

Narrative Summary	Indicators ¹	Means of Verification	Assumptions
		performance	<p>NHRC will be adequately resourced</p> <p>Software will be appropriate for NHRC's immediate and longer term needs</p> <p>Computer literacy of staff is adequate to operate software.</p>
2.2 Internal compliance with the complaints process when investigating, mediating conciliating all complainants	<p>Number of Complaints received and resolved in accordance with the complaints manual</p> <p>% of complainants satisfied with the handling of their complaint by the NHRC</p> <p>Legal Support provided to complainants on a needs basis</p>	<p>Baseline Survey</p> <p>External Performance Evaluation</p> <p>Focus Group Discussions</p> <p>Complainants survey</p> <p>Legal survey report</p>	<p>Sufficient number of staff will be provided</p> <p>Training well designed and targeted</p> <p>Project support for complainants legal expenses will diminish during project period as more Government funding available</p>
2.3 A monitoring and reporting policy and procedure developed	<p>Monitoring Manual developed</p> <p>Monitoring Software installed</p>	<p>Monitoring and case management system records / reports</p> <p>External review of software performance</p>	<p>Software will be appropriate for NHRC's immediate and longer term needs</p> <p>Results of regular monitoring are openly shared for improvement in the system.</p>
2.4 Human rights abuses are effectively monitored and reported in accordance with the monitoring and reporting policy and procedure.	<p>Number of Reports on monitoring of places of detention such as correctional institutions, pre-trial detention, psychiatric institutions, police and military detention facilities</p> <p>% of monitoring staff trained in effective monitoring of human rights in accordance with the monitoring policy</p> <p>Positive and supportive response from Media, NGOs and communities</p>	<p>Monitoring Records</p> <p>Training Records</p> <p>Reports from nations NGOs</p> <p>Media Reports</p>	<p>Government bodies will cooperate fully with NHRC monitoring activities.</p> <p>Updated and effective training will be provided continuously</p> <p>Reports contain accurate and objective information</p>
OUTCOME 3: HUMAN RIGHTS AWARENESS			
Key Outcome:	% of people aware of human rights issues	Baseline Study	Civil service, armed forces, police, prison

Narrative Summary	Indicators ¹	Means of Verification	Assumptions
<p>NHRC has developed capacity to efficiently and effectively undertake human rights education and training and develop a human rights based culture in Bangladesh</p>	<p>% of people aware of the NHRC, its existence, role and mandate % of trainers specially trained within the Bangladesh civil service, armed forces, police, prison staff, judiciary, teachers and academic institutions, media, community based organisations and non-governmental organisations, and where feasible, other personnel in these sectors, trained in human rights.</p>	<p>Focus group discussions Surveys of civil service, armed forces, police, prison staff, judiciary, teachers and academic institutions, media Media Items</p>	<p>staff, judiciary, teachers and academic institutions, media will be receptive of TOT from NHRC and will effectively integrate human rights components into their own training programs. Awareness Campaigns will be professionally prepared and maximise its geographic and demographic outreach</p>
Outputs:			
<p>3.1 A comprehensive community education programme and information/ communication strategy developed by NHRC.</p>	<p>Community information / communication strategy developed % of NHRC staff trained in public awareness raising and other human rights promotion skills. % of NHRC staff trained in communication skills</p>	<p>Information / Communication Policy Baseline Survey Training Records NHRC Annual Report Media Reports</p>	<p>Underlying public interest in human rights issues Government resources for education and awareness campaigns provided.</p>
<p>3.2 Community education programme effectively implemented raising awareness of the NHRC existence, mandate and structure as well as human rights issues targeted by the NHRC</p>	<p>% of people aware of human rights issues in Bangladesh % of people aware of the NHRC, its existence, mandate and structure Number of media activities Number of enquiries and complaints to the NHRC</p>	<p>Baseline Survey Focus Groups Interview Media activity records Records of enquiry and complaints received</p>	<p>NHRC will collaborate effectively with NGOs and civil society to build human rights awareness across the country Media activities are well designed and targeted</p>
<p>3.3 Development of a sustainable capacity to plan, conduct and review specialised human rights training programmes (training of trainers, TOT) with selected public institutions, including amongst parliamentarians, central and local government officials, police, prison officers,</p>	<p>Number of training sessions held by new TOT % increase in awareness of the relevance of human rights issues in the performance of role amongst parliamentarians, central and local government officials, police, prison officers, teachers and academic staff, legal profession</p>	<p>Baseline Survey Focus Group Interviews Training Records Training Session Evaluation Reports</p>	<p>Effective cooperation and active participation from civil service, armed forces, police, prison staff, judiciary, teachers and academic institutions and media</p>

Narrative Summary	Indicators ¹	Means of Verification	Assumptions
<p>teachers and academic staff, legal profession and judiciary, and media.</p>	<p>and judiciary, and media % of NHRC education staff with internationally accredited TOT qualifications</p>		
<p>3.4 Development of capacity to undertake public inquiries into systemic patterns of human rights violations to expose experiences of violation and develop recommendations for redress</p>	<p>Number of Public Inquiries Held Number of Recommendations made</p>	<p>Public Enquiry Report Enquiry Session Minutes</p>	<p>Individuals prepared to attend public enquiries. Appropriate measures to ensure the safety of individuals giving evidence at public enquiries. No Government interference in the public enquiry process.</p>
<p>3.5 Development of information management systems and information capacity within the NHRC.</p>	<p>% of people aware of the establishment of a human rights information and documentation centre Number of visitors to the human rights information and documentation centre who found the centre well resourced and useful % of people who are aware of human rights materials published by the NHRC Number of visitors to the mobile library</p>	<p>Baseline Survey Focus Group Interviews Visitor records & feedback records NHRC Annual Report Library reports</p>	<p>Sufficient finances available to establish a human rights resource centre Dedicated human rights resource centre is a useful adjunct to existing available literature</p>
<p>OUTCOME 4: HUMAN RIGHTS RESEARCH, REPORTING AND POLICY DEVELOPMENT</p>			
<p>Key Outcome: NHRC is capable to conduct high quality, human rights based analysis of legislative proposals, draft laws and existing legislation and administrative practices, with regard to Bangladesh's obligations under international conventions, and to provide high quality policy advice to GoB on human rights matters</p>	<p>Number of pieces of legislation reviewed by NHRC for consistency with international human rights standards. Number of laws passed, or amendments made to legislation, by Parliament consistent with Bangladesh's obligations under international conventions and treaties. Number of well-researched and persuasive human rights policy advices to government including on recommendations from the UPR</p>	<p>Legislative Records Government Gazette UN General Assembly Records Treaty monitoring body reports NGO reports UPR report</p>	<p>Government willingness to receive and act on recommendations from the NHRC by enacting legislative amendments NGO and stakeholder cooperation with NHRC in reporting to treaty monitoring bodies</p>

Narrative Summary	Indicators ¹	Means of Verification	Assumptions
	Process Number of relevant and well-received reports to international treaty monitoring bodies.		
Outputs:			
4.1 NHRC has developed a methodology for monitoring legal compliance with all international human rights obligations.	Number of bills, existing acts and regulations reviewed by the NHRC Number of recommendations for legislative reform made by the NHRC % of human right academics aware of NHRC research output	Baseline Survey Focus Group Interview Media Reports UN records	Government willingness to amend legislation for conformity with international legal obligations
4.2 NHRC has developed capacity to provide high quality legal analysis and policy advice to GoB and the National Parliament on human rights matters	Number of human rights research and policy papers produced Number of Parliamentary discussions on NHRC recommendations	Annual Report Government Gazette Media Reports	Civil Society support for Government action in accordance with NHRC advice Consensus on importance of human rights issues has been built within the Govt and public institutions
4.3 NHRC has developed capacity to provide quality reports under UN human rights treaties and conventions	% of international stakeholders who consider that the NHRC's reports are equal to international best practice for NHRIs Steady improvement in compliance of Bangladesh for international convention and treaties. Number of training sessions conducted by NHRC for government officials on reporting to treaty bodies under international human rights instruments.	Focus Group interviews Evaluations of Training by participants NGO Annual Reports Treaty Body Reports	There is Government receptiveness to NHRC training on treaty body reporting.

3. IMPLEMENTATION

3.1 Outputs and Activities

OUTCOME 1: Institutional Development	
Key Outcome: The NHRC's secretariat is fully equipped and operational with modern administrative systems, rules and procedures	
Outputs:	Indicative Activities
1.1 NHRC's organisation structure is designed and implemented	<p>Activity 1.1.1 Support the NHRC to design the Commission's organisational structure drawing on experience from a NHRI practitioner from the region</p> <p>Activity 1.1.2 Assist the NHRC to develop a work plan for the staged implementation of the organisation structure</p> <p>Activity 1.1.3 Assist the NHRC to establish goals, performance targets and monitoring mechanisms for work units/Departments</p> <p>Activity 1.1.4 Assist the NHRC to recruit staff in accordance with the organisation chart including preparing Rules, ToRs, position descriptions, and advice on recruitment best practices</p>
1.2 Strategic planning systems designed and implemented underpinning the NHRC's activities with planning, budgeting and performance measurement (M&E)	<p>Activity 1.2.1 Support the NHRC, with the guidance of a NHRI practitioner from the region, to develop a five year strategic plan following a consultative process with key stakeholders</p> <p>Activity 1.2.2 Assist the NHRC to develop and implement an annual planning cycle for the NHRC, which delivers strategic direction through objective setting, budget estimates, targets and measurement for the achievement of the strategic plan</p> <p>Activity 1.2.3 Provide leadership and management training supported by international or national experts to assist implementation and management of the strategic plan</p> <p>Activity 1.2.4 Support the NHRC to develop communication, reporting and management strategies for harmonizing activities between the Commission's functional teams</p> <p>Activity 1.2.5 Support the NHRC to network nationally, regionally and internationally in relation to the Commission's identified human rights priorities</p> <p>Activity 1.2.6 Provide the NHRC with support for office alternations, equipment, furniture and IT as required to implement the strategic plan and annual plans</p>
1.3 Human Resource Management, policies, structures, systems and procedures	<p>Activity 1.3.1 Assist the NHRC to design its human resource (HR) management policies, procedures, skill training strategy and systems with expertise from human resources specialists</p>

<p>developed and implemented</p>	<p>Activity 1.3.2 Assist the NHRC to review and revise the HR system and policies and their implementation annually with the support of a human resources specialists</p> <p>Activity 1.3.3 Assist the NHRC with the support of a national or international consultant to conduct a formal staff training needs analysis to determine staff training needs, and design of in-house staff training programme on human resource policies, procedures, and job specification.</p> <p>Activity 1.3.4 Provide a staff training programme on office procedures, substantive human rights issues, job specific skills and other issues emerging from the formal staff training needs analysis.</p> <p>Activity 1.3.6 Facilitate peer exchange programme with personnel from other national human rights institutions from the Asia Pacific region</p> <p>Activity 1.3.7 Provide training in merit based recruitment and the elimination of discriminatory recruitment practices.</p> <p>Activity 1.3.8 Support the NHRC to develop and implement performance monitoring and evaluation frameworks for effective management of the Commission</p>
<p>1.4 Regional Offices of the NHRC established and fully operational.</p>	<p>Activity 1.4.1 Support the Commission to develop a comprehensive accessibility plan to formalise accessibility at divisional and district level throughout the country with advice from international NHRI.</p> <p>Activity 1.4.2 Provide logistical and equipment supports for regional tours by the Commission prior to establishment of regional offices.</p> <p>Activity 1.4.3 Support the Commission to establish its first regional office as a pilot with logistical, ICT, equipments and technical expertise</p> <p>Activity 1.4.4 Provide the Secretary and Commissioners with training conducted by experienced NHRI practitioners on management and leadership of regional offices and best practices</p> <p>Activity 1.4.5 Undertake an external review of the pilot regional office after one year to assess compliance with head office procedures, effectiveness, efficiency and accessibility</p> <p>Activity 1.4.6 Provide the Commission with equipment, ICT, and technical expertise to support the establishment of regional offices nationwide</p> <p>Activity 1.4.7 Support the Commission to undertake an annual External Performance Evaluation of each regional office to assess compliance with head office procedures, effectiveness, efficiency and accessibility</p>
<p>1.5 Commission members and the Secretary are fully equipped to provide leadership and good management to the NHRC</p>	<p>Activity 1.5.1 Provide the NHRC Secretary and Commissioners with regular periodic training in NHRI management and administrative systems supported by international experts with extensive NHRI expertise</p> <p>Activity 1.5.2 Facilitate engagement with senior NHRI practitioners from the region to assist Commissioners to build necessary skills to manage and operate the Commission, conduct public inquiries and develop relationships with government, community sectors, judiciary and the media</p> <p>Activity 1.5.3 Assist NHRC members and/or senior staff to attend Annual Meetings of the Asia Pacific Forum of National Human Rights Institutions</p>

<p>1.6. Budgeting and financial management policies, structure, systems and procedures developed and implemented.</p>	<p>Activity 1.5.4 Arrange a series of study tours for the Secretary and responsible Commissioner to gain knowledge in management and administration of other national human rights institutions</p> <p>Activity 1.6.1 Assist the NHRC to design its budgeting and financial management policies, structure, systems and procedures with expertise from accounting and financial management specialists</p> <p>Activity 1.6.2 Assist the NHRC to review and revise the Financial Management system and policies and their implementation annually with the support of a human resources specialists</p> <p>Activity 1.6.3 Provide a staff training programme on budgeting and financial management to ensure adequate financial resources to enable the NHRC to implement its strategic plan and annual plans.</p>
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<p>OUTCOME 2: HUMAN RIGHTS MONITORING AND INVESTIGATION</p> <p>Key Outcome: NHRC has developed capacity to efficiently and effectively monitor the human rights situation nationally, and handle complaints (including information gathering and investigations) fairly, independently and in a manner which is responsive to the needs of the NHRC's clients</p>	
<p>Outputs:</p> <p>2.1 Efficient and effective complaints process designed</p> <p>2.2 Internal compliance with the complaints process when investigating, mediating conciliating all complaints</p> <p>2.3 A monitoring and reporting system designed</p>	<p>Indicative Activities</p> <p>Activity 2.1.1 Support the NHRC, with experts in complaints handling by NHRI's, to design its monitoring and complaint handling process, including receiving complaints, reviewing complaints, legal analysis, investigation, decision and action, resolution and follow-up</p> <p>Activity 2.1.2 Support development of a complaints-handling manual for use by staff of the NHRC. The activity will be facilitated by a short-term consultant.</p> <p>Activity 2.1.3 Undertake a process to determine, procure and install appropriate software for the monitoring and complaints handling systems, facilitated by an experienced short-term international consultant.</p> <p>Activity 2.2.1 Provide ongoing periodic trainings to Commission staff in complaints handling (especially mediation and conciliation techniques) by international experts</p> <p>Activity 2.2.2 Support the assessment of the effectiveness of the complaints handling system and compliance with the system through annual external performance evaluation</p> <p>Activity 2.2.3 Support implementation of any recommendation arising from the annual performance evaluation on the complaints handling system</p> <p>Activity 2.2.4 Provide financial support to the Commission to ensure adequate resources for the investigation of complaints in accordance with the complaints process</p> <p>Activity 2.2.5 Provide legal support (advice, legal costs and ancillary expenses) for aggrieved people whose complaints are being considered by the NHRC.</p> <p>Activity 2.3.1 Support development of a system for monitoring human rights, including in places of detention such as correctional institutions, pre-trial detention, psychiatric institutions, police and military detention facilities as well as in social rehabilitation centres, with assistance of a short-term international consultant or</p>

<p>2.4 Human rights abuses are effectively monitored and reported in accordance with the monitoring and reporting policy and procedure.</p>	<p>consultants experienced in human rights monitoring by national institutions.</p> <p>Activity 2.3.2 Support developing a monitoring manual and resource tools for NHRC staff responsible for monitoring and reporting</p> <p>Activity 2.4.1 Provide ongoing periodic trainings to Commission staff in human rights monitoring with assistance of experienced NHRI practitioners</p> <p>Activity 2.4.2 Support periodic assessments of monitoring practices</p> <p>Activity 2.4.3 Facilitate workshops between the NHRC and NGOs undertaking human rights monitoring to ensure appropriate collaboration and resource sharing</p> <p>Activity 2.4.4 Facilitate study tours for head of complaints and monitoring team and the responsible Commissioner to gain experience in complaints and monitoring functions of other national human rights institutions.</p>
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OUTCOME 3: HUMAN RIGHTS AWARENESS	
<p>Key Outcome: NHRC has developed capacity to efficiently and effectively undertake human rights education and training and develop a human rights based culture in Bangladesh.</p>	
<p>Outputs:</p> <p>3.1 A comprehensive community education and information strategy developed by NHRC.</p>	<p>Indicative Activities</p> <p>Activity 3.1.1 Assist in developing the NHRC's first comprehensive public education and information strategy, with support from international and national consultants (media / public campaign experts as well as human rights advocacy experts)²</p> <p>Activity 3.1.2 Assist in conducting a detailed baseline study in at least 15 districts to determine public attitudes to human rights and awareness of NHRC through participatory research methods and survey approaches.</p> <p>Activity 3.1.3 Provide training for Commissioners and appropriate staff in public education and communication by experts</p>
<p>3.2 Public awareness of NHRC's existence, mandate and structure improved as well as public awareness of human rights issues targeted by the NHRC</p>	<p>Activity 3.2.1 Assist in developing various programmes such as mass media resources (TV, radio, etc), fact sheets, website, pamphlets, posters, events, human rights media award, and youth human rights advocate competitions, to promote specific human rights issues and the existence of NHRC.</p> <p>Activity 3.2.2 Support the implementation of a series of human rights public awareness campaigns, including employing field co-ordinators to facilitate inclusion of human rights component in literacy programmes.</p> <p>Activity 3.2.3 Support the NHRC to organise and host annual human rights conferences.</p> <p>Activity 3.2.4 Support the NHRC to organise a number of public meetings, including in at least 20 districts to discuss NHRC's Annual Report.</p> <p>Activity 3.2.5 Provide training in information management and communication for partnership building, public</p>

²Community Education strategy would include: scope of activities of a public affairs/information unit, community information strategies and priorities, use of professional associations, relationships with government, academic and community sectors, the media and advocacy side of general inquiry processes, publications policies and programmes and media training strategy.

	awareness campaign, information dissemination as well as media relations
<p>3.3 Development of a sustainable capacity to plan, conduct and review specialised human rights training programmes (training of trainers, TOT) with selected public institutions, including amongst parliamentarians, central and local government officials, police, prison officers, teachers and academic staff, legal profession</p>	<p>Activity 3.3.1 Organise training of selected staff of NHRC, professional associations and NGO representatives in TOT techniques facilitated by an international and a national consultant.</p> <p>Activity 3.3.2 Provide fellowships, short-term study awards or other assistance to enable NHRC staff to be trained in TOT or human rights education techniques at internationally accredited training centres or with other well-established national human rights institutions.</p> <p>Activity 3.3.3 Arrange study tour(s) for head of education and information team and the responsible Commissioner to gain experience in public education campaigns and information management systems of NHR in the region.</p> <p>Activity 3.3.4 Conduct periodic training sessions of selected groups such as parliamentarians, central and local government officials, police, prison officers, teachers and academic staff, legal profession and judiciary, media community groups and NGOs³ (where appropriate in conjunction with national professional associations and international partners).</p>
<p>3.4 Development of capacity to undertake public inquiries into systemic patterns of human rights violations to expose experiences of violation and develop recommendations for redress</p>	<p>Activity 3.4.1 Assist in developing the NHRC's Public Inquiry Strategy Paper with support from international and national consultants</p> <p>Activity 3.4.2 Provide training for NHRC staff in undertaking public inquiries supported by international and national consultants</p> <p>Activity 3.4.3 Support the NHRC to undertake public inquiries with equipment, ICT, logistical support and technical expertise.</p>
<p>3.5 Development of information management systems and information capacity within the NHRC.</p>	<p>Activity 3.5.1 Assist the NHRC to assess the organisational needs of its information management capacity in line with the comprehensive public education and information dissemination plan and compatible with complaints and monitoring information database(s).</p> <p>Activity 3.5.2 Procure basic human rights reference materials including those necessary for the NHRC to draft its own public information materials</p> <p>Activity 3.5.3 Publish basic human rights materials (in Bangla, other necessary ethnic languages, and English) as identified in the comprehensive public education and information dissemination plan.</p> <p>Activity 3.5.4 Provide necessary ICT equipment and technical expertise to build the NHRC's information management capacity and the development of a website.</p> <p>Activity 3.5.5 Assist the NHRC to establish a publicly available and accessible human rights information centre by supporting acquisitions, library equipment, ICT, a mobile library and librarian training</p>

³ For the first round of each group, it is suggested that the training will be conducted jointly by a staff member of the NHRC, an NGO representative and a national or international expert, but thereafter the NHRC staff and national NGO representatives and experts will conduct the training.

<p>OUTCOME 4: HUMAN RIGHTS RESEARCH REPORTING AND POLICY DEVELOPMENT</p>	
<p>Key Outcome: NHRC is capable to conduct high quality, human rights based analysis of legislative proposals, draft laws and existing legislation and administrative practices, with regard to Bangladesh's obligations under international conventions, and to provide high quality policy advice to GoB on human rights matters</p>	
<p>Outputs: 4.1 NHRC has developed a methodology for monitoring legal compliance with all international human rights obligations</p>	<p>Indicative Activities</p> <p>Activity 4.1.1 Assist the Commission to build the necessary capacity to undertake high quality, human rights-oriented analysis of legislative proposals, draft laws and existing legislation with training from an international or national expert with NHRI experience in human rights research practices, procedures and skills.</p> <p>Activity 4.1.2 Assist the NHRC to develop a research and advocacy strategy paper for legislative and administrative review consistent with the NHRC's strategic plan with support from an international advisor.</p> <p>Activity 4.1.3 Assist the NHRC to develop annual work plans to implement of the research and advocacy strategy with support of short-term national and international advisers</p> <p>Activity 4.1.4 Facilitate study tours for head of legislation and policy team and responsible Commissioner to gain experience in carrying out policy and legislative review responsibilities of other national human rights institutions (with debrief and lessons learnt sharing).</p>
<p>4.2 NHRC has developed capacity to provide high quality legal analysis and policy advice to GoB and the National Parliament on human rights matters</p>	<p>Activity 4.2.2 Provide training for commissioners and staff, with the support of an international or national expert, in developing policy advice (using a rights-based approach) in a NHRI context</p> <p>Activity 4.2.2 Provide training for commissioners and staff with the support of an international or national expert, to build advocacy skills in support of policy advice</p> <p>Activity 4.2.3 Support the Commissioners and staff to build the NHRC's research output through collaboration with NGOs and civil society</p> <p>Activity 4.2.3 Support NHRC to conduct workshops with NGOs, academics and other civil society organisations in order to develop the NHRC's research and policy output and the capacity of staff and Commissioners</p>
<p>4.3 NHRC has developed capacity to provide</p>	<p>Activity 4.3.1 Assist the NHRC to build capacity to prepare parallel reports for UN treaty bodies, and to train NGOs and government agencies in their respective roles in reporting under UN human rights treaties with support</p>

<p>quality reports under UN human rights treaties and conventions</p>	<p>from international and national expert</p> <p>Activity 4.3.2 Support NHRC to provide stakeholder reports through collaboration with civil society for the UPR process with training and workshops</p> <p>Activity 4.3.3 Provide training of government officials and NGO representatives on reporting to treaty bodies under international human rights instruments facilitated by a short-term international consultant and national resource people. Training on the two major international covenants for each of three years.</p>
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3.2 Budget

The project budget on an outcome level basis is as follows:

Outputs:	Total (sum)	Year 1	Year 2	Year 3	Year 4	Year 5
OUTCOME 1: CORPORATE DEVELOPMENT	\$1,724,906.25	\$447,781.25	\$376,781.25	\$305,781.25	\$346,781.25	\$247,781.25
OUTCOME 2: HUMAN RIGHTS MONITORING AND INVESTIGATION	\$1,141,906.25	\$263,781.25	\$307,781.25	\$275,781.25	\$165,781.25	\$108,781.25
OUTCOME 3: HUMAN RIGHTS AWARENESS	\$1,417,906.25	\$267,781.25	\$302,781.25	\$345,781.25	\$263,781.25	\$237,781.25
OUTCOME 4: HUMAN RIGHTS REPORTING AND POLICY DEVELOPMENT	\$874,406.25	\$216,781.25	\$251,781.25	\$187,781.25	\$127,781.25	\$90,281.25
Project Management	\$662,202	\$132,440.40	\$132,440.40	\$132,440.40	\$132,440.40	\$132,440.40
Project Equipment	\$315,000	\$63,000.00	\$63,000.00	\$63,000.00	\$63,000.00	\$63,000.00
Project Costs, Sundries GMS	\$807,444.04	\$161,488.81	\$161,488.81	\$161,488.81	\$161,488.81	\$161,488.81
Total:	\$6,943,771.04	\$1,736,546.65	\$1,596,054.21	\$1,472,054.21	\$1,281,054.21	\$1,041,554.21

Detailed activity based budgets are included in Annexure IV.

3.3 Management Arrangements

3.3.1 Implementation Strategy

The NHRC, as the implementing partner, will implement the project and ensure efficient and transparent administration and management of project fund. The Commission will have overall responsibility for delivering project outputs and for management of project resources through the National Project Director (NPD). The Commission will be supported in the management of project resources by a Project Support Board and Project Monitoring Committee. A Project Management and Technical Expertise Team (PMT), managed by a Project Manager under the Supervision of the NPD, will be established to implement the project. The structure of the management arrangements are designed to be consistent with, and supportive of, the NHRC own structure (see Figure 1).

Wherever opportunities present themselves, project activities will be implemented in close partnership with human rights NGOs. In addition, the Project will be implemented in coordination with the Government in particular key Government agencies such as the MoL, Ministry of Home Affairs, Ministry of Education, the Attorney General's Office, the Ministry of Finance (including ERD) and the Ministry of Foreign Affairs.

UNDP will support the NHRC by undertaking development partner coordination, joint administration of the resources allocated by development partners, procurement, recruitment and the mobilisation of additional resources and project assurance. UNDP will provide service delivery under the arrangement of Direct Country Office Support (DCS) to a National Execution (NEX) modality. UNDP may call upon other specialised UN agencies for additional support where necessary. This project will be managed in a manner consistent with the NEX manual or any future agreement between UNDP and the Government of Bangladesh.

Figure 1 NHRC Structure with Project Management Arrangements

