

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

UN Support for Women's Empowerment and Gender Equality

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

UNDAF

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

NARRATIVE

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

UN Support for Women's Empowerment and Gender Equality

Programme Period: 2008-2012

Programme Title: Gender Equality and Women's Empowerment

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

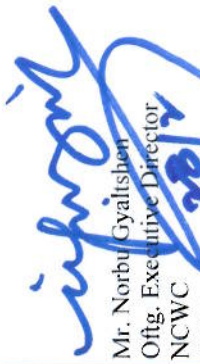
Duration: 18 Months (Jan 2011—June 2012)


Estimated 18 months budget: \$653,415

Allocated resources:


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

Agreed by Implementing Partners:



Mr. Norbu Gyalshen
Offg. Executive Director
NCWC
Date: 28/2/2011



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

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


Mr. Karma Tshiteem
Secretary
GNH Commission
Date: 24/2/2011

Agreed by UN Agencies:


Ms. Claire Van der Vaeren
UN Resident Coordinator
UNDP Res Representative
Date: 28 Feb 2011


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



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

18 Months Rolling Work Plan for Jan 2011 - June 2012

EXPECTED CP OUTPUTS and indicators including 18 months targets	PLANNED ACTIVITIES										PLANNED BUDGET					
	List all activities including M&E to be undertaken during the year towards stated CP outputs										Source of Funds		Budget Description		Amount (US\$)	
	TIMEFRAME		RESPONSIBLE PARTY		UN		Implementing Partner		UN		Source of Funds		Budget Description		Amount (US\$)	
		2011		2012												
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4					2011	2012	Total
CP Output 4.2.1: Enhanced national capacity in awareness raising, implementation and reporting of ratified international conventions and treaties	Indicator 1: Number of national and shadow reports on ratified international treaties and conventions submitted in time. Baseline: CRC-1, CEDAW-1, UPR-0	X	X													
	Target 1: CRC-2, CEDAW-2, UPR-1	X	X													
Indicator 2: Number of different target groups sensitized on CRC and CEDAW Baseline: N/A	Target 2: General public: 40000, Decision makers: 300, RBP Officers: 2116, Religious personnel: 1500	X	X													
Indicator 3: Number of complaint and response mechanism (CRM) functioning Baseline: N/A	Target 3: CRM in Drajshang and Police	X	X													
Target for Human Trafficking:	1) Evidence based study on Human Trafficking in Bhutan published	X	X													
	2) 10 male and 10 female, total 20 for target groups, 20 Member of Parliaments (including all women MPs), 35 officials from MOHCA, MOLHR, RBP, Border Check points	X	X													
	3) 2-3 cross border partners identified and meetings conducted	X	X													
	ii. Training in database management (1 week in country training)	X	X													
	Expansion of the WCPU/WCPD; establishment:	X	X													
	a) Expansion in Wangdi district	X	X													
	b) Expansion in Paro district	X	X													
	Support to NCWC for Mainstreaming Gender and Women's Empowerment in Bhutan															
	Result 1: Institutional Mechanisms in place to address Human Trafficking issues in Bhutan															
	a) Study on the human trafficking situation in Bhutan															
	b) Awareness Campaigns for Target Groups, sensitization workshop for parliamentary committee and relevant stakeholders	X	X													
	c) Mapping of Partners within and across border and subsequent coordination meetings	X	X													
	d) Capacity of NCWC strengthened; Attend international conferences/seminars and meetings related to human trafficking	X	X													
	Result 2: Enhanced awareness on the National Plan of Action for Gender (2008-2013)	X	X													
	a) Sensitization workshops for sectors and GPPs at national level conducted	X	X													
	b) Sensitized and awareness created among Dzongdas, DT, GT chairpersons on gender equality and equity, gender issues and concerns, and of the Government's international commitments and legal obligations	X	X													
	Launch of SOWC:															
	a) 2011															
	b) 2012															
	Support to addressing issues of Child Labour:															
	a) Design and conduct campaigns to raise awareness of the negative effects of exploitative child labour	X	X													
	Observation of International Day against Child Labor (June 12th) (Mol.HR)	X	X													
	Support to the CRM in RBP	X	X													
	a) Server reinstallation	X	X													
	b) Workshop to develop the SOP on the CRM (police)	X	X													
	c) Development of database for women and children in contact and in conflict with the law	X	X													
	i. National TA (ToR)															
	ii. Training in database management (1 week in country training)	X	X													
	Expansion of the WCPU/WCPD; establishment:	X	X													
	a) Expansion in Wangdi district	X	X													
	b) Expansion in Paro district	X	X													

18 Months Rolling Work Plan for Jan 2011 - June 2012

EXPECTED CP OUTPUTS and indicators including 18 months targets	PLANNED ACTIVITIES List all activities including M&E to be undertaken during the year towards stated CP outputs		TIMEFRAME		RESPONSIBLE PARTY		PLANNED BUDGET					
			2011		UN	Source of Funds	Budget Description	Amount (US\$)		Total		
			Q1	Q2				Q3	Q4		2011	2012
<p>CP Output 4.2.2: Capacity of the judiciary, law enforcement and relevant agencies strengthened in developing and implementing juvenile justice system and women and child friendly procedures.</p> <p>Indicator 1: Number of courts and police stations exercising women and child friendly procedures. Baseline: 1 WCPU Target 1: 4 WCPU</p> <p>Indicator 2: Number of officials from relevant agencies with enhanced capacities on Child Care Protection intervention procedures Baseline: NA Target 1: 30 monastic head, 50 RBP officers, 10 CSO heads Baseline: N/A Target 2: 30 monastic head, 30 RBP officers, 10 CSO heads</p>		<p>Develop curriculum to include women and child friendly procedures in RBP a) Hiring of TA (International - ToR)</p> <p>b) Consultation workshop</p> <p>c) Training of Trainers on the new curriculum (15 - Jigmeling and Tashi gatshel)</p> <p>Supporting implementation of child friendly procedures in the Monastic institution a) Development of alternative forms of discipline b) TA (ToR)</p> <p>b. Training of Trainers</p> <p>c) Roll out training</p>	X	X			UNICEF	RR	Cash	15,000	0	15,000
			X				UNICEF	RR	Cash	1,500	0	1,500
			X				UNICEF	OR	Cash	10,000	0	10,000
			X				UNICEF	OR	Cash	15,000	0	15,000
			X				UNICEF	OR	Cash	5,000	0	5,000
				X			UNICEF	OR	Cash	10,000	0	10,000
					X		UNICEF	OR	Cash	8,000	0	8,000
				X			UNICEF	OR	Cash	5,000	0	5,000
						X	UNICEF	OR	Cash	12,600	0	12,600
						X	UNICEF	RR	Cash	4,000	0	4,000
			X			UNICEF	OR	Cash	10,500	0	10,500	
				X		UNICEF	RR	Cash	5,000	0	5,000	
			X			UNICEF	OR	Cash	4,000	2,000	6,000	

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	List all activities including M&E to be undertaken during the year towards stated CP outputs												Amount (US\$)		2011	2012	Total
	TIMEFRAME				RESPONSIBLE PARTY				Source of Funds	Budget Description							
2011		2012		Implementing Partner	UN	RR	OR/UN Women	OR/UN Women			OR/UN Women	OR/UN Women	OR/UN Women	OR/UN Women	OR/UN Women		
Q1	Q2	Q3	Q4						Q1	Q2						Q3	Q4
Indicator 3: Women & Children related legislations implemented Baseline: N/A Target 3: Child Care Protection bill enacted, Child Adoption bill enacted, Domestic Violence Bill enacted	b) Police - youth partnership program a. Thimphu, Paro, P/jing, Gelephu, Samtse (Ongoing)/6th phase												OR	Cash	26,000	0	26,000
	c) Police - Youth partnership 8 division - Punakha, Zhengang, Tsirang, Trongsa, S/Jongkhar, T/Ciang, Mongar and Wangdi (New launch) 7th Phase												OR	Cash	17,400	0	17,400
	Capacity building on CRC												OR	Cash	15,600	0	15,600
	a) Ex country ToT on CRC for relevant stakeholders (5 persons)/ In country ToT on CRC with TA from outside												RR	Cash	10,000	0	10,000
	b) In country ToT on CRC by the Trainers for DEOs and Principals												OR	no cost	0	0	0
	a) Formation of a task force for addressing child labour												RR	Cash	6,000	0	6,000
	b) Task force retreat (5 days) - (ToR for task force, review of the child related concerns in the Labour and Employment Act, standards and regulation of the draying employees, strategy to combat child labour)												RR	Cash	2,000	0	2,000
	c) Stakeholders' validation workshop (Task force recommendations presented and agreement reached)												RR	Cash	1,500	0	1,500
	d) Presentation of key recommendations to the cabinet for endorsement												RR	Cash	10,000	0	10,000
	e) Capacity building of enforcement agencies on child labour- Training for labour inspectors, lawyers and community leaders												OR/UN Women	Cash	12,194	2,030	14,224
CT Output 4.2.3 d) Government, parliamentarians, communities, and families have increased awareness on CRC and CEDAW and particularly on abuse, exploitation and violence against children and women Indicator 1: Proportion of general public sensitized on VAW, DV and women's empowerment Baseline: N/A Target 1: 70% women and 30% men Indicator 3: # of service providers in each ministry and agency in the Government, judiciary, police and NGOs Trained on CRC & CEDAW Baseline: NA Target 3: GFP- 50, RBP Officers - 300, Judiciary -120, NGO -10	Result 1: Research on VAW developed a) Collect and analyze systematically disaggregated data on VAW including nature, various forms, causes, consequences of human trafficking and commercialization of sex												UNDP	Nat TA /Travel			
	b) Report on CRC prepared												UNDP	Ex country travel	7,890	3,016	10,906
	a) JNCWC and RENEW officials visit to Bangladesh to study shelter homes												UNDP	In country travel/training	7,000	3,993	10,993
	b) Report on CRC prepared												UNDP	In country Workshop/Travel	1,400		1,400
	Support for a Gender Specialist												UNDP	In country Workshop/Travel	1,400		1,400
	Facilities and Administration GMS (7%)												UNDP	TA/Travel	131,600	37,600	169,200
													UNDP	F&A	10,899	3,114	14,013

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

