

# COMPONENT 1

## COVER PAGE

Country: **Bhutan**

UNDAF Outcome(s)/Indicator(s): Local governance systems and capacity strengthened with increased capacity of women

Expected Outcome(s)/Indicator (s): MYFF Goal: Fostering Democratic Governance  
MYFF Service Line: Policy Support for Democratic Governance

Expected Output(s)/Annual Targets:

**Output 1** : Barriers to women's participation in the public sphere reduced

**Output 2** : Strengthened capacity to address violence against women

**Output 3** : Gender mainstreamed into key plans, policies, programs and legislations

Executing Entity: Planning Commission Secretariat

Implementing agencies: National Commission for Women and Children

The overall objective of the project is to create a supportive and enabling environment for women by increasing women's representation at all levels of governance, developing adequate procedures and mechanisms to address violence against women and by mainstreaming gender into key plans, policies, programs and legislations. The project will support implementation of three key interventions out of seven identified in the draft National Plan of Action for Gender (NPAG) which include: good governance, violence against women, and prejudices and stereotypes.

This project will work towards reducing the barriers to women's participation in the public sphere through conduct of research on causes of low participation of women in decision making and existing gender prejudices and stereotypes, gender sensitization programs, targeted trainings for women to increase their participation in decision-making, review of legislation and policies, as well as mainstreaming gender in key plans, policies, programs, legislations and advocacy. It will also work towards strengthening capacity to address violence against women (VAW) through review of existing/drafting new legislation and policies on domestic violence, establishment of help lines as well as through provision of counselling services, legal aid and skills training. A multi-sectoral approach involving different key actors (the Judiciary, Law Enforcement Agencies, Health and Education Sectors, media, NGOs etc.) will be adopted in carrying out the activities. UN Agencies will collaborate closely in cross practice areas.

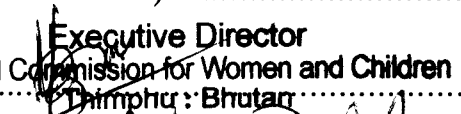
Programme Period:	2008-2012
Programme Component:	Policy Support for Democratic Governance
Project Title:	Gender Mainstreaming and Women's Empowerment in Bhutan
Award ID:	00047562
Project ID:	00057208
Project Duration:	August 2007 - July 2009
Management Arrangement:	NEX/NCWC

### Allocated resources:

• Government	Recurrent cost
• UNDP	USD 170,000
• GTTF	USD 100,000
Total Budget	<u>USD 270,000</u>

Agreed by (Planning Commission).....  Secretary.....

Planning Commission  
Royal Govt. of Bhutan

Agreed by (NCWC).....  Executive Director  
National Commission for Women and Children  
Thimphu, Bhutan

Agreed by (UNDP)..... 

**Nicholas Rosellini**  
Resident Representative  
UNDP, Thimphu, Bhutan

## TABLE OF CONTENTS

Situation Analysis.....	4
Strategy.....	5
Project Results and Resources Framework.....	7
Annual Work Plan Budget Sheet.....	9
Management Arrangements.....	14
Monitoring and Evaluation.....	15
The Annual Work Plan (AWP) Monitoring Tool.....	16
Legal Context.....	18
Annex 1: Terms of Reference of the Project Board (PB).....	19
Annex 2: Terms of Reference of the National Project Manager (NPM).....	20

## ACRONYMS AND ABBREVIATIONS

AWP	Annual Work Plan
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRC	Convention on the Rights of the Child
CWG	Core Working Group
GTF	Gender Thematic Trust Fund
LPAC	Local Project Appraisal Committee
MDG	Millennium Development Goals
M&E	Monitoring and Evaluation
NCWC	National Commission for Women and Children
NEX	National Execution
NPAG	National Plan of Action for Gender
NPM	National Project Manager
NSB	National Statistical Bureau
NWAB	National Women's Association of Bhutan
PCS	Planning Commission Secretariat
RBP	Royal Bhutan Police
RCJ	Royal Court of Justice
RENEW	Respect, Educate, Nurture and Empower Women
RGoB	Royal Government of Bhutan
TA	Technical Assistance
TTF	Thematic Task Force
ToR	Terms of Reference
UN	United Nations
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
VAW	Violence against Women

## COMPONENT 2

### SITUATION ANALYSIS

While Bhutanese women, in principle, enjoy equal opportunities with men, women remain under-represented in public decision-making. Gender gaps are apparent in key areas such as education, national economy and political participation. In 2006, women represented only 3 percent of National Assembly members and only 4 percent of people's representatives in the National Assembly. Only two female Councilors of the Royal Advisory Council were appointed since 1971. Also at the local level women are largely underrepresented in holding local public offices. Recent data from the 20 Dzongkhags reveal that only 4 percent of the 2,117 locally elected representatives are women<sup>1</sup>. As in other societies, the status of women in Bhutan has been influenced by socio-cultural perceptions and clear gender roles and responsibilities, assigned to female and male. While equally involved in agriculture, household decision-making and community activities, most Bhutanese women enjoy limited social boundaries.

Bhutan is not spared from the problem of violence against women (VAW) hence, it is important to equip police and judiciary officials with the skills to deal adequately and sensitively with victims of violence, and develop women and child friendly police and judicial procedures. In addition, there is also a need to draft and enact legislation on domestic violence and adequate measures to prevent/address sexual harassment in the educational and work settings.

While the country remains on track towards achieving the third Millennium Development Goal (MDG) of promoting gender equality and women's empowerment, there are significant challenges that need to be addressed, including low levels of female participation in political and high public office as well as domestic violence, amongst others.

Until recently, the Royal Government of Bhutan (RGoB) has maintained a gender-neutral position in the formulation and implementation of its plans, policies and programmes. The 10<sup>th</sup> Five year development plan (2008-2013), however, highlights the need to mainstream gender issues and recognizes gender as a cross-cutting thematic area. It further emphasizes the collection and use of gender disaggregated data.

In 2006, the Planning Commission with assistance from UNDP initiated and conducted the MDGs Needs Assessment and Costing Exercise to assess comprehensively the financial, human and institutional resources needed for the attainment of the MDGs in the country. The input from the MDGs Needs Assessment was critical for the preparation of Bhutan's 10<sup>th</sup> Five Year development plan. The National Plan of Action for Gender (NPAG), which will shortly be approved by the government, was developed as a reference document for the 10<sup>th</sup> Five Year Plan to facilitate gender mainstreaming into the various sectoral plans. The NPAG has identified seven critical areas for action: good governance; education and training; economic development (with a focus on employment); health; violence against women; ageing, mental health and disabilities; and prejudices and stereotypes. This project will support the implementation of the three key areas identified by the NPAG which include good governance, violence against women and prejudices and stereotypes.

The National Commission for Women and Children (NCWC), which was established in January 2004, is the principal institution responsible for monitoring and coordinating development activities

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<sup>1</sup> Draft National Plan of Action for Gender 2007-2013, May 2007, p. 18-22.

related to both women and children. In 2006, NCWC with the support of UNDP Bhutan initiated a number of key activities related to policy development and aimed at increasing women's participation in good governance and addressing violence against women. Some of the main activities implemented under the project included supporting of the development of the National Plan of Action for Gender, the development of the 7<sup>th</sup> CEDAW Periodic Report, the National Consultation on Women and Child Friendly Judicial Procedures and several capacity-building activities on gender mainstreaming and analysis.

UNDP Bhutan is committed to promote gender equality and empowerment of women, and has been actively assisting the RGoB in this respect particularly since 2001 with the first baseline Gender Pilot Study; to support towards CEDAW reporting and follow-up; to collaborate with NCWC in institutional capacity building and sensitization of its partners and beneficiaries to address gender issues particularly in the areas of Good Governance and Violence Against Women (VAW).

### **COMPONENT 3**

#### **STRATEGY**

The overall objective of the project is to create a supportive and enabling environment for women by increasing women's representation at all levels of governance, developing adequate procedures and mechanisms to address violence against women and by mainstreaming gender into key plans, policies, programs and legislations. The project aims to achieve these objectives with the following outputs and activities:

#### **Output 1: Barriers to women's participation in the public sphere reduced**

To narrow the gender gap in decision making and reduce the barriers to women's participation in the public sphere, this project will support research work on the causes of low participation of women in decision-making and existing gender prejudices and stereotypes, the findings of which will be widely disseminated. The project will also review legislation and policies, sensitize key actors about gender equality, as well as help identifying appropriate strategies to reduce/remove women's barriers to participation in the public sphere.

#### **Output 2: Strengthened capacity to address violence against women (VAW)**

To strengthen the capacity to address VAW, the project will support awareness raising on all forms of VAW and on women's rights among key stakeholders, review existing/draft new legislation and policies on VAW including domestic violence, support national consultation to assess the progress made and identify steps forward for further development of women and child friendly police and judicial procedures. It will also support the establishment of a regional help line, a one stop crisis centre at the Jigme Dorji Wangchuck National Referral Hospital and the institutional strengthening of the Women and Child Protection Unit at the Royal Bhutan Police in Thimphu. Since VAW and poverty are inextricably linked, interventions to economically empower women are essential to address violence against women. Therefore, this project will provide support to victims of VAW through RENEW, a national NGO, by increasing women's access to skills training and income creation activities as well as to counseling services. Since VAW is often closely associated with traditional gender roles and relations prevalent in the society, the findings of the research study mentioned under output 1 will also provide useful insight for the design of appropriate interventions for addressing the issue of VAW.

### **Output 3: Gender mainstreamed into key plans, policies, programs and legislations**

The project will support gender mainstreaming by incorporating the NPAG into key sectoral plans, policies, programs and legislation, as well as capacity building and targeted trainings for national gender focal points and other relevant stakeholders through a participatory and active learning approach. As NCWC is expected to take the lead in gender related efforts and the implementation of the NPAG, this project will also support the development of its institutional and human capacity. This will include capacity development of its permanent staff, supporting participation in seminars/workshops in the region, helping establish linkages with relevant regional institutions and provision of technical assistance. Given the limited availability of gender disaggregated data at present, the project will also support the capacity building of key stakeholders, such as the National Statistical Bureau, in the collection, analysis and use of such data to inform plans, policies and programs in a gender sensitive manner.

A multi-sectoral approach involving different key actors (such as the judiciary, the law enforcement agencies, the health and education sector, immigration, media, NGOs, etc.) will be adopted in carrying out the activities. UNDP will also collaborate with UNICEF, UNFPA and UNIFEM in cross practice areas and project activities will complement already ongoing activities implemented by other UN agencies. UNFPA's current support to counselors of victims of domestic violence will benefit the outcome of this project and vice versa. UNICEF's project activities currently support the development and implementation of women and child friendly police and judicial procedures as well as the establishment of a complaints and response mechanism at the Royal Bhutan Police, and its support to the establishment of a temporary shelter of RENEW for victims of domestic violence. This project will also support the joint UN publications on gender and women's rights. UNIFEM will provide technical expertise with regard to protection and prevention measures against VAW and mainstreaming gender into key sectoral policies. The UN Gender and Education Theme Group comprising members of UNDP, UNICEF, UNFPA and WFP will ensure that project activities are complementary and that duplication is avoided.

**COMPONENT 4**

**PROJECT RESULTS AND RESOURCES FRAMEWORK**

The following project results and resources framework covers the intended outputs, output targets, indicative activities, responsible parties and inputs.

**PROJECT RESULTS AND RESOURCES FRAMEWORK**

Intended Outcome as stated in the Country/ Regional/ Global Programme Results and Resource Framework: Increased and effective participation of women in local governance, decision making and in development activities	Outcome indicators as stated in the Country/ Regional/ Global Programme Results & Resources Framework, incl. baseline/targets.	Indicator: Percentage of women in decision making positions.	Baseline: Gender considered non-issue by most decision makers and poor participation by women in local governance.	Applicable MYFF Service Line: Gender Mainstreaming	Partnership Strategy: A multi-sectoral approach involving different key actors (such as the judiciary, the law enforcement agencies, the health and education sector, immigration, media, NGOs, etc.) will be adopted in carrying out the activities. UN Agencies will also collaborate in cross practice areas.	Project title and ID (ATLAS Award ID): Gender Mainstreaming and Women's Empowerment in Bhutan
Intended Outputs	Output Targets (6m/12m/18m)	Indicative Activities	Responsible parties	Budget (USD)	1 Year Budget (July 18)	2nd Year Budget (July 18 - Aug 18)
1. Barriers to women's participation in the public sphere reduced	2007-2009	1.1 Support research analyzing the causes of low participation of women in decision-making, production of materials and wide dissemination of findings.	NCWC	11,000		
	2007-2009	1.2 Support research on existing gender prejudices and stereotypes, production of materials and wide dissemination of findings.	NCWC	11,000		
	2007-2009	1.3 Organize sensitization and awareness programs for key stakeholders including policy makers, locally elected functionaries, political parties, private sector, new gender focal points, monastic bodies and media representatives on gender, women's rights and international obligations, including prejudices, stereotypes and violence against women.	NCWC, other relevant partners	20,000		5,000
	2007-2009	1.4 Develop and disseminate advocacy materials related to women's rights and gender.	NCWC, UNDP	5,000		
	2007-2009	1.5 Organize hands-on training for gender focal points to conduct review from a gender perspective and make recommendations for amendments of existing plans, policies and legislations in key sectors such as governance and employment.	NCWC	30,000		

2. Strengthened capacity to address violence against women	2007-2009	2.1 Support the Legislative Review Task Force set up with the Royal Court of Justice in collaboration with relevant stakeholders to review relevant existing/draft legislations legislation and policies on VAW including domestic violence.	NCWC	5,000	
	2007-2009	2.2 Support national consultation to assess the progress made and identify steps for further developing women and child friendly police and judicial procedures.	NCWC	5,000	
	2007-2009	2.3 Support the institutional strengthening of the Women and Child Protection Unit in Thimphu at the Royal Bhutan Police.	NCWC	25,000	
	2007-2009	2.4 Support the establishment of One-Stop-Crisis-Centre at the Jigme Dorji Wangchuck National Referral Hospital.	NCWC		12,000
	2007-2009	2.5 Support the establishment of one regional help line and strengthen the capacity of counselors.	RENEW	10,000	
	2007-2009	2.6 Support women's access to skills training, promote income creation activities and facilitate access to financial services.	NCWC, RENEW	15,000	15,000
	2007-2009	3.1 Support gender mainstreaming by integrating the National Plan of Action for Gender into key sectoral plans, policies, programs and legislations	NCWC Planning Commission	10,000	3,000
	2007-2009	3.2 Support institutional and human capacity building of NCWC: training permanent staff, support participation in seminars/ workshops in the region, help establish linkage with relevant institutions in the region	NCWC	10,000	2,000
	2007-2009	3.3 Procurement of office furniture and equipments for NCWC	NCWC	7,000	
	2007-2009	3.4 Provision of Technical Assistants	NCWC	20,000	20,000
	2007-2009	3.5 Support the capacity building of key stakeholders in collection, analysis and use of gender disaggregated data to inform policies and programmes.	NCWC, NSB	2,000	3,500
	2007-2009	3.6 Provision of TOT (Training of Trainers) of relevant staff at Royal Institute of Management on gender analysis and mainstreaming	NCWC RIM	10,000	
	2007-2009	Monitoring and Evaluation	UNDP	6,000	7,500
		<b>Total</b>		<b>202,000</b>	<b>68,000</b>



**COMPONENT 5**

Annual Work Plan Budget Sheet  
Year: August 2007 – July 2009

EXPECTED OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including MCR to be undertaken during the year towards stated outputs</i>	TIMEFRAME												RESPONSIBLE PARTY	PLANNED BUDGET			
		2007			2008			2009			Source of Funds	Budget Description	Amount					
		Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3					Q4			
1. Barriers to women's participation in the public sphere reduced  <b>Indicators</b> <ul style="list-style-type: none"> <li>Knowledge on existing barriers to women's participation in the public sphere generated, disseminated and used to identify appropriate targeted strategies/ interventions.</li> <li>Women trained in managerial skills and on their ability and self confidence to participate in public decision-making.</li> </ul>	1.1 Support research analyzing the causes of low participation of women in decision-making, production of materials and wide dissemination of findings.	X	X	X	X	X	X										11,000	
	1.2 Support research on existing gender prejudices and stereotypes, production of materials and wide dissemination of findings	X	X	X	X													11,000
	1.3 Organize sensitization and awareness programs for key stakeholders including policy makers, locally elected functionaries, political parties, private sector, new gender focal points, monastic bodies and media representatives on gender, women's rights and international obligations, including prejudices, stereotypes and violence against women.																	25,000
		X	X	X	X	X	X	X	X	X	X	X	X					

EXPECTED OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including M&amp;E to be undertaken during the year towards stated outputs</i>	TIMEFRAME												RESPONSIBLE PARTY	PLANNED BUDGET			
		2007				2008				2009					Source of Funds	Budget Description	Amount	
		Q 3	Q 4	Q 1	Q 2	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4					
	1.4 Develop and disseminate advocacy materials related to women's rights and gender.	X	X	X	X	X	X											5,000
	1.5 Organize hands-on training for gender focal points to conduct review from a gender perspective and make recommendations for amendments of existing plans, policies and legislations in key sectors such as governance and employment.	X	X	X	X													30,000
2. Strengthened capacity to address violence against women	2.1 Support the Legislative Review Task Force set up with the Royal Court of Justice in collaboration with relevant stakeholders to review relevant existing/draft legislations and policies on VAW including domestic violence.	X	X	X	X													5,000
<b>Indicators</b>																		
	<ul style="list-style-type: none"> <li>Progress made towards the establishment of women and child friendly police and judicial procedures.</li> <li>Disaggregated data on all forms of violence against women regularly collected and analyzed.</li> </ul>																	5,000

X X X X

EXPECTED OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including M&amp;E to be undertaken during the year towards stated outputs</i>	TIMEFRAME												RESPONSIBLE PARTY	PLANNED BUDGET			
		2007			2008				2009						Source of Funds	Budget Description	Amount	
		Q 3	Q 4		Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1					Q 2
	steps for further developing women and child friendly police and judicial procedures.																	
	2.3 Support the institutional strengthening of the Women and Child Protection Unit in Thimphu at the Royal Bhutan Police.	X	X													TRAC		25,000
	2.4 Support the establishment of One-Stop-Crisis-Centre at the Jigme Dorji Wangchuck National Referral Hospital.				X	X	X	X								GTTF		12,000
	2.5 Support the establishment of one regional help line and strengthen the capacity of counselors.	X	X		X											GTTF		10,000
	2.6 Support women's access to skills training, promote income creation activities and facilitate access to financial services.	X	X		X	X	X	X	X	X	X	X	X			TRAC		30,000

EXPECTED OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including M&amp;E to be undertaken during the year towards stated outputs.</i>	TIMEFRAME								RESPONSIBLE PARTY	PLANNED BUDGET		
		2007		2008			2009				Source of Funds	Budget Description	Amount
		Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2				
<p>3. Gender mainstreamed into key plans, policies, programs and legislation.</p> <p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• Knowledge/perception of key stakeholders on gender issues and women's rights</li> <li>• Key sectoral plans, policies and programs integrating a gender perspective.</li> </ul>	3.1 Support gender mainstreaming by integrating the National Plan of Action for Gender into key sectoral plans, policies, programs and legislations.	X	X	X	X	X	X	X	NCWC, Planning Commission	TRAC		13,000	
	3.2 Support institutional and human capacity building of NCWC: training permanent staff, support participation in seminars/ workshops/ in the region, help establish linkage with relevant institutions in the region.	X	X	X	X					NCWC	TRAC		12,000
	3.3 Procurement of office furniture and equipments for NCWC.	X								NCWC	TRAC		7,000
	3.4 Provision of Technical Assistance	X	X	X	X	X	X	X	X	NCWC	TRAC		40,000
	3.5 Support the capacity building of key stakeholders in collection, analysis and use of gender disaggregated data to inform policies and			X	X	X	X	X	X	NCWC, NSB	TRAC		5,500

EXPECTED OUTPUTS and indicators including annual targets	PLANNED ACTIVITIES <i>List all activities including M&amp;E to be undertaken during the year towards stated outputs</i>	TIMEFRAME												RESPONSIBLE PARTY	PLANNED BUDGET			
		2007				2008				2009					Source of Funds	Budget Description	Amount	
		Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2					
	programmes.																	
	3.6 Provision of TOT (Training of Trainers) of relevant staff at Royal Institute of Management on gender analysis and mainstreaming.			X	X										NCWC/RIM	GTF	10,000	
	Monitoring and Evaluation		X		X					X					UNDP	TRAC GTF	13,500	

## COMPONENT 6

### MANAGEMENT ARRANGEMENTS

The project will be nationally executed (NEX). The Planning Commission Secretariat (PCS), as the national coordination authority for aid management signs the project document and all project revisions with financial implications thereafter on behalf of the Royal Government of Bhutan. The National Commission of Women and Children (NCWC) as the executing agency will be responsible for implementing the project according to the Annual Work Plan (AWP) attached (see component 5; AWP Budget Sheet), for achieving results and will be financially accountable. The funds disbursed to the project through PC will be subject to regular audit by the Royal Audit Authority.

The project will be implemented and executed by NCWC in close partnership with relevant partners. The funds for other NGOs such as RENEW which will be responsible for implementation of some of the activities will be disbursed through NCWC and will be subject to regular audit by the Royal Audit Authority.

The **NCWC** will nominate a National Project Manager (NPM) and an alternate Project Manager from its office who will be responsible for the overall management and implementation of the project. The NPM will be responsible for day-to-day management of the project and will liaise with the UNDP focal person. The NPM will be responsible for reporting on the progress and financial expenditures on a quarterly basis and provide a terminal progress report at the end of the project to UNDP through PCM.

In order to facilitate full coordination among UN agencies in reporting and monitoring and to ensure that the funds received by NCWC from UN agencies are used complementary, NCWC is required to develop a consolidated work plan including all activities funded by UN agencies (UNIFEM and UNDP) and provide joint quarterly reports on all related project activities. There shall be a joint Project Board (PB) made up of representatives of NCWC, PCS, UNDP and other relevant partners as required and feasible (UNIFEM, UNFPA and NGOs) who will provide overall guidance and policy guidance for the implementation of the project. The PB will meet twice a year during the project period to review the progress and approve the project work plan. Ad-hoc PB meeting may also be held upon request of a PB member or the NPM to discuss any issues that affect the achievement of the project outcome and endorse revisions of the AWP.

The **Annual Work Plan** serves as the basis for the quarterly work plans. The NPM may further highlight and breakdown work activities. Based on quarterly updates of the work plan, the release of quarterly advances from PC will be made.

The project management team may refer to the National Execution (NEX) Manual developed jointly by UNDP and PC for necessary guidance.

**Capacity Building Components** must be consistent with the approved work plan. Before funds can be released from UNDP to the Implementing Partner to be used for study tours and/or training, a description of the training, target beneficiaries, how the training/study tour will contribute to the project output/outcome, and the strategy on how knowledge to be gained will be utilized and shared with other relevant parties, for instance colleagues, will be prepared by the project manager and shared with the UNDP focal person.

Subsequent to study tours and/or trainings, a brief report to the NPM prepared by the beneficiaries is mandatory, addressing the issue of 1) how their experience contributed to the outcomes of the project, and 2) how the knowledge acquired has been or will be utilized and shared with other relevant parties. The information is needed for the overall evaluation of the project. As much as possible, the implementation of the project will be outsourced to local private companies, firms and individuals.

## **COMPONENT 7**

### **MONITORING AND EVALUATION**

The National Project Manager and the UNDP focal person will meet on a regular basis to discuss and coordinate project implementation, if required. The Executive Director of NCWC will chair the PB meeting and the NPM will serve as the Member Secretary of the PB. The progress of the project activities will be jointly monitored and evaluated by relevant agencies represented at the PB. Related findings and recommendations will be presented to and discussed during the PB meeting for further follow-up activities and remedial measures. The ToR of the PB and NPM are attached as Annex 1 and 2.

The Results and Resources Framework presented in Component 4 and the Annual Work Plan Budget Sheet in Component 5 of this document and NEX Manual will be the main source of reference for monitoring project implementation and progress.

The Annual Work Plan (AWP) Monitoring Tool

Year Aug 2007- July 2009

CP Component: Policy Support for Democratic Governance  
 Executing Entity: National Commission for Women and Children (NCWC)

EXPECTED CP OUTPUTS AND INDICATORS including annual targets	PLANNED ACTIVITIES <i>List all the activities including monitoring and evaluation activities to be undertaken during the year towards stated outputs</i>	EXPENDITURES <i>List actual expenditures against activities completed</i>	RESULTS OF ACTIVITIES <i>For each activity, state the results of the activity</i>	PROGRESS TOWARDS ACHIEVING CP OUTPUTS
<p>1. Barriers to women's participation in the public sphere reduced</p> <p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>• Knowledge on existing barriers to women's participation in the public sphere generated, disseminated and used to identify appropriate targeted strategies/ interventions.</li> <li>• Women trained in managerial skills and on their ability and self confidence to participate in public decision-making.</li> </ul>	<p><b>M &amp; E:</b></p> <p>1.1 Support research analyzing the causes of low participation of women in decision-making, production of materials and wide dissemination of findings.</p> <p>1.2 Support research on existing gender prejudices and stereotypes, production of materials and wide dissemination of findings.</p> <p>1.3 Organize sensitization and awareness programs for key stakeholders including policy makers, locally elected functionaries, political parties, private sector, new gender focal points, monastic bodies and media representatives on gender, women's rights and international obligations, including prejudices, stereotypes and violence against women.</p> <p>1.4 Help develop and disseminate advocacy materials related to women's rights and gender.</p> <p>1.5 Organize hands on training for gender focal points to conduct review from a gender perspective and make recommendations for amendments of existing plans, policies and legislations in key sectors such as governance and employment.</p> <p>2.1 Support the Legislative Review Task Force set up with the Royal Court of Justice in collaboration with relevant stakeholders to review relevant existing/draft legislations legislation and</p>			
<p>2. Strengthened capacity to address violence against women</p>				



<p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>Progress made towards the establishment of women and child friendly police and judicial procedures.</li> </ul>	<p>policies on VAW, including domestic violence.</p> <p>2.2 Support national consultation to assess the progress made and identify steps for further developing women and child friendly police and judicial procedures.</p> <p>2.3 Support the institutional strengthening of the Women and Child Protection Unit in Thimphu at the Royal Bhutan Police.</p> <p>2.4 Support the establishment of One-Stop-Crisis-Centre at the Jigme Dorji Wangchuck National Referral Hospital.</p> <p>2.5 Support the establishment of one regional help line and strengthen the capacity of counselors.</p> <p>2.6 Support women's access to skills training, promote income creation activities and facilitate access to financial services.</p>		
<p>3. Gender mainstreamed into key plans, policies, programs and legislation.</p> <p><b>Indicators</b></p> <ul style="list-style-type: none"> <li>Mainstreamed key sectoral plans, policies and programs</li> </ul>	<p>3.1 Support gender mainstreaming by integrating the National Plan of Action for Gender into key sectoral plans, policies, programs and legislations</p> <p>3.2 Support institutional and human capacity building of NCWC: training permanent staff, support participation in seminars/ workshops in the region, help establish linkage with relevant institutions in the region.</p> <p>3.3 Procurement of office furniture and equipments for NCWC.</p> <p>3.4. Provision of Technical Assistance</p> <p>3.5 Support the capacity building of key stakeholders in collection, analysis and use of gender disaggregated data to inform policies and programmes.</p> <p>3.6 Provision of TOT (Training of Trainers) of relevant staff at Royal Institute of Management on gender analysis mainstreaming</p>		

## COMPONENT 8

### LEGAL CONTEXT

This technical assistance document shall be the instrument referred to as such in Article 1, Paragraph 1, of the standard Basic Assistance Agreement between the RGoB and UNDP, signed by the parties on May 14, 1978.

The following types of revisions may be made to this technical assistance document with the signature of the UNDP Resident Representative only, provided she or he is assured that the other signatories of the technical assistance document have no objections to the proposed changes:

- Revision in, or addition of, any of the annexes of the document;
- Revisions which do not involve significant changes in the immediate objectives, outputs or activities of a project, but are caused by the rearrangement of inputs already agreed to or by cost increased due to inflation;
- Revisions to add or increase coherence with future supported activities, and
- Mandatory annual revisions which refer the delivery of agreed project inputs or increased expert or other costs due to inflation or which take into account agency expenditure flexibility.

**Terms of Reference of the Project Board (PB)**

The PB will comprise of the following members:

1. Representative, NCWC
2. Representative, PCS
3. Representative, UNDP
4. National Project Manager (Member Secretary)
5. UNDP Project Focal Person
6. Other representative from relevant institutions, as required may also be invited

The PB will meet twice a year during the project period. Specific responsibilities of the PB are as follows:

- Policy and institutional coordination at the national level. It will provide overall guidance for the implementation of the project and approve annual plans and progress reports as well as facilitate effective communication and decision-making between the NCWC and other actors;
- Discuss any issues that affect the achievement of the project outcome and endorse revisions of the annual work;
- Monitor project implementing to ensure the effective and efficient use of resources to meet the goals and objectives as outlined in the project document.

### **Terms of Reference of the National Project Manager (NPM)**

The NPM will be responsible for the overall management and implementation of the project on a day-to-day basis. Specific responsibilities of the NPM include:

- Ensuring the government inputs to the project are forthcoming, and in a timely and effective manner;
- Ensuring that the project stays in line with national programmes, strategies, and objectives;
- Overseeing project implementation and ensuring that the project goal and objectives are achieved;
- Preparing technical specifications for equipment required under the project;
- Coordinating project implementation, monitoring progress and ensuring timely delivery of project outputs;
- Preparing quarterly progress reports, containing an assessment of the progress in implementing the activities, including reasons for delays, if any, and recommendations on necessary improvements;
- Preparing quarterly financial reports; preparing a terminal report, containing a description of overall project progress and next steps to build upon the activities initiated through the project.