

JOINT PROGRAMME DOCUMENT

UN – GOB JOINT PROGRAMME ON VIOLENCE AGAINST WOMEN (VAW) IN BANGLADESH



JOINT PROGRAMME DOCUMENT

Country: Bangladesh

10 December, 2009

UNDAF Outcome(s): Societal changes are realized to reduce discriminatory practices and to pursue equity and empowerment for women and girls (MDG3)

Joint Programme Outcome(s):

1. Policies and legal framework aimed at preventing violence against women (VAW) and protecting and supporting survivors adopted, implemented and monitored.
2. Social attitudes and behavioural changes effected to reduce VAW and discriminatory practices.
3. Conducive environment created, and capacities enhanced, for providing support and care for women and girls who are vulnerable to, and/or have survived, violence

<p>Prog/project Title: Joint Programme to Address Violence Against Women</p> <p>Programme/project Duration (Start/end dates): January 2010 December 2012</p> <p>Fund Management Option(s): Pass-through</p> <p>Managing or Administrative Agent: UNDP (New York) (If/as applicable)</p>	<p>Total estimated programme /project budget: \$ 7,997,378</p> <p>Out of which:</p> <p>1. Planned resources:</p> <ul style="list-style-type: none"> • Government _____ • Regular/Other Resources _____ • NGO or private _____ • MDG-F <u>\$7,997,378</u> • Donor ... _____ <p>2. Unfunded budget: _____ <u>0</u></p>
---	--

Names and signatures of (sub) national¹ counterparts and participating UN organizations

Adequate signature space should be provided in order to accommodate name (person), title (head) organization name/seal of all participating UN organizations and implementing partners, and date signed. Note that all partners involved in implementing the joint programme/project will be required to sign the JPD.

UN Organizations	National Partners ² (Including sub national partners.)
<p>UN Resident Coordinator, Bangladesh</p> <p style="text-align: right;"><i>Renata Lok Dessallien</i> Renata Lok Dessallien UN Resident Coordinator in Bangladesh</p> <p>Signature _____ Date & Seal 10 DEC 2009</p>	<p>Secretary, ERD, Ministry of Finance</p> <p style="text-align: right;"><i>[Signature]</i> 10/12/09</p> <p>Signature _____ Date & Seal _____</p>

¹ Governmental, and any NGO/civil society, private sector or other partners

² For UNDP, national signatories must include the national coordinating agency and the relevant national cooperating agency

Representative, UNFPA (Lead Agency) Signature: <i>GRME</i> Date & Seal: 10 DEC 2009 Director, ILO	Secretary, Ministry of Women and Children Affairs Signature: <i>Munir</i> Date & Seal:
Regional Representative, IOM Signature: <i>Rahat Faruk</i> Date & Seal: 10/12/2009 Country Coordinator, UNAIDS Signature: <i>Dr. Saifi Panakadani</i> Date & Seal: 12/12/09	Secretary, Ministry of Social Welfare Signature: <i>Dr. Md. Shahjahan Ali Khandaker</i> Date & Seal: 12/12/09 Deputy Chief Ministry of Social Welfare Secretary, Ministry of Information Signature: <i>Opas</i> Date & Seal: 10/12/09 Joint Secretary Ministry of Information Govt. of the People's Republic of Bangladesh
Country Director, UNDP Signature: <i>Stefan Priesner</i> Date & Seal: 10/12/2009 Country Representative, UNESCO Signature: <i>Muhammad</i> Date & Seal: 10/12/09	Secretary, Ministry of Health and Family Welfare Signature: <i>Md. Abdur Rahman</i> Date & Seal: 10.12.09 Joint Secretary Ministry of Health & Family Welfare Govt. of the People's Republic of Bangladesh Secretary, Ministry of Labour and Employment Signature: <i>Arun Kanti Aich</i> Date & Seal: 10/12/09 Joint Secretary Ministry of Labour & Employment Govt. of the People's Republic of Bangladesh
Country Representative, UNICEF Signature: <i>UNICEF</i> Date & Seal: 10/12/09 Regional Programme Director, UNIFEM Signature: <i>Ashad Ali</i> Date & Seal: 10-12-09 Country Representative, WHO Signature: <i>D. Sanyal</i> Date & Seal: 10/12/2009	Secretary, Ministry of Education Signature: <i>UNICEF</i> Date & Seal: 10/12/09 Secretary, Ministry of Youth and Sports Signature: <i>PA</i> Date & Seal: 10-12-09 Secretary, Ministry of Expatriates' Welfare and Overseas Employment Signature: <i>Shamsun Nahar</i> Date and Seal: 10-12-09 Joint Secretary Expatriates' Welfare & Overseas Employment Govt. of the People's Republic of Bangladesh
	Secretary, Ministry of Local Government, Rural Development and Cooperatives (Local Government Division) Signature: <i>Sudhan Kumar Sarkar</i> Date and Seal: 10/12/09 Director General Local Govt. Division Government of Bangladesh
	Secretary, Ministry of Law, Justice and Parliamentary Affairs Signature: <i>Nasim Begum</i> Date and Seal:

Le
 Ministry

1. Executive Summary

Violence against Women (VAW) is one of the main causes of suffering and poverty in Bangladesh. It occurs within the domestic and working arenas, but remains largely under-reported and investigated. VAW is not the privilege of men and boys only, women can also be perpetrators of VAW.

In Bangladesh, the two main root causes of VAW are: (1) the unfavorable policy and legal frameworks; and (2) the social and individual attitudes and behaviours. In addition, immediate protection given to women and girls who are victims of violence is inadequate. Against this backdrop, there is tremendous scope for a well coordinated and designed programme where the United Nations Country Team (UNCT) and its partners could effectively address the issues. This intervention should be built around a three-pronged strategy

The first strategy deals with the policy and legal framework in Bangladesh. The Joint Programme will address issues related to policies and the implementation of laws and conventions. Activities aimed at adopting and implementing policies preventing VAW and protecting victims will include enhancing the capacities of GoB, improving information related to gender and VAW, and providing support to NGOs and civil society.

The second strategy aims at changing those behaviours related to violence against women/girls. The Joint Programme will address the attitudes and behaviour of men and women, boy and girls. Activities toward strengthening societal and behaviour changes in order to reduce VAW will include awareness raising, sensitisation, networking and developing capacities of gatekeepers and stakeholders.

The third strategy revolves around protecting and helping victims of gender-based violence. The Joint Programme will provide survivors of VAW with immediate care, relief and rehabilitation. Immediate care and protection of vulnerable individuals and victims of VAW will be provided through a comprehensive package including the expansion, renovation and improvement of the existing shelter system.

The JP and the MDG-F allocation to Bangladesh will impact beyond the MDG-3. Efforts contributing to other MDGs will also benefit from this MDG-F. This JP will therefore impact also on MDG 1 because extreme poverty and hunger in Bangladesh have a strong gender dimension. MDGs 2, 4, 5, 6 and 8 will also be impacted by this JP.

The JP is anchored in Bangladesh's National Priority 5 ("Gender Equity and Advancement of Women") and is fully aligned with GoB PRS. It will ensure national ownership by the GoB and Civil Society in general. This JP has been envisaged within the spirit of 'One UN' and will make full use of harmonization instruments and modalities applicable to the UN system. The principles of cost-effectiveness and minimization of transaction costs will guide the implementation of the JP. Strong monitoring will ensure that highest standards in quality are followed through the programme.

The governance of this Joint Programme will be ensured through a two-tier management set-up:

- oversight and strategic guidance through a National Steering Committee (NSC);
- operational coordination through a Programme Management Committee (PMC).

In addition to the established governance of the JP, a working level arrangement will be established. This will comprise a Joint Programme Management Office (JPMO) and Working Groups.

2. Situation Analysis

Violence against Women (VAW) is a very serious socio-cultural-economic problem in Bangladesh. It is a cause of immense suffering for millions of individuals and families. It has far reaching and insidious consequences and impacts on society and on the development of Bangladesh. The UNDP Gender Development Index (GDI) for 2004 ranked Bangladesh 110 among 144 countries. In response to this situation, the 2006-2010 UNDAF insists that "violence against women continues to demand special focus" and foresees special interventions to address it.

Reports ⁽³⁾ confirm that all types of VAW listed in the Beijing Platform for Action (PFA) occur in Bangladesh. Thus, domestic violence is a common feature in the social system of Bangladesh, although largely underreported. Very few women come forward to report incidents of abuse, because it is perceived in Bangladesh as a private matter. In this context, the reported examples should be considered a negligible proportion of the actual happenings. Surveys show that in Bangladesh, between 60% and 70% of women suffer sexual and physical violence. Fourteen percent of pregnant women's deaths are associated with violence and injuries. Two out of three experienced violence because of the inability of their parents to pay ever increasing dowry demands. A majority of men feel that women require chastisement from time to time and that mild beating and verbal abuse are permissible. Sexual harassment in the workplace and institutional settings has been a stumbling block to women's outdoor movements. Many girls and women are also subject to trafficking. The number of reported rapes and acid-throwing is on the increase. Several women victims of violence find themselves pushed towards suicide.

Two main causes have been identified as hampering progress towards a reduction of violence against women. First is the unfavorable policy and legal frameworks or the weak implementation of progressive laws. The second cause is related to deep rooted social and individual attitudes and behaviour.

In Bangladesh, several laws discriminate against women. Women therefore do not enjoy equal rights in marriage, divorce, custody, guardianship and inheritance. Although the Bangladesh constitution provides equal rights to men and women in public life, it is silent about family and private life. Despite Bangladesh's commitment to the Beijing Platform for Action "to enact and periodically review domestic legislation to punish and redress violence against women in the home, workplace, community and society", very little progress has been made in amending discriminatory laws. For instance, Bangladesh still continues its reservations on CEDAW's Article 2 (means for implementation of CEDAW) and Article 16.1.c (equality within the family life). Insufficient awareness and advocacy for women's human rights does not provide a conducive environment necessary for the swift adoption of fundamental rights.

The unfavorable policy and legal context enables anti-women social and individual attitudes and behaviours to continue. These attitudes and behaviours are deep rooted in the traditional patriarchal society of Bangladesh. They find expression in the day-to-day family and public life of every woman. For instance, beating a woman to keep her under control is a socially approved norm, or when it comes to father's prerogative in the marriage of his daughter and dowry related issues. Moreover, VAW is also to some point perpetrated by women themselves.

³ Thorough information and comprehensive national statistics on the issue have not yet been compiled. The existing information is based primarily on newspaper reports, records of the Government, information collected by NGOs and specific research on small scale. These sources are to be drawn upon as evidence of the present trend of VAW in Bangladesh. However, the development community, as well as the women activists, believes that the information available drastically underestimates the real situation although reporting may have increased.

Beyond the two main identified causes of VAW in Bangladesh, the immediate protection given to women victims of violence is inadequate. Physical and psychological protection is almost nonexistent. Only a few scattered shelters are presently providing some kind of assistance to the victims. They are often not equipped with adequate facilities and do not fully meet victims' needs.

Against this backdrop, there is a scope for a well coordinated and designed programme where the United Nations Country Team (UNCT) and its partners could effectively address the issues. This intervention should be built around three areas.

The first is to address the policy issues (policy adoption, implementation and monitoring). Bangladesh is committed under Beijing "to enact and periodically review domestic legislation to punish and redress violence against women in the home, workplace, community and society". The adoption of policies preventing VAW and protecting the victims is to be tackled by strengthening the capacities of key government personnel, improving the information related to VAW, and by advocating the adoption of landmark laws and conventions, such as CEDAW.

The second area where additional efforts can be made is on encouraging changes in attitude and behaviour of men and boys, women and girls. This encompasses deepening awareness, strengthening organizations and enhancing the capacities of gatekeepers and stakeholders.

The third area is to work on immediate relief and rehabilitation of those that are victims of violence or are particularly vulnerable to violence. Protection needs to be extended both in terms of quantity - more shelters to be opened; and in terms of quality - by offering a comprehensive rehabilitation package to the victims.

3. Strategies including lessons learned and the proposed Joint Programme

Background

The Government of Bangladesh has taken several steps to address the above causes of VAW. The Parliament has passed a number of laws against acid-throwing, giving and taking of dowry, cruelty and violence against women and children with provision of speedy and summary trials and exemplary punishment. At the national level an Anti-VAW Cell has been established in the Ministry of Women and Children Affairs to monitor and dispose of all complaints. At the sub district and district levels, committees have been instituted to receive and pursue cases of VAW.

For decades meanwhile, NGOs and women's organizations have been working among both rural and urban communities to strengthen women's capacity to resist violence, to mobilise men against VAW, to raise social awareness against violence, and to protect and assist violated women for redress and rehabilitation.

Agencies of the UN Country Team in Bangladesh have so far worked to prevent VAW mainly within their own individual Country Programme initiatives. For example, UNFPA has conducted two studies: (a) 'Baseline Survey for Assessing Attitudes and Practices of Male and Female Members and In-laws towards Gender Based Violence' and (b) 'An assessment of male attitude towards violence against women'. It has also provided support to the Ministry of Women Children Affairs in establishing shelters for the victims of VAW. UNICEF has created environments that enable women to receive treatment in privacy, with dignity and respect through its Women-Friendly Hospital Initiative (WFHI). UNIFEM has organized training for inter-faith religious leaders

to reduce VAW and trafficking. ILO has developed a code of practice on violence and stress at work in the service sector, providing general guidance (a) to develop practical responses to violence, and (b) to promote dialogue, consultation and negotiation among government, employers and workers. IOM has worked to enhance the capability of specific government agencies, civil society and NGOs to assist trafficked women and children. Through its Police Reform Programme, UNDP plans to establish a victim support centre and to develop a victim referral system. In spite of all the above efforts of the UN system in Bangladesh, however, VAW issues still remain insufficiently addressed and under-funded.

Lessons learned

Through their extensive work, UN agencies and their partners have learned a number of lessons about how best to address the problem of violence against women in Bangladesh. These lessons are mainly related to approaches and strategies in formulation, implementation and effectiveness.

- Despite the many initiatives and documented experience, nationally or regionally representative information on gender issues in general, and VAW issues in particular, remain insufficient. This JP would be an opportunity to attempt the establishment of a comprehensive information system.
- Decades of work on the legislative framework suggest that it is clear that laws alone cannot end VAW. Implementation of laws and policies into concrete benefits not only in the areas of violence against women in Bangladesh, but also in many other areas around the fight against poverty, remains weak. Yet, several means have shown to be effective in turning policies into actions. These include social movements. Bangladesh has a very vibrant and diversified civil society. Mobilization around issues of justice is well rooted in the Bengali tradition. The support to translate legal framework into real action needs to be firmly grounded on these strengths.
- Partnerships with civil society offer opportunities for strengthening development effectiveness at all programme stages. Civil society has been playing the role of monitor. By voicing their concerns, they make the duty bearers more responsive and accountable to their actual responsibilities regarding the adherence to international treaties and conventions as well as to the implementation of its policies.
- Long experience of campaigning for human rights suggests that effective strategies have to be tuned to the diversified targeted audiences. VAW occurs in different contexts and environments of Bangladeshi society. It is multi-directional. It takes place at home, at the work places, or during mobility. It affects girls and women, labourers and the educated classes. VAW is not the privilege of a few men but can be the daily behaviour of fathers and brothers, teachers and co-workers. Moreover, VAW is not only perpetrated by males but also often carried-out by women themselves (e.g. mother-in-laws). It can be insidiously encouraged by the media and the leisure industry.
- Prevention, treatment and rehabilitation of survivors of violence are better addressed through a comprehensive package.
- Interventions have better prospects for impact, sustainability, and micro-macro linkage when delivery is channeled through existing government structures using clear and consistent procedures. Sustainability of measures and actions can also be enhanced by creating an enabling environment in which women and men are living. This is particularly true when it comes to strengthening the capacities of institutions, organizations and individuals.
- Gender approaches have shown better results than that of the sole Women-In-Development stream. Lessons learned show that more effective and sustainable results can be obtained by involving men and boys in solving problems that they themselves are directly or indirectly responsible for. No section of society should be ignored on the

assumption of its opposition. It is necessary to get effective and genuine support of influential people. Achieving behaviour change through community-based approaches is feasible and younger generations offer an opportunity for proposing long lasting behavioral changes.

- The UN System enjoys a comparative advantage for its technical experience and "on the ground" practical experience supported by knowledge on best practices gleaned from a network of offices and projects in Bangladesh and around the world. The JP will build on the achievements and progress made over the years and attempt to leverage the UN's position as a trusted and valuable partner of the Government of Bangladesh and the civil society, a partnership that continues for several decades.

The Proposed Joint Programme

Taking into consideration the above situation and lessons learned, the UN agencies have come together to fight VAW in a well coordinated manner so that duplication could be avoided, transaction costs could be reduced and the impact can be sustained. The strategy adopted by this JP uses a three-pronged approach: policy, behaviour, and protection.

First, the Joint Programme will address the issues related to policies and implementation of the adopted laws and conventions. Activities aimed at adopting and implementing policies preventing VAW and protecting victims/survivors will include (i) enhancing the capacities of GoB, (ii) improving information related to gender and gender discrimination, and (iii) promoting active advocacy and monitoring by Civil Society.

Second, the Joint Programme will address the attitudes and behaviour of men and women, boys and girls themselves. Activities toward strengthening intergenerational societal and behaviour changes in order to reduce VAW will include awareness raising, networking and developing capacities of gatekeepers and stakeholders.

Third, the Joint Programme will provide survivors of VAW with immediate relief and rehabilitation. Immediate protection of vulnerable individuals and victims of VAW will be provided through a comprehensive package including the expansion of the successful Bangladesh "UN shelter".

These interventions are built on well grounded successes gained by the different agencies. Some innovative activities have emerged from opportunities created by the different ongoing interventions or by the changes occurring in Bangladesh. Activities under this JP allows the scope of effective ongoing interventions to be increased either by widening the number of beneficiaries, or by deepening the impact and increasing sustainability. They are solidly embedded in three main principles.

First, the JP is anchored in the National Priority 5 of Bangladesh - Gender Equity and Advancement of Women - and is fully aligned with GoB's PRS. It will ensure national ownership by the GoB and the Civil Society in general. For this, expected results are anchored in those sought by the GoB either through its international commitments or through its short and medium term plans and policies such as the PRS. Non Governmental Organizations, and Civil Society generally, are placed at the core of the interventions.

Second, interventions under this JP have been envisaged within the spirit of 'One UN'. Consequently, activities and interventions of a similar nature (e.g. targeted beneficiaries, expected results) or using comparable means and modalities have been streamlined and grouped under one umbrella. For each output, one agency will be given responsibility and leadership. Inter-agency planning and management will be consolidated through a clear management set-up. Moreover, the UN as a key and recognized partner of GoB and the Civil Society will show

consistency and coherence in its communications. It is envisaged to brand this JP with one common name.

Third, the JP will make full use of the Paris Declaration on Aid Effectiveness and related harmonization instruments and modalities applicable to the UN system. The principles of cost-effectiveness and minimization of transaction costs will guide the implementation of the JP. Strong monitoring will ensure that highest standards in quality are followed through the programme.

Finally, it is important to note that this JP and the MDG-F allocation to Bangladesh will impact beyond the MDG-3 (Promote gender equality and empower women). Efforts contributing to other MDGs will also benefit from this MDG-F. Indeed, VAW has several consequences and is one of the many faces of poverty in Bangladesh. It is crucial to remember that extreme poverty and hunger in Bangladesh have a strong gender dimension. This JP will therefore impact also on MDG 1 (Eradicate extreme poverty & hunger) by providing poor women with necessary support as victims of violence. Decreases in inequality between boys and girls in education (MDG 2 and 3) will also be affected by this JP. With 14% of maternal deaths being caused by violence, the MDG-F and this JP are working towards reduction and improvement of maternal health (MDG 5). Because this JP also addresses issues around AIDS, MDG 6 (Combat HIV/AIDS, malaria and other diseases) is also within the positive effect of this JP. Through its principles of joint programming and of national ownership and partnership, this JP has a direct positive impact on MDG 8 (Develop a global partnership).

4. Results Framework

The JP has three specific outcomes directly contributing to the UNDAF-Bangladesh outcome "Societal changes are realized to reduce discriminatory practices and to pursue equity and empowerment for women and girls" which subsequently leads to improved human security and poverty reduction. They are:

- | | |
|-----------------|---|
| JP Outcome I: | Policies and legal framework aimed at preventing violence against women (VAW), protecting and supporting survivors adopted, implemented and monitored. |
| JP Outcome II: | Social attitudes and behavioural changes effected to reduce violence against women VAW and discriminatory practices. |
| JP Outcome III: | Conducive environment created, and capacities enhanced for providing support and care for women and girls who are vulnerable to, and/or have survived, violence |

Each JP specific outcome is achieved by the following outputs.

Outcome I Outputs (ILO/UNAIDS/UNDP/UNFPA/UNIFEM/WHO):

1. Enhanced capacity of GOB officials and civil society to implement CEDAW;
2. Capacity strengthened for the formulation, adoption and implementation of laws and policies aimed at preventing VAW and protecting the victims;
3. Information systems on VAW improved.

Outcome II outputs (ILO/IOM/UNAIDS/UNESCO/UNDP/UNFPA/UNIFEM):

1. Strengthened advocacy and public awareness on VAW;

2. Established a national network of gatekeepers and stakeholders to prevent VAW and protect the victims of VAW established;
3. Developed Capacity of gatekeepers and stakeholders for preventing VAW.

Outcome III output (IOM/UNAIDS/**UNFPA**/UNICEF):

1. Increased availability of and access for victims of VAW to shelter, medical, psychological, legal support and vocational training.

Details regarding the rationale of the outcomes and how the outputs are related to the outcomes and how they will be realized have been elaborately discussed in the Annex B.

ANNEX B. Table 1: Summary of Results framework

UNDAF Outcome: Societal changes are realized to reduce discriminatory practices and to pursue equity and empowerment for women and girls (MDG3)		Resource allocation and indicative time frame*			
		Y1	Y2	Y3	Totals
<p>Outcome 1 of Joint Programme: Policies and legal framework aimed at preventing violence against women (VAW), protecting and supporting survivors adopted, implemented and monitored. (ILO/UNAIDS/UNBP/UNFPA/UNIFEM) Indicators: Policies and International commitments adopted and implemented: CEDAW, Citizen Act, Domestic Violence Act, ILO Code of Practice Baseline: Reservations of CEDAW and the existing legal framework to address VAW Means of Verification: Strategic Policies and Law development reports collected from line ministries Resources: USD 943,312 Risks & Assumptions: Adoption possible during present emergency situation.</p>					
<p>JP Outputs (Give corresponding indicators and baselines)</p> <p>OC1 - Output 1:</p> <p>Enhanced capacity of civil society and GOB officials to implement CEDAW for prevention of violence and discrimination</p> <p>Lead: UNIFEM</p> <p>Indicators:</p> <ul style="list-style-type: none"> National Caucus of women parliamentarians on promoting implementation of Gender equality issues National Action Plan on Implementation of CEDAW Concluding comments Critical mass of civil society to monitor implementation of CEDAW for prevention of violence and discrimination 	<p>SMART Outputs and Responsible UN Organization</p> <p>By 2010, National Caucus of women Parliamentarians formed with a Draft Action Plan on Implementation of CEDAW Committee's concluding comments</p> <p>UNIFEM</p>	<p>Reference to Agency priority or Country Programme</p> <p>UNIFEM Regional Framework for Action</p>	<p>Implementing /collaborating Partners</p> <p>women's groups/NGOs, M of LJ & PA</p>	<p>Indicative activities for each Output</p> <p>Activity 1: Facilitate the formation of the National Caucus of women Parliamentarians</p> <p>Facilitate the process of developing an action plan to implement the CEDAW Committees Concluding Observations post-reporting</p> <p>Organize orientation workshops for M of LJ & PA officials with inputs from regional experts on Gender sensitivity into courts through CEDAW</p>	<p>47,000</p> <p>80,000</p> <p>45,000</p> <p>172,000</p>

<p>Baseline: Government reports to CEDAW committee</p>	<p>From 2011, civil society groups monitor annual progress on implementation of the CEDAW National Action Plan.</p> <p>UNIFEM</p>	<p>UNIFEM Regional Framework for Action</p>	<p>Civil society groups/MGOs</p>	<p>Activity 2: Orientation to women elected representatives at the UP and UZ level on CEDAW (10 districts in consultation with other UN agencies)</p> <p>Orientation to district WID Committees on CEDAW implementation at 10 districts</p> <p>Formation of district caucus/platform on CEDAW implementation</p>	<p>32,000</p>	<p>20,700</p>	<p>33,500</p>	<p>96,200</p>
<p>OC1 - Output 2: Capacity strengthened for the formulation, adoption and implementation of laws and policies aimed at preventing VAW and protecting the victims.</p> <p>Lead: UNFPA</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Domestic Violence Act • Citizenship Act • Adopted ILO Code of Practice 	<p>By 2011, domestic violence recognized as a criminal offence.</p> <p>UNFPA</p> <p>By 2010, the Bench book on CEDAW finalized for use</p> <p>UNIFEM</p>	<p>UNFPA CPAP</p> <p>UNIFEM Regional Framework for Action</p>	<p>Police (PRP) MinLaw MoWCA</p> <p>MinLaw</p>	<p>Activity 1: Provide financial and technical support to the Drafting Committee.</p> <p>Activity 2: Provide technical support to Min of L & PA for framing of Bench Book as a tool for judges for realization of women's rights</p>	<p>15,000</p>	<p>15,000</p>	<p>15,000</p>	<p>45,000</p>
					<p>12,600</p>	<p>12,700</p>	<p>12,700</p>	<p>38,000</p>

<ul style="list-style-type: none"> The Government ADP (Annual Development Plan) Government policy documents Multisectoral costing framework on VAW Policy ensuring legal and institutional support to the victims of VAW (incl. sex workers) 	<p>By 2011, ILO Code of Practice adapted to the context of Bangladesh and submitted for adoption to reduce sexual and non-sexual harassment at workplace</p>	<p>ILO Programme on promoting gender equality</p>	<p>MinLabor MOWCA Trade Unions & Employers & Bar Associations CSOs & NGOs</p>	<p>Activity 3: Adapt the ILO Code of Practice in the context of Bangladesh - Work towards adoption.</p>	<p>50,000</p>	<p>Nil</p>	<p>Nil</p>	<p>60,000</p>
<ul style="list-style-type: none"> The Suppression of Immoral Traffic Act 1933 The Child Marriage Restraint Act 1939 Family Courts Ordinance 1985 Dowry Prohibition (Amendment) Ordinance 1986 Special Tribunal Act 1995 Suppression of Violence against Women and Children (Amendment) Act 2003 The Legal Aid Act 2000 The Acid Crimes Control Act 2002 	<p>By 2011, Project outputs integrated into the Government ADP (Annual Development Plan) and common Government policies</p>	<p>UNIFAP CPAP</p>	<p>MinFinance Shelter Network PlanCommission Cabinet Division MoHA MOWCA</p>	<p>Activity 4: - 6 policy dialogue with MinFinance. - Assist 10 ministries to include gender issues in their budget proposals.</p>	<p>40,000</p>	<p>40,000</p>	<p>40,000</p>	<p>120,000</p>
<ul style="list-style-type: none"> UNIFPA <p>By 2010, the Bench book on CEDAW finalized for use</p>	<p>By 2010, the Bench book on CEDAW finalized for use</p>	<p>UNIFEM Regional Framework for Action</p>	<p>MinLaw</p>	<p>Activity 5: Provide technical support to Min of LJ & PA for framing of Bench Book as a tool for judges for realization of women's rights</p>	<p>12,600</p>	<p>12,700</p>	<p>12,700</p>	<p>38,000</p>
<p>By 2011, policy ensuring legal and institutional support to the victims of VAW (incl. sex workers) formulated/ revised.</p>	<p>By 2011, policy ensuring legal and institutional support to the victims of VAW (incl. sex workers) formulated/ revised.</p>	<p>UNIFPA CPAP</p>	<p>National Coordination Committee (NCC) MinHome MinLaw</p>	<p>Activity 6: 12 (4/Y) policy dialogue sessions on VAW with policy makers to stipulate legal and institutional transformation process.</p>	<p>16,000</p>	<p>16,000</p>	<p>16,000</p>	<p>48,000</p>

<p>OCI - Output 3: Information systems on VAW improved Lead: WHO Indicators:</p> <ul style="list-style-type: none"> Quantitative and qualitative data on VAW collected in selected 18 districts (3 in each division) Collected data on VAW consolidated into the National statistic system VAW data transferred from NCC Database into SAARC Gender Database Inventory & assessment of good practices in and outside Bangladesh <p>Baseline: WHO's study in Dhaka and Matlab in 2001</p>	<p>By 2011, research on VAW in Bangladesh undertaken, integrated into the national statistic system, and dissemination through the MCC (National Coordination Committee) web page, (Outcome 2-Output 2), TV round table discussion, Print media WHO</p>	<p>WHO Country Cooperation Strategy</p>	<p>MOWCA BBS MoHA Police NGOs Centre for Statistic Hospitals OCC</p>	<p>Activity 1: -Provide financial support and training on collecting, analyzing and disseminating the data of VAW through existing data collection activities. - Quantitative & Qualitative research on VAW including follow up public perception survey in selected 18 districts (3 in each division). Website established (Outcome 2-Output 2)</p>	<p>120,140</p>	<p>29,850</p>	<p>0</p>	<p>160,000</p>
<p>By 2011, NCC Database on VAW incorporated into SAARC Gender Database UNIFEM</p>	<p>UNIFEM Regional Framework for Action</p>	<p>MOWCA BBS SAARC desk, MoHA</p>	<p>Activity 2: Facilitate transfer of VAW data from NCC Database into SAARC Gender Database</p>	<p>14,700</p>	<p>8,000</p>	<p>3,200</p>	<p>25,900</p>	
<p>By 2011, inventory & assessment of good practices in and outside Bangladesh made. UNFPA</p>	<p>UNFPA CPAP</p>	<p>NCC</p>	<p>Activity 3: -30 good practices awarded (5 in each division) identified by NCC -good practices shared, replicated and preserved (Outcome 1 output 3)</p>	<p>37,000</p>	<p>15,000</p>	<p>15,000</p>	<p>62,000</p>	
<p>Sub-total</p>				<p>411,940</p>	<p>277,260</p>	<p>192,400</p>	<p>881,600</p>	
<p>Overhead 7%</p>				<p>28,836</p>	<p>19,408</p>	<p>13,468</p>	<p>61,712</p>	
<p>Total</p>				<p>440,776</p>	<p>295,668</p>	<p>205,868</p>	<p>943,312</p>	

<p>Outcome II of Joint Programme: Social attitudes and behavioral changes effected to reduce VAW and discriminatory practices (ILO/TOM/UNAIDS/UNESCO/UNDP/UNFPA/UNIFEM)</p> <p>Indicators: Reported # of VAW in newspaper and Reported # of VAW to police Baseline: Reported number of VAW in newspaper in 2007 and Reported number of VAW to Police in 2007 Means of Verification: Newspapers report on VAW; Database of Police; and Specific survey reports Resources: USD 3,252,389 Risks & Assumptions: No major set backs in progress made for reducing gender inequalities</p>		Resource allocation and indicative time frame*				
		Y1	Y2	Y3	Totals	
<p>JP Outputs (Give corresponding Indicators and baselines) OC2 - Output 1</p> <p>Strengthened advocacy and public awareness on VAW</p> <p>Lead: UNFPA</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Communication strategy • # of visits to the Programme Website • Reported # of VAW in newspaper • Reported # of VAW to police <p>Baseline: Reported number of VAW in newspaper in 2007 and reported number of VAW to police in 2007</p>	<p>SMART Outputs and Responsible UN Organization 2 months after programme initiation: Comprehensive communication strategy developed and engaged. UNFPA</p>	<p>Reference to Agency priority or Country Programme UNFPA CPAP</p>	<p>Implementing /collaborating Partners UNCT Media coalition</p>	<p>Indicative activities for each Output Activity 1: Communication Strategy developed and agreed upon by all parties & media organizations. Activity 2: Media Coalition established.</p>	<p>7,000</p>	<p>7,000</p>
<p>3 months after programme initiation: a Programme Website is established with linkages to relevant Government and Non-Governmental institutions providing information on the project and specific services provided throughout the project to victims, NGO and government (e.g. shelter, support for job seekers, networking for sex workers) UNFPA</p>	<p>UNFPA CPAP</p>	<p>UNCT Media MOWCA</p>	<p>Activity 2: -1 Webpage designed and functional. -Continuously TV, Print media and poster campaign in all 64 districts providing information on the project and on specific services provided throughout the project to victims, NGO and government support for job seekers, networking for sex workers)</p>	<p>50,000</p>	<p>50,000</p>	<p>150,000</p>

<p>OC2 -Output 2 Established a national network of gatekeepers and stakeholders to prevent VAW and protect the victims of VAW</p> <p>Lead: UNFPA</p> <p>Indicators:</p> <ul style="list-style-type: none"> • # of members of MCC • # of visits to the MCC website • # of meetings of MCC • NCC Database • # of NGOs in the network • # of survivors in the national network • # of sex workers in the network 	<p>Public Awareness on VAW in general and on specific forms of VAW enhanced.</p> <p>UNFPA</p>	<p>UNFPA CPAP</p>	<p>UNCT Min Home Police MoPE MOWCA NGOs</p>	<p>Activity 3: TWD 16 Activism Campaigns (TV, Radio, Print Media, Text Messages (SMS), Billboard, community rallies and street theater covering</p> <p>-Gender based Domestic Violence in general and</p> <p>-Dowry</p> <p>-Child Marriage</p> <p>-Acid Attack</p> <p>-VAW at workplace</p> <p>in particular.</p> <p>Strategy: Focus on men and boys.</p>	<p>80,000</p>	<p>80,000</p>	<p>80,000</p>	<p>240,000</p>
<p>Activity 1: - Build MCC in the first 3 months</p> <p>- Establish the website of MCC</p> <p>- Establish the NCC Database to harmonize Data management on VAW.</p> <p>- Provide technical support to design the national network system</p> <p>- Organize biannual meetings to strengthen the network</p>	<p>National Coordination Committee (NCC) established to build a national network system of lawyers, religious leaders, police, hospitals, NGOs and Government to provide support to victims beyond project lifetime.</p> <p>UNFPA</p>	<p>UNFPA CPAP</p>	<p>MOWCA Relevant Ministries Professional groups NGOs Legal Aid Units</p>	<p>35,000</p>	<p>35,000</p>	<p>30,000</p>	<p>100,000</p>	

<p>Baseline: No existence of such references (identified by the initial baseline survey)</p>	<p>A national network of NGOs to address VAW strengthened</p> <p>UNIFPA</p>	<p>UNFPA CPAP</p>	<p>NGOs</p>	<p>Activity 2: - Develop the network strategy to address VAW - Conduct 6 network meetings in 6 divisions and Annual Grand Conferences</p> <p>Activity 3: - Support a national workshop of survivors of VAW to develop common policy agenda - Provide financial and technical support to the network - Provide a platform for VAW survivors to articulate and exchange their experiences.</p>	<p>40,000</p>	<p>40,000</p>	<p>40,000</p>	<p>120,000</p>
	<p>A national network of survivors of VAW established and strengthened to prevent VAW and support the victims of VAW.</p> <p>UNIFEM</p>	<p>UNIFEM Regional Framework for Action</p>	<p>Women's NGOs National Shelter network Media Coalition</p>		<p>55,000</p>	<p>55,000</p>	<p>55,000</p>	<p>165,000</p>

<p>DC2 - Output 3</p> <p>Developed capacity of gatekeepers and stakeholders for preventing VAW</p> <p>Lead : UNFPA</p> <p>Indicators:</p> <ul style="list-style-type: none"> • # of reproduction of the UN training package to address VAW • # of trained religious leaders • # of trained Journalists • # of trained Gov. staff • # of managers • # of supervisors • # of trained Trade union 	<p>6 months after project initiation: a comprehensive training package for UNCT to address VAW developed</p> <p>By 2011, training modules approved by GoB and integrated in basic training curricula of concerned institutions</p> <p>UNFPA</p>	<p>UNFPA CPAP</p>	<p>A national network of 32 groups of sex workers strengthened and connected to a regional network.</p> <p>UNDAF</p>	<p>Groups of Sex workers</p>	<p>Activity 4:</p> <ul style="list-style-type: none"> -Provide financial support to link up the network (technical and logistic connectivity). - Conduct a national workshop for sex workers. - Provide financial and technical support 32 groups of sex workers to conduct training to 1000 sex workers for HIV/AIDS risks and means to prevent it, following Sonagachi model. 	<p>55,000</p>	<p>55,000</p>	<p>55,000</p>	<p>100,000</p>
<p>Activity 1:</p> <ul style="list-style-type: none"> -Develop a comprehensive training package for UNCT to address VAW issues from legal and cultural/ socio approach. -Training modules submitted to GoB for being integrated in basic training curricula of concerned institutions (e.g. Min Rel, Min Home, and LGRD&C) 	<p>50,000</p>	<p>50,000</p>	<p>100,000</p>						

<p>members:</p> <ul style="list-style-type: none"> # of trained Lawyers # of trained Labour Insp. # of trained District Judges # of trained Prosecutors # of trained UP and UZ members # of "out of school adolescent girls" who received advice and support from Local Government # of female job seekers who received advice and support from Local Government # of female migrants and councilors aware of risks of VAW # of reviewed primary & secondary school Curricula & Text books and teacher education curricula # of trained curriculum developers and textbook writers # of trained peer educators on VAW and RH in sports clubs <p>Baselines: No existence of such references (identified by the initial baseline survey)</p>	<p>By 2012, 1920 Religious leaders, 3840 Journalists in 64 districts, and 500 Gov. staff trained on VAW</p> <p>UNFPA</p> <p>By 2012, 100 managers, 400 supervisors, 1500 Trade union members, 600 Lawyers in 40 districts, and 64 Labor Inspectors trained on VAW</p> <p>ILO</p> <p>By 2012, 640 District Judges and 640 Prosecutors trained on VAW</p> <p>IOM</p> <p>By 2012, UP and UZ members trained on VAW through UNDP</p>	<p>UNFPA CPAP</p> <p>ILO Programs on promoting gender equality</p> <p>IOM Gender issues highlighted as per policy</p> <p>UNDP CPAP LGSP + REOPA</p>	<p>Min Religious Affairs Min Information Media MOWCA</p> <p>MinLabour MOWCA Trade Unions Employers & Bar Associations CSOs & NGOs</p> <p>Mo Law & Parliament MinExpat MoFA Professional bodies</p> <p>Ministry of Local Government Division, UNDP</p>	<p>Activity 2: -Train 1920 Religious leaders - Train 3840 Journalists in 64 districts -500 Gov. staff</p> <p>Activity 3: - Train 100 managers - Train 400 supervisors -Train 1500 Trade union members -Train 600 Lawyers in 40 districts 64 Labor Inspectors</p> <p>Activity 4: - Train 640 District Judges - Train 640 Prosecutors</p> <p>Activity 5: Capacity strengthening and sensitization training to 4500 UP & UZ members to support and advice the poor and vulnerable women against violence.</p>	<p>100,000</p> <p>100,000</p> <p>100,000</p> <p>100,000</p> <p>120,000</p> <p>80,000</p> <p>32,022</p> <p>51,167</p> <p>20,000</p>	<p>100,000</p> <p>80,000</p> <p>29,427</p> <p>20,000</p>	<p>300,000</p> <p>280,000</p> <p>112,616</p> <p>60,000</p>
--	--	---	---	--	--	--	--

	<p>By 2012, capacities of Rural Poor women and local organizations on VAW enhanced through UNDP</p>	<p>UNDP CPAP LGSP + REOPA</p>	<p>Ministry of Local Government Division, UNDP</p>	<p>Activity 6: - Capacity strengthening and sensitization initiatives for 24,000 REOPA poor women beneficiaries in raising their voice against all kinds of violence. - Advocacy and networking with existing local women rights forum/network/organization to create a bigger platform at local levels (41 Upzilla) to raise voice and establish vulnerable women's rights against all kind of violence.</p>	<p>100,000</p>	<p>100,000</p>	<p>100,000</p>	<p>300,000</p>
<p>Greater awareness created among female job seekers about their rights to a secure environment (domestic & overseas) ILO</p>	<p>ILO Programme on promoting gender equality</p>		<p>MinLabor MinExpat MoFA</p>	<p>Activity 7: - Comprehensive & standardized information and advisory procedures developed and integrated into legal job application process - Awareness training for female domestic job seekers</p>	<p>50,000</p>	<p>50,000</p>		<p>100,000</p>

	By 2012, 4000 Female migrants and councilors aware of risks of VAW IDM	Gender issues highlighted as per policy	MinExpat BMET BOESL	Activity 8: Provide pre-departure orientation to 4000 female migrants, KAP survey carried out in 6 districts	100,000	100,000	100,000	100,000	300,000
	By 2009, secondary & higher secondary Curricula & Text books and teacher education curricula reviewed UNESCO	UNESCO Medium Term Strategy 2008-2013: Gender Equality as overall priority	MoE NCTB MoPE/DPE MoWCA	Activity 9: Review of 1 secondary school and 1 higher secondary core curriculum documents & 14 (12 secondary textbooks and 2 higher secondary text books and 2 teacher education curricula (1 for secondary teachers and 1 for higher secondary teachers)	96,6000	75,200	28,200	200,000	
	By 2011, capacity of 200 curriculum developers and textbook writers enhanced. UNESCO	UNESCO Medium Term Strategy 2008-2013: Gender Equality as overall priority	MOE MOPME NTCB	Activity 10: 5 technical workshops for 100 curriculum specialist and 100 textbook writers on identifying and addressing gender biases and disparities in primary and higher secondary education curricula and textbooks conducted.	Nil	21,000	24,000	45,000	

	By 2012, 720 youth and sport educators of 10 leading sport clubs trained	UNFPA CPAP	MinYouth	Activity 11: Train 720 peer educators on VAW and RM in 10 sports clubs in 5 districts	50,000	30,000	20,000	100,000
	UNFPA			Subtotal	1,059,767	923,222	861,627	2,844,616
				Overhead 7%	74,184	64,626	60,314	199,123
Total					1,133,951	987,848	921,941	3,043,739

Outcome III of Joint Programme Conducive environment created, and capacities enhanced for providing support and care for women and girls who are vulnerable to, and/or have survived, violence (IOM/UNAIDS/UNFPA/UNICEF)		Resource allocation and indicative time frame*			
		Y1	Y2	Y3	Totals
<p>Indicators:</p> <ul style="list-style-type: none"> # of Victims and # of minor dependents of VAW who found adequate shelter and medical and legal support through the Programme <p>Baseline: # of victims who received services at MOWCA's shelters in 2007</p> <p>Means of Verification: <i>Baseline and annual reports (Baseline, annual and final surveys made at the shelter levels, targeted hospitals, expat agencies, factories) conducted by each agencies assisted by JPMO</i></p> <p>Resources: USD 2,461,000</p> <p>Risks & Assumptions: <i>Support from Law enforcing agencies and MOSW</i></p>					
<p>JP Outputs (Give corresponding indicators and baselines)</p> <p>JP OC3 Output 1</p> <p>Increased availability of and access for survivors of VAW to shelter, medical, psychological, legal support and vocational training</p> <p>Lead: UNFPA</p> <p>Indicators:</p> <ul style="list-style-type: none"> # of Victims and # of minor dependents of VAW who found adequate shelter and medical and legal support in 10 UN-VAW shelters # of Victims of VAW who received Women Friendly services and care at 6 districts hospitals and 7 UZ health complexes # of trained staff on shelter management # of personnel of UN and other shelters trained on immediate health care, 	<p>SMART Outputs and Responsible UN Organization</p> <p>By 2017, 3,000 Victims and 3,600 minor dependents of VAW find adequate shelter and medical and legal support in 10 UN-VAW shelters (2 in each of the 5 divisions excepting Dhaka Division) integrated in a nationwide shelter-network.</p> <p>Sustainability achieved through integration into the Government ADP (Annual Development Programme)</p> <p>UNFPA</p>	<p>Reference to Agency priority or Country Programme</p> <p>UNFPA CPAP</p>	<p>Implementing /collaborating Partners</p> <p>MOWCA MinHome MinSocial Welfare MinFinance Police (PPF) NGOs</p>	<p>Indicative activities for each Output</p> <p>Activity 1:</p> <ul style="list-style-type: none"> Rehabilitate/Establish 10 shelter homes, incl. with medical and legal support staff. First response KIT for rape victims (PEP, emergency contraception) provided. -Synchronized legal and operational framework (MOA) to operate and connect government, UN-VAW and NGO shelters with medical institutions, long term rehabilitation establishments and Legal Aid Units on district and Upazila level, developed. (5 shelters each under MOWCA and MSW) 	<p>755,000</p> <p>755,000</p> <p>90,000</p> <p>1,600,000</p>

<p>first aid, utilization of first response KIT for rape victims.</p> <ul style="list-style-type: none"> # of shelter staff trained on psychological counselling and treatment of victims # of AIDS affected women gained access to income generating activities <p>Baselines: # of victims who received services at MOVCA's shelters in 2007</p>	<p>6 districts hospitals and 7 UZ health complexes will provide Women Friendly services and care and accredited accordingly by 2011 as partner in a national referral system.</p> <p>Sustainability achieved through integration into the Government ADP (Annual Development Programme)</p> <p>UNICEF</p> <p>Management capacity developed and strengthened</p> <p>UNFPA</p>	<p>UNICEF CPAP</p>	<p>MinHealth MinFinance</p>	<p>Activity 2:</p> <ul style="list-style-type: none"> Basic health care equipment provided Development of first response KIT for rape victims (PEP, emergency contraception) Skill building of Health Staff to utilize Infrastructure Supportive supervision & monitoring mechanism developed 	<p>100,000</p>	<p>100,000</p>	<p>100,000</p>	<p>300,000</p>
		<p>UNFPA CPAP</p>	<p>MDWCA Police(PP) MinSocial</p>	<p>Activity 3:</p> <ul style="list-style-type: none"> SOP for shelter management developed following good practices of PRP shelter system. Shelter Management trained to 300 personnel in efficient administering VAW-Shelters. Good practices developed and replicated in other shelters. Income generating opportunities developed. 	<p>65,000</p>	<p>85,000</p>	<p>85,000</p>	<p>235,000</p>

	Health and medical care enhanced and knowledge transfer and sharing mechanism established UNFPA	UNFPA CPAP	MOCWA MSW UNFPA in collaboration with MinHealth Private sector	<p>Activity 4: 300 personnel of Joint Programme and other shelters trained on immediate health care, first aid, utilization of first response KIT for rape victims including HIV/AIDS affected women. Mechanism established (in-house training) to transfer gained skills and knowledge to victims.</p>	35,000	35,000	35,000	105,000
	Capacity development to provide short-mid and long term mental support IOM	IOM Skills development on psychological counseling	MinExpat BHET	<p>Activity 5: Carry-out training of 300 staff in UN-VAW shelters on psychological counselling and treatment of victims suffering from PTSD and HIV/AIDS affected women.</p>	50,000	35,000	35,000	120,000
	By 2012, 1,000 AIDS affected women have access to income generating activities UNAIDS	UNDAF	Grameen Foundation NGO Shelter Network	<p>Activity 6: -Training following Grameen model. -Supply of equipment to apply Grameen entrepreneurship model.</p>	50,000	50,000	50,000	150,000
					1,055,000	1,060,000	395,000	2,510,000
					73,850	74,200	27,650	175,700
Total					1,128,850	1,134,200	422,650	2,685,700

Management and Operation		Resource allocation and indicative time frame*						
JP Outputs (Give corresponding indicators and baselines)	SMART Outputs and Responsible UN Organization	Reference to Agency priority or Country Programme	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*			Totals
					Y1	Y2	Y3	
Operating cost: Joint Programme Management Office	UNEPA			National Programme Manager	45,000	45,000	45,000	135,000
				Media/Communication Officer	25,000	25,000	25,000	75,000
				Finance Officer	21,000	21,000	21,000	63,000
				Admin and Finance Associate	6,000	7,500	8,000	21,500
				Secretary	6,000	6,500	6,500	19,000
				Driver	4,000	4,000	4,000	12,000
				Liaison Officer	18,000	18,000	18,000	54,000
				Observation Tours to countries with similar programme Officials	20,000	20,000	10,000	50,000
				ERD and other Ministries/Division National Travels	4,000	5,000	6,000	15,000
				International Travels	6,000	6,000	6,000	18,000
				Unspecified Consultant	0	0	0	0
				Unspecified Support Staff	On need basis from contingency fund	On need basis from contingency fund	On need basis from contingency fund	0

Sundry	2,000	2,000	2,000	2,269	6,269
Office Furniture and equipment.	40,000	4,500	4,500	49,000	
Office Premises including security and utilities	50,000	50,000	50,000	150,000	
Computer and accessories	22,000	5,000	5,000	32,000	
2 computers, a printer, a photocopier and supplies	30,000	0	0	30,000	
Operation and maintenance (Equipment)	5,000	7,000	8,000	20,000	
Office Supplies	9,600	9,600	9,500	28,800	
Vehicle 4WD	25,000	0	0	25,000	
Operation and maintenance (Vehicle)	10,100	12,300	14,300	36,700	
Printing and Publications	5,500	15,000	15,000	35,500	
Formulation Cost	20,000	0	0	20,000	
Contingency	15,000	15,000	15,000	45,000	
Subtotal	389,200	278,400	273,169	940,769	
Overhead: 7%	27,244	19,488	19,122	65,868	
Total	416,444	297,888	292,291	1,006,837	

Monitoring and Evaluation								
JP Outputs (Give corresponding indicators and baselines)	SMART Outputs and Responsible UN Organization	Reference to Agency priority or Country Programme	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*			
					Y1	Y2	Y3	Totals
Monitoring & Evaluation	UNEPA			MB, E Officer	24,000	24,000	24,000	72,000
				Baseline Survey	50,000			50,000
				Monitoring visits and meeting cost	15,000	15,000	15,000	45,000
				Mid-term Evaluation		30,000		30,000
				Programme Impact Assessment			50,000	50,000
				Final Evaluation		50,000	50,000	
				Subtotal	89,000	69,000	139,000	297,000
				Overhead: 7%	6,230	4,830	9,730	20,790
					95,230	73,830	148,730	317,790

Total Budgets by Outcome:

	Y1	Y2	Y3	Total	%
Outcome I	440,776	296,668	205,868	943,312	12%
Outcome II	1,133,951	987,848	921,941	3,043,739	38%
Outcome III	1,128,850	1,134,200	422,650	2,685,700	34%
Management	416,444	297,888	292,291	1,006,837	13%
M&E	95,230	73,830	148,730	317,790	4%
Total	3,193,769	2,793,669	2,009,942	7,997,378	100%

Total Budgets by Agency:

TOTAL BUDGET BY AGENCY ...	Y1	Y2	Y3	Totals
ILO	246,100	139,100	85,600	470,800
IOM	215,249	178,714	175,937	569,899
UNAIDS	112,350	112,350	112,350	337,050
UNDP	128,400	128,400	128,400	385,200
UNESCO	103,362	102,934	55,854	262,150
UNFPA	1,956,092	1,761,673	1,172,103	4,889,867
UNICEF	107,000	107,000	107,000	321,000
UNIFEM	185,966	231,548	172,698	590,212
WHO	139,250	31,950	0	171,200
GRAND TOTAL	3,193,769	2,793,669	2,009,942	7,997,378

5. Management and Coordination Arrangements

The cooperation and operational activities will be guided by the existing agreements between the Government of Bangladesh and UN agencies (e.g. SBAA) and the regulations laid down in the Project Document.

The governance of this Joint Programme will be ensured through a two-tier management set-up:

- oversight and strategic guidance through a National Steering Committee (NSC);
- operational coordination through a Programme Management Committee (PMC).

The **National Steering Committee's** role is to provide oversight and strategic guidance to the programme. The NSC consists of non-implementing partners. The NSC members are:

- Secretary, Economic Relations Division (ERD), Ministry of Finance – Co-chair
- The United Nations Resident Coordinator (RC) – Co-chair
- Ambassador of Spain – Member

The UN Resident Coordinator and Secretary, ERD will co-chair the NSC. In Bangladesh, representatives from other line ministries, donors and NGO/CSO members that have a stake in the JP Outputs and Outcomes can be invited as observers. The NSC meets at least semi-annually and makes decisions by consensus. The responsibilities of the NSC will include:

- a. Reviewing and adopting the Terms of Reference and Rules of Procedures of the NSC and/or modify them, as necessary;
- b. Approving the Joint Programme Document before submission to the Fund Steering Committee;
- c. Approving the strategic direction for the implementation of the Joint Programme within the operational framework authorized by the MDG-F Steering Committee.
- d. Approving the documented arrangements for management and coordination;
- e. Approving the annual work plans and budgets as well as making necessary adjustments to attain the anticipated outcomes;
- f. Reviewing the Consolidated Joint Programme Report from the Administrative Agent and provide strategic comments and decisions and communicate this to the Participating UN Organizations;
- g. Suggesting corrective action to emerging strategic and implementation problems;
- h. Creating synergies and seeking agreement on similar programmes and projects by other donors;
- i. Approving the communication and public information plans prepared by the PMC.
- j. Initiate Project Document revision (TAPP revision) if and when required.
- k. Review the recommendations of the PIMC
- l. The NSC can co-opt new member(s) in the Committee, if required.

The **Programme Implementation/Monitoring Committee (PIMC)** with the Secretary, Ministry of Women and Children Affairs will monitor the implementation of the Programme activities by different Implementing Government and NGO partners. The major thrust of the programme is to address VAW in Bangladesh and the MOWCA is the key Ministry for this purpose, therefore, for PIMC the logical home is the MOCWA. The PIMC will be represented by all the Government implementing partner Ministries, a representative from the GED (Planning

Commission), ERD , NGOs and the UN Partner Agencies. The PMC will provide secretarial support to the committee. The Committee will meet at least twice in a year and more if needed; The TOR of the PIMC will include:

- a. Review the progress by different Implementing Agencies and ensure that activities are being implemented as per the Work plan and the outcome and out put of the programme;
- b. Review the existing Mechanism of Coordination among the implementing partners and identify issues, and address those accordingly;
- c. Identify implementation bottlenecks by implementing partners, if any, and recommend measures to solve those problems;
- d. Recommend to the PSC , any major change(TAPP revision, reallocation of budget between the identified activities) that may be required for better and effective implementation.

The **Programme Management Committee's** role is to provide operational coordination to the Joint Programme. The membership consists of Participating UN Organizations of the Joint Programme and implementing counterparts (Government Line Ministries and NGO). The UNFPA Resident Representative or his/her designate chairs the PMC. Joint Programme managers and experts can be invited to the PMC meetings as needed. The PMC normally meets quarterly, but may have to meet more often depending on the need to address issues related directly to management and implementation of the programme. The responsibilities of the PMC will include:

- a. ensuring operational coordination;
- b. recruiting a Programme Manager and other required personnel for the JP Programme Management Office;
- c. Addition personnel (consultant national/international) will be recruited by the responsible UN agency following their own procedure in alignment with the Project Document and the Annual Work Plan.
- d. aligning MDG-F funded activities with the UN Strategic Framework or UNDAF approved strategic priorities;
- e. establishing programme baselines to enable sound monitoring and evaluation;
- f. establishing adequate reporting mechanisms in the programme;
- g. integrating work plans, budgets, reports and other programme related documents; and ensures that budget overlaps or gaps are addressed;
- h. providing technical and substantive leadership regarding the activities envisaged in the Annual Work Plan;
- i. agreeing on re-allocations and budget revisions and make recommendations to the NSC as appropriate;
- j. addressing management and implementation problems;
- k. identifying emerging lessons learned;
- l. establishing communication and public information plans.

Both the NSC and PIMC – and especially the PMC - will seek to integrate its work within the UNCT's existing UNDAF theme groups. The three committees may organize occasional joint meetings to enhance communication between the oversight and operational coordination functions.

The Fund will rely on the UN Resident Coordinator (RC) to facilitate collaboration between Participating UN Organizations so as to ensure that the programme is on track and that promised results are being delivered.

In addition to the established governance of the JP, a working level arrangement will be established in the form of a Joint Programme Management Office. The day-to-day implementation will be ensured by **Joint Programme Management Office (JPMO)**, under the leadership of a Programme Manager supervised by the Representative of UNFPA Bangladesh. Since this JP, like those that have preceded it, faces a number of significant risks, the JP Management Office will be empowered with adequate authority so that effective coordination is ensured and that the agencies' activities and outputs are carried out in a timely and efficient manner toward the common outcomes. The JPMO will consist of a Programme Manager, a Communication Officer, an M&E Officer, a Finance Officer, an Administrative and Finance Assistant and a Secretary. While UNDP, UNFPA, UNICEF and UNAIDS will conduct their activities by the existing human resources the small specialized agencies will be provided a National Project Officer and a Project Assistant to implement their activities. The UN Gender Thematic Group chaired by UNFPA will be established to provide technical advice and assistance to the JPMO and the participating agencies.

Comprehensive TORs with well defined responsibilities (incl. financial and management authorization/delegation) for the members of the Joint Programme Management Office have to be developed in order to ensure clear and transparent division of labor, responsibility and accountability.

Where UN agencies are most likely to perform a double role as "Assurance" and "Service Provider" a clear set of rules is required to ensure accountability and to avoid "self control".

Working groups under the leadership of the Programme Manager may be established to coordinate closely the implementation of the different activities carried out within the same output and outcomes. This is especially important when several UN agencies are contributing to the same activity (e.g. awareness raising campaigns). These Working Groups will ensure rationalization of resources, standardization of processes, economies of scale, establishment of synergies and strengthening of institutional capacities.

During the joint programme, the UN Country Team will strengthen partnerships with the existing networks and international and local NGOs that have an established track record in working to combat VAW. These NGOs and networks will execute a number of activities with the participating agencies. The team will also seek an opportunity for a partnership with the private sector especially for effective advocacy for preventing VAW.

6. Fund Management Arrangements

The administration of the JP follows the "Pass-Through" fund management option, in accordance with the planning and financial procedures as explained in the UNDG Guidance Note on Joint Programming. As per these guidelines, the arrangements for management, review and coordination should be documented, including the roles and responsibilities of the Administrative Agent (AA). UNDP will act as Administrative Agent in accordance with the policy of 26 June 2007 on "Accountability when UNDP is acting as Administrative Agent in UNDP Multi-Donor Trust Funds and/or UN Joint Programmes". As per this policy, accountability for UNDP's Administrative Agent function rests with the Executive Coordinator of the MDTF Office. However, specific tasks related to the Administrative Agent role can be performed by UNDP Resident Representatives with explicit delegation from the Executive Coordinator of MDTF Office. In the performance of Administrative Agent tasks at the country level under delegated authority the UNDP Resident Representative will be accountable to the Executive Coordinator of the MDTF Office. Detailed agreements on the delegated performance of specific Administrative Agent tasks will be established by the MDTF Office on a case by case basis ensuring that capacity requirements are met.

Upon receipt of the Fund Steering Committee's final approval of the Joint Programme Document, the Fund Secretariat will release funds for the implementation of the full Joint Programme to the MDTF Office. On receipt of a copy of the signed Joint Programme document, the MDTF Office will transfer the first annual instalment to each Participating UN Organization. Each organisation assumes complete programmatic and financial responsibility for the funds disbursed to it by the administrative agent and can decide on the execution process with its partners and counterparts following the organisation's own regulations. The transfer of fund will be made to the Headquarters of each Participating UN Organization. Each Participating UN Organization establishes a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent. Participating UN organisations are requested to provide certified financial reporting according to the budget template provided by the MDTF. Participating UN Organizations are entitled to deduct their indirect costs on contributions received according to their own regulations and rules, taking into account the size and complexity of the particular programme. However, indirect costs cannot exceed 7 % of programme expenditure.

Subsequent instalments will be released in accordance with Annual Work Plans approved by the NSC. The release of funds is subject to meeting a minimum commitment threshold of 70% of the previous fund release to the Participating UN Organizations combined. If the 70% threshold is not met for the programme as a whole, funds will not be released to any organization, regardless of the individual organization's performance. On the other hand, the following year's advance can be requested at any point after the combined disbursement against the current advance has exceeded 70% and the work plan requirements have been met. If the overall commitment of the programme reaches 70% before the end of the twelve-month period, the participating UN Organizations may upon endorsement by the NSC request the MDTF to release the next instalment ahead of schedule. The RC will make the request to the MDTF Office on NSC's behalf. Any fund transfer is subject to submission of an approved Annual Work Plan and Budget to the MDTF Office.

Cash Transfer Mechanism:

ILO, IOM, UNAIDS, UNDP, UNESCO, UNFPA, UNICEF, UNIFEM and WHO are the implementation/execution partners for this Joint Programme. As the Ex-Com Agencies, UNDP, UNFPA and UNICEF will follow a Harmonized Approach for Cash Transfer (HACT) to implementing partners based on the agreed annual work plan. Following are the four cash transfer modalities:

- *Direct Cash Transfers* to Implementing Partners, for obligations and expenditures to be made by them in support of activities agreed in the annual work plan (AWP);
- *Direct Payments* to vendors and other third parties, for obligations incurred by the Implementing Partner in support of activities agreed in the AWP;
- *Reimbursement* to Implementing Partners for obligations made and expenditure incurred by them in support of activities agreed in the AWP;
- *Direct agency implementation* through which the Agency makes obligations and incurs expenditure in support of activities agreed in AWP.

The procedures for transferring cash, including the *periodicity of disbursements, reporting on cash utilization, and maintaining assurance over the accuracy of the reports*, are essentially the same for the four modalities. All Implementing Partners will use the same standard format for requesting cash transfers and reporting on their use i.e. Funding Authorization and Certificate of Expenditure (FACE).

The other agencies except UNDP, UNFPA and UNICEF will account for cash transfers in accordance with their established policies and procedures.

7. Feasibility, risk management and sustainability of results

The JP is considered highly feasible because it is mainly embedded into ongoing successful projects and activities. Efforts are being made to limit the number of new activities so that associated risks can be anticipated.

The main risks in this programme are:

1. multi-agency and organizational coordination and communication;
2. change of government priorities and resource limitation to absorb the capacity building process;
3. Sustainability: Action against VAW is a continuing process. A 3-year initiative will not end violence; the outcomes of the programme must be sustained by a mechanism of continuous vigilance and corrective action on policy, legislative and social level.

Co-ordination among participating agencies will be ensured by strong governance. A high level National Steering Committee should ensure appropriate effective participation of the UN agencies, the GoB line ministries and the Civil Society. Support team will be provided to carry out the NSC coordination functions. A well staffed Joint Programme Management Office (JPMO) which will have the overall charge of implementing the Programme and will ensure efficient realization of activities and outputs towards the common outcomes. A UN Gender Thematic Group will be established, chaired by UNFPA, to provide technical assistance and advice to the Programme and its participating agencies.

The active participation of the GoB will be key to sustainability. The UN country team will provide a linkage between the Programme and the Government, and policy guidance towards upholding duty bearer responsibilities. Regular consultations will be held with the relevant Government Ministries and Divisions on the basis of which guidance and oversight will be provided to the Programme. Policies and laws adopted to ensure financial and administrative support to anti-VAW efforts will be integrated into the Government Annual Development Programme and thus sustainability of project outputs will be ensured. Simultaneously the continuity of the shelter homes will be ensured by integration in the Government Annual Development Programme. Civil Society will help create demand and will also voice the concerns of the right holders through a national network of NGOs.

In addition, the demand side, in synergy with the attitude and behavioral changes expected, should ensure sustainability of the efforts made under this JP. By putting VAW on the political agenda, the JP will be giving an incentive for the GoB to sustain its impacts beyond the JP life span. Building of a national network of professionals, government functionaries, doctors, lawyers, religious leaders and NGOs will create awareness leading to change in traditional attitude and behaviour and will enable the fight against VAW to remain in focus.

Furthermore, risks are to be mitigated by excellent procurement and staffing processes, strong and critical M&E, transparent communication, and significant involvement by survivors.

8. Accountability, Monitoring, Evaluation and Reporting

Work plans will be presented in the format provided by the MDG-F. They will detail the activities to be carried out and the responsible implementing partners, timeframes and planned inputs from the participating UN Organizations. The basis for all resource transfers to an implementing partner will be detailed in the Work Plans, agreed between the Implementing Partners and participating UN Organizations. Each participating UN organization will undertake full

responsibility to implement the component(s) and achieve results identified with each of them and detailed in Annual Work plans.

The implementing partners and the participating UN Organizations shall jointly conduct annual planning and review meetings for all activities covered in the results framework, monitoring and evaluation plan and work plans covered by this joint programme. This will include an assessment of the risks and assumptions to determine whether they are still holding. A new work plan and budget will be produced with the necessary adjustments made based on the lessons learned from a review of the risks and assumptions and implementation progress achieved. The new work plan will be approved in writing by the National Steering Committee. Any substantive change in the joint programme scope will require revision and approval of the JPD.

Monitoring & Evaluation:

Ongoing monitoring and results management will take place in line with UN standards after conducting the baseline survey. The Joint Programme will employ a full-time M&E officer, who will monitor the outputs of activities conducted by each agency and report to the JPMO and present the results to the UN Resident Coordinator and the UN Country Team quarterly. The M&E Officer will have overall responsibility for ensuring that JP inputs, outputs and outcomes are adequately monitored and evaluated (see Programme Monitoring Framework below). The M&E Officer will have full support from the different monitoring and evaluation arrangements set-up by the individual participating agencies but it has to be ensured (TOR) that the monitoring officer will have the opportunity to conduct his/her duties independently in order to maintain transparent, critical and accurate procedures and results. The M&E Officer will report to the UNFPA Resident Representative.

In addition to the required annual reports Participating UN Organizations will be encouraged to provide quarterly updates to ensure an open flow of information to the donor and others. The quarterly update will be designed to satisfy basic information requirements to serve as a "rough", but timely management tool.

In collaboration with the UN Gender Thematic Group and women's organizations and networks, the Joint Programme Management Office will conduct annual reviews and a final evaluation to consolidate lessons learned and guide remaining activities.

The M&E Officer will based on the Programme Monitoring Framework develop a comprehensive Monitoring Plan with a set of doable, time bound Milestones for

- 0-6 month after project approval
- 12-24 month after project approval
- 25-35 month after project approval
- 33-36 month after project approval

A Mid-Term Review (MTR) will be organised by the MDG-F Secretariat itself. A final external evaluation will also be carried out along with programme impact assessment.

Reporting Arrangements:

The MDG-F has several levels of reporting requirements at both fund and programme levels.

In line with the Memoranda of Understanding (MOUs) between the Administrative Agent and Participating UN Organizations, the latter will submit, on an annual basis, financial reports to the Administrative Agent. The Administrative Agent is responsible for consolidated reporting to the NSC at the country and the Fund Steering Committee at the global level, respectively.

The Joint Programme will produce one single annual narrative progress. This progress should be submitted to the MDTF Office (Administrative Agent) in New York. The PMC will sign off on the Narrative Joint Programme Progress Report before it is submitted to the Administrative Agent.

The Office of the Resident Coordinator will ensure that the Administrative Agency's Consolidated Joint Programme Progress Reports are distributed to NSC members and other relevant parties.

Participating UN Organizations will be encouraged to provide Quarterly Updates. The Quarterly Updates would be provided at the outcome level. The Quarterly Update is designed to satisfy basic information requirements to serve as a high level management tool for the Fund, while still being easy for the Country Teams to comply with. The MDTF Office will design and role out an online system to capture the Quarterly Updates.

On an annual basis, the Participating UN Organizations are required to provide narrative reports on results achieved, lessons learned and the contributions made to the Joint Programme. Consolidated annual reports should include a section on the activity of the NSC.

Timeline for submission of reports is shown in the chart below.

Report Name	Coordinating Author / Consolidator	Approving Authority	Dead-Line (reporting period: 1 Jan - 31 Dec)	Required Language
Consolidated Joint Programme Progress Report (including AA Management Brief, JP Narrative Report and Financial Reports)	MDTF Office	MDTF Executive Coordinator	31 May	AA Management Brief in English
Narrative Joint Programme Report	Participating UN Organizations jointly at Country Level	PMC	28 February	Working Language of CO
Financial Progress Reports	Participating UN Organizations HQ Level	Financial Officer/ Comptroller	31 March	English

Table 2: Programme Monitoring Framework (PMF) – this table summarises the outcomes and outputs of the Joint Programme. For indicators at Agencies' outputs levels refer to the Results Framework table. To be reviewed during inception.

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<p>Outcome I Policies and legal framework aimed at preventing violence against women (VAW), protecting and supporting survivors adopted, implemented and monitored.</p> <p>OC1 - Output 1 Enhanced capacity of GOB officials and civil society to implement CEDAW</p>	<p>Indicators: Key Policies and International commitments adopted and implemented: CEDAW, Citizen act, Domestic Violence Act, ILO Code of Practice Baseline: Reservations of CEDAW and the existing legal framework to address VAW Timeframe: 2010-2012</p> <p>Indicators:</p> <ul style="list-style-type: none"> National Action Plan on implementation of CEDAW Committee's Concluding comments Annual reports of Line Ministries on progress made in implementation of CEDAW National Action Plan. NGO shadow/alternative report on CEDAW implementation <p>Baseline: Reservations of CEDAW (Article 2 and 16.1c) Timeframe: 2010-2012</p>	<p>Strategic Policies and Law development reports collected from line ministries.</p> <p>Annual reports of line ministries Selected policy and programme documents produced during the year are screened annually (cost benefit analysis, finance allocation plan from ERD and Planning Commission)</p>	<p>Annual review of GoB's Gazette and direct data collection via Ministry of Law and Law Commission Timeframe/Frequency: 2010-2012/midterm evaluation</p> <p>Collected for regular programme management reporting system Timeframe/Frequency: 2010-2012/midterm evaluation</p>	<p>UN gender thematic group JPMO</p> <p>JPMO</p>	<p>Adoption possible during present emergency situation</p> <p>Capacities retained by GoB for at least 3 years Appropriate staffing by GoB in key departments working on policies</p>

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<p>OCI - Output 2</p> <p>Capacity strengthened for the formulation, adoption and implementation of laws and policies aimed at preventing VAW and protecting the victims</p>	<p>Indicators:</p> <ul style="list-style-type: none"> • Domestic Violence Act • Citizenship Act • Adopted ILO Code of Practice • The Government ADP (Annual Development Plan) • Government policy documents • Multisectoral costing framework on VAW • Policy ensuring legal and institutional support to the victims of VAW (Incl. sex workers) <p>Baseline:</p> <ul style="list-style-type: none"> • The Suppression of Immoral Traffic Act 1933 • The Child Marriage Restraint Act 1939 • Family Courts Ordinance 1985 • Dowry Prohibition (Amendment) Ordinance 1986 • Special Tribunal Act 1995 • Suppression of Violence against Women and Children (Amendment) Act 2003 • The Legal Aid Act 2000 • The Acid Crimes Control Act 2002 <p>Timeframe: 2010-2012</p>	<p>Passed Legislation of Bangladesh (GoB's Gazette)</p> <p>Passed Legislation of Bangladesh (GoB's Gazette)</p> <p>Passed Legislation of Bangladesh (GoB's Gazette)</p> <p>Passed Legislation of Bangladesh (GoB's Gazette)</p> <p>Reviews of ECNEC approved projects</p>	<p>Collected for regular programme management reporting system</p> <p>Timeframe/Frequency: 2010-2012/midterm evaluation</p>	<p>JPMO</p> <p>JPMO</p> <p>JPMO</p> <p>JPMO</p>	<p>Support by GoB for transparent review</p>

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<p>OC1 - Output 3</p> <p>Information systems on VAW improved</p>	<p>Indicators:</p> <ul style="list-style-type: none"> Quantitative and qualitative data on VAW collected in selected 18 districts (3 in each division) Collected data on VAW consolidated into the National statistic system VAW data transferred from NCC Database into SAARC Gender Database Inventory & assessment of good practices in and outside Bangladesh <p>Baseline: WHO's study in Dhaka and Matlab in 2001</p> <p>Timeframe: 2010-2012</p>	<ul style="list-style-type: none"> Inventory of database fields made annually Inventory of correspondences and web hits made annual 	<p>Collected for regular programme management reporting system</p> <p>Timeframe/Frequency: 2009-2012/midterm evaluation</p>	<p>JPMO</p>	<p>Capacities retained by data providers for at least 3 years.</p> <p>Access to data not hampered</p>
<p>Outcome II:</p> <p>Social attitudes and behavioural changes effected to reduce violence against women VAW and discriminatory practices</p>	<p>Indicators:</p> <ul style="list-style-type: none"> Reported # of VAW in newspaper Reported # of VAW to police Baseline: Reported number of VAW in newspaper in 2007-2008 Reported number of VAW to police in 2007-2008 <p>Timeframe: 2010-2012</p>	<ul style="list-style-type: none"> Newspapers report on VAW Database of Police Specific survey reports/Representative baseline and final surveys on attitudes and behaviour (proxies: physical violence) segregated by gender respondents) conducted by UN gender thematic group and JPMO 	<p>Collected for regular programme management reporting system</p> <p>Timeframe/Frequency: 2010-2012/midterm evaluation</p> <p>Representative baseline and final surveys on attitudes and behaviour (proxies: physical violence) segregated by gender respondents</p>	<p>UN gender thematic group</p> <p>JPMO</p>	<p>No major set backs in progress made for reducing gender inequalities</p>

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
OC2 - Output 1 Strengthened advocacy and public awareness on VAW	Indicators: <ul style="list-style-type: none"> • Communication strategy • # of visits to the Programme Website • Reported # of VAW in newspaper • Reported # of VAW to police Baseline: Reported number of VAW in newspaper in 2007-2008 and reported number of VAW to police in 2008-2009	Specific survey reports Annual reviews Web Page hits	Surveys conducted before and after each campaign and targeted interventions Independent opinion surveys carried out in 2010 and 2011 Network meeting records Media reviews Timeframe/Frequency: 2010-2012/midterm evaluation	JPMO	Consensus among UNCT
OC2 - Output 2 Established a national network of gatekeepers and stakeholders to prevent VAW and protect the victims of VAW	Timeframe: 2010-2012 Indicators: <ul style="list-style-type: none"> • # of members of NCC • # of visits to the NCC Website • # of meetings of NCC • NCC Database • # of NGOs in the network • # of survivors in the national network • # of sex workers in the network Baseline: No existence of such references (identified by the initial baseline survey) Timeframe: 2010-2012	Annual Reviews and external evaluation Notification, Minutes, Conferences Website, Database Web Page hits	Collected for regular programme management reporting system Timeframe/Frequency: 2010-2012/midterm evaluation		Leadership of GoB to establish and maintain NCC

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<p>OC2 – Output 3</p> <p>Developed capacity of gatekeepers and stakeholders for preventing VAW</p>	<p>Indicators:</p> <ul style="list-style-type: none"> • # of reproduction of the UN training package to address VAW • # of trained religious leaders • # of trained Journalists • # of trained Gov. staff • # of managers • # of supervisors • # of trained Trade union members • # of trained Lawyers • # of trained Labour Insp. • # of trained District Judges • # of trained Prosecutors • # of trained UP and UZ members • # of "out of school adolescent girls" who received advice and support from Local Government • # of female job seekers who received advice and support from Local Government • # of female migrants and councillors aware of risks of VAW • # of reviewed primary & secondary school Curricula & Text books and teacher education curricula • # of trained curriculum developers and textbook writers • # of trained peer educators on VAW and RH in sports clubs <p>Baseline: No existence of such references</p> <p>Timeframe: 2010-2012</p>	<p>Specific intervention reports and Annual reviews</p> <p>TNA reports</p>	<p>Collected for regular programme management reporting system</p> <p>Timeframe/Frequency: 2010-2012/midterm evaluation</p>	<p>JPMO</p>	<p>Genuine adherence of gatekeepers and stakeholders</p>

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<p>Outcome III: Conducive environment created, and capacities enhanced for providing support and care for women and girls who are vulnerable to, and/or have survived, violence</p>	<p>Indicators:</p> <ul style="list-style-type: none"> # of Victims and # of minor dependents of VAW who found adequate shelter and medical and legal support through the Programme <p>Baseline: # of victims who received services at MOWCA's shelters in 2007-2008 Timeframe: 2010-2012</p>	<p>Baseline and annual shelter management reports</p>	<p>Baseline, annual and final surveys made at the shelter levels, targeted hospitals, expat agencies, factories</p> <p>Timeframe/Frequency: 2010-2012/midterm evaluation</p>	<p>JPMO</p>	<p>Support from Law enforcing agencies and MOWCA</p>
<p>JP OCS Output 1</p> <p>Increased availability of and access for victims of VAW to shelter, medical, psychological, legal support and vocational training</p>	<p>Indicators:</p> <ul style="list-style-type: none"> # of Victims and # of minor dependents of VAW who found adequate shelter and medical and legal support in 10 UN-VAW shelters # of Victims of VAW who received Women Friendly services and care at 6 districts hospitals and 7 UZ health complexes # of trained staff on shelter management # of personnel of UN and other shelters trained on immediate health care, first aid, utilization of first response KIT for rape victims # of shelter staff trained on psychological counselling and treatment of victims # of AIDS affected women gained access to income generating activities <p>Baseline: # of victims who received services at MOWCA's shelters in 2008-2009 Timeframe: 2010-2012</p>	<p>Specific Interventions report and Annual reviews</p>	<p>Records at UN Shelters annually reviewed</p> <p>Timeframe/Frequency: 2010-2012/midterm evaluation</p>	<p>UNOPS UNICEF UNAIDS IOM JPMO</p>	<p>Support from Law enforcing agencies and MOWCA</p>

9. Ex Ante Assessment of Cross-cutting Issues

The JP is directly targeted at gender equality. It addresses human rights issues, capacity development of duty bearers, and right holders are the centre of the targeted beneficiaries. Assessment of capacity gaps of key institutions and partners that the JP will work with, and the capacity development strategies that will be adopted for the purpose, are strategically tailored in the JP intervention designed and modalities. Key environmental issues are not expected to be specifically addressed. On the contrary, institutional capacity development at government levels, civil society or service providers' levels are a major route followed by this JP. Gender discrimination is affecting all sectors of the society and of the economy. Therefore the JP encompass several activities which will have implication, for instance, in education (engendering primary school curriculum) and health (women friendly hospital), the private garment industry sector (awareness of women worker rights).

10. Legal Context or Basis of Relationship

The following governing cooperation or assistance agreements between GoB and the UN participating organisations will be the legal basis for the relationships for conducting activities:

For IOM: Cooperation Agreement between the Government of the People's Republic of Bangladesh and the International Organization for Migration, dated 2 February 1998.

For ILO: the Host Country Agreement between the International Labour Organisation and the Government of the People's Republic of Bangladesh concerning the Establishment of an Office of the Organisation in Dhaka, dated 25 May, 1973.

For UNDP: the "Agreement between the United Nations Development Programme and the Government of the People's Republic of Bangladesh" concluded on 25th November 1986 (Standard Basic Assistance Agreement – SBAA);

For UNFPA: the "Standard Basic Assistance Agreement – SBAA concluded on 25th November 1986 between UNDP and GoB shall apply mutatis mutandis.

For UNAIDS: the "Standard Basic Assistance Agreement – SBAA concluded on 25th November 1986 between UNDP and GoB shall apply mutatis mutandis.

For UNICEF: The "Basic Co-operation Agreement (BCA)" concluded between the Government of People's Republic of Bangladesh and UNICEF, dated 2nd January 1996.

For UNESCO: Agreement between the United Nations Educational, Scientific and Cultural Organization and the Government of the People's Republic of Bangladesh concerning the establishment of a UNESCO Office in Dhaka, Bangladesh signed on 6 November 1995.

For WHO: "The Basic Agreement" Between the WHO and the People's Republic of Bangladesh for "the provision of technical advisory services and assistance to the Government of Bangladesh" signed on 29th June 1972.

UNIFEM has signed a Memorandum of Understanding (MoU) on 11 February 2008 with the Bureau of Manpower, Employment and Training (BMET), Ministry of Expatriates' Welfare and Overseas Employment, Government of Bangladesh. A similar MoU will be entered into with the Ministry of Women and Children's Affairs (MOWCA) after this Joint programme document is signed by ERD.

**1.1. Annex A: Work Plan for: Joint Programme to Address Violence against Women
- Period: 1/2010 -12/2010**

OC1: Policies and legal framework aimed at preventing violence against women (VAW), protecting and supporting survivors adopted, implemented and monitored. (ILO/UNAIDS/UNDP/UNFPA/UNIFEM)

OC1: Policies and legal framework aimed at preventing violence against women (VAW), protecting and supporting survivors adopted, implemented and monitored. (ILO/UNAIDS/UNDP/UNFPA/UNIFEM)

Annual targets	Activities	TIME FRAME				UN AGENCY	RESPON-SIBLE PARTY	Source of Funds	PLANNED BUDGET	
		Q1	Q2	Q3	Q4				Budget Description	Amount
									Personnel	
National Action Plan on implementation of CEDAW Committee's concluding comments developed	Activity 1. Facilitate the development of a National Action Plan on implementation of CEDAW Committee's concluding observations	X	X	X	X	UNIFEM	All relevant ministries	MDG-F	Personnel National Consultants Total	8,400 6,500 15,000
Line Ministries report annually on its implementation status of CEDAW and National Action Plan.	Activity2. Organize Orientation workshops for the GoB officials of 6 line ministries with inputs from regional experts on CEDAW	X		X		UNIFEM	All relevant ministries	MDG-F	Personnel National Consultants Training Total	8,400 8,400 21,600 38,400
NGO shadow report on CEDAW implementation.	Activity 3. Provide financial and technical support to selected women's groups/NGOs to monitor and report on the implementation of CEDAW.	X	X	X	X	UNIFEM	NGOs	MDG-F	Personnel Contract Miscellaneous Total	8,400 18,000 2,000 28,400
OC1: Output 2: Capacity strengthened for the formulation, adoption and implementation of laws and policies aimed at preventing VAW and protecting the victims.										
Law on Domestic violence drafted and advocated	Activity 1. Provide financial and technical support to the Drafting Committee.	X	X	X	X	UNFPA	MoWCA	MDG-F	Contract Total	15,000 15,000
Citizenship Act Approved	Activity 2. Provide technical support to MoWCA to coordinate the relevant ministries to establish Citizenship Act.	X	X	X	X	UNIFEM	MoWCA	MDG-F	National Consultants Training Miscellaneous Total	1,500 5,000 500 7,000
ILO Code of Practice adapted and submitted for adoption	Activity 3. Adapt ILO Code of practice in the context of Bangladesh and submitted for adoption	X	X	X	X	ILO	MinLabour, MoWCA Trade Unions Employers & Bar Associations CSOs & NGOs	MDG-F	Personnel Int'l Consultants National Consultants Training Transport Supply & Commodity Equipment Total	7,200 24,000 10,000 10000 2000 3,000 3800 60000

Project outputs integrated into Government ADP and common government policies	Activity 4. - 2 policy dialogue with Ministry of Finance - Assist 3 ministries include gender issues in their budget proposals	X	X	X	X	X	UNFPA	MinFin MOWCA MOH MOSW	MDG-F	Training	Total	40,000 40,000
Multisectoral costing framework on VAW developed (health, justice, interior, women's affairs)	Activity 5. Support the development of a multisectoral framework	X	X	X	X	X	UNIFEM	NGO/Civil society and MOWCA	MDG-F	Personnel National Consultant	Total	4,200 5,800 10,000
Policy ensuring legal and institutional support to the victims of VAW (incl. sex workers) formulated/ revised.	Activity 6. 4 policy dialogue sessions on VAW with policy makers to stipulate legal and institutional transformation process.	X	X	X	X	X	UNFPA	MOWCA	MDG-F	National Consultants Training	Total	4,000 12,000 16,000
OCI, Output 3: Information systems on VAW improved												
Research on VAW in Bangladesh undertaken, integrated into the national statistic system	Activity 1. - Provide financial support and training on collecting, analyzing and disseminating the data of VAW through existing data collection activities. - Quantitative & Qualitative research on VAW including follow up public perception survey in selected 18 districts (3 in each division).	X	X	X	X	X	WHO	NOWCA	MDG-F	National Consultant Contract Training Transport Supplies & Commodities Equipment Travel Miscellaneous Total	Total	4,000 50,000 35,000 10,000 5,000 15,000 4,000 7,140 130,140
Developed a strategy to incorporate NCC Database on VAW into SAARC Gender Database	Activity 2. Facilitate transfer of VAW data from NCC Database into SAARC Gender Database	X	X	X	X	X	UNIFEM	MOWCA BBS SAARC Secretariat	MDG-F	Contract Training Total	Total	10,000 10,000 20,000
Inventory & assessment of good practices in and outside Bangladesh made.	Activity 3. 30 good practices awarded (5 in each division) identified by NCC	X	X	X	X	X	UNFPA	MOWCA	MDG-F	Contract Miscellaneous Total	Total	2,000 5,000 32,000
Subtotal												411,940
Overhead 7%												28,836
Total												440,776

OC2: Social attitudes and behaviour changes effected to reduce VAW and discriminatory practices
(ILO/IOM/UNAIDS/UNESCO/UNDP/UNFPA/UNIFEM)

OC2, Output 1: Strengthened advocacy and public awareness on VAW

Annual targets	Activities	TIME FRAME				UN AGENCY	RESPON-SIBLE PARTY	PLANNED BUDGET	
		Q1	Q2	Q3	Q4			Budget Description	Amount
2 months after project initiation: Comprehensive communication strategy developed and engaged.	<p>Activity 1. Communication Strategy developed and agreed upon by all parties & media organizations. Media Coalition established.</p>	X				UNFPA	Source of Funds MDG-D	National Consultant Training Total	2,000 5,000 7,000
3 months after project initiation: a Project Webpage is established with linkages to relevant Government and Non-Governmental institutions providing information on the project.	<p>Activity 2. -1 Webpage designed and functional. -Continuously TV, Print media and poster campaign in all 64 districts providing information on the project and on specific victims, NGO and government (e.g. shelter, support for job seekers, networking for sex workers)</p>	X	X	X	X	UNFPA	MDG-F	Contract Training Supplies & Commodities Total	35,000 10,000 5,000 50,000
IWD and 16 Activism Campaign	<p>Activity 3. TV, Radio, Print Media, Text Messages (SMS), Billboard, community rallies and street theater covering -Gender based Domestic Violence in general and -Dowry (tentative)</p>	X	X	X	X	UNFPA	MDG-F	Contract Training Supplies & Commodities Total	50,000 20,000 10,000 80,000
OC2, Output 2: Established a national network of gatekeepers and stakeholders to prevent VAW and protect the victims of VAW									
National Coordination Committee (NCC) established to build a national network system of lawyers, religious leaders, police, hospitals, NGOs and Government to provide support to victims beyond project lifetime.	<p>Activity 1. - Build NCC in the first 3 months - Establish the website of NCC - Provide technical support to design the national network system - Organize biannual meetings to strengthen the network</p>	X	X	X	X	UNFPA	MDG-F	Contract Training Supplies & Commodities Total	15,000 10,000 10,000 35,000

A national network of NGOs to address VAW strengthened	Activity 2. - Develop the network strategy to address VAW - Conduct 6 network meetings in 6 divisions and Annual Grand Conferences	X	X	X	X	X	UNFPA	NGOs	MDG-F	International Consultants Contract Training Supplies & Commodities	12,000 3,500 17,500 7,000 40,000
A national network of survivors of VAW established and strengthened to prevent VAW and support the victims of VAW.	Activity 3. - Conduct a national workshop of survivors of VAW. - Provide financial and technical support to the network. - Provide a platform for VAW survivors to articulate and exchange their experiences.	X	X	X	X	X	UNIFEM	Women's NGOs National Shelter network Media Coalition	MDG-F	Contract Training	Total 40,000 15,000 55,000
A national network of 32 groups of sex workers strengthened and connected to a regional network.	Activity 4. - Provide financial support to link up the network (technical and logistic connectivity). - Conduct a national workshop for sex workers. - Provide financial and technical support 32 groups of sex workers to conduct training to 1000 sex workers for HIV/AIDS risks and means to prevent it, following Sonagachi model.	X	X	X	X	X	UNAIDS	Groups of sex workers	MDG-F	National Consultant Contract Training Transport Supplies & Commodities	5,000 20,000 25,000 2,000 3,000 55,000
BC2, Output 3: Developed capacity of gatekeepers and stakeholders for preventing VAW											
6 months after project initiation: a comprehensive training package for UNCT to address VAW developed	Activity 1. Develop a joint training strategy Develop Comprehensive training package to address VAW issues from legal and cultural/socio approach.	X	X	X	X	X	UNFPA	UNCT	MDG-F	Contract	50,000 50,000
640 Religious leaders, 400 Journalists, and 160 Gov. staff trained on VAW	Activity 2. Conduct training on VAW to -640 Religious leaders - 400 Journalists -160 Gov. staff	X	X	X	X	X	UNFPA	Min Religion Min Mass Communication Media MOWCA	MDG-F	Training	100,000 100,000
100 managers, 400 supervisors, 500 Trade union members, 200 Lawyers, and 64 Labor Inspectors trained on VAW	Activity 3. Training sessions: 2 for labour inspectors; 10 for trade unions, 10 for lawyers and training sessions for managers and supervisors in 100 enterprises	X	X	X	X	X	ILO	Chief Inspectors Office, Bar Associations Employers, Trade Unions	MDG-F	Personnel Training Transport Supply & Commodity Equipment Travel Miscellaneous Indirect Cost	21,600 63,400 2,000 4,000 10,000 7,000 5,000 7,000 120,000

OC3: Conducive environment created, and capacities enhanced for providing support and care for women and girls who are vulnerable to, and/or have survived, violence (IOM/UNAIDS/UNFPA/UNICEF)

Annual targets	Activities	TIME FRAME				UN AGENCY	RESPON-SIBLE PARTY	PLANNED BUDGET		
		Q1	Q2	Q3	Q4			Source of Funds MDG-F	Budget Description	Amount
1,000 Victims and 1,200 minor dependents of VAW find adequate shelter and medical and legal support in 5 UN-VAW shelters (1 in each of the six divisions) integrated in a nationwide shelter-network.	<p>Activity 1.</p> <ul style="list-style-type: none"> -Rehabilitate 5 shelter homes, incl. with medical and legal support staff. -First response KIT for rape victims (PEP, emergency contraception) provided. -Synchronized legal and operational framework (MOA) to operate and connect government, UN-VAW and NGO shelters with medical institutions, long term rehabilitation establishments and Legal Aid Units on district and Upazila level, developed. 	X	X	X	X	UNFPA	MOWCA MOSA Police (PRP)	Personnel Contract Furniture & Equipment Maintenance Costs Total	40,000 565,000 100,000 50,000 755,000	
6 district hospitals and 7 UZ health complexes will provide Women Friendly services and care, and are accredited accordingly	<p>Activity 2.</p> <ul style="list-style-type: none"> -Skill building of Health Staff -Support to facilities -Accreditation of facilities -Development of materials -Supportive supervision & monitoring 	X	X	X	X	UNICEF	Moh	Training Equipment Total	60,000 40,000 100,000	
-SOP for shelter management developed - 150 staffs trained in shelter management	<p>Activity 3.</p> <ul style="list-style-type: none"> -SOP for shelter management developed following good practices of Ppp shelter system. -Shelter Management trained to 150 staffs in efficient administering VAW-Shelters. 	X	X	X	X	UNFPA	Police (PRP)	Contract Training Supply & commodity Total	25,000 30,000 10,000 65,000	
100 personnel of UN and other shelters trained on immediate health care, first aid, utilization of first response KIT for victims including HIV/AIDS affected women.	<p>Activity 4.</p> <ul style="list-style-type: none"> - Train 100 personnel of UN and other shelters on immediate health care, first aid, utilization of first response KIT for rape victims including HIV/AIDS affected women. - Establish Mechanism (in-house training) to transfer gained skills and knowledge to victims. 	X	X	X	X	UNFPA	Min Health	Contract Training Supply & commodity Total	20000 10000 5000 35000	

75 staff of UN and other shelters trained to strengthened institutional capacity for providing support to Women and girls victim of violence and trafficking	Activity 5. Carry-out 75 training of staff of UN and other shelters of in 6 divisions on psychological counseling	ICM	MinExpat BFJET	MDG-F	Personnel Int'l Consultant Contract Training Supply & Commodity Equipment Travel Miscellaneous Total	8,000 12,000 3,000 4,000 1,000 5,000 10,000 7,000 50,000
330 AIDS affected women have access to income generating activities	Activity 6. -Train 330 AIDS affected women following Grameen model. -Supply of equipment to apply Grameen entrepreneurship model. - Small loan and related capacity building	UNAIDS	Grameen Bank	MDG-F	National Consultants Training Supply & Commodity Equipment National Travel Transport Miscellaneous Total	5000 30000 3000 3800 2000 2000 4200 50,000
Subtotal						1,055,000
Overhead 7%						73850
Total						1,128,850

Management and Operation

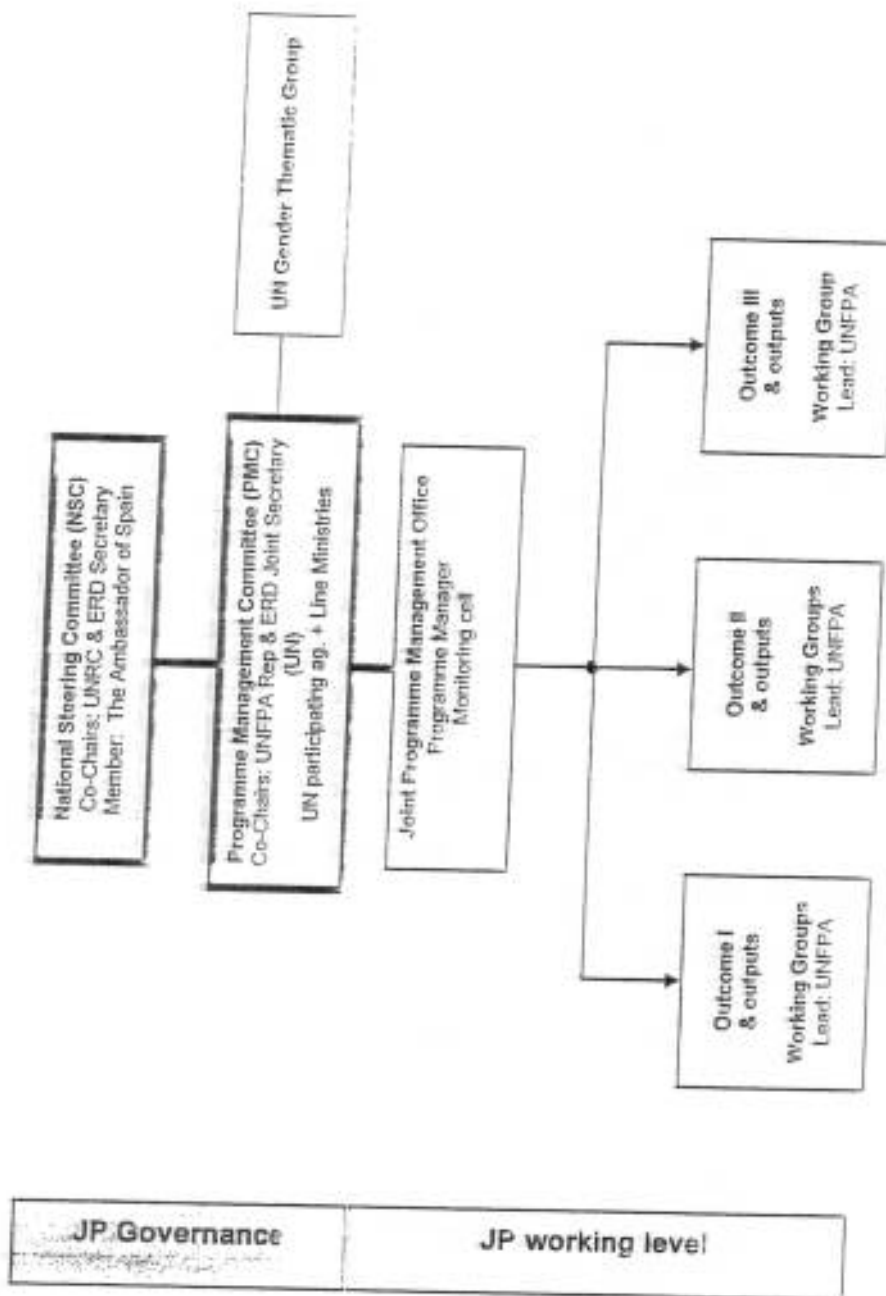
Activities	TIME FRAME				UN AGENCY	RESPON-SIBLE PARTY	Source of Funds	PLANNED BUDGET Budget Description Amount
	Q1	Q2	Q3	Q4				
Annual targets								45,000 National Programme Manager
Operating cost: Joint Programme Management Office	X	X	X	X	UNFPA	MDG-F		25,000 Media/Communication Officer 2,1000 Finance Officer
								6000 Admin and Finance Associate
								4800 Secretary
								4000 Driver
								18000 Liaison Officer
								20,000 Observation tours to countries with similar programme (ERD and implementing
								ERD

Total Budgets for Year 1 by Agency:

TOTAL BUDGET BY AGENCY	Y1
ILO	246,100
IOM	215,249
UNAIDS	112,350
UNDP	128,400
UNESCO	107,000
UNFPA	1,956,092
UNICEF	107,000
UNIFEM	185,966
WHO	139,250
	3,197,406

1.2

Institutional set-up



Annex B: Joint Programme Results

In pursuit of the overall development objective, i.e. 'Societal changes are realized to reduce discriminatory practices and to pursue equity and empowerment for women and girls' (National Priority Five), the Joint Programme will achieve the outcomes described below. For each output described, detailed terms of reference will be prepared, prior to commencement of the project and will be endorsed by the National Steering Committee.

JP Outcome I: Policies aimed at preventing violence against women (VAW) and protecting survivors adopted, implemented and monitored. (ILO/UNAIDS/UNDP/UNFPA/UNIFEM/WHO)

Baseline

The Government of Bangladesh is a signatory to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) with reservation on Articles 2 and 16.1©. In General Recommendation No 19, CEDAW called upon all member states to examine all laws, amend existing laws and enact new laws for preventing violence against women, to enforce those laws and to compile realistic statistics on VAW. Government's commitment is reflected in Article 5 of the National Policy for Development of Women which pledges to eradicate all kinds of violence against women including physical, psychological and sexual oppression, rape, prostitution and dowry at family and society level as well as in the workplace and to recast legal system to that end. To deepen the commitment in the National Policy to enact new laws and to modernize and rationalize existing laws, new laws have been enacted and some existing laws have been amended.

The Suppression of Immoral Traffic Act 1933 has been amended to protect girls under 18 from prostitution. **The Child Marriage Restraint Act 1939** has been amended to prohibit marriage of female below the age of 18 and that of a male below the age of 21. There are three different offences under the Act: (1) marriage by an adult to child; (2) solemnization of a marriage involving a child; and (3) promoting or permitting the solemnization of a marriage involving child (by a person who has the charge of such a child, e.g. parents or guardian). These offences under the Act are punishable by imprisonment and/or fine. **Family Courts Ordinance 1985** provides for the speedy trial of offences and the out-of court resolution of disputes regarding marriage, dower, maintenance, and guardianship and custody of children at minimum cost. **Dowry Prohibition (Amendment) Ordinance 1986** prohibits dowry in all forms and makes it punishable by imprisonment of not less than one year, and up to five years. Under **Special Tribunal Act 1995**, special tribunal has been set up for trying cases of rape or death due to rape and other offences against women, and **Suppression of Violence Against Women and Children (Amendment) Act 2003** stipulates death sentence as maximum penalty for crimes such as rape, trafficking, abduction, death caused by rape, gang-rape or rape in police custody. **The Legal Aid Act 2000** provides for free legal aid to citizens by the State. Under this Act a National Legal Aid Unit has been set up, operating from Dhaka. Each District has its branch office and there are committees at *upazila* and union *parishads*, local government bodies. **The Acid Crimes Control Act 2002** provides for capital punishment and speedy trial of the offenders. It also makes negligence in investigation into an incident of acid throwing a punishable offence.

Since statistics and data are essential element in actions to fight VAW and in view of recommendation of CEDAW, Government of Bangladesh took some measures to collect information. It set up a Central VAW Cell in the Ministry of Women and Children Affairs to collect, compile, monitor and pursue cases of VAW and follow up remedial and legal measures. The Cell

collects statistics from Police Department, Deputy Commissioners of districts, Women Affairs Department, relevant Projects and NGOs. The system is supervised by a high-level national coordination committee consisting of Ministers, secretaries, Heads of Departments, public representatives and NGOs. The Bangladesh Bureau of Statistics which is the official statistical organ of the Government is not however adequately involved and there is no national mechanism to collect and institutionalize the statistics on VAW.

Despite efforts and interventions to prevent violence against women, it continues unabated in number, nature and dimension. In spite of gains in certain directions, there have been deteriorations in some areas. For example, domestic violence including violence for dowry is on the increase. Domestic violence is still considered a 'personal matter' and community voice is not normally raised against it. Government has not yet passed any law against domestic violence to deal specifically with violence at home and in the family.

Bangladesh ratified CEDAW with reservation to articles 2 and 16.1 c and f, and did not consider itself bound by these provisions as they conflict with *Sharia* law based on Holy Quran and Sunna." However on 23 July 1997, the Government of Bangladesh notified the Secretary-General that it had decided to withdraw the reservation relating to articles 13 (a) and 16 (1) (c) and (f) made upon accession.

Article 2 is an omnibus provision for equality of men and women in all matters and is considered the heart of the Convention. It calls upon member states to take all measures including legislation to modify existing laws, regulations, customs and practices which constitute discrimination against women. The integration of CEDAW principles in the legal system of Bangladesh is slow. For example, citizenship and custody laws have not been revised as yet and continue to violate the CEDAW provisions.

Even where laws exist, there has been leeway in enforcing them. Administration has traditionally shown lethargy and apathy in enforcing laws that have socio-cultural impacts. Law prohibiting child marriage was enacted as far back as 1939, but we still talk about it. Experience with enforcement of laws is that the process is slow and often ineffective because of traditional mindset of the enforcers. Government has set up committees to oversee actions on VAW, but these committees do not meet regularly and when they meet they mostly finish their work in a routine manner. Even the Central Cell failed to compile the statistics on VAW and the meeting of the coordination committee is seldom held. There is hardly any plausible and comprehensive data or information on VAW available with the Government.

The Government is still male-dominated; officials find it more congenial and convenient to go by the past precedents. With the establishment of the Ministry of Women and children Affairs, other ministries work under the misconception that anything having a gender element will be looked after by the Ministry of Women and children Affairs and they have no responsibilities. There are therefore gaps in legal framework to fight VAW, capacity in the Government, information, and policy and action.

Implementation Strategy

Outcome 1 will address all the gaps. Financial and institutional capacity of the relevant ministries will be assessed and their technical ability of monitoring and implementation will be enhanced.

To strengthen the legal framework and reduce the gap between policy and implementation, activities will be undertaken to facilitate implementation of CEDAW to the possible extent, enactment of citizenship act and domestic violence eradication act.

National statistics on VAW will be built up. Research will be undertaken through selected NGOs and other organisations to supplement the data and data base will be strengthened.

There will thus be three outputs:

1. Enhanced capacity of GOB officials and civil society to implement CEDAW
2. Capacity strengthened for the formulation, adoption and implementation of laws and policies aimed at preventing VAW and protecting the victims;
3. Information systems on VAW improved;

**Output 1: Enhanced capacity of GOB officials and civil society to implement CEDAW
(Lead: UNIFEM)**

Activities 1-2 (UNIFEM): Facilitate orientation workshops for line ministries on CEDAW reporting and implementation and also support setting up of an interdept. Committee on CEDAW reporting and implementation. Post reporting, support will be provided to MOWCA to develop and implement the multisectoral action plan based on the CEDAW Committees Concluding Observations. These processes, structures and tools will ensure better and coordinated CEDAW implementation and facilitate impact monitoring.

Output 2: Capacity strengthened for the formulation, adoption and implementation of laws and policies aimed at preventing VAW and protecting the victims (Lead: UNFPA)

Activities 1- 3 (UNFPA, UNIFEM, and ILO): include financial and technical support to ministries with regard to citizenship law and anti-domestic violence law and the ILO Code of Practice adapted to Bangladesh context.

In the Joint Programme, the ILO, in collaboration with its tripartite constituents, will promote the adoption by the enterprises of the ILO Code of Practice after necessary adaptation to the context of the Bangladesh service sector as well as on the prevention and elimination of sexual harassment and violence at work. It is expected that the interventions will help to increase awareness among constituents that sexual harassment at work is a manifestation of power, it is an act of violence against women and of gender inequalities at the workplace, to develop effective means of combating sexual harassment in the workplaces which go beyond traditional approaches to addressing sexual harassment and look comprehensively into factors that causes/facilitates men's violence, harassment both of sexual and non-sexual nature. Long working hours, stress, masculinity issues are among the issues to be addressed. All this would facilitate exchange of experience among constituents on to strengthen local and national initiatives against sexual harassment in the workplace

Activity 4 (UNFPA): Support will be provided to the Government to ensure financial and administrative sustainability of project achievements by integrating project outputs (e.g. shelter homes, education material review, networking mechanism, national data base,) into the Government ADP (Annual Development Plan) and common Government policies. The Government of Bangladesh is implementing, managing and monitoring its National Development Goals (National + International funded Aid and Development Projects) via the ADP- the Annual Development Plan (annually developed from July to June). The JP will aim to achieve this goal throughout

- Establishing National Ownership via high level policy-mid level management and operational level involvement of relevant GoB representatives in all JP activities
- Providing technical and financial support to re-engineer and prioritize management and key strategies to effectively address VAW in the core Ministries

Providing key expertise and technical assistance to absorb cost implication when implementing and sustaining JP outputs in the ADP (e.g. cost-benefit analysis against long term loss factor analysis)

Activities 5 (UNIFEM): Support will be provided to MOWCA to develop a multisectoral framework ((health, justice, interior, women's affairs) and advocate its use for budget analysis and drafting of EAW new policies.

Activities 6 (UNFPA): Activities will be undertaken to arrange policy level dialogues among relevant ministries for providing necessary support to (i) victims of VAW; (ii) sex-workers; and (iii) domestic and migrant job seekers). Four annual policy dialog seminars per Year will be organized to foster and stipulate the legal, organizational and political transformation process.

Output 3: Information systems on VAW improved (Lead: WHO)

Activity 1 (WHO): While VAW is pervasive in Bangladesh, its national-wide data is not yet available. Although Odhikar, a local NGO of human rights, reports the reported number of VAW in newspaper every month, the actual number of incidents is estimated much higher. In 2001, WHO conducted a study of VAW with support of ICDDR, B: Centre for Health and Population Research, and Naripokkho. However, this study covers only two districts and the data should be updated and upgraded to cover more districts in all the 6 divisions.

Using WHO's study in 2001 as a baseline, the programme will conduct nation-wide quantitative and qualitative research on violence against women in 18 districts (3 in each division). The goal of this study is 1) to identify the gaps in the current research and further highlight the extent and destructive nature of gender-based violence; 2) to motivate governments, through evidence-based research, to develop, change, and implement better legislation and policies to combat violence against women and children; and 3) to provide materials to produce and/or revise the textbooks for training and education for preventing violence at home, school, workplace and other relevant spaces.

This initiative will be directed to strengthening the gender data base and web page. Financial support and training regarding collection, analysis and dissemination of data on VAW will be provided to the key ministries including Bangladesh Bureau of Statistics.

Activity 2 (UNIFEM): The data collected through the above activity will be transferred into SAARC Gender database.

Activity 3 (UNFPA): Good practices both domestic and regional will be identified; an inventory will be built and disseminated. Community members will be encouraged to develop and come forward with own initiatives and ideas regarding prevention of VAW. The National Coordination Committee will award the 30 most innovative and promising proposals (5 in each division) and integrate them as good practices into the regional inventory. The inventory will be conducted by a regional/international organization having similar experiences in the region that will include India, Thailand, Malaysia and Pakistan. The findings will be disseminated by UNFPA through the Media Forum, Ministry of Women and Children Affairs, Ministry of Information, Ministry of Home Affairs and Civil society.

Full details regarding the activities and the budget allocation are given in the **Table 1: Summary of Results framework**

JP Outcome II: Social attitudes and behavioural changes to reduce violence against women VAW and discriminatory practices effected.
(ILO/IOM/UNAIDS/UNESCO/UNDP/UNFPA/UNIFEM)

Baseline

In dealing with VAW, we deal with social attitude, behaviour, practices and customs having long patriarchal tradition. Changing or modifying traditions is an uphill task and continuously sustained process. The role of advocacy and communication is therefore crucial.

Advocacy is the process of influencing people to change or recast attitude and thus to generate a behaviour change. Training is an important tool of advocacy. Communication in this context is a means of conveying and sharing information by use of the media and through delivery of messages customized for different audiences. Advocacy and communication create and raise awareness that VAW is wrong/ inhuman/ illegal, and gender equality and non-violence benefit the entire community.

In Bangladesh there prevails a tendency to conceal incidence of violence against women by female victim's family due to social attitude of taboo against violated women. Domestic violence is considered a 'personal matter' and community voice is not raised against it. There prevails an attitude of hesitation to go to court of law or to law enforcing authorities. Most of the criminal cases on VAW remain unresolved or end in acquittal due to lack of enthusiasm to come up for giving evidence. Advocacy, communication and training to create awareness against VAW is thus essential to change attitude and behaviour in favour of eradicating VAW

National Policy on Women's Development lays special stress on programmes of social awareness creation as a strategy to eradicate VAW. Government have been organising numerous advocacy, communication and training initiatives attempting to raise awareness and prevent violence against women and children in the country. The National Policy on Women's Development aims at involving mass media in the campaign for eradicating VAW. National Action Plan for Women's Advancement uses Television, Radio, Department of Films and Publication, Department of Mass Communications and newspapers to create awareness on violence against women, especially on issues of domestic violence, dowry, trafficking and prostitution. Ministry of Women and children Affairs is implementing a number of projects for awareness rising against VAW. A gender cell exists in the National Curriculum and Text Book Board to review and evaluate the existing curricula and training materials and bring about changes. The National Action Plan entrusted the Director of Non-Formal Education to provide education for out of school adolescent girls and incorporate gender relations in the curricula. MWCA maintains an employment information centre and have arrangement for skill training and micro-credit to victimised women to become self-reliant.

At Government level, there is National Women Development and Training Academy at Dhaka. All in-service training institutes of the Government, namely, Public Administration Training Centre, Administrative Service Training Academy, Local Government Training Institutes have gender in their training modules and course design. The probationers in the Bangladesh Civil services cadres are provided gender training during their Foundation Course before starting their career. Senior officers are also provided gender training at PATC. The Judicial officers training centre provides VAW and gender training to presiding judges. In the framework of the Police Reform Programme a comprehensive VAW training to police officers especial on the operational field level is provided and already institutionalized in the basic training curricula for new recruits. Government also utilizes the members, especially women members, of local government institutions, for campaigning against and resisting VAW. In the National Policy for Women

Development, in the Article 5 on Eradication of VAW, emphasis has been given on training of officials of Police and Justice Departments on the gender-related laws and gender sensitivity.

But it is impossible for the Government to accomplish the tasks of awareness raising and behaviour change by acting alone. In view of massive and all-out efforts required to raise consciousness and to promote behaviour change regarding VAW, Government recognized in the National Policy on Women's Development and National Action Plan the role of NGOs and networking between Government and NGOs in promoting social awareness. NGOs are already involved in advocacy. For example, Oxfam has organized the Alliance to End Domestic Violence Campaign with over 200 NGOs and has fostered 40,000 'change-makers' who work to create an improved understating of VAW in 42 districts. Some of the national NGOs have established networking with local NGOs to carry out awareness raising activities.

Implementation Strategy

Outcome II will support, supplement and complement efforts of the Government and NGOs/civil society as well as ongoing development and reform projects. Advocacy both at community and policy levels is essential to combat VAW. Advocacy is required, on the one hand, with decision makers and public functionaries including police, judiciary, administration and local government members, and, on the other hand, efforts are necessary to mobilise communities including lawyers, religious leaders, journalists, employers, trade unions, workers and employers, female migrants, HIV-affected people and sex-workers to build widespread social awareness.

The objective of the public awareness component is to widely advertise through all types of media the fact that everyone, especially men and boys, has a role to play in violence prevention and that violence against women and children is a cancer to our societies. Communication has been given utmost importance in raising awareness against VAW.

The public awareness component of this initiative will be far reaching, yet varied in the country. Famous public figures – including film, sports and music stars and the like – will serve as spokespersons. Corporate and public sponsorship, (for example with BTV and other media networks), grants and pro bono work will be harnessed to ensure broad television, radio, Internet and print media coverage. A goal is to complete media saturation with key prevention messages targeting men, boys and those around them.

A media/PR group – National Media Forum- will be enlisted to develop core messages based on the fact that violence against women and children can be prevented by men and boys who have a critical role to play in ending violence, which in turn can be localized across the country. In addition, the public awareness efforts will support the website of the regional campaign for preventing gender based violence. Along with the public education and prevention messages, the initiative will also enlist individuals to find out more by going to the website.

For effective advocacy, the need for networking and coalescing is imperative both at local and national level. The Initiative will focus on capacity building and networking of the various and diverse actors involved in violence prevention and awareness raising activities in the country through partnerships with groups, communities and networks already engaged in this process, and by helping to connect new groups to these networks. It will start from the capacity building of the UN country team itself and will strengthen its network with other actors working for violence prevention in the country through several workshops and meetings.

Outcome II will be realized through three main outputs.

1. Strengthened advocacy and public awareness on VAW;

2. Established a national network of gatekeepers and stakeholders to prevent VAW and protect the victims of VAW established;
3. Developed Capacity of gatekeepers and stakeholders for preventing VAW.

Output 1: Strengthened advocacy and public awareness on VAW (Lead: UNFPA)

Activities 1-3 (UNFPA): Communication activities will be undertaken to create awareness about harmful effects of VAW and the process of sensitization and behaviour change will be strengthened through media coalition.

A National Media Forum will be formed, similar to media forum on Health, Environment and other emerging issues with representation from all sectors of the media, UN Agencies, GoB and community and will have branches at the divisional level.

A comprehensive Media Strategic Plan will cover the entire duration of the JP and will be a comprehensive, highly participatory process that will be data driven. The National Coordination Committee will review the plan annually and change it as needed to meet shifting circumstances and emerging opportunities and will follow a clear set of principles

- A Public Relation Specialist will develop all strategic-planning documents.
- An appropriate tracking system will be established (linked/managed via JP Web Page)
- All people involved will be considered as "customers."
- Community involvement will be a key stone of the strategy.
- The National Media Forum will allow and encourage discussion on broader basis.
- Possible communication vehicles include (not exhaustive): Round table discussion, TV spots, talk shows, video drama, street theatre, poster, internet, rallies, newsletter,
- Significant milestones will be permanently acknowledged through the process (i.e., vision, beliefs, environmental scanning).
- The completed plan/final document will be used as a marketing tool for group presentations, discussion starters, village meetings, etc.
- The JP Web Page will have hyper links with all relevant Government NGO and UN web pages to ensure maximum outreach.

The communication strategy will clearly focus on 3 specific components.

1. The Joint Programme: Its Mission and Vision-Constant information concerning the JP and its activities reaching out to the community in the entire country especially on available services for victims of VAW and other beneficiaries (e.g. shelter homes, information for migrant workers and sex workers etc.)
2. General awareness campaign on VAW
3. Specific awareness campaigns targeting particular forms of VAW
 - > Dowry
 - > Child Marriage
 - > VAW at workplace (sexual harassment)
 - > Maternal deaths due to VAW

The National Media Forum and its six (6) divisional branches will convene meetings annually or when required by the Project Steering Committee to reflect on previous progress, to re-adjust future direction if needed and to strengthen coordination;

General Public Awareness on VAW will be enhanced through 16 Activism Campaigns as set out in the communication strategic plan at divisional level throughout:

Rallies, discussion meetings, round tables involving cross section of people (political, academic, religious leaders, community leaders, local government, NGOs including Women's organization and Government.), cultural programme (musical concert and drama) involving local celebrities focusing on the theme, street drama involving local group focusing the theme,

Film show: Production of Cartoon/Films/Spots/ IEC materials on prevention of VAW. Selected media companies will be commissioned for production of 2 shorts film (40 minutes) on VAW, 5 cartoons (5 minutes), 3 TV spots and 5 specific thematic posters (50,000), 30,000 brochure and other IEC materials.

The movies, cartoons and TV spots will be displayed through public and private TV-Channels on regular basis.

The print material will be disseminated down to Upazila level covering specific areas of public importance (Police station, shopping areas, schools etc.)

Nation-wide campaign for prevention of VAW will be carried out at key occasions. The key occasions earmarked every year are the International Women's Day, World Population Day, and International day for Elimination of VAW, International Family Day, and Safe Motherhood day. On these special days special campaign will be conducted at divisional level and in all six (6) divisions.

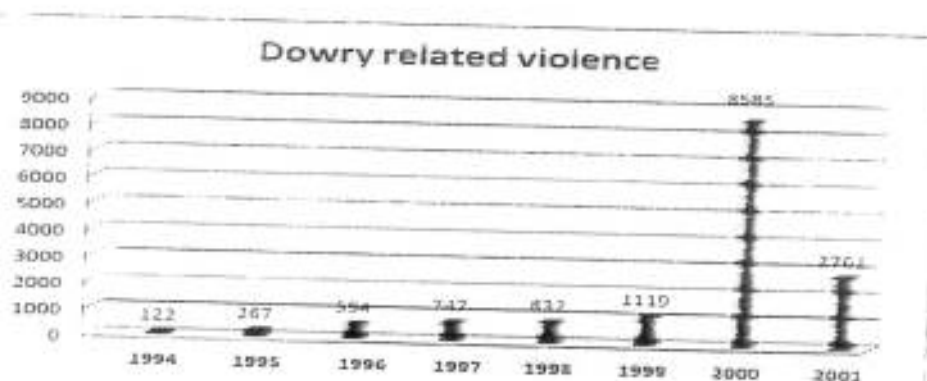
Thematic specific awareness activities:

Four (4) specific forms of VAW have been identified to be targeted with more focused and concentrated efforts.

➤ Dowry related VAW

Especially in rural areas and among low income segments of the society, dowry related VAW is dominating. Dowry-related violence is in part caused by a misplaced get rich quick mentality whereby dowries are seen as the perfect instrument for upward material mobility. Often, even after the payment of a dowry, the husband or their families may demand more money or goods. Here, women are not only suffering violence by their husbands but more often the entire family and surprisingly also by female family members.

According a compilation study by IRAW-International Women's Rights Action Watch Asia Pacific, the number of dowry related VAW in Bangladesh is alarmingly increasing and the official Crime Statistic displays shocking figures regarding VAW on the 3rd rank which are only topped by crime in relation to property (theft) and narcotics.



➤ **Child Marriage**

In Bangladesh, as in several other developing countries, child marriage is a result of extreme poverty and overwhelmingly weak economic conditions. With 50% of Bangladesh's population living on less than one dollar a day, parents feel pressured to resolve financial constraints by lessening the number of mouths to feed. Currently in Bangladesh, 40% of girls are married by the age of 15 & 60% are mothers by 19. The legal marrying age for females is 21 & for males, 18.

According to a report by ICRW-International Centre for Research on Women, Bangladesh remains after Niger and Chad on the 3rd rank among the top 20 "Hot Spot" Countries for Child marriage (below the age of 18).

Ranking	Country	%
1	Niger	76.6
2	Chad	71.5
3	Bangladesh	68.7
4	Mali	65.4
5	Guinea	64.5
6	Central African Rep.	57
7	Nepal	56.1
8	Mozambique	55.9
9	Uganda	54.1
10	Burkina Faso	51.9
11	India	50
12	Ethiopia	49.1
13	Liberia	48.4
14	Yemen	48.4
15	Cameroon	47.2
16	Eritrea	47
17	Malawi	46.9
18	Nicaragua	43

Source: Demographic Health Survey (DHS) Data 2005

The ICRW report states that child brides are much more likely to contract HIV than women in their 20s. This is a result of their new husbands being older, having more previous sex partners and the girls "inability to negotiate fidelity and condom use." Subsequently there is the issue of child pregnancy. For females aged 15-19, death during childbirth is the number one cause of death. Globally, 36 per cent of women aged 20-24 were married or in union before they reached 18 years of age. An estimated 14 million adolescents between 15 and 19 give birth each year. Girls in this age group are twice as likely to die during pregnancy or childbirth as women in their twenties.

➤ VAW at workplace (sexual harassment)

Problems of VAW at workplace especially sexual harassment are dramatically increasing not only in mainly with women operating garment factories. A research conducted by ANE Frontiers Population Council based on findings of ILO and UNFPA Bangladesh revealed the following picture:

Harassment faced at work place during 3 month (N=720)	
	Percentage
Reported Harassment	82
Type of Harassment	
a. Verbal abuse	100
b. Body Touch	37
c. Favor for Sex	2
Regularity of Harassment	
a. Frequent	62
b. Sometimes	35
c. Occasional	3
Perpetrator	
a. Supervisor/Floor in-charge /GM	99
b. Co-worker	10
c. Employer	1

The garments industry in Bangladesh consists mainly of girls (average 20 years) with little or no education and overwhelming from rural areas.

Although there are trade unions in Bangladesh, particularly women don't participate in them and hence their concerns may not be heard in the society.

The JP will focus on all 3 areas, the employee, the employer and the trade union to sensitize concerning VAW, to provide women and girls with appropriate information concerning their rights, to encourage trade union to lobby for female members and to initiate and strengthen ongoing activities with employers to establish effective protection mechanism at work place (e.g. female floor supervisors)

➤ Maternal deaths due to VAW

Although everyone is involved in the decision for the couple to have a child, nobody is involved in providing adequate pre-natal care to the expectant mother. Only 5% of the reproductive aged women in Bangladesh access existing health care facilities. Many

women remain neglected and abused in the in-laws' home; they often endure low calorie intake, insufficient nutrition and insufficient medical attention through the course of their pregnancy and as a result are at serious risk of birth complications and maternal mortality. In fact, 37% of all deaths of reproductive aged women are due to maternity related issues. In Bangladesh three women die every hour because of maternal related complexities and nine million women whose lives have been saved following maternity related complications continue to suffer from other long-term diseases.⁴

Output 2: Established a national network of gatekeepers and stakeholders to prevent VAW and protect the victims of VAW established (Lead: UNFPA)

Activities 1-4 (UNFPA, UNIFEM and UNAIDS): Separate national networks of professionals, of NGOs, of survivors of victims and of sex workers will be established and financial and technical support will be provided to them to carry out advocacy and especially to conduct workshops. Biannual meetings to strengthen the networks will be held. In the sex workers network, 32 groups will be associated.

Each network will have branches at divisional and selected district level. The members of the network will meet at least twice a year to review the situation of VAW and to revise and review the strategies. The individual members will also be encouraged to undertake activities towards addressing VAW. Consultant/s will be engaged to develop strategies, tool, IEC materials for TOT for the master trainers. Master trainers will organize training (3-day, 30 participants) during first year in 3 divisions. Annual Grand conference of NGOs, Concerned government ministries/departments, Civil Society, women organization will be held at the national level on VAW.

Output 3: Developed Capacity of gatekeepers and stakeholders for preventing VAW (Lead: UNFPA)

Activity 1 (UNFPA): A comprehensive training package will be developed for UNCT to address VAW issues from legal and cultural/ socio approach. This training package will include different forms of VAW such as acid attack, rape, domestic violence, VAW at workplace, and VAW during pregnancy. The package also contains the related important issues of VAW such as dowry and child marriage. This common training package will be used by the following UN agencies to conduct training courses to different targets.

The training modules developed over the programme period will be submitted to GoB for approval and integrated in basic training curricula of concerned institutions (e.g. MinRel, MoH, and LGRD&C)

Activity 2-5 (UNFPA, ILO, IOM, and UNDP): Training will be arranged for, among others, 1920 religious leaders, 3,840 journalists, 640 District Judges, 640 prosecutors, 100 managers, 400 supervisors, 1,500 trade union members, 64 Labour Inspectors, 600 Lawyers, 500 Government staff, and 360 members of Union Parishad and Upazila Parishad.

Experience with many projects is that Imams and religious leaders play a positive role against child marriage, dowry and violence against women, especially rape. This class can strongly impact on moral and ethical values of their communities and societies. Their support may

⁴ UN Division for the Advancement of Women and Bangladesh National Women Lawyers Association (BNWLA)© 2005

contribute to bringing about attitudinal change. In all 50 orientation/training courses of 40 in each batch will be organized throughout the project life. The workshops will be organized in the districts which are pre-dominantly religiously conservative. These activities will be implemented by Ministry of Religious Leaders through its field level organization.

Journalists will be sensitized by one-day orientation session for 20 local level journalists in each group. The objective of such orientation workshop is to solicit the support of the journalist at the local level where they have different roles in the society. The orientation is expected to motivate the journalist to report in gender sensitive manner.

At present, stringent laws exist to give protection to women. What is needed is the effective implementation of the laws. Lawyers are important factors in effective application of law. National Policy on Development of Women emphasizes training of police and judiciary as essential element in fighting VAW as they are the main actors in enforcing the laws. Judiciary is not conversant with international laws and conventions ratified by the Government. Knowledge of these laws will broaden their vision and outlook and enable them to apply domestic laws keeping in view international laws and perspective. In this connection, an Indian judicial decision may be mentioned. In a case of sexual harassment in workplace, Police failed to institute court proceedings as there was no law in India against sexual harassment. Women's movement agitated the matter in superior court which charged the government with failure to implement relevant provision of CEDAW Convention, ordered the government to pay compensation to the victim for its failure and advised government to enact law against sexual harassment. In this case, knowledge of international laws enabled the judiciary to provide justice. Trade unions, employers, employees, workers have involvement in VAW as sexual harassment at workplace has increased. Training will be imparted to all these gatekeepers and stakeholders.

Union Parishad and Upazilla Parishad members are the elected representatives at the grass roots. Without their cooperation, it will be impossible to eradicate VAW. Training is required to make them aware of the issues and to sensitize them so that they may play active role in raising awareness of the community at the grass roots. Under this activity 360 members of Union Parishad and Upazilla Parishad will be imparted training.

Activity 6 (UNDP): Under Domestic Youth Employment Support Programme advice and support will be provided to "out of school adolescent girls" seeking domestic employment. In particular via the lesson plans developed by the Ministry of Education respectively the particular schools comprehensive and mandatory job-advisory seminars in the last 2 years of schooling will be established and continued by enhancing the capacity of local government labour organization and trade union.

Activity 7 (ILO): Awareness raising of female job seekers at home and abroad has become essential, because they often become victims of violence and abuse. By giving false promise of lucrative jobs/education/marriage, they, especially prospective migrant women, are lured into a situation in which they become victims of prostitution, pornography, sex trade and forced labour and undergo extreme cruelty for forcing them to yield and live sub-human life. Prospective female job seekers will be made aware of the dangers and pitfalls and will be furnished with information which will help them to take correct decisions and protect themselves.

In particular the JP aims to develop in cooperation with Government and Employment Agencies SOP-Standard Operation Procedures for female migrant workers (subsequently adoptable for male migrants), in form of a check list procedure to establish a 4-phase mechanism for a secured migration process.

- Pre-departure procedure

- Destination procedure
- Return-procedure
- Safety Net via family, GO and NGO involvement

Subsequently, capacity of Local Government will be enhanced to establish its own advisory facilities on Upazilla level.

Activity 8 (IOM):

Many women are seen making uninformed decisions to migrate abroad, and deceits and misinformation are rampant. Key information to facilitate safe migration, such as method of legal migration, an official rate on recruitment fee, and potential risks of being subjected to the violence while abroad, is yet to reach the people who are in need. To respond to the information needs, an **audio-visual training material** will be produced and used to facilitate information dissemination. This pre-employment orientation training video will be developed based on KAP (Knowledge, Attitudes and Practice) survey.

Thirty (30) potential trainers consisting of district officials and NGO will go through TOT session on pre-employment orientation. Through their initiative, over 4,000 women in six districts will be reached and be informed of the migration information. The training/outreach will be carried out in coordination with district employment offices (DEMO) and NGOs.

Activity 9 – 10 (UNESCO): A significant proportion of VAW in Bangladesh is structural in nature and is deeply embedded in the country's social, cultural and economic reproduction systems. The role of the education system is particularly relevant as deep-seated gender biases and inequities are perpetuated through it. A good way to address this problem is to critically review the core primary and secondary school curriculum and textbooks, with a view to identifying gender biases and devising strategies to address them. In this connection, the two main curriculum document (1 for primary and 1 for general secondary) and 13* textbooks (5 primary and 8 secondary) will be reviewed in close consultation with the National Curriculum and Textbook Board (NCTB). The Curriculum of teacher training institutions for primary school teachers (Primary Teachers Institutes, PTIs) and general secondary school teachers (Teachers Training Colleges) will also be reviewed. The role of teacher educators is critical as they influence the teachers approach to teaching in classrooms, male teachers in particular. This intervention is likely to address, sustainably, some aspects of the root causes of VAW in Bangladesh

Capacity building for curriculum developers and textbooks writers: The capacity of 100 curriculum specialist and 100 textbook writers will be enhanced through the organization of 5 technical training workshops on how to identify and address gender biases in curriculum and textbooks. The participants are expected to learn skills in gender mainstreaming and gender analysis. This should in turn lead to the development of more balanced and gender-responsive curricula and textbooks. The workshops will be organized in Dhaka in which the NCTB is located, although participants from other districts are expected to attend.

Activity 11 (UNFPA): Leading sports clubs, particularly Football and Cricket, at the capital as well in other cities have huge number of supporters and almost 90% of them are men, particularly young and adolescents. Each club has a Governing body, age group teams and coaches. The sports clubs provide an excellent opportunity to address men and boys on VAW. For the adolescents this is a formative stage of masculinity and therefore an appropriate time to address them on this issue. Dialogue will be opened jointly with the 10 selected club officials seeking their support. It is expected that the clubs will volunteer to support the activity. The activity will be implemented by the National Sports Council, Ministry of Youth and Sports in collaboration with the Bangladesh Football federation and Bangladesh Cricket Council. A Short Term International Consultant will develop strategy for the coaches and other officials. Initially,

2 round tables with the clubs will be held. Thereafter, there will be 4 training /orientation sessions by each club annually at their premises (Average 60 Participants in each session).

Full details regarding the activities and the budget allocation are given in the **Table 1: Summary of Results framework**

JP Outcome III: Conductive environment created, and capacities enhanced for providing support and care for women and girls who are vulnerable to, and/or have survived, violence (IOM/UNAIDS/UNFPA/UNICEF)

Baseline

Maintenance of violence support services for the victims/survivors and dissemination of the knowledge about the existing facilities is an essential component of anti-VAW efforts. Because, raising awareness of women's rights when corresponding survivor's services are not adequate or do not exist may lead to frustration at best and may increase danger of repeated violence at worst. The anti-VAW strategy laid down in the National Policy and the Action Plan for Advancement of Women includes legal advice and education, financial, logistic and technical assistance to pursue court cases, medical treatment, safe custody and shelter and above all rehabilitation.

Victims of violence often belong to poor families who can not bear the expenses of legal proceedings and do not have the means to obtain proper medical and psychological relief. Many do not know where to go for redress of their grievances. Many women are abandoned after violence and often have no where to go for shelter. In the social milieu of Bangladesh, families often disown the victim women for fear of social sanction. Many such women become destitute without any means of livelihood. Immediately after violence they need urgent medical aid and a safe place to live in. The issue of going to court for redress comes only after they are in safe hands. Department of Women's Affairs maintains women support centres in Dhaka and divisional headquarters to provide shelter to victimised women; free of cost services of food and clothes, medicine, medical facilities and education are provided. Skill and trade training are imparted and financial support is given for becoming self-reliant. Legal assistance is provided by cells consisting of lawyers and police officers. Under assistance from DANIDA, One Stop Crisis Centres have been established in each of the six Government medical colleges in the divisional level for providing to victims of violence treatment, legal support, counseling, shelter, integration into society, awareness through doctors, nurses, police personnel, social welfare officer, lawyer and psycho-social counselor working together in each centre and providing services as a package.

NGOs are also supplementing efforts of the Government. For example Bangladesh National Women Lawyers Association maintains shelter home for providing package services.

Despite these efforts, VAW is still a health, gender development and human rights priority that deserves broader awareness and more immediate responses. Because several studies by women's organisations and women rights activists reveal that existing services are grossly inadequate and touch only the fringe of the problem.

Implementation Strategy

Support to victims of VAW will be mainly concentrated among 3 key factors:

1. Enhanced availability of appropriate support service
2. Broad awareness on what kind of support service is available to victims of VAW
3. Willingness of victims to access those service institutions

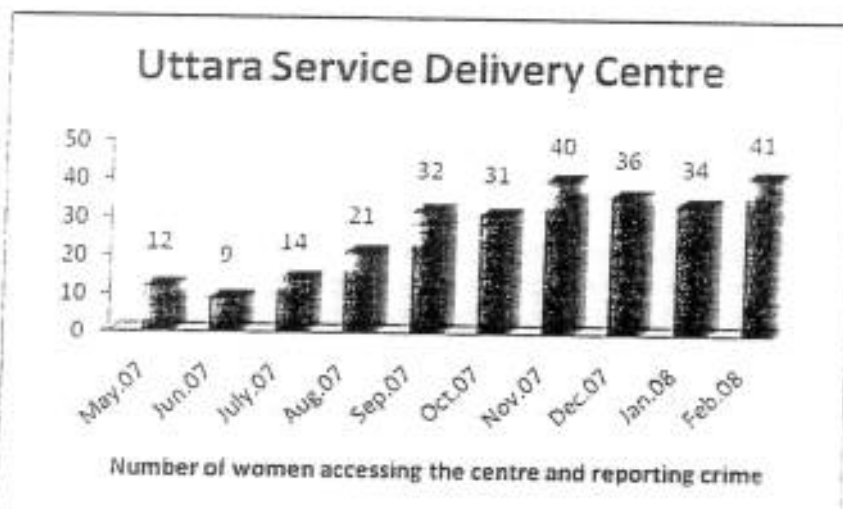
Outcome III

will support, extend and strengthen the Government and NGO efforts to provide relief to victims of VAW. The VAW shelter will follow a unique concept of joint Victim Support Centre Management System as practiced in the Police Reform Programme. Victim Support Centre is currently established and staffed with 12 female police officers and 10 NGO service providers. A team of dedicated police officers will work jointly together with NGO service providers under "One Roof". The concept behind this new and innovative approach is to provide victims with full support through the entire investigation-trial and rehabilitation/reintegration process.

Whilst NGOs will provide the victims of violence with a comprehensive package of support, which includes basic medical and psychological treatment, legal advice and support, shelter and food, and vocational training, police officers will guide them through the investigation and trial process. For this purpose, a centre will have at least a nurse, a psychological counselor, and a trainer of livelihood options, such as, cooking, sewing, handcrafting and so on. The centre will be equipped with several rooms where the victims of violence can stay for their treatment and rehabilitation.

The main purposes of the VSCs are to provide the first aid to the victims of violence as well as to reduce the number of the cases of violence at home and any other places in the community. The centres will organize advocacy seminars for preventing violence against women and children and provide counseling to the couples and families who have a problem of violence at home. The centres will also function as the location to collect the quantitative and qualitative data of gender-based violence for the research described in the above.

Throughout a constant monitoring process over 3 month before and 7 month after initiating the Uttara Service Delivery Centre it is clearly envisaged that women feel more confident and secured to access the service of combined centres.



Outcome III will be realized through the following output:

1. **Increased availability of and access for victims of VAW to shelter, medical, psychological, legal support and vocational training (Lead: UNFPA)**

Activity 1 (UNFPA): 5 VAW shelter homes under MOCWA and 5 under the MSW will be strengthened/upgraded with all facilities including medical and legal support staff. On an average, each women support centre will have provision for shelter support to approximately 100 victims and another 120 minor dependents (below 13 years) of the victims. The support will include housing, food, clothing, furniture and equipment, medical and counseling and legal aid. On an average a victim will be housed in the shelter maximum for 6 months. The management of the Support Centres will facilitate the reintegration process by communicating with community leaders and the family of the victim or to amicably settle the disputes. First response KIT for rape victims (PEP, emergency contraception) is provided. Synchronized legal and operational framework to operate and connect government, VAW and NGO shelters with medical institutions, long term rehabilitation establishments and Legal Aid Units will be put in place to enable a unified inter-shelter referral mechanism.

Activity 2 (UNICEF): The legal situation in Bangladesh regarding the certification of injuries and grade of injuries is following the provision that only Government Hospitals respectively Doctors working in Governmental Hospitals are authorized to certify the grade of injury which is vital important to establish evidence in court procedures especially in regard to compensation demands.

Under activity 3, both the ability and competency of 6 districts hospitals and 7 UZ health complexes will be enhanced to provide women friendly services and care through provision of health care equipment, development of first response KIT for rape victims (PEP, emergency contraception), and facilitate the legal process by providing documentation equipment (photo camera, DNA collection equipment).

Experts from existing One Stop Crisis Centres (OCC) will facilitate a comprehensive skill building exercise for Health Staff to utilize infrastructure and institution of supportive supervision and monitoring mechanism.

Activity 3 (UNFPA): The Standard Operating Procedures (SOP) for shelter management will be developed by following good practices of PRP shelter system. Using the SOP, 300 personnels from UN shelters will be trained in efficient administering VAW-Shelters. Good practices will also be developed and countrywide replicated in other shelters. If possible, income generating opportunities for victims staying in shelters will be developed. The process will be complemented by Police Reform Programme and its pool of highly trained experts on gender, domestic violence and investigation.

Activity 4 (UNFPA): An elaborate training process will be made operational to upgrade delivery of services to the victims and to manage the centres from an economic prospective. The support staff of the 10 centres including part time staff members (doctors, law officers, Police) of the centres will receive training and orientation on relevant subjects including Reproductive Health, first aid and trauma counseling. Training would help service provider staff to relate the violence with the Reproductive problems of the victims. Two training courses of 3-day duration with 15 participants each will be arranged each year for each shelter for the first 2 years and 10 workshops will also be held for all shelter personnel.

Activity 5 (IOM): Carry-out training of staff in VAW shelters on psychological counseling and treatment of victims suffering from PTSD and HIV/AIDS affected women.

Activity 6 (UNAIDS): HIV/AIDS affected women (including sex workers) as an extremely marginalized group and exposed not only to physical violence but also stigmatized in the society will benefit throughout the shelter network and its referral mechanism.

1000 HIV/AIDS affected women (not victims of VAW) will have access to the shelters and have the opportunity to engage in women self-empowerment and alternative income generating

activities following the Sonagachi model. In particular the sex workers will be trained and supplied with equipment to apply the Grameen entrepreneurship model whilst regular shelter inhabitants will also benefit from training and exposure to alternative income opportunities. Sex workers could have the opportunity to engage voluntarily in shelter activities as support staff and long term prospective to transform into aid workers.

Implementation/Execution Modalities: This is a programme to be jointly implemented by the partner UN Agencies and Ministries. The portion of fund along with activities to be executed by UN (DEX) and GOB (NEX) respectively will be clearly stated in the TPP.

PROCUREMENT: Procurement of goods and services will be carried out by the respective UN agencies following the provisions of MOUs signed with the Government of Bangladesh.

TAX: Non-UN personnel employed under this Joint Programme will be liable to pay income tax as per the prevailing Tax Regulations of the Country.

AUDIT: The portion of the fund earmarked in the TPP for National Execution will be audited by Foreign Aided Project Audit Department (FAPAD) and the portion of the fund which will be directly executed by UN Agencies will be subject to Audit following the Audit Procedures of the respective agencies.

Full details regarding the activities and the budget allocation are given in the **Table 1: Summary of Results framework**

Annex C

Capabilities Statement by UN participating Organizations

International Labour Organization (ILO)

The promotion of equality and the fight against discrimination has always been the guiding principle of the International Labour Organization since its creation in 1919. The ILO's mandate on gender equality is to promote equality between all women and men in the world of work. This mandate is grounded in International Conventions of particular relevance to gender equality - especially in the four key equality Conventions. These are the Discrimination (Employment and Occupation) Convention, 1958, Equal Remuneration Convention, 1951, Workers and Family Responsibilities Convention, 1981 and the Maternity Protection Convention, 2000. The mandate is also informed by the Resolutions of the International Labour Conference in 1975, 1985, 1991 and June 2004 Resolution on Gender Equality, Pay Equity and Maternity Protection. These International Labour Standards were inspired by two main concerns: to protect women against working conditions that could be dangerous, and to guarantee equality of opportunity and treatment for women and men in employment and occupation. Declarations and Resolutions concerning ILO action for women workers, define the key areas to combat discrimination against women and the priority issues to be addressed by the ILO to assist its member States in progressing towards equality between women and men. The Plan of Action for Equality of Opportunity and Treatment of Men and Women in Employment, was adopted in 1987 with the purpose of strengthening ILO assistance to governments and employers' and workers' organizations in developing policies and in implementing measures to promote equality. The ILO considers sexual harassment as a violation of fundamental rights of workers, declaring that it constitutes a problem of safety and health, a problem of discrimination, an unacceptable working condition and a form of violence, primarily against women. Earlier, the ILO had undertaken a study on sexual harassment in Bangladesh. An ILO/Japan Regional Tripartite Seminar on Action against Sexual Harassment at Work in Asia and the Pacific was held in Malaysia in October 2001.

International Organization for Migration (IOM)

IOM is committed to the principle that humane and orderly migration benefits migrants and society. IOM Dhaka is actively engaged in regional policy formulation activities as well. As a member of the Regional Action Forum on Safe Migration, IOM Dhaka has been working with the South Asia Regional Initiative on various projects such as developing the Policy for Ensuring Safe Labour Migration within and beyond South Asia. The office also ensures the participation of government to the various Regional Consultative Processes in the region such as the Ministerial Consultations on Overseas Employment and Contractual Labour for Countries of Origin in Asia (or Colombo Process), Bali Process, and Berne Initiative. IOM has also been supporting various regional networks particularly on the issue of trafficking in persons and migration. IOM Bangladesh has sufficient expertise and experience related to migration and trafficking issues which focuses on empowering migrant female workers and survivors of trafficking. IOM would utilize experiences from local office and also from head quarter level.

UNAIDS

Launched by UNAIDS in early 2004, the Global Coalition on Women and AIDS works at global and national levels to highlight the effects of AIDS on women and girls and to stimulate concrete and effective action to prevent the spread of HIV. The Global Coalition on Women and AIDS has made eliminating violence against women a priority, calling on governments the world over to enact and enforce laws that prevent violence against women, and develop strategies so that those who uphold the law know how to apply it and support survivors of violence. It is also recommended that national AIDS plans integrate strategies to reduce violence against women, and link violence prevention efforts with mainstream HIV prevention and treatment services. The Coalition works

at global and national levels to highlight the effects of AIDS on women and girls and to stimulate concrete and effective action to prevent the spread of HIV. The Coalition partners seek to address some of the fundamental gender inequalities that fuel the epidemic. Efforts are focused on preventing new HIV infections, promoting equal access to care and treatment, ensuring universal access to education, addressing legal inequities, reducing violence against women, and valuing women's care work within communities.

UNFPA

Following the 1994 International Conference on Population and Development (ICPD), there was a paradigm shift in the programme content of UNFPA. The issue of 'gender' became a cross-cutting one, meaning that gender equality and equity issues were to be mainstreamed in all UNFPA-funded programmes and projects. In the current UNFPA Country Programme (2006-2010), out of \$30 million, \$6 million is directly allocated for gender mainstreaming under a so-called Gender Component. UNFPA is working with 8 Ministries under the Gender Component. The UNFPA Country Office has developed substantial capacity in the field of gender programming, implementation and monitoring. UNFPA Bangladesh has been working with the Ministry of Women and Children Affairs for the last 20 years. One of the current projects, "Promotion of Gender Equality and Women's Empowerment", with the Ministry of Women and Children Affairs aims at addressing violence against women through interventions at the community level. UNFPA Bangladesh would utilise its experiences in setting-up and operating so-called "Women Support Centres" under the UN joint Programme to address VAW. The UNFPA Country Office would engage different Ministries in the implementation of the proposed UN Joint Programme under the existing agreements. UNFPA Bangladesh is the Lead Agency of an inter agency project (\$30 Million), involving UNICEF and WHO. The UNFPA Country Office will also draw resources and expertise from its regional technical teams in Kathmandu and Bangkok and also from its HQs, if and when needed.

UNESCO

As the global lead agency and coordinator of Education for All, UNESCO considers education as the foundation of sustainable development and human security and gender equality is accorded utmost priority in all its fields of competence (education, culture, sciences, and communication and information) throughout the duration of the Medium-Term Strategy (2008-2013). A key component of UNESCO's work is to shed light on the link between curriculum and discrimination/violence against women, and to develop strategies aimed at addressing this problem through, among other things, development of gender-responsive curriculum and textbooks. Over the years UNESCO has built a great deal of expertise and experience in this area located in a wide network of global, regional, cluster and national offices in 58 countries together with a number of specialized institutes and centres. The International Bureau of Education (IBE), located in Geneva, Switzerland, is UNESCO's leading institution with invaluable technical expertise in gender, curriculum and textbooks. UNESCO Dhaka will draw on the technical expertise available in the IBE, UNESCO Asia and Pacific Regional Bureau for Education in Bangkok, Thailand, the Gender in Education Network in Asia (GENIA), and relevant cluster and national offices in the region, especially in South Asia. UNESCO's Dhaka's 2006-2007 Programme in Bangladesh was USD 2 million.

UNICEF

The United Nations Children's Fund (UNICEF) is committed to the protection, empowerment and promotion of women and girls and recognizes that women's rights are fundamental for the fulfillment of children's rights. UNICEF works on gender based violence through prevention, protection, and recovery and reintegration. In Bangladesh, UNICEF has supported the Ministry of Health and Family Welfare to accreditate hospitals as Women-Friendly (WFHI) namely to create

in hospitals the conditions necessary for women to be treated in a way that respects human dignity and women's needs while challenging oppressive cultural practices. UNICEF is also addressing adolescents rights, child marriage and dowry through the "Empowerment of Adolescents" project implemented in 27 districts. Community based committees involving all stakeholders are supported to protect children against abuse, exploitation and violence in order to uphold their rights.

United Nations Development Fund for Women (UNIFEM)

UNIFEM promotes women's empowerment, rights and gender equality globally through 16 regional offices, 3 country programme offices, and a number of project offices. Fighting gender-based violence is a major concern for UNIFEM, because violence against women is a universal problem and one of the most widespread violations of human rights. UNIFEM works on several fronts to interrupt the cycle of violence against women, with an overall objective of linking violence to the source that feeds it: gender inequality. UNIFEM multiplies the power of its groundbreaking strategies through advocacy campaigns and close partnerships with governments, women's groups and other branches of the UN system. It has a singularly strong record on violence against women. It is accredited as the UN organization to place the issue on the UN agenda in the 1990s, overcoming resistance by pooling and supporting the expertise and mobilization of the global women's movement. Attesting to its early and leading role on the issue within the world body, in 1995 the General Assembly designated UNIFEM as the managing agent of the UN Trust Fund to End Violence Against Women on behalf of the UN System⁵. The UN Trust Fund to End Violence against Women and the UNIFEM Say NO initiative strongly support UN Secretary-General Ban Ki-moon's UNITE to End Violence against Women campaign launched 25 February 2008. Even with limited resources, UNIFEM has historically been at the forefront of advocacy efforts, brokering partnerships, and pioneering approaches to respond to violence against women in a wide range of countries and settings. UNIFEM has initiated a regional intervention on preventing trafficking in women and children in Bangladesh, India, Nepal, Pakistan and Sri Lanka. In South Asia it has worked diligently to incorporate CEDAW in all of its field-based work, to support its partners to develop capacities and strengthen institutions to incorporate CEDAW in national laws, policies, and budgets, and to secure greater engagement of the UN system in CEDAW. The UNIFEM Bangladesh Programme started in 2005 at the invitation of the Government of Bangladesh with the Regional programme on 'Empowering women migrant workers in Asia'. Supporting groups that are excluded is at the heart of the rights-based approach to development. This is an area of work that UNIFEM will continue to further in Bangladesh along with capacity development and engagement with excluded women, women's groups, media and legal professionals to advocate for better implementation of CEDAW and EAW legislations and prevention of GBV.

WHO

The World Health Organization (WHO) country office in Bangladesh has been providing technical assistance to the Government of Bangladesh (GoB) for the development and strengthening of the nation's public health systems, since the year 1972. The WHO country office, with technical back-stopping, for the Ministry of Health & Family Welfare and other Ministries, has helped realise major strides in the effort to attain the MDG health-related targets and has been able to contribute to the improvement of the health of the people of Bangladesh. Basically, WHO provides support in matters critical to health, including disease outbreaks and post-disaster recovery, and works closely with the Government and other partners. WHO engages itself in shaping the research agenda and produces norms, guidelines, manuals, best-practice guidelines, and health-related expenditure tracking studies. It helps produce monitoring tools and define appropriate indicators; these actions help the Government to assess trends and frame new policies and strengthen implementation of the Health, Nutrition and Population Sector Programme

⁵ Resolution Adopted by the General Assembly: *The United Nations*.1995.

(HNPSP). It carries out academic endeavours, as per GoB's priorities, in articulating ethical and evidence-based policy actions on health, nutrition and also on environmental health, including water and sanitation.

UNDP

UNDP Bangladesh has the political will to be a gender equitable organization. In the earlier CCF UNDP gave sufficient importance to providing support in the area of Gender and in the current CPAP (2006-2010), gender equality and the advancement of women has been identified as one of the key programme areas. Since decades, UNDP Bangladesh has pursued "gender responsive governance" through its support to gender programmes of the GOB. It focuses on efforts and initiatives to enhance and develop capacities of GOB and to mainstream and integrate a gender perspective in the policy making, planning, budgeting and programming process of the national government. UNDP has supported the Ministry of Women and Children Affairs to formulate a comprehensive Gender and Development Training Manual for Bangladesh civil servants and also a Gender Toolkit for WID Focal Points of all Government ministries.

In addition, UNDP contributed towards developing an in-depth understanding on technical and preventive issues on VAW of 80 trainers of four major national training institutions (Bangladesh Public Administration Training Centre, Bangladesh Civil Service Administration Academy, Academy for Planning and Development, and National Academy for Educational Management) who conducted different awareness raising and experiential learning/sharing training to 2,800 senior and mid-level government officials, education professionals and planners. UNDP also supported awareness building on VAW and its related issues through materials development and advocacy campaigns in different districts of Bangladesh by involving female members of Union Parishads, local community, NGOs, local political and religious leaders.

Moreover, major projects/programmes supported by UNDP Bangladesh in the last 10 years, have addressed violence against women. These are Capacity Building for Gender Mainstreaming, Technical Assistance to Gender Facility (Phase II), Sirajganj Local Governance, and Police Reform, including violence issues often faced by poor women. UNDP also assisted in conducting an impact assessment study on the circular issued regarding medical treatment and examination of victims of violence, and a research study to develop strategies for stopping existing pattern of discrimination and VAW through incorporating lessons and expressions at the secondary level education in Bangladesh. To provide gender and human rights justice to the women victims of violence and oppression and also to increase the representation of women in Bangladesh Police, the Police Reform Programme has been implemented by UNDP since 2005.

Annex D

TERMS OF REFERENCE

Bangladesh MDG-F National Steering Committee (NSC) for programmes funded by UNDP-Spain Millennium Development Goals Achievement Fund

1. Introduction

The National Steering Committee in Bangladesh (the "NSC") is established to oversee and coordinate the operations of all UN joint programmes under MDG-F (the "Programmes") in accordance with the Terms of Reference of the Fund, dated

2. Role of the NSC

The NSC will have overall responsibility for Programme activities. It will provide strategic guidance and oversight and approve the Programme Document including subsequent revisions and Annual Work Plans and Budgets. The NSC will be co-chaired by the UN Resident Representative and a senior Government Representative such as Secretary, Economic Relations Division (ERD). To the extent possible, the NSC will use existing coordination mechanisms in Bangladesh to undertake the process of planning and stakeholder consultation that the programme operations will require.

3. Structure and Composition

- ✓ **Membership:** The members of the NSC will include:
 - Secretary, Economic Relations Division (ERD), Ministry of Finance – Co-chair
 - The United Nations Resident Coordinator (RC) – Co-chair
 - Ambassador of Spain - Member
- ✓ **Frequency of meetings:** The NSC will normally meet semi-annually. Additional meetings based on the requirements of the Programme may be convened exceptionally. The meetings will be convened by the UN Resident Coordinator. For emergency issues the NSC may conduct its business electronically.
- ✓ **Agenda:** The agenda and supporting documentation will be prepared and disseminated by the Resident Coordinator's office. NSC members may make requests for items to be included on the agenda.
- ✓ **Quorum:** A quorum of the NSC will consist of all the three committee members.
- ✓ **Observers:** Non-governmental, civil society and other organisations may be invited to participate in NSC meetings as observers, based on the following two primary criteria: (a) Involvement of the organisation in projects financed or to be financed from the Programme; and (b) Impact of projects financed from the Programme on the activities of the organisation. Decisions to invite observers or representatives of the relevant Participating UN Organisation will be made by the Co-chairs.

4. Responsibilities of the NSC

The primary responsibilities of the NSC will be to:

- Review and approve the Terms of Reference (TOR) and Rules of Procedure for the NSC.
- Review and endorse the Programme Document and Annual Work Plan and Budget submitted by Participating UN Organisation(s); ensure their conformity with the requirements of the Fund and in particular decisions of the MDG-F Steering Committee in New York; ensure the quality of programme documents to receive funding from the Fund.
- Discuss the Programme requirements and priorities concerning, *inter alia*:
 - programme management, including consistent and common approaches to project costing, cost recovery, implementation modalities, results-based reporting and impact assessment,
 - Information management, including appropriate Fund and donor visibility.
- Ensure that appropriate consultative processes take place with key stakeholders at the country level in order to avoid duplication or overlap between the Fund and other funding mechanisms.
- Approve the reporting mechanism for each programme.
- Review findings of the summary audit reports consolidated by the Administrative Agent; highlight lessons learned and periodically discuss follow-up by Participating UN Organisations on recommended actions with Programme -wide impact.

5. Decisions

The NSC should make decisions by consensus. The decisions of the NSC will be duly recorded.

Prior to presenting a position on an issue to the NSC, the Participating UN Organisation will ensure that this is in line with their regulatory requirements. Any decision by the NSC which deviates from a previously endorsed position has to be referred back to the Participating UN Organisation for endorsement in order to be binding.

Decisions on programme documents, including revisions and Annual Work plans and Budgets will only be taken upon completion of a review by the Programme Management Committees (PMC).

6. Support to the NSC

The RC's office will provide the primary support to the NSC. A Government Focal Point will be designated by ERD.

Under the direct supervision of the Chairpersons of the NSC, the NSC Support Office will be responsible for, *inter alia*:

- Periodically reviewing the Rules of Procedure of the NSC, and in consultation with the Co-chairs, recommend changes or revisions to the NSC.
- Liaising with the Programme Management Committee on programme review and analysis.
- Calling and organising meetings of the NSC.
- Developing and circulating meeting agenda and minutes.
- Documenting, communicating and ensuring follow-up of the NSC's decisions, particularly ensuring the submission – no later than one business day after the NSC meeting – of appropriately signed and complete documentation on approved programme related documents to the Administrative Agent (the UNDP Multi-Donor Trust Fund Office in New York).

8. Programme Management Committee

The NSC shall ensure that Programme Management Committee (PMC) is established to assume responsibility for the operational coordination of the Joint Programme. The PMC's membership will consist of relevant implementing parties such as Participating UN organizations, Government representatives and civil society representatives as appropriate. The PMC will be chaired by the Representative of the lead UN agency in the Joint Programme.

The NSC will oversee that the PMC:

- Appoints a Programme Manager or equivalent thereof;
- Manages programme resources to achieve the outcomes and output defined in the programme;
- Aligns MDG-F funded activities with the UN Strategic Framework or UNDAF approved strategic priorities;
- Establishes programme baselines to enable sound monitoring and evaluation;
- Establishes adequate reporting mechanisms in the programme;
- Integrates work plans, budgets, reports and other programme related documents; and ensures that budget overlaps or gaps are addressed;
- Provides technical and substantive leadership regarding the activities envisaged in the Annual Work Plan and provides technical advice to the NSC;
- Establishes a communication and public information plans;
- Makes recommendation on re-allocations and budget revisions to the NSC;
- Addresses emerging management and implementation problems; and
- Identifies emerging lessons learned.

Experts can be invited as observers to the PMC meetings when needed. The PMC will normally meet quarterly.

9. Public Disclosure

The NSC will ensure that decisions regarding programme approvals, periodic reports on the progress of implementation of the programme and associated external evaluations are made available for public information. Such reports and documents may include: records of decisions, summary sheets of approved Joint Programmes, annual financial and progress reports, summary of internal and external programmatic evaluation reports.

The NSC will take all reasonable steps to ensure the accuracy of such documents and that confidential materials are not disclosed.

The Participating UN Organisations will also take reasonable steps to ensure the accuracy of their postings on their respective websites regarding their Programme operations and activities, in consultation with the NSC.

Annex E

RULES OF PROCEDURE

Bangladesh National Steering Committee (NSC) for programmes funded under UNDP-Spain Millennium Development Goals Achievement Fund

1. Review of Strategy

The NSC will review the progress of the Programme(s) to ensure coherence and collaboration with other national programmes, maintaining close collaboration with national authorities to ensure flexible adaptation of MDG-F funded activities.

2. Funding release

- For each programme, based on the approval of the NSC and the receipt of duly signed Submission Form and relevant Project Document, the Administrative Agent (UNDP Multi-Donor Trust Fund Office in New York) will transfer approved funds to each Participating UN Organisation(s), after ensuring consistency with programme document signed by the Participating UN organizations.
- The first installment of funds will be transferred within three to four business days from receipt of documentation from the NSC. Installments are annual and the first release will be made in accordance with the budget of year one.
- Subsequent installments will be in accordance with Annual Work Plans approved by the NSC. The release of funds is subject to each Participating UN Organization meeting a minimum expenditure threshold of 70% of the previous fund release that it had received.
- If the 70% expenditure threshold is not met by each and every Participating UN organization, funds will not be released to any agency, regardless of the threshold being met by an individual Participating UN Organization.
- If the overall expenditure of the programme reaches 70% before the end of the twelve-month period, the participating agencies may upon endorsement by the NSC request the Multi-Donor Trust Fund Office to release the next installment ahead of schedule.

4. Reporting

- In line with the Memoranda of Understanding (MOUs) between the Administrative Agent and each Participating UN Organisations, the latter will submit, on an annual basis, financial reports to the Administrative Agent, as per the schedule given below. The Administrative Agent is responsible for consolidated reporting to the NSC at the country level, and to the Fund Steering Committee at the global level.
- Each Joint Programme will produce one single annual narrative progress report. This progress report should be submitted to the Administrative Agent as per schedule given below.
- The Programme Management Committee will sign off on the Narrative Joint Programme Progress Report before it is submitted to the Administrative Agent.
- The Office of the Resident Coordinator will ensure that the Administrative Agency's Consolidated Joint Programme Progress Reports are distributed to NSC members and other relevant parties.
- Decisions and comments by the NSC will be shared with all stakeholders in order to ensure

the full coordination and coherence of MDG-F efforts.

- The Administrative Agent will issue an annual Administrative Agent Management Brief for each programme, which contains analysis of fiduciary requirements and key management achievements and challenges as well as recommendations for improvements or corrective action as required. The assessment, takes into account latest policy direction from the Secretariat and Steering Committee; best practices observed throughout Fund activities; audit recommendations; mid-term review observations; and adherence to rules and regulations. These Administrative Agent Management Briefs will be written in English.
- At the Fund-wide level, the Administrative Agent will design reporting systems and mechanisms to facilitate Participating UN Agencies meet fiduciary requirements. The Administrative Agent will provide the Consolidated Joint Programme Progress Report for each programme, and other reports as appropriate, to the Fund Steering Committee through the Secretariat.
- Participating UN Organizations will be encouraged to provide Quarterly Updates. The Quarterly Updates would be provided at the outcome level. The Quarterly Update is designed to satisfy basic information requirements to serve as a high level management tool for the Fund, while still being easy for the Country Teams to comply with. The Administrative Agent will design and roll out an online system to capture the Quarterly Updates.
- Consolidated annual reports should include a section on the activity of the NSC.
- Timeline for submission of reports is shown in the chart below.

Report Name	Coordinating Author / Consolidator	Approving Authority	Dead-Line (reporting period: 1 Jan - 31 Dec)	Required Language
Consolidated Joint Programme Progress Report (including Administrative Agent Management Brief, Joint Programme Narrative Report and Financial Reports)	UNDP Multi-Donor Trust Fund (MDTF) Office	MDTF Executive Coordinator	31 May	Administrative Agent Management Brief in English
Narrative Joint Programme Report	Participating UN Organizations jointly at Country Level	PMC	28 February	Working Language of CO
Financial Progress Reports	Participating UN Organizations HQ Level	Financial Officer/ Comptroller	31 March	English

Annex F

Terms of Reference Programme Management Committee Joint Programme on Violence against Women

1. Introduction

The Programme Management Committee (PMC) is established to oversee and coordinate the operations of the Joint Programme on Violence against Women (henceforth referred to as the "Joint Programme") in accordance with the Terms of Reference of the MDG-F National Steering Committee (NSC), dated

2. Role of the PMC

The PMC will provide operational coordination to the Joint Programme. As lead agency for the Joint Programme, the UNFPA Representative, or his/her designate, co-chairs the PMC together with Joint Secretary (UN), Economic Relations Division (ERD), Ministry of Finance.

3. Structure and Composition

- ✓ **Membership:** The members of the PMC will include:
 - The UNFPA Representative or his/her designate, as co-chair
 - Joint Secretary (UN), ERD, Ministry of Finance, as co-chair
 - Representatives of the participating UN organizations (ILO, IOM, UNAIDS, UNDP, UNICEF, UNIFEM, and WHO)
 - A representative of General Economic Division, Planning Commission
 - Representatives of implementing partners of the Government:
 - Ministry of Women and Children's Affairs
 - Ministry of Law, Justice & Parliamentary Affairs
 - Ministry of Social Welfare
 - Ministry of Education
 - Ministry of Religious Affairs
 - Ministry of Health and Family Welfare
 - Ministry of Information
 - Ministry of Labour and Employment
 - Ministry of Youth & Sports
 - Ministry of Local Government, Rural Development & Co-operatives
 - Ministry of Expatriates Welfare and Overseas Employment
 - Representatives of implementing NGOs.
- ✓ **Frequency of meetings:** The PMC will normally meet quarterly. Additional meetings based on the requirements of the Programme Manager may be convened exceptionally. The meetings will be convened by the Chairperson. For emergency issues the PMC may conduct its business electronically.
- ✓ **Agenda:** The agenda and supporting documentation will be prepared and disseminated by UNFPA. PMC members may make requests for items to be included on the agenda.
- ✓ **Quorum:** A quorum of the PMC will consist of 8 committee members both from the UN and the Government.
- ✓ **Observers:** Experts can be invited as observers to the PMC meetings when needed. Decisions to invite observers will be made by the Chair.

4. Responsibilities of the PMC

The primary responsibilities of the PMC include:

- ensuring operational coordination;
- recruiting a Programme Manager and other required personnel for the JP Programme Management Office; (Additional personnel (consultant national/international) will be recruited by the responsible UN agency following their own procedure in alignment with the Project Document and the Annual Work Plan.)
- aligning MDG-F funded activities with the UN Strategic Framework or UNDAF approved strategic priorities;
- establishing programme baselines to enable sound monitoring and evaluation;
- establishing adequate reporting mechanisms in the programme;
- integrating work plans, budgets, reports and other programme related documents; and ensuring that budget overlaps or gaps are addressed;
- providing technical and substantive leadership regarding the activities envisaged in the Annual Work Plan;
- agreeing on re-allocations and budget revisions and making recommendations to the NSC as appropriate;
- addressing management and implementation problems;
- identifying emerging lessons learned;
- establishing communication and public information plans.

5. Decisions

The PMC should make decisions by majority vote. The decisions of the PMC will be duly recorded.

Annex G

Terms of Reference UN Gender Thematic Group Bangladesh

Objectives:

1. To provide support to the Bangladesh government counterparts to implement and conduct monitoring & evaluation of UNDAF indicators within a gender mainstreaming approach.
2. To strengthen overall UNCT performance in promoting gender equality especially through the delivery of gender outcomes through the UNDAF.
3. To enhance UN coordination by undertaking joint UN programmes on gender equality.
4. To create a venue for regular sharing of information and experience on implementing gender equality.

Activities:

An annual work plan will be prepared at the beginning of each year. The main activities will include:

1. Providing coordinated UN support to assist the government to develop and implement the best possible laws and policies on gender-related issues.
2. Supporting the government's efforts to report on and implement international agreements on gender and women's rights.
3. Advise the Joint Programme to Address Violence against Women
4. Promoting networking and information sharing on gender issues with other UN Theme Groups and gender-related groups.
5. Building capacity of the UN CT on key matters relating to gender.

Composition:

- Chair: UNFPA
- Membership: Gender focal points and any program officers from all the UN Agencies.

Meetings:

- Quarterly meetings
- Minutes of each quarterly meeting to be prepared by UNFPA

Annex H: TERMS OF REFERENCE

- National Programme Manager (National)
- Gender and textbook specialist (UNESCO)
- Labour law specialist (Adapting the ILO Code of Practice " Workplace violence in services sectors and measures to combat this phenomenon") (ILO)
- Specialist on Men engaging to stop violence against women (UNFPA)
- Develop the Training manual for enhancing the capacity of staffs in UN-VAW Shelters on psychological counseling and treatment (IOM)

Job Title: National Programme Manager (PM) (36 w-m/m)

Justification:

The Programme Manager (PM) will be available for the whole contract period and should have a solid background in development of integrated action/implementation plans, integrated management approaches, policy formulation, and coordinating/ facilitating the participating UN agencies, working groups, stakeholder relations including central and local governmental and non-governmental institutions and communities as well as private sector and maintaining integrity of the outputs.

The PM shall ensure that the programme team complies with all the procedural and contractual obligations of this contract. In this context, it is his/her responsibility to establish the internal management procedures required, particularly as regards procurement, tendering, contracting, reporting, editing and accounting requirements in compliance with UNDP procedures. The PM will be responsible for establishing the accounting, budgeting and reporting procedures in accordance with UNDP procedures. S/he shall co-ordinate, supervise, manage, monitor and evaluate all aspects of the programme's implementation including financial administration.

The PM will have overall responsibility for the programme, including primary contact with the stakeholders and the PMC concerning whether programme activities are meeting the agreed objectives. The Programme Manager will be responsible for ensuring that all institutional stakeholders are kept informed of the activities carried out under the programme, and of programme results. It is of particular importance to keep all relevant stakeholders informed, through the programme management process and otherwise, in order to ensure optimum cooperation. The Programme Manager will play a major role in all activities.

The PM should have similar project experience (i.e. violence against women, gender equality, women's advancement etc.) in Bangladesh and/or abroad. Proven negotiation skills at ministerial and local level are required.

Specific tasks and responsibilities:

- Coordinating and managing the programme in liaison with the MOWCA; the ERD; other governmental counterparts; partner UN organizations; the working groups, the UN Gender Thematic Group; Programme Management Committee (PMC), and other stakeholders
- Managing the Programme Team and coordinating the Consultants
- Supervising the management of the programme budget
- Checking that the programme outputs are in accordance with the Programme Document and the work plan
- Checking the translations of all reports and deliverables
- Ensure the preparation and delivering of all programme management related reports and other deliverables
- Informing and advising the programme counterparts through (PMC) on any issue likely to affect the financial resources or the scope of the activities foreseen
- Defining measurable indicators for subsequent programme monitoring and evaluation.
- Ensuring the harmonization and coherence of central and local activities and programme outputs together with the PMC.

Qualifications and Skills

The Programme Manager should have:

- Graduate level qualification in related field (gender, development, and/or social sciences) and/or planning and management.
- Excellent communication and proven leadership skills as a team leader

- Excellent mediating and facilitating skills
- Full computer literacy and excellent fluency in English

Professional experience:

- Minimum of 10 years professional experience
- Minimum 5 years proven experience in the management of international projects in similar fields
- Experience in administration, programme planning, monitoring and reporting

Specific experience:

The Programme Manager should have specific experience in at least four (4) of the following key areas:

- Minimum 5 years experience in programme execution with relation to implementation of addressing violence against women and/or promoting gender equality
- In-depth understanding of violence against women in Bangladesh
- Minimum of 5 years experience relating to coordinating integrated planning projects
- Minimum of 5 years experience in Project Cycle Management
- Minimum 3 years of experience in facilitating roundtables and platform discussions
- Minimum of 3 years experience of preparation of Terms of Reference for consultancy contracts
- Minimum of 3 years practical experience on working with local communities
- Minimum of 3 years practical experience on working with central and local decision makers
- Experience with UN/UNDP system and procedures (i.e., procurement, contracting, communication and other financial issues).

Job Title: Gender and textbook specialist, UNESCO

Terms and Conditions: The consultant will be recruited at professional level 4 (P-4) or equivalent level. Selection will be by means of an inter-agency interview panel, chaired by the Director/Representative UNESCO Dhaka, including at least two representatives from other UN agencies which are part of VAW.

Duty Station: Dhaka

Duration: One month

Justification:

The root causes of violence against women (VAW) are many and varied. Recent studies point to the role of men, boys and masculinities as a critical factor in the perpetuation of VAW. More importantly, the VAW rooted in male roles and masculinities is primarily practiced and reproduced in the education arena. The field of Masculinity and its links with VAW is relatively a new field and is still in its infancy in Bangladesh. The bulk of existing knowledge and literature mainly relates to patriarchy, a concept that does not adequately capture the increasingly complex and violent culture associated with hegemonic masculinity. This is the main reason behind UNESCO's desire to engage the services of an international consultant with specialized expertise in a new and specialized field: masculinities. The consultant will be required for ONLY one month. This is a recognition that the role of the international consultant will be limited and primarily to provide a technical support and backup to national experts.

Functions:

The Consultant's main function is to work with national experts in reviewing primary and secondary textbooks for core subjects, with a view to identifying and addressing gender biases and disparities in the textbooks. He/she will provide technical support in developing a gender lens to prepare textbooks free of gender bias, with emphasis on gender biases rooted in masculinity. The Consultant is expected to be versed with the latest developments in the field of masculinity and violence against women within the context of education systems.

Overall Functions:

- Develop, in cooperation with national textbook writers, a comprehensive gender lens to create textbooks largely free of gender bias.
- Identify, using the latest developments in the field of masculinities, the role of boys, men and masculinities in perpetuating VAW and include in the gender lens strategies aimed at addressing gender biases and disparities in textbooks..
- Identify the innovations and best practices in developing textbooks free of gender bias in the Asia Pacific Region, South Asia in particular.

Requirements:

- A post-graduate degree in the social sciences with specialization in gender issues in development, with emphasis on masculinities and violence against women.
- At least 10 years relevant experience, preferably in gender mainstreaming especially in curriculum and textbooks.
- Knowledge of or work experience with UN system would be an advantage.
- Excellent writing and oral skills in English.
- Proficiency in current office software applications.

Job Title: Labour Law Specialist (Adapting the ILO Code of Practice "Workplace violence in services sectors and measures to combat this phenomenon"), International Labour Organization (ILO)

1. Justification:

In women's continuing search for gainful employment to contribute to the economic needs of the family, they face several obstacles, one of which is sexual harassment. Though it often stays invisible, sexual harassment is a violation of human rights and a clear form of gender discrimination. It is an affront to the respect and dignity of the victims, which seriously undermines equality of opportunity and treatment at the workplace. According to an ILO study in Bangladesh, "Sexual harassment is widely prevalent amongst working women. However number and nature of incidences differ in various types of work." It is not only in Bangladesh but sexual harassment at work happens everywhere; in workplaces around the world, in public service, in large and small enterprises, in services and shops. It happens to workers on plantation and farms, in the formal and informal sectors. It could be training institutions, universities too. It happens to educated and uneducated workers at all levels of the job hierarchy. Sexual harassment is not about sex or biological differences between men and women but about power and the fact that most sexual harassment victims are women is indicative of the weak position of women in the labour market.

Increasingly, sexual harassment in the workplace is being recognized as an occupational hazard, a violation of human rights which seriously undermines equality of opportunity and treatment between men and women. For employees, the consequences of sexual harassment can be devastating both while the harassment is occurring and when the employee decides to take action against the perpetrator. Many victims put up with the psychological and physical effects of harassment out of shame, embarrassment or fear retaliation or of losing their jobs. For establishments involved, sexual harassment leads to increased absenteeism, high turnover of staff and workplace tensions which in turn impedes work performance and productivity. Not only that but it leads to loss of valuable staff and to bad company image.

Over the last decade, the pervasiveness and the cost of sexual harassment, a manifestation of sex-based discrimination, has become a growing concern at the national and international level. The ILO and many other organizations have developed a wealth of knowledge on the issue as well as practical tools including model codes of conduct for the prevention and elimination of sexual harassment at work. Other important developments include emerging sectoral approach to dealing with occupational safety and hazard issues in certain sectors with a particular focus on prevention and action against sexual harassment.

Code of practice on workplace violence in service sectors

The Governing Body of the ILO agreed at its 279th session in November 2000 that a meeting of experts should be held in 2003 to develop a code of practice on violence and stress in services sectors. At the 284th Session of the Governing Body, in June 2002, it was agreed that the Meeting of Experts should be held from 8 to 15 October 2003, and that the Meeting would have the following composition : 12 experts nominated by Governments (Algeria, Canada, Denmark, Germany, Japan, Malaysia, Mauritius, Peru, Philippines, South Africa, United Kingdom and United States), 12 experts nominated after consultations with the Employers' Group of the Governing Body and 12 experts nominated after consultations with the Workers' group of the Governing Body. It was also decided that the purpose of the Meeting should be : to consider and review a draft and to adopt a code of practice on violence and stress at work in services sectors : A threat to productivity and decent work. A draft text was developed by the ILO for circulation to member States for comment in May 2003, before the Meeting of Experts, and those comments were collated and summarized for the experts in September 2003. It was subsequently finalized in a Meeting of Experts held in Geneva from 8 to 15 October 2003. In accordance with

forementioned decision of June 2002, the Meeting was composed of 12 experts nominated by Governments, 12 experts nominated by the Employers and 12 Experts nominated by the Workers. On the authorization of the Governing Body, all the other ILO member States were invited as observers and the following countries attended : Ireland, Kuwait, Luxembourg, Norway, Poland, Sweden, Switzerland and Zimbabwe.

This code is not a legally binding instrument and is not intended to replace national laws and regulations. The practical recommendations of this code have been designed to provide guidance to ILO constituents and all those responsible for addressing workplace violence in the services sectors. It is based on an analysis of the extent, nature and causes of workplace violence in public and private services. It identifies the roles and responsibilities of governments, employers and workers. The code promotes a proactive approach to prevention, based on occupational safety and health management systems.

In the Joint Programme on Violence Against Women in Bangladesh, the ILO, because of its focus on the workplace, and in collaboration with its tripartite constituents, will promote the adoption by the enterprises of the ILO Code of Practice after necessary adaptation to the context of the Bangladesh service sector as well as on the prevention and elimination of sexual harassment and violence at work. It is expected that the ILO interventions will help to increase awareness among ILO constituents that sexual harassment at work is a manifestation of power, it is an act of violence against women and of gender inequalities at the workplace, to develop effective means of combating sexual harassment in the workplaces which go beyond traditional approaches to addressing sexual harassment and look comprehensively into factors that causes/facilitates men's violence, harassment both of sexual and non-sexual nature. Long working hours, stress, masculinity issues are among the issues to be addressed. All this would facilitate exchange of experience among ILO constituents on to strengthen local and national initiatives against sexual harassment in the workplace

Since the Code provides general guidance, hence it is necessary to engage an international consultant in order to adapt it to the country context.

2. Description of Duties:

The International Consultant will:

- i. Carry out a thorough study and in-depth analysis of the ILO Code and determine how best to adapt it to the local context, taking into account the socio cultural sensitivities prevailing in the country. The consultant has to understand the social and organizational mores and practices in order to know what barriers may come up in the existing organizations of the country and the society at large, given its current structure and composition, and the prevailing perceptions and attitudes on the incidence and scope of the problem, so that the Code can be adapted and adopted accordingly.
- ii. Hold focused group discussions and individual interviews with different stakeholders in order to understand how best to approach and package this intervention so that it can be implemented without generating any sort of controversy and resistance in the targeted sectors in the country. This means the consultant has to suggest ways and means on how best this activity or intervention can be presented or merged into a integrated intervention to address (1) gender issues in general at the workplace; and (2) safety and health at work.
- iii. To undertake desk review of legislation of countries in the Asia and Pacific in particular and other countries where necessary and identify how sexual harassment is addressed in law (labour law, criminal law, tort law, equality laws, etc). The

consultant should focus on the application of the law in practice and the identification of successful action and good practices against sexual harassment at work which have been carried out by ILO constituents or other parties in the region which can be adopted in the country. The consultant will also look at existing literature on countries where sexual harassment at work is not explicitly dealt with by law but where concern with the problem is growing and on the actions taken by them that can be duplicated here. S/he will try to gauge changes in the perceptions and attitudes of the ILO's constituents, NGOs and women workers themselves in Bangladesh on the incidence and scope of the problem. This should lead to a comparative country analysis on legislation, workplace measures (with a sectoral approach) , procedures, mechanisms adopted to handle SH complaints, and other issues deemed relevant. ILO analytical framework should be followed for this section.

- iv. To make an overview of the legal situation on sexual harassment at work and responses in the country (legislative framework and definitions, reform, jurisdiction and jurisprudence).
- v. To make an overview and analysis of current/past initiatives against sexual harassment at work in the country (awareness-raising campaigns, training, policy advocacy, codes of conduct) by the ILO constituents or other concerned parties.
- vi. The consultant will have to make an identification of the incidence and scope of sexual harassment in economic sectors and industries where there is a high risk of sexual harassment at work, including cultural attitudes as well as the perceptions and awareness of the workers themselves. Priority sectors or occupations are: industrial or export processing zones with a majority of young women workers, who are migrants from rural areas; non-traditionally female jobs or sectors; sectors or occupations with a majority of women workers; domestic service; and the informal sector.
- vii. The consultant will have to clarify the roles and responsibilities of the constituents based on the Code.
- viii. Based on all the above, the consultant has to develop appropriate strategies and programmes and plans of action at national, local and organizational level for implementation of the Code in the country's selected sectors and in policies dealing with occupational safety and health to the extent possible.

3. Report

The Consultant should prepare the Report and also prepare an indicative budget for its implementation.

4. Time Frame

The time frame should be two months including report writing.

Job Title: Specialist on Men engaging to stop violence against women, UNFPA

Justification:

The Department of Women Affairs of Ministry of Women and Children Affairs and UNFPA jointly implementing the project named Promotion of Gender Equality and Women's Empowerment since April 2006. This project is focusing solely on providing support to stop violence against women. The main strategies are capacity building on women rights and gender development issues of people from government of Bangladesh and different relevant stakeholders like elected UP chairman, members, private sector personnel, community women and adolescent other male members through training workshop, policy dialogue, courtyard and community meeting, observance of different days, advocacy and campaign. Victim of violence women and girls are being provided shelter, legal aid, treatment and income generating activities support through women support centre which is and thrust area of the project.

Another significant strategy is to establish male coalition with exclusively men to address gender based violence. Based on our experience it was found that the male coalition is being implemented is not enough to address gender based violence as it was an event and rather than engaging men and boys in a continuous process. Therefore, the strategy on male coalition is revised in 2008 into two wings; 1. Involved with Campaign to work with Men and Boys a National Network of Bangladesh (currently 28 organizations are member including UNFPA), 2. Work directly with men and boys in collaboration with youth and education ministries at national level and in project intervention areas.

In Bangladesh working with men and boys to stop gender based violence still is in a growing stage. To strengthen and to institutionalize the mechanism it is crucial to develop a standard and common tools and methods on how to involve them actively to work on behalf of victims. Therefore, it is an urgent need to design an effective strategy on the issue with an expert hand. An international consultant who has sound knowledge, skill and experiences in South Asian context will be hired for developing total guideline on men engage. It will be delivered through workshop and training for the members of National Network: Men Engage to nationwide.

Objective/s:

- To develop strategies, tool and to conduct TOT for the master trainers of working with men and boys including sports clubs coaches and supporters and strengthening the National Network of Bangladesh
- To conduct two workshops on developing tools and methods and another one for developing advocacy strategy.
- To conduct ToT for the members of network and sports clubs.

Scope of work:

- Consultation meeting with key officials of the UNFPA, concerned GOB officials and with core group members of the network and sport clubs
- Provide all necessary information, documents to UNFPA and with the members
- Facilitate training (ToT for 3 days) and 2 workshops (2 days for advocacy strategy and 2 days for develop tools and methods)

Deliverable:

- Developed tools and methods on engaging men and boys to address gender based violence in cultural context of Bangladesh
- Developed advocacy strategy of working men and boys to address GBV
- Reports on ToT and workshops

- A training module to work with men and boys and members of the sports clubs.

Expected outputs:

- Available tools and methods, advocacy strategy and training module to work with men and boys including core group of the sports clubs to stop gender based violence
- Developed knowledge and skills on how to engage men and boys to support victim/s of violence among the members of network.

Reporting:

The consultant will directly report to UNFPA

Duration:

The consultant will work for 15 days.

Remuneration:

The consultant will be paid as per UNFPA standard policy applicable for International consultant.

Job Title: Develop THE Training manual for enhancing the capacity of staffs in UN-VAW Shelters on psychological counseling and treatment, IOM

1. **Nature of the consultancy:** Develop a training manual for enhancing the capacity of staffs in UN-VAW shelters on Psychosocial Counseling and Treatment..

Objective: To develop a training manual for enhancing the capacity of staffs in UN-VAW shelters on psychological counseling and treatment of victims suffering from STD and HIV/AIDS affected women.

Target: For use and distribution during the training session of the staffs in UN-VAW Shelters.

2. **IOM Project to which the Consultancy is contributing:** MDG-F Joint Programme on Violence Against Women (VAW) in Bangladesh.

3. **Tasks to be preformed under this consultancy:**

- a) The Consultant undertakes the task to develop a training manual for the staffs in UN-VAW Shelters.
 - b) The content of the manual shall include a trainers guide, general guideline for trainees, training schedule, pre and post course test, methodology, session design, session conduction process and overall concept of Psycho Social Counseling and Violence against Women.
 - c) This will further include international and regional legal instruments, national laws and policy, precedents, case laws, visuals and overhead transparencies.,
 - d) It also will include design of group work, evaluation of the training and any other topic(s) as the consultant may deem appropriate.
 - e) This manual will serve as the tool to capacity development of the staffs to provide short, mid and long term mental support to the victims suffering from STD and HIV/AIDS.
 - f) The Consultant will be submitting IOM the final report in English by
4. The Consultant will submit a soft copy and two hard copies of the manual.
5. The consultant will act as a resource person in the first training programme for the staffs in UN-VAW Shelters to be conducted by Counter Trafficking Project of IOM.
6. The International Consultant and IOM Counter Trafficking Team will work in a team to accomplish the activities.
7. An independent International Consultant will be hired for 30 workdays over the time period of the project.

Remuneration: The consultant will be paid as per IOM standard policy applicable for International Consultant.

Annex I: Budget

Category	Item	Y1	Y2	Y3	Total Cost (USD)
1. Personnel (by agency)[2]					Sub-Total
ILO		62,800	28,800	28,800	120,400
	<i>National Project Officer</i>	19,200	19,200	19,200	57,600
	<i>Project Assistant</i>	9,600	9,600	9,600	28,800
	<i>International consultant</i>	24,000			24,000
	<i>National Consultant (Baseline survey)</i>	10,000			10,000
IOM		58,508	29,444	29,741	117,693
	<i>National Programme Manager</i>	10,529	13,465	13,531	37,525
	<i>Project Assistant</i>	9,200	10,800	11,000	31,000
	<i>Resource Management Support</i>	4,179	5,179	5,210	14,568
	<i>Local Consultant for need assessment & other activities</i>	10,000	0	0	10,000
	<i>Local consultant for Development/revision of training manual</i>	12,600	0	0	12,600
	<i>International Consultant for Psycho-social training</i>	12,000	0	0	12,000
UNAIDS		10,000	10,000	10,000	30,000
	<i>National consultants</i>	10,000	10,000	10,000	30,000
UNDP		0	0	0	0
UNESCO		38,200	31,200	12,000	81,400
	<i>International consultant</i>	7,000			7,000
	<i>National curriculum expert</i>	19,200	19,200		38,400
	<i>Program assistant</i>	12,000	12,000	12,000	36,000
UNFPA		228,800	219,500	220,500	668,800
	<i>National Programme Manager</i>	45,000	45,000	45,000	135,000
	<i>Media/Communication Officer</i>	25,000	25,000	25,000	75,000
	<i>M&E Officer (M&E)</i>	24,000	24,000	24,000	72,000
	<i>Financial Officer</i>	21,000	21,000	21,000	63,000
	<i>Admin & Financial Associate</i>	6,000	7,500	8,000	21,500
	<i>Secretary</i>	4,800	6,000	6,500	17,300
	<i>Driver</i>	4,000	4,000	4,000	12,000
	<i>Liaison Officer (RC Office)</i>	18,000	18,000	18,000	54,000
	<i>Programme Coordinator (ERD)</i>	18,000	18,000	18,000	54,000
	<i>Support Staff (ERD)</i>	7,000	7,000	7,000	21,000
	<i>Messenger (ERD)</i>	4,000	4,000	4,000	12,000
	<i>Staffing cost for 10 shelters (OC3.1.1)</i>	40,000	40,000	40,000	120,000
UNICEF	<i>International Consultant (OC2.2.2)</i>	12,000			12,000
UNIFEM		0	0	0	0
		40,000	44,000	48,400	132,400
	<i>National Programme Coordinator</i>	30,000	33,000	36,300	99,300
	<i>Programme assistant</i>	10,000	11,000	12,100	33,100
WHO					4,000
	<i>National Consultant /expert /4 man-months</i>	4,000			4,000

2. Contracts (by agency)[3]						
ILO		30,000	30,000		Sub-total	60,000
	Study on situation of female domestic and migrant workers	10,000				10,000
	Consultancy for development of standardized information and advisory procedures	10,000				10,000
IOM	Development of promotional tools	10,000	30,000			40,000
	Review of pre-departure training module	5,000	5,835	5,835		73,670
	KAP survey	10,000	0	0		5,000
	Development of training video	12,000	0	0		10,000
	Development & printing of IEC materials (Brochure, leaflet, poster etc.)	20,000	0	0		12,000
	Evaluation of the project (Mid Term and Final)		5,835	5,835	0	20,000
	Printing/production of pre-departure training manual	7,000	0			11,670
	Printing of manual for Judiciary	5,000	0	0	0	7,000
	Printing of Psycho-social module	3,000	0	0	0	5,000
UNAIDS		20,000	20,000	20,000		3,000
	Support the network of sex workers	20,000	20,000	20,000		60,000
UNDP		100,000	100,000	100,000		60,000
	Support to Local Government to provide advice and support to female job seekers	100,000	100,000	100,000		300,000
UNESCO		50,000	31,300			81,300
	Review of 13 core subject textbooks	50,000	31,300			81,300
UNFPA		888,500	713,500	268,500		1,870,500
	Baseline Survey (M&E)	50,000				50,000
	Mid-term Evaluation (M&E)		30,000			30,000
	Programme Impact Assessment (M&E)			50,000		50,000
	Final Evaluation (M&E)			50,000		50,000
	Support to GOB drafting committee on formulation of Domestic Violence Act (OC1.2.1)	15,000	15,000	15,000		45,000
	Inventory and assessment of good practices (OC1.3.3)	27,000				27,000
	Development of a communication strategy (OC2.1.1)	7,000				7,000
	Development and maintenance of the programme website (OC2.1.2)	5,000	2,000	2,000		9,000
	Continuous Media Campaign on TV, radio, newspapers etc. (OC2.1.2)	20,000	20,000	20,000		60,000
	Campaign in divisional level (OC2.1.2)	10,000	20,000	20,000		50,000
	Special Media campaigns for IWD (OC2.1.3)	20,000	20,000	20,000		60,000
	16 Days of Activism Campaign (OC2.1.3)	30,000	30,000	30,000		90,000

	Development and maintenance of the NCC website (OC2.2.1)	5,000	2,000	2,000	9,000
	Development and Maintenance of the NCC Database to harmonize data management on VAW (OC2.2.1)	7,000	3,000	3,000	13,000
	Support to the NCC Secretariat (OC2.2.1)	3,000	3,000	3,000	9,000
	Support to the Secretariat of the NGO Network(OC2.2.2)	3,500	3,500	3,500	10,500
	Developing a comprehensive training package for UNCT to address VAW issues (OC2.3.1)	50,000			50,000
	Training modules to be integrated in basic training curricula of concerned institutions (OC2.3.1)			50,000	50,000
	Develop strategy for coaches and their officials (OC2.3.1.1)	26,000			26,000
	Refurbishing 10 shelter homes (OC3.1.1)	565,000	565,000	0	1,130,000
	SOP for shelter management developed (OC3.1.3)	25,000			25,000
	Developing a training package of medical care and first aid for shelter staff (OC3.1.4)	20,000			20,000
		0	0	0	0
UNICEF		50,000	60,000	176,000	261,000
UNIFEM		0	0	10,000	10,000
	Baseline Survey	15,000	0	15,000	15,000
	Mid-term Evaluation	10,000	0	40,000	50,000
	CEDAW Country/Shadow Reports	0	10,000	10,000	10,000
	End Line Survey	0	30,000	30,000	60,000
	Final Evaluation	15,000	10,000	40,000	65,000
	SSA National & Regional	10,000	10,000	31,000	51,000
	SAARC Gender database				72,728
WHO					
	Training and Advocacy -NGO Contracts	50,000	22,728		72,728
3. Training (by agency)					Sub-total
ILO		93,400	46,200	26,200	165,800
	Consultation workshops and stakeholder meetings	10,000			10,000
	Sensitization training sessions for managers, supervisors, trade unions, lawyers, labour inspectors	63,400	26,200	26,200	115,800
	Awareness training for female migrant & domestic workers	20,000	20,000		40,000
IOM		27,750	101,250	98,000	227,000
	Pre-departure orientation for female migrants	20,000	85,000	83,500	188,500
	Training of Judiciary	3,750	11,250	7,500	22,500
	Psycho-social training	4,000	5,000	7,000	16,000
UNAIDS		55,000	55,000	55,000	165,000

	<i>Training of sex workers and AIDS affected women</i>	55,000	55,000	55,000	165,000
UNDP		20,000	20,000	20,000	60,000
UNESCO	<i>Training 360 UP and UZ members</i>	20,000	20,000	20,000	60,000
	<i>5 technical training workshops</i>		50,000	5,000	55,000
UNFPA			50,000	5,000	55,000
	6 policy dialogues with MinFinance (OC1.2.4)	271,500	353,500	337,500	962,500
		10,000	10,000	10,000	30,000
	Assist 10 ministries to include gender issues in their budget proposals (OC1.2.4)	30,000	30,000	30,000	90,000
	12 policy dialogue sessions with policymakers on VAW to formulate/ensure legal & institutional transformation for supporting victims of VAW (OC1.2.6)	16,000	16,000	16,000	48,000
	Inception Workshop (OC2.1.2)	10,000			10,000
	Biannual meetings to strengthen the network of NCC (OC2.2.1)	10,000	10,000	10,000	30,000
	Annual Grand Conference (OC2.2.1)		12,000		12,000
	Observance of IWD (OC2.1.3)	10,000	10,000	10,000	30,000
	Workshop for the day of the elimination of VAW (OC2.1.3)	10,000	10,000	10,000	30,000
	Biannual meetings to strengthen the network of NGO (OC2.2.2)	4,000	4,000	4,000	12,000
	6 divisional meetings of the NGO network (OC2.2.2)	7,500	7,500	7,500	22,500
	Trainings for the members of the NGO Network (OC2.2.2)	6,000	6,000	6,000	18,000
	Annual Grand Conference (OC2.2.2)		9,000	9,000	18,000
	50 two-day orientation sessions to 1920 religious leaders at local level (OC2.3.2)	50,000	50,000	50,000	150,000
	Orientation sessions to 3840 journalists on RH, Gender and VAW in 64 districts (OC2.3.2)	32,320	32,320	32,320	96,960
	Train 500 GOB staff to enhance their knowledge and capacity to address VAW (OC2.3.2)	17,680	17,680	17,680	53,040
	Initial round tables with the clubs (OC2.3.11)	1,000	1,000		2,000
	4 training/orientation sessions at 10 sports clubs (OC2.3.11)	17,000	23,000	20,000	60,000
	Training of 300 personnel on Shelter Management (OC3.2.3)	30,000	50,000	50,000	130,000
	Income generating opportunities developed (OC3.2.3)		25,000	25,000	50,000
	Training of 300 personnel on medical care and first aid (OC3.2.4)	10,000	30,000	30,000	70,000
UNICEF		60,000	60,000	60,000	180,000

	Skill building of health staff in 6 district hospitals	60,000	60,000	60,000	180,000
UNIFEM		49,300	101,400	36,000	186,700
	Workshop on CEDAW/GRB/SAARC/ Gender database & EAW	39,000	90,000	31,000	160,000
	Knowledge Products on EAW/CEDAW & GRB	10,300	11,400	5,000	26,700
WHO					35,000
	Training for Trainers and Local Leaders	35,000			35,000
4. Transport (by agency)					Sub-total
ILO		4,000	4,000	4,000	12,000
	Transport rental cost	4,000	4,000	4,000	12,000
IOM		0	0	0	0
UNAIDS		4,000	4,000	4,000	12,000
	Transport rental cost	4,000	4,000	4,000	12,000
UNDP		0	0	0	0
UNESCO		1,500	1,500	1,500	4,500
	Fuel cost	1,500	1,500	1,500	4,500
UNFPA		32,723	9,823	9,823	52,369
	Vehicle (4WD)	25,000			25,000
	O&M	2,100	4,200	4,200	10,500
	ERD Transport(operation and maintenance of ERD's own Vehicle)	5,623	5,623	5,623	16,869
UNICEF		0	0	0	0
UNIFEM		0	0	0	0
WHO					10,000
	Transport to rural areas and urban slums for Data collection & per diems of workers and counselors and incentives to volunteers	10,000			10,000
5. Supplies and commodities (by agency)					Sub-total
ILO		7,000	7,000	7,000	21,000
	Office supplies	7,000	7,000	7,000	21,000
IOM		2,676	2,752	2,752	8,180
	Supplies cost	2,676	2,752	2,752	8,180
UNAIDS		6,000	6,000	10,000	22,000
	Office supplies	5,000	5,000	5,000	15,000
	Printing and Publications	1,000	1,000	5,000	7,000
UNDP		0	0	0	0
UNESCO		2,000	2,000	3,500	7,500
	Office supplies, printing and binding	2,000	2,000	3,500	7,500
UNFPA		65,600	83,600	89,600	238,800
	Office supplies	9,600	9,600	9,600	28,800
	Printing and Publications (Quarterly, Annual and Final Evaluation Reports)	3,000	10,000		28,000
	Printing good practices (OC1.3.3)		10,000	10,000	20,000
	Printing and Publications for Campaigns (OC2.1.2)	5,000	8,000		21,000
	Printing and Publications for IWD and 16 days of activism(OC2.1.3)	10,000	10,000		30,000
				10,000	

	Printing the brochures and reports of NCC (OC2.2.1)	10,000	5,000		
	Printing and Publications for the NGO network (OC2.2.2)	7,000	10,000	12,000	27,000
	Banners and leaflets for sports clubs (OC2.3.11)	6,000	6,000	10,000	27,000
	Printing the SOP manuals and the training kit (OC3.1.3)	10,000	10,000		12,000
	Printing the texts for medical training for shelter staff (OC3.1.4)	5,000	5,000	10,000	30,000
UNICEF				5,000	15,000
UNIFEM		0	0	0	0
	expendable supplies	1,500	2,000	2,000	5,500
	Printing and Publications	1,000	1,000	1,000	3,000
WHO		500	1,000	1,000	2,500
	Stationery and Printing Jobs/Flyers for Advocacy				9,000
		5,000	4,000		9,000
6. Equipment (by agency)					
					Sub-total
ILO	Office Equipments & Furniture, etc.	13,800			13,800
	Computers, printers and accessories	8,000			8,000
	Photocopying Machine	3,800			3,800
IOM		2,000			2,000
	Supplies cost	2,676	2,752	2,752	8,180
UNAIDS		2,676	2,752	2,752	8,180
	Computers, printers and accessories	3,800			3,800
UNDP		0			0
UNESCO	Computer, printer, table & chair	3,300	0	0	3,300
UNFPA		3,300			3,300
	Office Equipments & Furniture, etc. for JPM Office	183,000	116,500	17,500	317,000
	Computers, printers and accessories	38,000	4,500	4,500	47,000
	Photocopying Machine	22,000	5,000	5,000	32,000
	O&M	8,000			8,000
	Computer for ERD	5,000	7,000	8,000	20,000
	Photocopying Machine for ERD	3,000			3,000
	Furniture and equipments for 10 shelters (OC3.1.1)	7,000			7,000
		100,000	100,000		200,000
UNICEF		40,000	40,000	40,000	120,000
	Basic health care equipment and first response KIT	40,000	40,000	40,000	120,000
UNIFEM		4,000	2,000	1,000	7,000
	non expendable equipment etc	4,000	2,000	1,000	7,000
WHO					15,000
	Office equipment, printers, one Laptop Computer, five pen drives	15,000			15,000
7. Travel (by agency)					
					Sub-total
ILO	International Travel and Subsistence	7,000	2,000	2,000	11,000
		5,000			5,000

		2,000	2,000	2,000	6,000
IOM	National travel	12,724	17,149	12,510	42,383
	Travel and Subsistence for Int'l Consultant	5,596	0	0	5,596
	Local Travel and Subsistence	852	17,149	12,510	30,511
	International Travel and Subsistence on Psychosocial Training for project staff	6,276	0	0	6,276
UNAIDS		2,000	7,000	2,000	11,000
	National travel	2,000	2,000	2,000	6,000
	International Travel and Subsistence	0	5,000	0	5,000
UNDP		3,000	2,000	2,000	7,000
UNESCO	National travel and M&E	3,000	2,000	2,000	7,000
UNFPA		23,000	23,000	23,000	69,000
	International Travel and Subsistence	6,000	6,000	6,000	18,000
	National Travel	2,000	2,000	2,000	6,000
	Monitoring visits and meeting costs (M&E)	15,000	15,000	15,000	45,000
UNICEF		5,000	7,000	6,000	18,000
UNIFEM	International and National Travel	3,000	5,000	4,000	12,000
	Travel others include. Transport	2,000	2,000	2,000	6,000
WHO		4,000			4,000
	Staff travel and field visits	4,000			4,000
8. Miscellaneous (by agency)					Sub-total
ILO		12,000	12,000	12,000	36,000
	Sundry	2,000	2,000	2,000	6,000
	Contingency	10,000	10,000	10,000	30,000
IOM		21,771	10,592	15,589	47,952
	Need assessment workshop	1,987	0	0	1,987
	Consultation Meeting	3,974	0	0	3,974
	Inception Workshop	5,310	0	0	5,310
	Evaluation Dissemination Meeting	0	0	3,974	3,974
	IOM Office cost	10,500	10,592	11,615	32,707
UNAIDS		4,200	3,000	4,000	11,200
	Sundry	3,000	3,000	3,000	9,000
	Contingency	1,200	0	1,000	2,200
UNDP		2,000	2,000	1,000	5,000
UNESCO	Contingency	2,000	2,000	1,000	5,000
UNFPA		137,000	127,000	127,000	391,000
	Office Premises including security and utilities	50,000	50,000	50,000	150,000
	Sundry	2,000	2,000	2,000	6,000
	Formulation Cost	20,000			20,000
	Contingency	10,000	20,000	20,000	50,000
	30 good practices awarded (OC1.3.3)	5,000	5,000	5,000	15,000
	Maintenance Cost for 10 shelters (OC3.1.1)	50,000	50,000	50,000	150,000
UNICEF		8,000	10,000	8,000	26,000
UNIFEM		8,000	10,000	8,000	26,000

WHO	Office Premises including security and utilities	5,000	6,000	6,000	17,000
	communication	2,000	2,000	1,000	5,000
	sundries	1,000	2,000	1,000	4,000
	Contingency (add-on to PSC)				10,272
Sub Total (by agency)		7,140	3,132	0	10,272
	ILO	230,000	130,000	80,000	440,000
	IOM	201,167	167,022	164,427	532,616
	UNAIDS	105,000	105,000	105,000	315,000
	UNDP	120,000	120,000	120,000	360,000
	UNESCO	96,600	96,200	52,200	245,000
	UNFPA	1,858,369	1,478,800	1,232,800	4,569,969
	UNICEF	100,000	100,000	100,000	300,000
	UNIFEM	173,800	216,400	161,400	551,600
	WHO	130,140	29,860	0	160,000
9. Agency Management Support [4]					
					Sub-total
	ILO Overhead 7%	16,100	9,100	5,600	30,800
	IOM Overhead 7%	14,082	11,692	11,510	37,283
	UNAIDS Overhead 7%	7,350	7,350	7,350	22,050
	UNDP Overhead 7%	8,400	8,400	8,400	25,200
	UNESCO Overhead 7%	6,760	6,700	3,690	17,150
	UNFPA Overhead 7%	130,085	103,516	86,296	319,898
	UNICEF Overhead 7%	7,000	7,000	7,000	21,000
	UNIFEM Overhead 7%	12,166	15,148	11,298	38,612
	WHO Overhead 7%	9,110	2,090	0	11,200
TOTAL BUDGET BY AGENCY					
	ILO	246,100	139,100	85,600	470,800
	IOM	215,249	178,714	175,937	569,899
	UNAIDS	112,350	112,350	112,350	337,050
	UNDP	128,400	128,400	128,400	385,200
	UNESCO	103,360	102,900	55,890	262,150
	UNFPA	1,988,454	1,582,316	1,319,097	4,889,867
	UNICEF	107,000	107,000	107,000	321,000
	UNIFEM	185,966	231,548	172,698	590,212
	WHO	139,250	31,950	0	171,200
GRAND TOTAL		5,226,129	2,614,278	2,356,972	7,997,378

[1] The Standard Financial Report that has been reviewed with the UNDG Financial Policies Working Group.

[2] Includes staff and consultants. Specify local vs. international

[3] Includes companies, professional services and grants. Specify local vs. international

[4] The rate for indirect costs shall be a fixed 7% of the total of categories 1-8. To the maximum extent possible administrative costs should be integrated into categories 1-7 if appropriately determined as "direct costs attributable to the programme/program.

[5] Includes \$1,006,837 for Management and \$317,790 for M&E.

