with a vision to endeavour to spark the development of socioeconomic	Phulki has built for itself quite a substantive constituency amongst the disadvantaged working women and children. The	Phulki	tbc	tbc	Ms. Suraiya Haque, Executive Director: phulki@phulkibd.org

	<p>conditions of disadvantaged people particularly women and children. This organization is now managed by staff of 235 persons out of which 224 are young women, which is a unique in Bangladesh today.</p>	<p>systematic work over twenty-five years with children and working women has enabled it to earn goodwill and develop a brand image of childcare and early childhood development (ECD) blended programming in Bangladesh.</p>				
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Annex 2. Overall Results Framework

2.1. Targets for Joint SDG Fund Results Framework

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

Indicators	Targets	
	2020	2021
1.1: integrated multi-sectoral policies have accelerated SDG progress in terms of scope ¹²	1	1
1.2: integrated multi-sectoral policies have accelerated SDG progress in terms of scale ¹³		

Joint SDG Fund Output 3: Integrated policy solutions for accelerating SDG progress implemented

Indicators	Targets	
	2020	2021
3.1: # of innovative solutions that were tested ¹⁴ (disaggregated by % successful-unsuccessful)		
3.2: # of integrated policy solutions that have been implemented with the national partners in lead	1	1
3.3: # and share of countries where national capacities to implement integrated, cross-sectoral SDG accelerators has been strengthened	1	1

Joint SDG Fund Operational Performance Indicators

- Level of coherence of UN in implementing programme country¹⁵
- Reduced transaction costs for the participating UN agencies in interaction with national/regional and local authorities and/or public entities compared to other joint programmes in the country in question
- Annual % of financial delivery
- Joint programme operationally closed within original end date
- Joint programme financially closed 18 months after their operational closure
- Joint programme facilitated engagement with diverse stakeholders (e.g. parliamentarians, civil society, IFIs, bilateral/multilateral actor, private sector)
- Joint programme included addressing inequalities (QCPR) and the principle of "Leaving No One Behind"
- Joint programme featured gender results at the outcome level

¹²Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

¹³Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

¹⁴Each Joint programme in the Implementation phase will test at least 2 approaches.

¹⁵ Annual survey will provide qualitative information towards this indicator.

- Joint programme undertook or draw upon relevant human rights analysis, and have developed or implemented a strategy to address human rights issues
- Joint programme planned for and can demonstrate positive results/effects for youth
- Joint programme considered the needs of persons with disabilities
- Joint programme made use of risk analysis in programme planning
- Joint programme conducted do-no-harm / due diligence and were designed to take into consideration opportunities in the areas of the environment and climate change

2.2. Joint programme Results framework

Result / Indicators	Baseline	2020 Target	2021 Target	Means of Verification	Responsible partner
Outcome By 2021, tea garden workers and their families, especially women, enjoy increased social protection and access to quality public services, notably health, as well as education and decent work, in a safer and more empowered environment					
Output 1 (Policy and legislative advocacy, coordination) Government has improved capacity to identify, address the gaps and coordinate social protection policies, Bangladesh Labour Act and other relevant laws, and to prioritize actions for tea garden workers, particularly women.					
Indicator 1.1. Analysis completed to identify coherence in Bangladesh Labour Act 2018 and NSSS	-Existing Amended Bangladesh Labour Act 2018 -Bangladesh Labour Rules 2015 -National Social Security Strategy 2015	Gap Analysis report of relevant laws and policies completed by mid-2020 joint advocacy workshops/national discussions organized on gap analysis report.	Number of joint advocacy workshops/national discussions organized on the Gap analysis report.	report	Multi-stakeholder engagement with MoLE and ILO lead
Indicator 1.2 Increased number of tripartite/bipartite action plans between BTA, BCSU, MoLE and relevant ministries/department to address the identified gaps and prioritize actions for tea garden, particularly women	Tripartite action plan is not available	Tripartite/bipartite action plans prepared covering decent work and gender issues including education and health sectors		Action plan and reports	ILO, multiagency

1.3 Gender responsive budgeting (GRB) implemented in the concerned ministries and local authorities	0	2	2	Joint policy brief to develop and hold advocacy with relevant line ministries and key stakeholders -capacity building of relevant Govt./ local government on GRB	Multi stakeholder engagement, UN Women led
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Output: 2 (Data) (Capacity of Duty-Bearers)

Government and Bangladesh Tea Association and other actors have increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children.

2. 1 Development of a framework/ strategy for data coordination and mapping of data collection methods and tools of different Government agencies	0	1	1	Mapping report	Multiagency lead by GoB and UNFPA
2.2 Strengthened interagency capacity for coordination and collaboration to collect, analyse and use of disaggregated data for enhancing social protection and basic social services for tea garden	Limited, baseline tbc	2 interagency initiatives	3 interagency initiatives	Action review, reports	Multiagency, UNFPA

workers and their families					
2.3 No. of indicators/ variables collected through the government health MIS (DHIS2) covering the tea garden communities	0 indicators	10	20	DHIS2	Multiagency led by UNICEF
2.4 No. of studies/ surveys conducted to understand behaviors, social norms and practice of the tea garden population	1	1	1	Survey plan and report	UNICEF and UNFPA
2.5 No. of health care providers / multi stakeholders are trained on the collection of data, data processing and reporting	0	100	150	Training report	UNFPA
2.6 No. of data quality assurance visits conducted by data collecting agencies (Govt. and other stakeholders from central and sub-national levels)	0	10	15	Trip report/ monitoring visit report	UNFPA
2.7 No. of quarterly/yearly advocacy meetings at the district/ national level held and data shared	0	3	4	Meeting minutes	UNFPA
2.8 No. of cases raised under access to data mechanisms (including RTI Act) by tea garden	0	2	4	Reports	Interagency

workers or their representatives					
Output 3 (Capacity of Duty-Bearers) Public service providers, including government and tea garden owners, have improved capacities to implement services/programmes mandated in the laws and policies to improve living and working conditions of tea plantation workers, especially women and their family members					
3.1 Number of tea garden health centers connected with GoB health facilities for health and nutrition	0	05	15	Activity Completion Report	GOB Health Ministry, Tea-garden Authorities, UNICEF
3.2 % of tea garden health facilities have increased capacities to provide AnteNatal Care (ANC), Post-natal-care (PNC) and nutrition counselling	38% (BBS Tea garden Survey)	50%	65%	DHIS report 2	GoB Health/Family Planning Department

ng to pregnant and lactating women					
3.3 # of day care centres providing quality care support to the children of working parents	15[R1]	20	40	Programme report	Bangladesh Shishu Academy, BTA, CSO
3.4 No of teachers have increased capacity (TLM/ Pedagogy) to provide quality education in pre-primary and primary cycle		20	24	Programme report	DPE, BTA, CSO
3.5 % of birth registration of children under five years increase	46%		75%	Union Parishad	

d in tea gardens					
3.6 # of Health workers trained on IYCF and maternal nutrition counselling services	0	40	60	Report	GoB Health/Family Planning Department
3.7 % of SAM children identified and referred to health facility	0%	20%	50%	DHIS 2	GoB Health/Family Planning Department
3.8 % tea garden school visits conducted by the UEO/AUEO/URC Instructor	-	20	50	Report	DPE
3.9 # of Bangladesh Tea Association, GoB and parents trained to prevent	0	50	50	BBS, Program evaluation/progress report	MoLE, DSS, Tea Garden Authority

and eliminat e child labour					
3.10 Strengthened capacity of Bangladesh Tea Association/tea garden managers to monitor and ensure Occupational Safety and Health compliance, particularly for women workers in the tea gardens	Baseline to be established	150 participants trained 2020; DIFE Inspectors, Labour Department officials and BTA managers/administration	150 participants trained 2020; BTA managers/administration	Reports	Multi- stakeholders/I LO, MoLE, Ministry of Education et al

Output 4: (capacity of rights-holders)

Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of social protection, human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training, and child protection services.

4.1 # of tea garden workers counseled on social protection/ social safety net programmes, social services and how to	500	1500	2000	Report	Local authorities, UNFPA, other PUNOs
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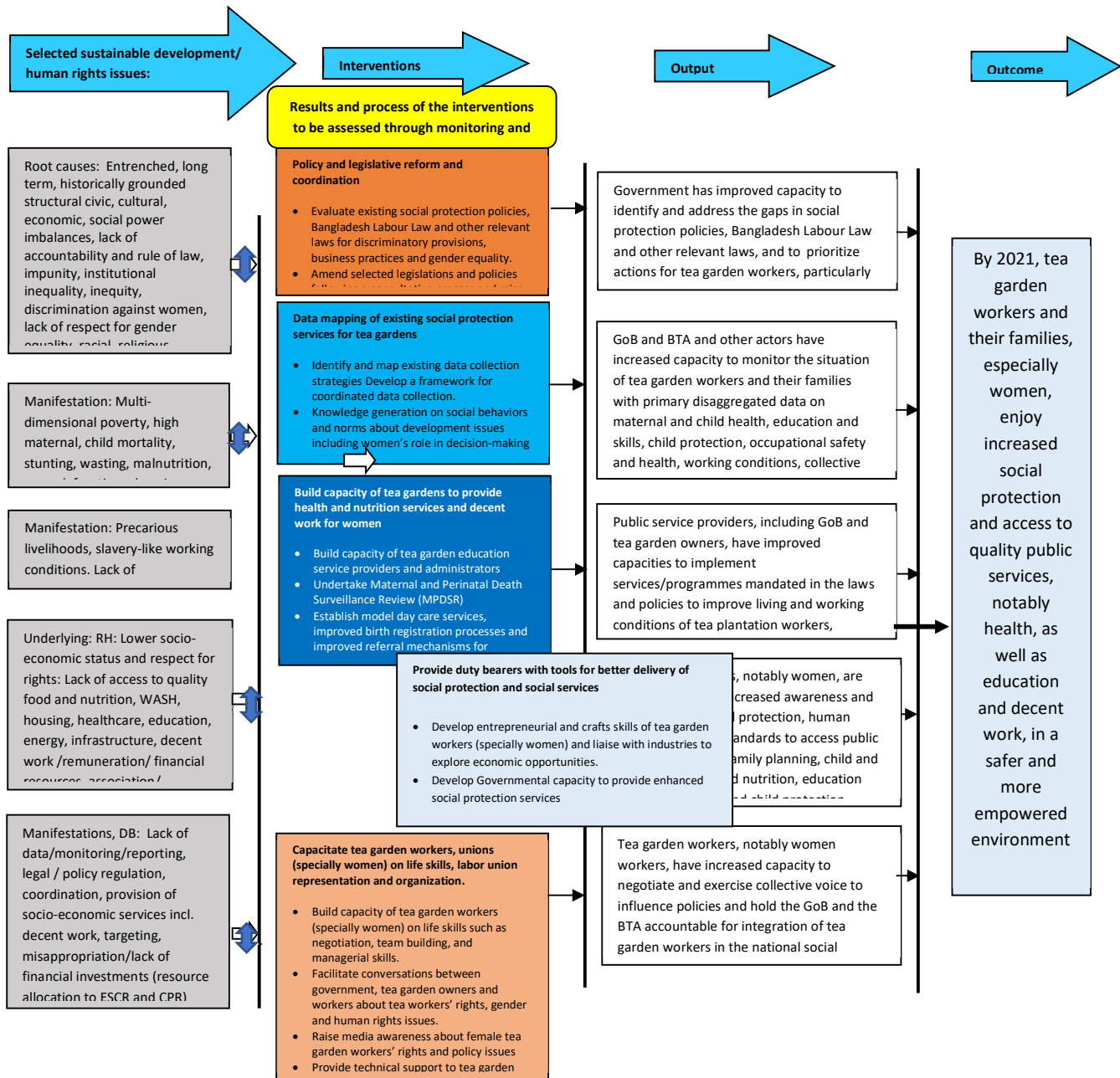
access them (including family planning methods) at the household level/in the courtyard meetings					
4.2 # of satellite clinics have uninterrupted supply of FP commodities without any stock-outs	Nil	25	40	Report	Local authorities, teagarden owners, UNFPA
4.3 % of clients satisfied with the social service delivery, including antenatal care and other health care from the teagarden facilities and public facilities	Nil	25%	40%	Monitoring report	UNFPA, UNICEF, UN Women
4.4 % of facility deliveries increased	Nil	20%	30%	Report	UNFPA
# of new fistula case identified in health facilities and referred	30	50	50	Report	UNFPA
4.5 % of teagarden workers (both men and women) are aware of prevention of sexually transmitted infections and HIV	Nil	20%	30%	Report	UNFPA
4.6 # of awareness sessions organized and held for the adolescent girls on menstrual hygiene, school attendance and other education-related issues	Nil	30	50	Report	UNFPA, UNICEF and UN Women

4.7 Number of tea garden workers particularly women who received new short course training including entrepreneurship, apprenticeship and green job-related skills linking with industries	Baseline will be established after TNA	50 persons trained	50 persons trained	Training report	ILO
4.8 Grievance mechanisms for access to public services established and successfully tested with cases	0	10	20	Report	Interagency
4.9 Strengthened capacity of women to access sexual, reproductive health and rights services including family planning and other services for enhancing social protection	0, baseline tbc	Tbc	tbc	Surveys, reports	Interagency, UNFPA
Output 5: (Capacity of rights holders) Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold Government and the Bangladesh Tea Association accountable for enhanced integration of tea garden workers in the national social protection system.					
5.1 Tea garden women workers and adolescents have enhanced life skills for increased leadership capacity and able to apply at all levels.	TBD baseline to be decided after needs assessment study is conducted.	200 women representatives from Panchayat, valley and national committees	200 women representatives from Panchayat, valley and national committees	Training report	Bangladesh Cha Sramik Union, Multi stakeholder

					engagement, UN Women led
5.2 Women workers voices are raised in the dialogues organized with Govt, BTA, and relevant stakeholders to better communicate and negotiate for their rights.	0	4 events	4 events	Event report	Multi stakeholder engagement, UN Women led
5.3 Created spaces for women workers to learn Gender Equality issues and collectively organized for their rights.	0	12 learning session	12 learning sessions	Event report	Multi stakeholder engagement, UN Women led
5.4 Awareness increased through media advocacy on issues related to the women workers rights at workplace and home. (joint activity of UN agencies)	0	4 op-ed/ media articles	4 op-ed/ media articles	Media report op-ed/articles published in the media (social media, print media) that highlights the	Multi stakeholder engagement, UN Women led

5.5 Tea garden workers, particularly women's capacity enhanced to practice freedom of association, collective bargaining and sound industrial relations	260 tea workers trained	400 tea garden leaders of which 60% women trained by end of 2020	600 tea garden leaders of which 60% women trained by end of 2021	Reports	Multi stakeholder engagement, ILO led
Indicator 5.6 Concluded Biennium collective agreement 2018-2019 between Bangladesh Cha Shramik Union and Bangladesh Tea Association with active participation of women workers and gender perspectives by mid of 2020	2017-2018 biennium collective agreement in place	200 BCSU leaders, Valley and <i>Panchayet</i> leaders, of which 40% women trained by end of 2020	300 BCSU leaders, Valley and <i>Panchayet</i> leaders, of which 40% women trained by end of 2021		

Annex 3. Theory of Change graphic



Annex 4. Gender marker matrix

Indicator		Score	Findings and Explanation	Evidence or Means of Verification
N°	Formulation			
1.1	Context analysis integrate gender analysis	3	Enhancing the enjoyment of rights of women and girls is a major reason for this initiative to enhance social protection of tea garden workers. The project is targeted to women workers in the Tea gardens as they are the most vulnerable groups. Gender equality elements are adequately integrated in the context analysis of this project. Sex disaggregated data on the targeted population is integrated in the problem statement under situation analysis for health, education and nutrition situation of the tea garden workers, and in the discussion of human rights implications.	Prodoc
1.2	Gender Equality mainstreamed in proposed outputs	3	Womens' and girls' rights and Gender equality issues are mainstreamed across the 5 outputs of the project. All 5 outputs explicitly mention women and girls and their living and working conditions.	End project report, Evaluation report
1.3	Programme output indicators measure changes on gender equality	3	The output level indicators are formulated to measure the changes in the lives of women and girls	End project report, Evaluation report
2.1	PUNO collaborate and engage with Government on gender equality and the empowerment of women	3	PUNO collaborates with relevant Government ministries including Ministry of Labour and Employment, Ministry of Women and Children Affairs and other relevant line ministries to strengthen the empowerment of women Tea garden workers.	End project report, Evaluation report
2.2	PUNO collaborate and engages with women's/gender equality CSOs	3	PUNO has strong partnership and linkages with the women's rights organization and CSOs at national level and local level. Each of PUNOs has strong working relationships with CSOs with strong background on women empowerment.	End project report, Evaluation report
3.1	Programme proposes a gender-responsive budget	3	<p>This project is targeted to women tea garden workers' increased social protection. The project budget is allocated to ultimately benefit women workers and their family members. The output level budget is allocated according to the results that make substantial changes in the lives of women and girls in the Tea garden.</p> <p>NB, Beyond the programme budget level, the programme also proposes that gender-responsive budgeting be carried out as part of the programme interventions/activities.</p>	End project report, Evaluation report
Total scoring		3		

Annex 5. Communication plan

1) Overall narrative of the joint programme

Through this joint programme, female tea garden workers in Sylhet Division in Bangladesh, who are 'left furthest behind' and make up about 65% of the approx. 360,000 workers, will have improved access to national social security and local quality social services and be more empowered to claim their rights to health, education, decent work, information and participation.

The social security system will have focused greater attention on coordinated, streamlined interventions, with Government, as well as tea garden owners, taking increasing responsibility to deliver social security outcomes especially for women tea garden workers.

The Joint Programme addresses the right to development and related human rights through a mix of system strengthening and coordination, policy advocacy, capacity development and enhanced service delivery, which will over time lead to improvement in health, education and skills, more decent work, expanding effective coverage of social protection and greater empowerment.

The joint programme aims to support the efforts of relevant ministries, Bangladesh Tea Association and Bangladesh Cha Shramik Union (Tea Plantation Workers' Union (BCSU)) in close consultation with the tea garden workers themselves as the main rights holder / beneficiaries.

2) Strategic approach to key audiences

Key audiences will be:

1. Relevant stakeholders- Government ministries, Bangladesh Tea Association, Bangladesh Cha Shramik Union members and other tea sector associates
2. Global and nationally based stakeholders-development partners
3. Media and general public

They will be reached through social media, conventional media as well as national level workshops/seminars and other direct interventions in the following ways:

Key Audience	What	How
Global and national Audiences-development partners	Promotion	Social Media
Key stakeholders- relevant ministries, tea sector associates, development partners	Advocacy	Round-table seminars etc. discussing policy advocacy and change, showcasing programmatic results

Key stakeholders as well as general public, mass audiences	Advocacy	Printed material-case story booklet
Key stakeholders, relevant ministries, development partners, media, general public	Media/printed, online	Op-eds/interviews with print or electronic media
Government officials, Bangladesh Tea Association, general public, women working in tea sector	Media/Audio-visual	Video showcasing programme background, interventions and results
Women working in tea sector	Information, promotion	Printed materials, some simplified and in pictorials to reach illiterate audience(s) – showing major expected programme results and interventions
		Direct engagement and interaction through discussion circles etc.
		Behaviour change materials (as part of programme activities)

3) Objectives of strategic communication plan

Objectives and interventions:

-Communications capacity in place to contribute to joint programme outcomes, enhancing results of the programme for rights holders and duty bearers

-Communications work carried out on an ongoing basis with a people-focused perspective: raising awareness on current dynamics of the women working in the tea estates and advocate towards their rights, access to education, health, and decent work.

-Communications enhance the joint programme focus on addressing manifestations and underlying causes of the sustainable development and human rights situation of female tea garden workers in Sylhet Division before the broader background of sustainable development in Bangladesh

-Communications enhance joint, common UN interagency work focused on results that showcase the interconnected, innovative, upstream and downstream nature of the joint

programme as a contribution of the UN agencies' new way of working within the context of the UN development system reform

-Communications support future fundraising for Government/UN/development partner joint programmes with a view to increasing programming for groups and individuals that are left behind in the context of social protection in Bangladesh

Indicators and measurements:

Number of roundtables/conferences organized - measured quantitatively and qualitatively by reports, outcome statements

Number and quality of social media posts and reach - results measured by reach (likes and shares), qualitatively by comments/public discussion

Number and quality of op-eds/interviews on print and digital media – measured by reach (likes and shared), results measured qualitatively by comments/public discussion

Reach and quality of case story booklets – quantitatively measured by distribution of copies and by qualitative reference during programme period

Increased awareness, interest and engagement by media and public in the issues relating to female tea garden workers – measured by number of references in public / open source materials survey (research methodology) and qualitatively by number of problem statements and solution/strategy proposals in public discussion

4) Main activities

For the general public, donors, programme partners, rights holders:

1. One case story each at the beginning of the programme and one at the end to illustrate the results, told through stories on social media and traditional media on enhanced social protection in:

*health

*education

*decent work

*access and use of quality public administrative services/social protection safety net

*women's and girls'/ youth/adolescent participation in communities, unions

Methods/ Communications channels: interviews done with female tea sector workers

Responsible organization/focal point: joint programme implementation capacity for communications – communications consultant (on retainer throughout programme implementation period) and individual agency communications staff

Resources: % of 20,000 USD overall allocation towards communication

Timeline/milestone: Year 1 Quarter 2 and Year 2 Quarter 4

2. One case story booklet-more focused on photos, but with 1-2 lines of women and how their lives have been affected as a result of the programme

As needed, these materials will be presented in simplified or pictorial language and dialects used by the programme participants/rights holders, female tea garden workers

Methods/ Communications channels: interviews and photos of female tea sector workers, and their families.

Responsible organization/focal point: joint programme implementation capacity for communications – communications consultant (on retainer throughout programme implementation period) and individual agency communications staff

Resources: % of 20,000 USD overall allocation towards communications budget

Timeline/milestone: Year 2 Quarter 3

3. Regular social media posts highlighting aspects of the situation of female tea garden workers and their families

Methods/ Communications channels: Facebook and Twitter
Responsible organization/focal point: joint programme implementation capacity for communications – communications consultant (on retainer throughout programme implementation period) and individual agency communications staff
Resources: % of 20,000 USD overall allocation towards communications budget
Timeline/milestone: Year 1 Quarters 1-4, Year 2, Quarters 1-4

For policy makers, development partners, PUNOs:

4. Communication materials and media conferences at workshops, outreach activities, round tables organized on policy issues with relevant stakeholders

Methods/ Communications channels: Round-table conferences/workshops
Responsible organization/focal point:
Resources: % of 20,000 USD overall allocation towards communications budget
Timeline/milestone: Year 1, Q1-4, Year 2 Q1-4

5. 1 video that reflects programme interventions and policy issues, featuring the women, Government officials, Bangladesh Tea Association, BCS Union and PUNOs-talking about the programme, in a tea garden and in public service delivery facilities

Methods/ Communications channels: YouTube and Facebook
Responsible organization/focal point: joint programme implementation capacity for communications – communications consultant (on retainer throughout programme implementation period) and individual agency communications staff
Resources: % of 20,000 USD overall allocation towards communications budget
Timeline/milestone: Year 2, Q3

For programme participants/rights holders:

6. Information and promotion materials explaining the expected programme results and interventions, seeking collaboration, as necessary in pictorials and simplified language to support understanding by partially illiterate audience(s)

Methods/ Communications channels: booklet, direct engagement through discussion circles etc.
Responsible organization/focal point: programme partners, joint programme implementation capacity for communications – communications consultant (on retainer throughout programme implementation period) and individual agency communications staff
Resources: % of 20,000 USD overall allocation towards communications budget
Timeline/milestone: Year 1 Quarter 1 (booklet), Year 1, Quarters 1-4, Year 2, Quarters 1-4 (direct engagement)

as part of programme outputs:

Behaviour change materials made to work for and by female tea garden workers, families, communities and other programme participants

Methods/ Communications channels: booklets, direct interventions
Responsible organization/focal point: programme partners
Resources: included in programme
Timeline/milestone: Year 1, 2 throughout

Overall monitoring will be carried out by the Resident Coordinators office, by the lead agency (ILO) and Heads of Agencies supervising the dedicated programme implementation staffing capacity

Annex 6. Learning and Sharing Plan

1) Strategic approach to learning and sharing

Under proposed project a strategic approach to dissemination of knowledge products among the targeted audience will be adopted. Collectively will formulate generic, viable dissemination strategies that will be modified according to the primary purpose. The Project coordinator will coordinate and take lead in implementing the learning and sharing plan.

There are lessons learned from past cooperation about duplication of efforts. The programme harnesses the one-UN approach and ongoing partnerships with GoB and private sector on demonstration of models and advocacy to foster sustainability.

2) Objectives of learning and sharing

- To shorten the gap between knowledge and implementation;
- To ensure the availability of proper data gathering and project findings investing limited resources.

3) Main activities

To maximize the advantages of learning and consistently translate it into improved practice for the programme, learning must be planned and managed well ahead. The teams learn and practice adaptive management would be:

Activity	Responsible	Expected Outcomes	Timeline	Resources
Improving the Learning Culture				
Explaining why the beneficiaries need learning, reducing knowledge gap	M&E / project staff	Improved learning culture	Inception period	Allocation of M&E budget
Build up a framework on learning	M&E / project staff	Structured learning culture	Inception period	
Embedding learning processes				
Make it through group tools (mapping, FGD), workshop, training	Facilitators	Knowledge input in the programme.	In regular Interval	Budget allocation for training/events
Introduce learning with the programme framework.	M&E / project staff	Well prepared strategic framework	Before training/ workshop /mapping exercise	Facilitators

Investing in the capacity to learn				
Follow up the feedback from the training	Facilitators	Evaluation of the adaptability of learning of the beneficiaries	In regular interval	Allocation of training/workshop budget
Assess the adaptability of knowledge and identify specific training activities	Facilitators	Adaptability of knowledge according to the affordability	Before training/workshop /mapping exercise	Allocation of training/workshop budget
Sharing of Learning				
Validation and dissemination of the project findings	M&E / project staff	Visible status of the progress of learning culture	In regular interval	Allocation of training/workshop budget

Annex 7. Budget and Work Plan

7.1 Budget per UNSDG categories

The budget per UNSDG reflects a decision of the PUNOs and directions from the Prime Minister’s Office to spend the majority of the funding on working directly with counterparts in Bangladesh who will be cooperating with the programme partners and supporting the implementation of the activities of the joint programme through transfers and grants. Staff and contractual services/consultancy costs make up other major items in the budget. Equipment and commodities costs have been kept to a minimum. ILO will provide the joint programme coordinator and other joint implementation costs will be covered by all four agencies, notably joint communications, joint evaluation and other costs. RCO will provide human rights advice and support, which has not been costed in this JP budget as it is included in the RCO budget (see also workplan under 7.3).

UNDG BUDGET CATEGORIES	UNFPA		ILO		UN Women		Unicef		TOTAL	
	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUN O Contribution (USD)*
1. Staff and other personnel	82,700		166,992		154,370		25,000		429,062	-
2. Supplies, Commodities, Materials	7,940		4,800		5,000		10,000		27,740	
3. Equipment, Vehicles, and Furniture (including Depreciation)	-		3,400		4,600		15,000		23,000	
4. Contractual services	-		172,798		90,000		100,000		362,798	
5.Travel	-		6,000		7,000		12,000		25,000	
6. Transfers and Grants to Counterparts	376,649		93,000		180,000		295,290		944,939	
7. General Operating and other Direct Costs	1		20,300		26,320		10,000		56,621	-
Total Direct Costs	467,290		467,290		467,290		467,290		1,869,160	
8. Indirect Support Costs (Max. 7%)	32,710		32,710		32,710		32,710		130,840	

TOTAL Costs	500,000	-	500,000	-	500,000	-	500,000	-	2,000,000	-
1st year	267,233	-	265,995	-	260,390	-	257,010	-	1,050,628	-
2nd year	232,767	-	234,005	-	239,610	-	242,990	-	949,372	-

* Additional PUNO contributions not quantified in this budget are partial, in-kind contributions from existing agency programmes: staff time and general operating costs.

7.2 Budget per SDG targets

The budget per SDG targets, based on an informed estimate, shows a fairly equal distribution of resources towards SDGs 1 on poverty, 5 on gender equality and 8 on decent work, with lower expenditure towards SDGs 3 on health and SDG 16 on governance and institutions, and some attention to SDG 4 on education.

SDG TARGETS		%	USD
1	Target 1.3: Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	20	400,000
2	Target 3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	15	300,000
3	Target 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	8	150,000
4	Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	18	350,000
5	Target 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	13	250,000
6	Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	13	250,000
4	<i>Target 16.6 Develop effective, accountable and transparent institutions at all levels.</i>	8	150,000
8	Target 16.9 By 2030, provide legal identity for all, including birth registration.	8	150,000
TOTAL		100	2,000,000

7.3 Work plan (updated)

The work plan reflects a decision of the joint programme partners to undertake a diverse range of activities focusing on social protection policy research, dialogue and reform, data generation and coordination, capacity building of tea garden workers, trade unionists, community organisations and tea garden owners, skills training pilots as well as system strengthening of national and local administrative, social, health care and education service providers.

Outcome: By 2021, tea garden workers and their families, especially women, enjoy increased social protection and access to quality public services, notably health, as well as education and decent work, in a safer and more empowered environment

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
Output 1: Government has improved capacity to identify and address the gaps in social protection policies and Bangladesh Labour Act	1	1	0	Conduct analysis to identify coherence and attention to the business practices and gender equality in Bangladesh Labour Act 2018 and NSSS										Staff costs, contractual services (consultants), workshops/trainings/meetings, travel, logistics, procurement	352,952	352,952	ILO, UN Women, UNICEF, UNFPA	Bangladesh Tea Association, Bangladesh Cha Shramik Union, IPDS, MoLE and relevant ministries/department
	3	3	0	Organize xx number of advocacy workshops/national discussions on proposed amendment of policies and laws with relevant ministries and department including BTA														
	1	1	0	Support xx numbers of relevant stakeholders to initiate/review bipartite agreement/ action plans covering decent work, health, education and gender issues including maternity														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
				leave/breastfeeding issues at workplace														
	0	0	1	Conduct xx number of analysis to identify coherence and attention to the discriminatory provisions, business practices and gender equality in Bangladesh Labour Act 2018 and NSSS Development of a policy brief containing recommendation for strengthening social protection for tea garden workers														
	1	1	0	Capacity Building of relevant Government Officials and other key stakeholders on Gender responsive Planning and Budgeting (GRPB) for addressing social														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
				protection issues in the national policies and local level implementation.														
Output 2: Government and Bangladesh Tea Association have increased capacity to monitor the situation of tea garden workers and their families with primary disaggregated data on maternal and child health, education and skills, child protection, occupational safety and health, working conditions, collective agreement and empowerment of women and children	1	1	0	Development of a framework/ strategy for data coordination of existing data on the tea garden workers; and conduct mapping of data collection methods and tools of different agencies including private sectors										Staff cost, contractual services (consultants), workshops/trainings/meetings, travel, logistics, procurement etc.	270,800	270,800	UNFPA, UNICEF, ILO, UN Women	Advocacy and capacity building with line ministries and local Govt., implementing partner CIPRB
	1	1	0	Mapping of the social protection services/SS available in the tea gardens														
	25	0	0	Qualitative study/surveys to understand behaviors, social norms and practice towards health, education, child marriage, nutrition and women's role in decision making process of the tea garden population														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	1	0	Conduct capacity building training for government health workers/ field workers on the monitoring system including design, data collection, analysis and reporting and ensuring reporting health and nutrition data into DHIS 2 through routine MIS system														
	4	4	0	Collect COVID-19 related data from the selective intervention teagardens (teagarden facility level) * subject to the lockdown having been lifted										Budget related tool development, training, data collection, analysis and reporting; (separate chapter on tea garden), reporting and dissemination	23,000	23,000	UNFPA Lead/UNICEF, UN Women, ILO	CIPRB
	0	1	0	JP Contribution to Assessment of Economic fallout of COVID 19 on most vulnerable groups (including tea garden workers) that are without social protection													UNICEF lead, UN Women, ILO, UNFPA	CIPRB

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
				* subject to the lockdown having been lifted														
Output 3: Public service providers, including government and tea garden owners, have improved capacities to implement services/programmes mandated in the laws and policies to improve living and working conditions of tea plantation workers, especially women and their family members	1	0	0	Capacity development of selected tea garden health facilities to provide Anti-Natal Care (ANC) and Post-natal-care (PNC) and creating demand for institutional delivery										Staff cost, contractual services (consultants), workshops/trainings/meetings, travel, logistics, procurement, grants to CSOs	325,319	325,319	UNICEF, UNFPA, ILO, UN Women	Bangladesh Tea Association, Bangladesh Cha Shramik Union, IPDS, MoLE, DIFE, DoL and relevant ministries/departments
	10	10	0	Provide training to health and nutrition workers to provide IYCF and maternal nutrition counselling services and to ensure SAM screening and referral services for under 5 children														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	0	0	Tracking of pregnant mothers in tea garden for ensuring financial support through lactating and pregnant mothers allowance programme (SS by MoWCA)														
	1	0	0	Strengthen MPDSR (Maternal Parenatal Death Survelience Review) to ensure necessary actions are taken to reduce maternal and parenatal deaths														
	1	2	0	Mobilize public training institutes for the capacity building of selected tea garden school teachers														
	2	0	0	Ensure monitoring and accountability mechanism for the tea garden schools through District Education Offices														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	12	13	0	Support to establish model day care centres to provide quality care services to children														
	5	0	0	Organize training for government, workers and community on child labour and child marriage														
	1	0	0	Support the Registered General Office to increase birth registration														
	1	0	0	Establish a referral system for children with disabilities to Department of Social Services for appropriate services														
	21	0	0	Capacity building of service providers on SRHR services, including family planning (UN Women)														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	21	0	0	Establish a record keeping system for birth registration and regular coordination between UP and tea garden health facilities														
	1	0	0	Special programme (on spot birth registration) in school and communities for ensuring birth registration of all primary school age children														
	8	8	0	Conduct capacity building training for garden managers, Bangladesh Tea Association and relevant govt. entities to implement BLA & BLR and ensure Occupational Safety and Health compliance including a focus on women's OSH														
	0	0	1	Development of material on good practices, lesson														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
				learn and dissemination														
	16	3	0	Establish link to current social protection system available. Advocacy with LGIs (UP) to include the TG people in the existing VGD,VGF list.										19 consultations with Panchayat* 20 USD=380	27,805	27,805	UNICEF, ILO	FIVDB, IPDS
	6	0	0	Orientation on referral of suspected cases of COVID 19 to the nearest isolation center (DH/UHC) from tea garden health facility * subject to the lockdown having been lifted										6 Batches in 6 Upazila of Moulvibazar, Sylhet and Habiganj			UNICEF, UNFPA	FIVDB, CIPRB
	6	0	0	Training on infection prevention and control (IPC) for the service providers of tea garden health facilities * subject to the lockdown having been lifted										06 Batches in 6 Upazila of Moulvibazar, Sylhet and Habiganj				FIVDB, CIPRB

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	12	12	0	Disseminate COVID 19 messages using mike through the tea gardens temples, mosques and health dispensaries four times a day										25 Tea gardens* 215 USD (cost is required only for 1st year)			ILO,UNFPA,UNICEF, UNWomen	FIVDB, CIPRB
	12	12	0	Disseminating lifesaving messages through billboard at the health service points and support to establish model hand washing facilities in health service points										25 Tea gardens* 353 USD* 2 ponts (cost is required only for 1st year)			UNICEF, UNFPA	FIVDB, CIPRB
Output 4: Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of social protection, human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training	420	420	0	Meetings with mother's groups /pregnant mothers on ante-natal care, institutional delivery, post-natal care and post partum FP										Staff cost, contractual services (consultants), workshops/trainings/meetings, travel, logistics, procurement, grants to CSOs	296,883	296,883	UNFPA, ILO, UN Women, UNICEF	TVET institutes in Moulvibazar and Sylhet, Bangladesh Tea Association, Bangladesh Cha Shramik Union, IPDS, MoLE, DIFE, DoL and relevant ministries/departments
	1	1	0	Training and awareness raising on gender, social protection, sexual and reproductive health and rights, education for														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
and child protection services.				volunteers, garden workers														
	50	50	0	Community sensitization on SRHR issues in the selected teagarden														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	80		0	Community Fistula identification, referral and management														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
		100																
	1		0	Organize awareness sessions with adolescents on menstrual hygiene, adolescent health in selected gardens														
	1	1	0	Organize meeting with religious and local leaders, tea garden union/associations														
	1	1	0	Facilitate open dialogue among the Govt authorities, tea producers, managers and women workers during the celebration of Labor Day, International Women's day and 16 days of activism for violence against women and girls etc.														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	1	0	Conduct Skills Training Need Assessment (TNA) for identifying different trades of tea garden workers particularly women														
	1	1	0	Linkage building with existing skills training institutes to provide entrepreneurship, apprenticeship and green job-related skills for tea garden workers particularly women linking with industries														
		0	1	Lesson learning workshop and sustainability to explore the good practices of social protection services towards tea garden workers														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	1	0	Building awareness of the female tea garden workers and panchayet members/ local govt. on social protection/ social safety net programmes, social services and how to access them (including family planning methods) in the courtyard meetings during COVID-19 include infection prevention and control (IPC). * subject to the lockdown having been lifted										800 female teagarden workers and another 200 panchayet members / elected members/ will aware on SRHR, family planning, and social protection include prevention from COVID-19. Total 50 sessions (50*40USD) Budget will require for foods and logistics and arrangement cost	7,410	7,410	UNFPA lead with UNICEF, ILO and UN Women	CIPRB
	12	1	0	Awareness building using miking at the tea gardens temples, mosques and health dispensaries on COVID-19 * subject to the lockdown having been lifted										10 tea gardens(10 *215USD), cost will include hiring mike (PA system), transport, mikeman, food etc.				

Output	Annual target/s			List of activities	Time frame (2020-2022)										Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	12	0	Building awareness using local dish channels on COVID-19 and SRHR issues										10 Intervention tea gardens (10*326USD) rental/subscription cost only					
	2	1	0	Number of awareness sessions organized and held for the adolescent girls on menstrual hygiene, school attendance and other education-related issues * subject to the lockdown having been lifted									25 sessions with adolescent girls will cover building awareness on COVID-19 prevention in selected gardens (25*40USD), budget will require for foods and logistics and arrangement cost	9,500	9,500				
	50	2	0	Number of health care providers are trained on the sexual health, women's rights issue, STDs/ HIVs, Gender based violence during COVID-19 * subject to the lockdown having been lifted									05 batches trainings for the health care providers in the tea gardens and adjacent UH&FWCs (DSA, logistics, foods, venue etc.) [5 *500 USD)						

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	6	50	0	Ensure COVID friendly SRHR services in the intervention teagarden health facilities										Promotion of hand hygiene for the pregnant women/ female health workers coming to facilities in 10 teagardens (100*10 gardens) through awareness building. 10 display boards in 10 intervention garden facilities (10*200USD				
	6	10	0	SBCC materials for COVID-19 related awareness building among the female teagarden workers to receive quality fistula care										printing of SBCC materials for awareness building on COVID-19				
Output 5: Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold the Government of Bangladesh and the Bangladesh Tea Association accountable for enhanced integration of tea garden workers in the national social protection system	25	12	0	Conduct capacity building training on the practices of freedom of association, collective bargaining and sound industrial relations for tea garden workers particularly women at Panchayet, Valley and Central Committee level of Bangladesh Cha Shramik Union										Staff cost, contractual services (consultants), workshops/trainings/meetings, travel, logistics, procurement, grants to CSOs	316,498	316,498	ILO, UN Women, UNICEF, UNFPA	Bangladesh Tea Association, Bangladesh Cha Shramik Union, IPDS, Women and Children Department, MoLE, DIFE, DoL and relevant ministries/departments

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	500	25	0	Conduct trainings on negotiation skills, management and leadership for tea garden workers particularly women of Panchayet, valley and central committee leaders of Bangladesh Cha Shramik Union														
	2	432	0	Provide technical support to Bangladesh Cha Shramik Union for establishing networks with national trade unions and other civil society groups for promoting their rights														
	25	2	0	Assess capacity building needs of women workers for building life skills for improving their life and workplace condition.														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	2	0	0	Develop capacity building packages including life skills (negotiation, communication, team building etc.) and customized user-friendly training materials														
	4	2	0	Conduct session on the life skills and issue related to improving working and living conditions for the women workers in the selected tea gardens. (using participatory techniques and methodology)														
	12	4	0	Document (video clips) all sessions for reporting and articulation of results for advocacy.														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	5	13	0	Facilitate open dialogue among the Govt authorities, tea producers, managers and women workers during the celebration of Labor Day, International Women's day and 16 days of activism for violence against women and girls etc.														
	13	5	0	Support Cha Sramik union to organize "Gender talk" once in a month for changing social norms and gender stereotypes and contribute to a positive and respectful work environment through women's solidarity.														
	20	12	0	Media report op-ed/articles published in the media (social media, print media) that highlights women's rights, children rights and policy issues related to Tea garden.														

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	20	0	Conduct a needs assessment on the socio-economic impact of COVID-19 on the lives of women tea garden workers and their family members in order to develop recommendations (short, medium and long term) and link to HCCT Bangladesh nationwide socio-economic needs assessment. This will be conducted in close consultation with BTA and Government of Bangladesh in order to integrate these recommendations into the national health and social protection measures. * subject to the lockdown having been lifted										Develop questionnaire and hiring moderators to conduct assessment via cell phone-USD 3,000	12,000	12,000	UN Women Lead,	Oxfam

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
	1	0	0	Gender responsive guidelines for safety at workplace and community to combat the effect of COVID-19 to develop for the women Tea garden workers and their family members * subject to the lockdown having been lifted														
Joint programme implementation	1	0	1	Annual meetings of National Advisory Committee, Quarterly meetings of Programme Management Committee, meetings of UN programme task team													all + RCO	
Programme Coordinator (NOB)	10	1	3	coordination, annual/quarterly meetings										staff costs	166,992	166,992	ILO	
Final Independent Joint Evaluation	0	0	1	Joint evaluation in 2022										evaluation	40,000	40,000	Cost Shared among the PUNOs (ILO, UNFPA UNICEF, UN Women 10,000)	
Joint Communication Consultant	12	0	3	See communications plan										consultancy costs	20,000	20,000	Cost Shared among the PUNOs (5,000 each)	

Output	Annual target/s			List of activities	Time frame (2020-2022)									Planned Budget			PUNOS and Implementing partner/s involved	Implementing partner/s involved
	2020	2021	2022		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Overall budget description	Joint SDG Fund (USD)	Total Cost (USD)		
Human Rights Advice & Coordination	12	12	3	Support programme implementation based on HRBA, develop capacity of programme partners and PUNOs										RCO coordination	-	-	RCO	
Indirect Cost						12									130,841	130,841		
Grand Total															2,000,000	2,000,000		

Annex 8. Risk Management Plan

Assumptions, risks and initial mitigation plans:

Achievement of SDGs and universal human rights compliance remain a priority for Government and BTA: There is GoB commitment to integrate SDGs into national development, including the NSSS and to implement human rights treaties and ILO's core labour standards, which the joint programme will build upon. Continuous dialogue and showcasing of intermediate outcomes and added value of the innovative approach will mitigate risks.

The political situation of Bangladesh remains relatively stable, but it can be expected that the country will be facing periods of political or social unrest, including labour disputes: The biennium collective agreement between BTA and BCSU occurs on a regular basis through negotiation, and the Department of Labour monitors the implementation of agreed points. Conflicts are more likely to occur within other sectors, notably the garment industry in Dhaka, and the jute sector in other areas of the country. The Joint Programme team will be continuously reviewing this risk to develop relevant strategies to pre-empt or as necessary manage to ensure flexible scheduling and implementation of activities.

The COVID-19 pandemic halted lives to large extend. This emergency has created an unprecedented situation and put all agencies in a uniquely challenging environment. While the countrywide lockdown was underway and there was no scope for having face to face meetings with implementing agencies and tea gardens, the JP embarked on alternative communication channels like conference calls, video conferencing, endeavouring to keep the coordination process uninterrupted.

The political situation of Bangladesh remains relatively stable despite labour disputes particularly in the tea sector due to lay off and reducing the salaries/wages for COVID-19 pandemic induced lockdown. The consultation process of collective biennium agreement 2019-2020 halted for several months which created unrest among Bangladesh Cha Shramik Union and organized human chain in protest of finalizing their biennium collective agreement. Finally, the collective biennium agreement concluded. The Joint Programme team organized virtual meeting with BCSU and BTA and urge BTA for conclusion the collective agreement.

Key stakeholders are not used to coping with alternative communication and coordination mechanisms for instance webinar and because of this barrier the limited presence of government officials and key stakeholders was observed during the first year. The JP will strengthen the COVID-19 precautions measures and populate the online technologies among the tea garden authorities, government officials, tea garden workers so that they can participate in the trainings, workshops/meetings actively in the 2021.

The level of motivation of tea garden workers and their family members to change their myth, mind-set, perception and social practices towards gender role required continuous motivational sessions. The JP will further strengthen and review its work plan for organizing series of motivational and awareness sessions in 2021.

Subsequent to receiving support from key Government partners and the Prime Minister's SDG Adviser, the JP management was informed that it required further formal approval from the Economic Relations Division, Ministry of Finance. The UNRC Office submitted a Memorandum of Understanding (MoU) to Government on 14 February 2020. Due to COVID-19 pandemic induced lockdown, the approval process delayed. The joint programme team closely coordinated with ERD and finally the ERD convened inter-ministerial meeting on 15 October 2020 and approved the joint programme.

Access to tea garden during the pandemic and lockdown was challenging for implementing partners and consultancy firms. As part of COVID-19 precautionary measures the tea

garden authorities did not allow publicly but case to case access to gardens were allowed. The JP team members coordinated with BTA for mutual understanding of reaching tea garden workers for uninterrupted communication

PUNO's monitoring at the division and district level was interrupted due to COVID-19. The PUNOs adopted distance monitoring modalities through webinar , tele-conferencing and limited in person meeting;

Increased financial and human resources to social security remain commitments from Government, complemented by BTA and UN agencies/private sector; and Government and BTA remain committed to monitoring and tracking budget allocation and utilization. There is a risk of corruption that will be addressed by human rights due diligence assessment of workers with particular stakeholders.

Government, BTA and BCSU might oppose and disagree to implement the joint programme if their actual or perceived interests, including increased funding from Government for social security, are not met. This might cause delay to the project interventions. With strengthened capacity and sensitization of the win-win outcome of each partner's actions leading to enhanced social security as well as to enhanced reputation of Government, BTA and BCSU, it is expected that partners will more readily coordinate and integrate the rights of tea garden workers to social security in their policies and programming and identify and address social protection gaps through concrete measures, including delivery of improved services.

It is an underlying assumption of the programme that interventions are designed in a way that human rights will be upheld and manifestations of capacity gaps are addressed. A further assumption is that partners are able to implement the joint programme without major risks of corruption, being influenced by peddling of interest or conflicts of interest. In order to address this, human rights risk assessments regarding the overall programme approach and the role and capacity gaps of stakeholders will be undertaken in the course of the joint programme from a due diligence perspective and measures put in place to ensure that programme support is provided in a manner consistent with the purposes and principles as set out in the Charter of the United Nations, and is compliant with and promotes the respect for international human rights law. This will involve regular discussions with programme partners on ethics of programme implementation and on the UN's social, environmental and other standards that underlie programme implementation and must be applied, including any complaints mechanisms that may exist for programme beneficiaries in case they feel that the programme inflicts harm on them as it is not being implemented in accordance with the stated objectives and methods.

An assumption is that challenges in terms of social beliefs and norms about gender roles restricting women and girls from accessing public spaces, infrastructure and seeking quality services will continue to remain strong due to various factors outside the control of the joint programme. Taking cognizance of some of these entrenched issues, some previous approaches to social protection of tea garden workers had followed a more limited, needs-based, system-strengthening and service-delivery approach with limited focus on changing underlying and manifestly structural issues, such as discrimination and power imbalances that create living conditions resembling modern slavery. While the joint programme will not achieve impact-level change at the roots given the implementation period of two years and funding of 2 million dollars, it can contribute to awareness raising of the need to address deeper institutional and structural issues.

Generally, any risk with 2-year programmes is that legislative and regulatory frameworks are slow to change, and visible results may be delayed. Yet the creation of momentum forged through new partnerships between Government, BTA, BCSU, tea garden workers and the UN, all with the same aim to improve social protection and improve working conditions in the tea industry, should support achieving results more rapidly. As part of a strategy of strengthening national capacities and ownership, the UN agencies will also

continue to invest in improving the financial management systems and capacity of the partner organizations.

The Joint Programme may reach out to global, regional or national stakeholders for support through external monitoring of progress, through lessons learned and good practice exercises that might showcase the value of the intervention and lead to a multiplier effect for other countries and UNCTs with similarly left behind population groups in tea or other crop sectors.

Risks	Risk Level: (Likelihood x Impact)	Likelihood: Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Essential - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Org./Person
Contextual risks					
Major policy shifts	Medium 8	2	4	regular review and early warning of GoB initiatives	RC/O, PUNOs
Risk of corruption	High 12	3	4	regular practical awareness raising of UN programming principles, HRDD application, anti-corruption training	RC/O, all PUNOs
Global Corona Virus (COVID-19) pandemic and limit of mobility due to lockdown	High 12	1	5	JP Task Team closely monitor the situation; Repurposed interventions and adoption of alternative strategies (webinar platform) for delivering training, workshops and meeting instead of physical presence	RC/O, all PUNOs
Programmatic risks					
Lack of capacity to implement, lack of delivery of programme results after 1 year threatening receipt of second instalment of funds	High 12	3	4	ensuring swift recruitment of JP staff, establishment of PIU, regular delivery rate monitoring	all PUNOs, RC/O
lack of full implementation	Medium 8	2	4	regular consultation with stakeholders, regular delivery rate monitoring	Government, BTA, all PUNOs, RC/O
Lack of access to information technologies	Low 4	1	2	JP Task Team provide orientation on electronic devices, information technologies to BCSU leaders to part in the webinar platforms	PUNOs, RC/O, BCSU, BTA
Institutional risks					
Lack of collaboration by programme partners (government and Employers) particularly during COVID-19 induced lockdown	Medium 9	3	3	regular consultation with transparency, creation of ownership The JP team members coordinated with BTA for mutual understanding of reaching tea garden workers for uninterrupted communication	Government, BTA, all PUNOs, RC/O
Lack of collaboration and integration of PUNOs in JP, siloed work with lack of transformative impact	High 12	3	4	regular consultation among PUNOs, implementing staff to be advised about their interagency role	RC/O, all PUNOs

Delay ERD approval of Joint Programme	High 12	3	4	Regular consultations with ERD and MoLE on the MoU modality and TAPP approval	RC/O and ILO
Fiduciary risks					
Partners not performing their duties in relation to the best interest of the beneficiaries, corruption	Medium 9	3	3	Regular consultation, stringent audits, training on ethics, and financial, accounting standards of UN	RC/O, all PUNOs, Government, BTA