

Work Plan (Jan 2013 - Dec 2013)

UN Support for Women's Empowerment and Gender Equality

UNDAF

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

NARRATIVE

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

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UN Support for Women's Empowerment and Gender Equality

Programme Period: 2008-2013

Programme Title: Gender Equality and Women's Empowerment

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

Duration: 12 Months (Jan 2013 — Dec 2013)

Estimated 12 months budget:

Allocated resources:

- ▶ UNDP 2013 (RR \$ 31,310)
 - ▶ \$ 16,000 (NCWC) [FIC # 2165]
 - ▶ \$ 15,000 (RENEW) [FIC # 2311]
 - ▶ UN Women 2013 (OR \$ 110,234)
 - ▶ \$ 6,000 (NCWC) [FIC # 2165]
 - ▶ \$ 97,022 (MoF/DNB) [FIC # 2864]
 - ▶ UNICEF 2013 (\$ 601,700)
 - ▶ \$ 306,000 (NCWC) [FIC # 2310]
 - ▶ \$ 56,200 (MoLHR) [FIC # 2310]
 - ▶ \$ 48,000 (RENEW) [FIC # 2321]
 - ▶ \$ 52,000 (YDF) [FIC # 2335]
 - ▶ \$ 108,500 (RBP) [FIC #]
 - ▶ \$ 16,000 (Immigration) [FIC #]
- ▶ Unfunded \$ 15,000 (YDF) [FIC # 2335]

Agreed by Implementing Partners:

Pema Wangda
 Mr. Pema Wangda
 Secretary
 MoLHR
 Date: 05/02/2013

Kipchu Namgyel
 Brigadier. Kipchu Namgyel
 Chief of Police
 RBP
 Date:

Phintsho Choden
 Ms. Phintsho Choden
 Executive Director
 NCWC
 Date: 4 Feb. 2013

Yandey Penjor
 Ms. Yandey Penjor
 Executive Director
 YDF
 Date: 4/2/13.

Thinley Wangchuk
 Mr. Thinley Wangchuk
 Director
 Immigration
 MoHCA
 Date:

Chimi Wangmo
 Ms. Chimi Wangmo
 Executive Director
 RENEW
 Date: 5 Feb 2013

Lekzang Dorji
 Mr. Lekzang Dorji
 Director
 DNB/MoF, Date: 06/2/2013

Agreed by the Royal Government of Bhutan:

Karma Tshiteem
 Mr. Karma Tshiteem
 Secretary
 GNH Commission
 Date: 28 Jan 2013

Agreed by UN Agencies:

Claire Van der Vaeren
 Ms. Claire Van der Vaeren
 UN Resident Coordinator
 UNDP Res Representative
 Date: 29 Jan 2013

Shaheen Nilofer
 Ms. Shaheen Nilofer
 Representative
 UNICEF
 Date: 30 Jan 2013

Anne F Stenhammer
 Ms. Anne F Stenhammer
 Regional Programme Director
 UN Women, SARO
 Date:

18 Months Rolling Work Plan for Jan 2013 - December 2013
UN Support for Women's Empowerment and Gender Equality

EXPECTED CP OUTPUTS and indicators including 12 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				
		2013				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)		
		Q1	Q2	Q3	Q4					2013	Total	
<p>4.2.1. Enhanced national capacity in awareness raising, implementation and reporting of ratified international conventions and treaties.</p> <p>Indicators: 1. Number of national and shadow reports on ratified international treaties and conventions submitted in time. Target (2013) CRC – 1, Optional Protocols to CRC-2,</p> <p>2. Number of different targets groups sensitized on CRC, CEDAW & Gender Target (2013) General public: 50000, Pvt. Sector: 30 companies/legal entities, religious personnel- 200, armed forces-30</p> <p>3. Number of complaint and response mechanism(CRM) functioning Target (2013) : Enhanced CRM functioning through support to dratshang and RBP</p> <p>4. Number of functional planning/budgeting and expenditure management developed and operational Target 1: Framework including CD strategy for GRB finalized Target 2: 48 officials from MoF and relevant agencies trained on GRB Target 3: 11 officials exposed to best practices on GRB Target for Trafficking In Person (2013) 30 officials trained on Trafficking In Person SOP on Trafficking In Person drafted</p>	1	Implementation of CRC/CEDAW and periodic report a. Consultation workshops for report preparation	X	X	X	X	NCWC	UNICEF	OR	cash	2,000	2,000
		b. Consultation workshops for CEDAW 8th and 9th Periodic Report preparation	X	X	X	X		UN WOMEN	Unfunded/For resource mobilization	workshop	2,500	2,500
	2	Develop communication strategy to build the capacity of children, families and communities to protect children from violence, abuse and exploitation a) Consultations to develop strategy b) TA to develop strategy			X	X	NCWC	UNICEF	OR	TA	50,000	50,000
	3	Study on Violence against Children (VAC)	X	X			NCWC	UNICEF	OR	TA/Cash	100,000	100,000
	4	Observation of International Events a. World Day of Prayer and Action for Children				X	NCWC/Dratshang	UNICEF	OR	Cash	5,000	5,000
		b. International Day of the Girl Child				X	NCWC	UNICEF	OR	Cash	6,000	6,000
		c. SOWC 1. Launching of the report	X	X			YDF	UNICEF	OR	Cash	7,500	7,500
		2. Advocacy - Short film based on true stories of children living with disabilities for SOWC	X	X	X	X	YDF	UNICEF	OR	Cash	15,000	15,000
		3. Support Implementation of the Recommendations			X	X	YDF		Unfunded		15,000	15,000
		d. IWD - 8th March 2013	X				RENEW	UNDP	RR	workshop	2,500	2,500
		e. EVAW - 25th November 2013				X	RENEW	UNDP	RR	workshop	2,500	2,500
	5	Develop a strategy and implement support of CCPA based on the findings of Mapping and assessment through integrated CP services.			X	X	YDF	UNICEF	OR	TA/Cash	10,000	10,000
	6	Strengthen capacity and statistics for child labour. a. In country capacity building of child labour task force members , labour inspectors and DEOs on Child Labour			X		DoL, MoLHR	UNICEF	OR	Cash	7,000	7,000
		b. Review the labour force survey & census instruments and designs & carry out the pre-test			X		DoL, MoLHR	UNICEF	OR	Cash	7,000	7,000
		c. Preliminary discussions on the child labour survey findings				X	DoL, MoLHR	UNICEF	OR	Cash	1,200	1,200
	d. Ex-country Training of the LMID staffs (for 6 officials) on: Data process & analysis, research methodologies and child centered studies	X				DoL, MoLHR	UNICEF	OR	TA/Cash	18,000	18,000	

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		2013				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)		
		Q1	Q2	Q3	Q4					2013	Total	
	e. Training on data usage for official purposes				X	DoL, MoLHR	UNICEF	OR	Cash	5,000	5,000	
7	Awareness program on gender equality including sexual harassment for the private sector in partnership with GFPs	X	X	X		NCWC	UN Women	Unfunded/For resource mobilization	workshop	4,000	4,000	
8	Launch of SG UNITE Campaign		X	X		NCWC	UN Women	OR	workshop	4,000	4,000	
9	Printing of VAW study	X				NCWC	UN Women	OR	publication	2,000	2,000	
	a. Consultation on SOP on TIP	X				NCWC	UNDP	RR	n country workshop	6,000	6,000	
10	b. SOP on TIP Roll out		X	X		NCWC	UNICEF	OR	Cash	5,000	5,000	
	c. In Country Training of Law Enforcement officials on TIP	X	X			NCWC	UNDP	RR	n country workshop	5,000	5,000	
11	Development and finalization of GRB framework including CD strategy					MoF/DNB (in consultation with NCWC)	UN Women	OR	plementation by UN	31,780	31,780	
12	Exposure visit of 11 officials (high level and working group) to participate in regional best practices on GRB					MoF/DNB (in consultation with NCWC)	UN Women	OR	Excountry travel	23,942	23,942	
13	Training of 48 officials from MoF and relevant agencies on GRB					MoF/DNB (in consultation with NCWC)	UN Women	OR	Workshop	10,500	10,500	
14	Pilot test of GRB Manual for 3 sectors		X			MoF/DNB (in consultation with NCWC)	UN Women	OR	Workshop	15,000	15,000	
15	Mission of GRB Intl Expert	X	X			MoF/DNB (in consultation with NCWC)	UN Women	OR	TA/Expert	3,300	3,300	
16	Printing of GRB Manual		X			MoF/DNB (in consultation with NCWC)	UN Women	OR	publication	5,000	5,000	
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	17	Capacity gap analysis of the Department of Immigration	X	X			DOI	UNICEF	OR	TA/Cash	10,000	10,000
Indicators: 1. # courts and police stations exercising women and child friendly procedures. Target (2013) 14 2. # officials from relevant agencies with enhanced capacities on child care protection intervention procedures. Target (2013): 30 monastic head, 30 RBP, 100 Govt /CSO officials	18	Capacity Development/exposure visits to best practices on Child Protection (for CP partners)	X	X	X	X	NCWC	UNICEF	OR	TA/Cash	25,000	25,000
	19	Development of W&C friendly police guidelines including info on CRC and CEDAW for RBP Training curriculum a. Consultation with stakeholders			X	X	RBP	UNICEF	OR	TA/Cash	4,000	4,000
		b. Roll out of the training curriculum for in RBP service officials			X	X	RBP	UNICEF	OR	Cash	8,000	8,000
	20	Up gradation of RBP CRM to enhance the service delivery and monitoring.			X	X	RBP	UNICEF	OR	cash	10,000	10,000

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		2013				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)				
		Q1	Q2	Q3	Q4					2013	Total			
<p>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. Indicators: # CBSS advising and training people on social work, counseling, child protection case management and psychosocial care Target (2013) : 40 trained on Child Rights, CP and case management</p> <p>b) Complaints and response mechanism on child and women's rights violations and Community-based child protection networks accessible in districts. Indicators: 1. Proportion of primary and secondary school students sensitized on youth safety and crime prevention Target (2013): 2802 2. # functioning police stations with women and child unit/desks Target (2013):4</p> <p>c) National child protection legislation, strategies, policies developed, which are knowledge based and in line with CRC/CEDAW, other ratified international conventions and standards. Indicators: Women & Children related legislations implemented Target 2013: CCPA implemented; DVP Bill enacted; Child Adoption Act implemented, R&R on CCPA and CAA finalized Target 2013: 1 legislation and 1 policy reviewed Target 2013: Gap analysis report on women's participation in civil service published</p> <p>Indicators: Number of service providers in each ministry and agency in the Government, judiciary, police and NGOs trained on CRC and CEDAW Target (2013): 120 Police, Judiciary, NGOs and Government officials</p>	21	Conduct a need assessment for children and women requiring alternative care				X	X	NCWC	UN WOMEN	Unfunded/For resource mobilization	TA/Workshop	5,000	5,000	
	22	Training for Child Protection core working group to enhance child protection system for children	X	X				NCWC	UNICEF	OR	TA/Cash		32,000	32,000
	23	Need assessment of children affected by AIDS (CABA) and mainstreaming of CABA into the national child protection system	X	X	X	X		NCWC	UNICEF	OR	TA/cash		14,000	14,000
	24	ToT on CP/refresher course on CRC			X	X		NCWC	UNICEF	OR	TA/Cash		30,000	30,000
	25	Child friendly procedure and CP training for Dratshang			X	X		NCWC	UNICEF	OR	Cash		7,000	7,000
	26	Strengthening child and youth services, safety and crime prevention a. Strengthening and expansion of WCP Desks; 1. Tashigang 2. Gelephu					X	X	RBP	UNICEF	OR	cash	10,000	10,000
		b. Development of web based youth forum for members of PYPP/POSYPP to networking & monitoring purpose.					X	X	RBP	UNICEF	OR	TA/cash	29,000	29,000
		c. Friends of Police initiatives for prevention and early intervention at community level to enhance women and children.					X	X	RBP	UNICEF	OR	TA/cash	13,000	13,000
		d PYPP 8th (Dec 2012 - Jan 2013) and 9th Phase (Dec 2013)	X					X	RBP	UNICEF	OR	cash	29,000	29,000
		e. POSYPP (Oct 2013)						X	RBP	UNICEF	OR	cash	4,500	4,500
		f. Set up of CP Office and emergency shelter for child monks							NCWC/Dratshang	UNICEF	OR	cash	10,000	10,000
		g. Sensitizing out of school adolescent girls on their rights and protection measures (to build their self esteem)					X	X	RENEW	UNICEF	OR	cash	5,000	5,000
		h. Support for selekha shelter 1. Client Support 2. Procurement of ECCD Materials	X	X	X	X			RENEW	UNICEF	OR	cash	10,000	10,000
	27	Strengthening RENEWs capacity to prevent and respond to violence/abuses	X	X	X	X			RENEW	UNICEF	OR	Cash	15,000	15,000
		a. Certification of Counselors												
b. Program support for DAISAN network		X	X	X	X			RENEW	UNICEF	OR	Cash	5,000	5,000	
	c. Strengthening capacity for CBSS volunteer/ DAISAN network (including training on CP)	X	X	X	X			RENEW	UNICEF	OR	Cash	4,000	4,000	

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		2013				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)	
		Q1	Q2	Q3	Q4					2013	Total
	d. Strengthening crisis support services for women and children experiencing violence 1) design a conceptual framework model for crisis accomodation and support services; 2) field test in two districts	X	X			RENEW	UNICEF	OR	Cash	2,000	2,000
28	Support to implement CCPA and Child Adoption Act a) Printing and distribution of CCPA and CAA Rule and Regulations	X	X	X	X	NCWC	UNICEF	OR	Cash	4,000	4,000
29	Enhancing Child Rights (Roll out of child rights training) a. RBP & OAG child rights training			X	X	NCWC	UNICEF	OR	cash	7,000	7,000
	b. MoLHR child rights training				X	DoL, MoLHR	UNICEF	OR	cash	7,000	7,000
	c. RENEW (including DAISAN, CBSS volunteers) child rights training	X	X	X	X	RENEW	UNICEF	OR	cash	6,000	6,000
	d. YDF staff (including Child Protection) child rights training				X	YDF	UNICEF	OR	cash	4,500	4,500
	e. Y-VIAs and coordinators child rights training (including Child Protection)			X	X	YDF	UNICEF	OR	cash	15,000	15,000
	f. Department of Immigration child rights training	X	X			DOI	UNICEF	OR	cash	5,000	5,000
	g. Dratshang child rights training (including 11 expert committee members and monastic school principals)					NCWC/Dratshang	UNICEF	OR	cash	7,000	7,000
30	Review gaps in existing legislations and policies and make recommendations for amendment a. Labour and Employment Act and Rule and Regulations b. Economic Development Policy (in partnership with GFPs)			X	X	NCWC (Joint)	UN Women	Unfunded/For resource mobilization	workshops	4,000	4,000
31	Desk review to analyze the existing data on women's participation in civil service and sustainability..	X	X			NCWC	UN Women	Unfunded/For resource mobilization	TA	6,000	6,000
32	Biannual meeting of GFPs to outline activities for respective sectors to achieve the results outlined in the one country programme and 11th FYP	X	X		X	NCWC	UNDP	RR	In country workshop	4,000	4,000
33	Stock taking of the activities from the volunteers of 20 districts	X	X			RENEW	UNDP	RR	In country workshop	10,000	10,000
34	Facilities and Administration GMS (7%)					UNDP/NIM	UNWomen	OR	F&A	7,212	7,212
35	Communications					UNDP/NIM	UNDP	RR		310	310
Sub-total UNICEF/RENEW										47,000	47,000
Sub-total UNICEF/MoLHR										45,200	45,200
Sub-total UNICEF/YDF										52,000	52,000
Sub-total UNICEF/RBP										107,500	107,500
Sub-total UNICEF/NCWC										304,000	304,000

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		2013				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)	
		Q1	Q2	Q3	Q4					2013	Total
Sub-total UNICEF/Immigration										15,000	15,000
Sub-total UNICEF/YDF (Unfunded)										15,000	15,000
Sub-total UNDP/RENEW										15,000	15,000
Sub-total UN Women/MoF										89,522	89,522
Sub-total UNDP/NCWC										15,000	15,000
Sub-total UN Women/NCWC										6,000	6,000
Sub-total UN Women/NCWC (Unfunded)										21,500	21,500
	Assurance Activities										
	1 Quarterly, mid year and annual review meetings	X	X	X	X	UNICEF	UNICEF	RR	travel, Misc.	2,000	2,000
		X	X	X	X	UNDP/ NIM	UNDP	RR	travel, Misc.	500	500
	2 Joint field monitoring visits and advocacy visits	X	X	X	X	NCWC	UNICEF	RR	travel, Misc.	2,000	2,000
		X	X	X	X	RENEW	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	MoLHR	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	YDF	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	RBP	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	Immigration	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	UNDP	UNDP	RR	travel, Misc.	1,000	1,000
	3 On-site review	X	X	X	X	UNDP	UN Women	RR	travel, Misc.	7,500	7,500
		X	X	X	X	NCWC	UNICEF/U NDP	RR	travel, Misc.		-
		X	X	X	X	YDF	UNICEF	RR	travel, Misc.		-
		X	X	X	X	Immigration		RR	travel, Misc.		-
		X	X	X	X	RBP		RR	travel, Misc.		-
		X	X	X	X	MoLHR	UNICEF	RR	travel, Misc.		-
		X			RENEW	UNICEF/U NDP	RR	travel, Misc.		-	
Total UNICEF/RENEW										48,000	48,000
Total UNICEF/MoLHR										46,200	46,200
Total UNICEF/YDF										53,000	53,000
Total UNICEF/RBP										108,500	108,500
Total UNICEF/NCWC										306,000	306,000
Total UNICEF/Immigration										16,000	16,000
Total UNICEF/YDF (Unfunded)										15,000	15,000
Total UNDP/RENEW										15,000	15,000
Total UNDP/NCWC										16,000	16,000
Total UN Women/MoF										97,022	97,022
Total UN Women/NCWC										6,000	6,000
Total UN Women/NCWC (Unfunded)										21,500	21,500

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EXPECTED GP OUTPUTS and indicators including 12-month targets	PLANNED ACTIVITIES List all activities including M&E to be implemented during the year towards stated GP outputs	TIME FRAME				RESPONSIBLE PARTY			PLANNED BUDGET		
		2013				Implementing Partner	UN	Source of Funds	Budget Description	Amount (US\$)	
		Q1	Q2	Q3	Q4					2013	Total
Sub-total UNICEF/Immigration									15,000	15,000	
Sub-total UNICEF/YDF (Unfunded)									15,000	15,000	
Sub-total UNDP/RENEW									15,000	15,000	
Sub-total UN Women/MoF									89,522	89,522	
Sub-total UNDP/NCWC									15,000	15,000	
Sub-total UN Women/NCWC									6,000	6,000	
Sub-total UN Women/NCWC (Unfunded)									21,500	21,500	
	Assurance Activities										
	1 Quarterly, mid year and annual review meetings	X	X	X	X	UNICEF	UNICEF	RR	travel, Misc.	2,000	2,000
		X	X	X	X	UNDP/ NIM	UNDP	RR	travel, Misc.	500	500
	2 Joint field monitoring visits and advocacy visits	X	X	X	X	NCWC	UNICEF	RR	travel, Misc.	2,000	2,000
		X	X	X	X	RENEW	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	MoLHR	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	YDF	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	RBP	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	Immigration	UNICEF	RR	travel, Misc.	1,000	1,000
		X	X	X	X	UNDP	UNDP	RR	travel, Misc.	1,000	1,000
		X	X	X	X	UNDP	UN Women	RR	travel, Misc.	7,500	7,500
	3 On-site review	X	X	X	X	NCWC	UNICEF/U NDP	RR	travel, Misc.		-
		X	X			YDF	UNICEF	RR	travel, Misc.		-
		X	X			Immigration		RR	travel, Misc.		-
		X	X	X	X	RBP		RR	travel, Misc.		-
		X	X			MoLHR	UNICEF	RR	travel, Misc.		-
		X				RENEW	UNICEF/U NDP	RR	travel, Misc.		-
Total UNICEF/RENEW									48,000	48,000	
Total UNICEF/MoLHR									46,200	46,200	
Total UNICEF/YDF									53,000	53,000	
Total UNICEF/RBP									108,500	108,500	
Total UNICEF/NCWC									306,000	306,000	
Total UNICEF/Immigration									16,000	16,000	
Total UNICEF/YDF (Unfunded)									15,000	15,000	
Total UNDP/RENEW									15,000	15,000	
Total UNDP/NCWC									16,000	16,000	
Total UN Women/MoF									97,022	97,022	
Total UN Women/NCWC									6,000	6,000	
Total UN Women/NCWC (Unfunded)									21,500	21,500	