

Experience in the usage of computers and office software packages (MS Word, Excel, etc) and knowledge of spreadsheet and database packages, experience in handling of web based management systems.

Language Requirements:

Fluency in written and spoken English and Bangla.

Annexure III

Mandate of NHRC

[To be revised if Bill amended]

The Powers of the commission include:

- Investigating on petition or suo motu a complaint in respect of violation of human rights by a person, state or government agency/institution or organization and investigating a complaint in respect of violation of human rights, or negligence in the prevention of such violation, by a public servant. Resolving the complaint through mediation and consensus or referring the complaint to Court or taking action in court itself.
- Visit any jail or correction facility or any other institution where persons are detained or lodged for the purposes of reformation, protection, treatment, or welfare, to study the living conditions of the inmates and make recommendations to the government thereon for the development of these places and conditions;
- Study human rights treaties and other international deeds and make recommendations to Government and Civil Service for their effective implementation
- Examine the draft bills and proposals for new legislation to verify their conformity with international human rights standards and to ensure the compliance with the international human rights instruments, make recommendations for amendment to the appropriate authority
- Advise Government on signing international human rights instruments and ensure their proper implementation
- Promote public awareness of human rights laws and protections including through publications
- To undertake and disseminate human rights research to increase awareness and understanding of human rights in Bangladesh.

Jurisdiction

The NHRC's mandate is the promotion and protection of "human rights". These are defined in the Act as "the fundamental rights proclaimed in the third part of the Constitution and such human rights proclaimed in various international human rights instruments ratified by the Peoples' Republic of Bangladesh, which have been recognized by existing laws".

This provides two sources for the human rights standards that might support a complaint to the Commission – the Constitution and the international treaties by which Bangladesh is bound and which have been recognised by existing laws. It is worth noting that relevant international instruments include the UDHR, which is binding on all states as a matter of public international law, although not technically a treaty capable of ratification. The relevant existing laws include the Constitution itself (which in addition to the rights in Part III also recognises certain economic and social rights in Part II Fundamental Principles of State Policy), legislation and decisions of the courts.

Human Rights

International Human Rights Treaties in force in Bangladesh⁴

| Core international human rights treaties | Ratification / Accession (a)/succession | Declaration/reservations |
|--|---|--|
| ICERD ⁵ | 11 June 1979 (a) | |
| ICESCR ⁶ | 5 October 1998 (a) | <i>Declarations:</i> Article 1 (self determination), 2 (state obligations to guarantee Covenant rights), 3 (equality of men and women), 7 (just and favourable conditions of work), 8 (trade unions) 10 (family and protection of mother and child) and 13 (education) |
| ICCPR ⁷ | 6 September 2000 (a) | <i>Declarations:</i> Article 10 (prisoners' rights), 11 (prohibition of imprisonment on ground of inability to fulfill a contractual obligation), and 14 (safeguards re trial and punishment) <i>Reservation:</i> Article 14 (prohibition on trial in absentia) |
| First OP- ICCPR (Individual complaints) | Not yet ratified | |
| Second OP-ICCPR (abolishing death penalty) | Not yet ratified | |
| CEDAW ⁸ | 6 November 1984 (a) | <i>Reservation:</i> Articles 2 (obligation to eliminate gender discrimination) and 16 (1)(c) (discrimination in marriage and family relations, during marriage and at its dissolution) |
| Optional Protocol to CEDAW | 6 September 2000 | <i>Declaration:</i> Article 10 (1) (obligations under Articles 8 and 9 of the Optional Protocol re inquiry procedure) |
| CAT ⁹ | 5 October 1998 (a) | <i>Reservation:</i> Article 14 Para 1 (right to fair and adequate compensation to victims of torture) |
| OP-CAT (allowing in-country) | Not yet ratified | |

⁴ See Bangladesh NGO's UPR submission

⁵ International Convention on the Elimination of All Forms of Racial Discrimination

⁶ International Covenant on Economic, Social and Cultural Rights

⁷ International Covenant on Civil and Political Rights

⁸ Convention on the Elimination of All Forms of Discrimination against Women

⁹ Convention against Torture and Other Forms of Cruel Inhuman or Degrading Treatment or Punishment

| | | |
|--|---------------------|---|
| inspections of places of detention) | | |
| CRC ¹⁰ | 3 August 1990 | <i>Reservations</i> : Article 14(1) (freedom of thought, conscience and religion) Article 21 (adoption) |
| OP-CRC-AC ¹¹ | 6 September 2000 | <i>Declaration</i> : Article 3 (2) (minimum age for the recruitment by armed forces) |
| OP-CRC-SC ¹² | 6 September 2000 | |
| Convention on the Rights of Persons with Disabilities | 30 November 2007(R) | |
| OP-CRPD | Not yet ratified | |
| CMW ¹³ | 7 October 1998 (S) | |
| Convention for the Protection of All Persons from Enforced Disappearance | Not yet ratified | |

¹⁰ Convention on the Rights of the Child

¹¹ Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict

¹² Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography

¹³ International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families

| Year | Month | Day | Time | Location | Activity | Remarks |
|------|-------|-----|-------|----------|----------|---------|
| 2018 | Jan | 15 | 10:00 | ... | ... | ... |
| 2018 | Jan | 20 | 11:00 | ... | ... | ... |
| 2018 | Jan | 25 | 12:00 | ... | ... | ... |
| 2018 | Jan | 30 | 13:00 | ... | ... | ... |
| 2018 | Jan | 31 | 14:00 | ... | ... | ... |
| 2018 | Feb | 05 | 15:00 | ... | ... | ... |
| 2018 | Feb | 10 | 16:00 | ... | ... | ... |
| 2018 | Feb | 15 | 17:00 | ... | ... | ... |
| 2018 | Feb | 20 | 18:00 | ... | ... | ... |
| 2018 | Feb | 25 | 19:00 | ... | ... | ... |
| 2018 | Feb | 28 | 20:00 | ... | ... | ... |
| 2018 | Mar | 03 | 21:00 | ... | ... | ... |
| 2018 | Mar | 08 | 22:00 | ... | ... | ... |
| 2018 | Mar | 13 | 23:00 | ... | ... | ... |
| 2018 | Mar | 18 | 24:00 | ... | ... | ... |
| 2018 | Mar | 23 | 25:00 | ... | ... | ... |
| 2018 | Mar | 28 | 26:00 | ... | ... | ... |
| 2018 | Mar | 31 | 27:00 | ... | ... | ... |

Annexure IV
Detailed Activity Budgets

| Outcome 1 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|--|---------------------|-------------|-------------|-------------|-------------|-------------|
| 1.1 NHRC's organisation structure is designed and implemented | Activity 1.1.1 Support the NHRC to design the Commission's organisational structure drawing on experience from a NHRI practitioner from the region | \$40,000.00 | \$40,000.00 | | | | |
| | Activity 1.1.2 Assist the NHRC to develop a work plan for the staged implementation of the organisation structure | \$15,000.00 | \$15,000.00 | | | | |
| | Activity 1.1.3 Assist the NHRC to establish goals, performance targets and monitoring mechanisms for work units/Departments | \$25,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 |
| | 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 | \$42,000.00 | \$12,000.00 | \$12,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 |
| | Total | \$122,000.00 | | | | | |
| 1.2 Strategic planning systems designed and implemented underpinning the NHRC's activities with planning, budgeting and performance measurement (M&E) | 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 | \$25,000.00 | \$25,000.00 | | | | |
| | 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 | \$55,000.00 | | \$25,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 |
| | Activity 1.2.3 Provide leadership and management training supported by international or national experts to assist implementation and management of the strategic plan | \$29,000.00 | | \$17,000.00 | | | \$12,000.00 |
| | Activity 1.2.4 Support the NHRC to develop communication, reporting and management strategies for harmonizing activities between the Commission's functional teams | \$49,000.00 | | \$25,000.00 | \$12,000.00 | \$12,000.00 | |
| | Activity 1.2.5 Support the NHRC to network nationally, regionally and internationally in relation to the Commission's identified human rights priorities | \$120,000.00 | \$20,000.00 | \$25,000.00 | \$25,000.00 | \$25,000.00 | \$25,000.00 |

| Outcome 1 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|--|---------------------|-------------|-------------|-------------|-------------|-------------|
| | 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 | \$190,000.00 | \$50,000.00 | \$50,000.00 | \$40,000.00 | \$30,000.00 | \$20,000.00 |
| | Total | \$468,000.00 | | | | | |
| | 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 | \$40,000.00 | \$40,000.00 | | | | |
| | 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 | \$60,000.00 | | \$15,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 |
| | 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 under human resource policies, procedures, and job specification. | \$116,000.00 | \$86,000.00 | \$30,000.00 | | | |
| | 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. | \$40,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | |
| | Activity 1.3.6 Facilitate peer exchange programme with personnel from other national human rights institutions from the Asia Pacific region | \$150,000.00 | \$10,000.00 | \$35,000.00 | \$35,000.00 | \$35,000.00 | \$35,000.00 |
| | Activity 1.3.7 Provide training in merit based recruitment and the elimination of discriminatory recruitment practices. | \$75,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 |
| | Activity 1.3.8 Support the NHRC to develop and implement performance monitoring and evaluation frameworks for effective management of the Commission | \$75,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 | \$15,000.00 |
| | Total | \$556,000.00 | | | | | |
| | 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. | \$20,000.00 | \$15,000.00 | \$5,000.00 | | | |
| 1.3 Human Resource Management, policies, structures, systems and procedures developed and implemented | | | | | | | |
| 1.4 Regional Offices of the NHRC established and fully operational. | | | | | | | |

| Outcome 1 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|--|--------------|---------------------|-------------|-------------|-------------|-------------|
| | Activity 1.4.2 Provide logistical and equipment supports for regional tours by the Commission prior to establishment of regional offices. | \$12,000.00 | \$5,000.00 | \$7,000.00 | | | |
| | Activity 1.4.3 Support the Commission to establish its first regional office as a pilot with logistical, ICT, equipments and technical expertise | \$45,000.00 | | | \$45,000.00 | | |
| | 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 | \$10,000.00 | \$5,000.00 | \$5,000.00 | | | |
| | 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 | \$3,000.00 | | | | \$3,000.00 | |
| | Activity 1.4.6 Provide the Commission with equipment, ICT, and technical expertise to support the establishment of regional offices nationwide | \$110,000.00 | | | | \$85,000.00 | \$25,000.00 |
| | 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 | \$12,000.00 | | | | \$4,000.00 | \$8,000.00 |
| | Total | | \$212,000.00 | | | | |
| 1.5 Commission members and the Secretary are fully equipped to provide leadership and good management to the NHRC | 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 | \$39,000.00 | \$8,000.00 | \$12,000.00 | \$8,000.00 | \$6,000.00 | \$5,000.00 |
| | 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 | \$35,000.00 | \$4,000.00 | \$12,000.00 | \$8,000.00 | \$6,000.00 | \$5,000.00 |
| | 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 | \$25,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 |

| Outcome 1 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|---|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | 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 | \$26,000.00 | \$6,000.00 | \$8,000.00 | \$8,000.00 | \$4,000.00 | |
| | Total | \$125,000.00 | | | | | |
| | 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 | \$35,000.00 | \$35,000.00 | | | | |
| 1.6 Budgeting and financial management policies, structure, systems and procedures developed and implemented. | 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 | \$48,000.00 | | \$12,000.00 | \$12,000.00 | \$12,000.00 | \$12,000.00 |
| | 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. | \$30,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 |
| | Total | \$113,000.00 | | | | | |
| | Additional Technical Advice | \$128,906.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 |
| Outcome 1 Total | | \$1,724,906.25 | \$447,781.25 | \$376,781.25 | \$305,781.25 | \$346,781.25 | \$247,781.25 |

| Outcome 2 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | |
|---|---|---------------------|-------------|--------------|-------------|-------------|-------------|-------------|
| 2.1 Efficient and effective complaints process designed | Activity 2.1.1 Support the NHRC, with exerts in complaints handling by NHRIs, to design its monitoring and complaint handling process, including receiving complaints, reviewing complaints, legal advice, investigation, decision and action, resolution and follow-up | \$42,000.00 | \$35,000.00 | | \$7,000.00 | | | |
| | 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. | \$52,000.00 | \$40,000.00 | | \$12,000.00 | | | |
| | 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. | \$137,000.00 | \$6,000.00 | \$115,000.00 | \$6,000.00 | \$5,000.00 | \$5,000.00 | |
| | Total | \$231,000.00 | | | | | | |
| 2.2 Internal compliance with the complaints process when investigating, mediating conciliating all complaints | Activity 2.2.1 Provide ongoing periodic trainings to Commission staff in complaints handling (especially mediation and conciliation techniques) by international experts | \$78,000.00 | \$6,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$12,000.00 | |
| | 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 | \$24,000.00 | | \$6,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 | |
| | Activity 2.2.3 Support implementation of any recommendation arising from the annual performance evaluation on the complaints handling system | \$14,000.00 | | \$5,000.00 | \$5,000.00 | \$4,000.00 | \$3,000.00 | |
| | 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 | \$185,000.00 | \$20,000.00 | \$50,000.00 | \$50,000.00 | \$60,000.00 | \$40,000.00 | \$15,000.00 |
| | Activity 2.2.5 Provide legal support (advice, legal costs and ancillary expenses) for aggrieved people whose complaints are being considered by the NHRC. | \$140,000.00 | \$5,000.00 | \$25,000.00 | \$25,000.00 | \$50,000.00 | \$40,000.00 | \$20,000.00 |
| | Total | \$441,000.00 | | | | | | |
| 2.3 A monitoring and reporting system designed | 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 consultants experienced in human rights monitoring by national institutions. | \$42,000.00 | \$35,000.00 | | \$7,000.00 | | | |

| Outcome 2 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | |
|--|--|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|------------|
| | Activity 2.3.2 Support developing a monitoring manual and resource tools for NHRC staff responsible for monitoring and reporting Design the Commission's Human Resource strategy, policies, procedures and systems with expertise from human resources specialists | \$52,000.00 | \$40,000.00 | | \$12,000.00 | | | |
| | Total | \$94,000.00 | | | | | | |
| 2.4 Human rights abuses are effectively monitored and reported in accordance with the monitoring and reporting policy and procedure. | Activity 2.4.1 Provide ongoing periodic trainings to Commission staff in human rights monitoring with assistance of experienced NHRI practitioners | \$78,000.00 | \$6,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$12,000.00 | |
| | Activity 2.4.2 Support periodic assessments of monitoring practices | \$24,000.00 | | \$6,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 | |
| | Activity 2.4.3 Facilitate workshops between the NHRC and NGOs undertaking human rights monitoring to ensure appropriate collaboration and resource sharing | \$25,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,000.00 |
| | 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. | \$120,000.00 | \$40,000.00 | \$30,000.00 | \$35,000.00 | \$15,000.00 | \$0.00 | |
| | Total 2.4 | \$247,000.00 | | | | | | |
| Outcome 2 | Additional Technical Advice | \$128,906.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | |
| | TOTAL | \$1,141,906.25 | \$263,781.25 | \$307,781.25 | \$275,781.25 | \$185,781.25 | \$108,781.25 | |

| OUTCOME 3 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | |
|---|--|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 3.1 A comprehensive community education and information strategy developed by NHRC. | 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) | \$77,000.00 | \$65,000.00 | | \$12,000.00 | | | |
| | 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. | \$75,000.00 | \$25,000.00 | | \$25,000.00 | | \$25,000.00 | |
| | Activity 3.1.3 Provide training for Commissioners and appropriate staff in public education and communication by experts | \$62,000.00 | \$20,000.00 | \$12,000.00 | \$12,000.00 | | \$6,000.00 | |
| | Total | \$214,000.00 | | | | | | |
| 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 | 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. | \$110,000.00 | \$15,000.00 | \$30,000.00 | \$30,000.00 | \$25,000.00 | \$10,000.00 | |
| | 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. | \$70,000.00 | | | | \$25,000.00 | \$25,000.00 | \$20,000.00 |
| | Activity 3.2.3 Support the NHRC to organise and host annual human rights conferences. | \$100,000.00 | | \$25,000.00 | | \$25,000.00 | \$25,000.00 | \$25,000.00 |
| | Activity 3.2.4 Support the NHRC to organise a number of public meeting, including in at least 20 districts to discuss NHRC's Annual Report | \$32,000.00 | | \$8,000.00 | | \$8,000.00 | \$8,000.00 | \$8,000.00 |
| | Activity 3.2.5 Provide training in information management and communication for partnership building, public awareness campaign, information dissemination as well as media relations | \$35,000.00 | \$15,000.00 | \$20,000.00 | | | | |
| | Total | \$347,000.00 | | | | | | |
| 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 | 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. | \$60,000.00 | \$30,000.00 | \$30,000.00 | | | | |
| | 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. | \$150,000.00 | | | | \$50,000.00 | \$50,000.00 | \$50,000.00 |

| OUTCOME 3 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|--|---|---------------------|-------------|-------------|-------------|-------------|-------------|
| amongst parliamentarians, central and local government officials, police, prison officers, teachers and academic staff, legal profession | 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 NHRI in the region. | \$41,000.00 | \$25,000.00 | \$16,000.00 | | | |
| | 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 NGOs (where appropriate in conjunction with national professional associations and international partners). | \$48,000.00 | | \$12,000.00 | \$12,000.00 | \$12,000.00 | \$12,000.00 |
| | Total | \$299,000.00 | | | | | |
| 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 | Activity 3.4.1 Assist in developing the NHRC's Public Inquiry Strategy Paper with support from international and national consultants | \$15,000.00 | \$15,000.00 | | | | |
| | Activity 3.4.2 Provide training for NHRC staff in undertaking public inquiries supported by international and national consultants | \$36,000.00 | \$12,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 |
| | Activity 3.4.3 Support the NHRC to undertake public inquiries with equipment, ICT, logistical support and technical expertise. | \$80,000.00 | | \$20,000.00 | \$20,000.00 | \$20,000.00 | \$20,000.00 |
| | Total | \$131,000.00 | | | | | |

| OUTCOME 3 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|--|--|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| 3.5 Development capacity of human rights information management within the NHRC. | 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 | \$8,000.00 | | \$8,000.00 | | | |
| | Activity 3.5.2 Procure basic human rights reference materials including those necessary for the NHRC to draft its own public information materials. | \$10,000.00 | | \$5,000.00 | \$5,000.00 | | |
| | Activity 3.5.3 Print basic human rights materials (in Bangla, other necessary ethnic languages, and English) as identified in the comprehensive public education and information dissemination plan. | \$25,000.00 | | \$5,000.00 | \$10,000.00 | \$5,000.00 | \$5,000.00 |
| | 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. | \$85,000.00 | \$10,000.00 | \$30,000.00 | \$30,000.00 | \$10,000.00 | \$5,000.00 |
| | 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. | \$170,000.00 | \$10,000.00 | \$50,000.00 | \$50,000.00 | \$40,000.00 | \$20,000.00 |
| | Total | \$298,000.00 | | | | | |
| | Additional Technical Advice | \$128,906.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 |
| OUTCOME 3 | TOTAL | \$1,417,906.25 | \$267,781.25 | \$302,781.25 | \$345,781.25 | \$263,781.25 | \$237,781.25 |

| Outcome 4 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|---|---------------------|-------------|-------------|-------------|-------------|-------------|
| 4.1 NHRC has developed a methodology for monitoring legal compliance with all international human rights obligations | 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. | \$140,000.00 | \$60,000.00 | \$40,000.00 | \$40,000.00 | | |
| | 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. | \$41,000.00 | \$35,000.00 | \$6,000.00 | | | |
| | 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 | \$45,000.00 | | \$15,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 |
| | 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). | \$70,000.00 | \$35,000.00 | \$35,000.00 | | | |
| | Total | \$296,000.00 | | | | | |
| 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 | 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 | \$68,000.00 | \$20,000.00 | \$30,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 |
| | 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 | \$58,000.00 | \$20,000.00 | \$20,000.00 | \$6,000.00 | \$6,000.00 | \$6,000.00 |
| | Activity 4.2.3 Support the Commissioners and staff to build the NHRC's research output through collaboration with NGOs and civil society. | \$110,000.00 | | \$20,000.00 | \$40,000.00 | \$30,000.00 | \$20,000.00 |
| | Activity 4.2.4 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 | \$55,000.00 | \$15,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 |
| | Total | \$291,000.00 | | | | | |

| Outcome 4 | Activity | Sum | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|--|---------------------|---------------------|---------------------|---------------------|---------------------|--------------------|
| 4.3 NHRC has developed capacity to provide quality reports under UN human rights treaties and conventions | 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 from international and national expert | \$56,000.00 | \$6,000.00 | \$25,000.00 | \$25,000.00 | | |
| | Activity 4.3.2 Support NHRC to provide stakeholder reports through collaboration with civil society for the UPR process with training and workshops | \$27,500.00 | | | | \$15,000.00 | \$12,500.00 |
| | 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. | \$75,000.00 | | | \$25,000.00 | \$25,000.00 | |
| | Total | \$158,500.00 | | | | | |
| | Additional Technical Advice | \$128,906.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 | \$25,781.25 |
| Outcome 4 TOTAL | TOTAL | \$874,406.25 | \$216,781.25 | \$251,781.25 | \$187,781.25 | \$127,781.25 | \$90,281.25 |

Project Management, Sundries GMS

| Outputs: | Total (sum) | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Apportionment between Project Management and Project Outputs | Total Cost Attributable to Project Management |
|---|-----------------------|--------------|--------------|--------------|--------------|--------------|--|---|
| Staff | | | | | | | | |
| Project Manager | \$750,000.00 | \$150,000.00 | \$150,000.00 | \$150,000.00 | \$150,000.00 | \$150,000.00 | 50/50 | \$375,000.00 |
| Project Officer, | \$140,625.00 | \$28,125.00 | \$28,125.00 | \$28,125.00 | \$28,125.00 | \$28,125.00 | 75/25 | \$105,468.75 |
| Monitoring and Evaluation Officer, | \$140,625.00 | \$28,125.00 | \$28,125.00 | \$28,125.00 | \$28,125.00 | \$28,125.00 | 25/75 | \$35,156.25 |
| Office Assistant, | \$52,085.00 | \$10,417.00 | \$10,417.00 | \$10,417.00 | \$10,417.00 | \$10,417.00 | 100 | \$52,085.00 |
| Technical Assistant (Finance and Administration) | \$72,915.00 | \$14,583.00 | \$14,583.00 | \$14,583.00 | \$14,583.00 | \$14,583.00 | 100 | \$72,915.00 |
| Driver | \$21,577.14 | \$4,315.43 | \$4,315.43 | \$4,315.43 | \$4,315.43 | \$4,315.43 | 100 | \$21,577.14 |
| TOTAL Staff Costs | \$1,177,827.14 | | | | | | | |
| Total Staff Costs Attributable to Project Management | \$662,202.14 | | | | | | | |
| Equipment: | | | | | | | | |
| Project Vehicles | \$65,000.00 | \$65,000.00 | | | | | | |
| Fuel, repair, insurance | \$50,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | | \$10,000.00 |
| Office Space, Utilities, Project Fitout | \$150,000.00 | \$30,000.00 | \$30,000.00 | \$30,000.00 | \$30,000.00 | \$30,000.00 | | \$30,000.00 |
| Expendable Equipment (including Stationeries) | \$50,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | \$10,000.00 | | \$10,000.00 |
| Total Equipment: | \$315,000.00 | | | | | | | |
| Mission Costs | | | | | | | | |
| Travel (Local) | \$20,000.00 | | | | | | | |
| Travel (international) | \$90,000.00 | | | | | | | |
| Total Mission Costs | \$110,000.00 | | | | | | | |
| Meeting/Workshop/Seminar etc (Programme Steering Committee Meeting, Tripartite Review Meeting, Coordination Meeting), | \$35,000.00 | | | | | | | |
| Reporting-Printing | \$250,000.00 | | | | | | | |
| Total Project Cost Excluding Sundries | \$1,372,202.14 | | | | | | | |
| Management Contingency Fund (2% of total project cost excluding sundries | \$37,756.54 | | | | | | | |
| Sundries | | | | | | | | |
| GMS (7%) | \$385,000.00 | | | | | | | |
| Total Sundries | \$385,000.00 | | | | | | | |
| Total | \$1,784,646.19 | | | | | | | |

Bo

| 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 | \$185,781.25 | \$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 |

Budget Footnote:

Cash & in kind contributions by GoB :

CD VAT / Tax. US \$: 2,84,713¹

1. This amount is based on the maximum budget utilization and purchase of jeep type vehicle of between 2000-2750cc engine capacity @ 438.02%, however the actual CDWAT amount payable will be dependent upon several factors including vehicle type & engine capacity, assessable value, and applicable rates of CDWAT at the time of purchase etc.