

18 Months Rolling Work Plan (Jan. 2012 - June 2013)

UN Support for Women's Empowerment and Gender Equality

UNDAF

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

NARRATIVE

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

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UN Support for Women's Empowerment and Gender Equality

Programme Period: 2008-2012

Programme Title: Gender Equality and Women's Empowerment

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

Duration: 18 Months (Jan 2012—June 2013)

Estimated 18 months budget: \$ 600,932

Allocated resources:

- ▶ UNDP 2012 (RR \$ 42,500)
- ▶ \$ 24,000 (NCWC) [FIC # 2165]
- ▶ \$ 18,500 (RENEW) [FIC # 2311]
- ▶ UN Women 2012-\$119,813 (NCWC): 2012-\$10,700 (RENEW)
- ▶ UNICEF 2012 \$ 391,919, 2013 \$ 34,000
- ▶ \$ 288,169(2012), \$14,000(2013) (NCWC) [FIC # 2310]
- ▶ \$ 30,250 (2012) (MOLHR) [FIC #]
- ▶ \$ 44,000 (2012) \$10,000 (2013) (RENEW) [FIC #]
- ▶ \$ 29,500 (2012), \$10,000 (2013) (YDF) [FIC #]

Agreed by Implementing Partners:

Ms. Phitsiso Choden
Executive Director
NCWC
Date: 14/12/2012

Ms. Chhim Wangmo
Executive Director
RENEW
Date: 14/12/2012

Mr. Pena Wangda
Secretary
MOLHR
Date: 14/12/12

Ms. Yandey Penjor
Executive Director
YDF
Date: 2/3/2012

Agreed by the Royal Government
of Bhutan:

Mr. Karma Tshieem
Secretary
GNH Commission
Date: 16/12/2012

Agreed by UN Agencies:

Ms. Claire Van der Vaeren
UN Resident Coordinator
UNDP Res Representative
Date: 29 Dec 2012

Dr. Gepke Hingst
Representative
UNICEF
Date: 01/03/2012

Ms. Anne F Stenhammer
Regional Programme Director
UN Women, SARO
Date: 13/12/2012

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EXPECTED CP OUTPUTS and indicators including 18 months targets	PLANNED ACTIVITIES List all activities including M&E to be undertaken during the year towards stated CP outputs	TIMEFRAME				RESPONSIBLE PARTY		PLANNED BUDGET					
		2012				2013		Source of Funds	Budget Description	2012	2013	Total	
		Q1	Q2	Q3	Q4	Q1	Q2						Q3
4.2.1. Enhanced national capacity in awareness raising, implementation and reporting of ratified international conventions and treaties. Indicators: 1. Number of national and shadow reports on ratified international treaties and conventions submitted in time. Target (2012) CRC - 1 2. Number of different targets groups sensitized on CRC Target (2012) General public: 50000 Child Labour Task Force members: 14 3. Number of complaint and response mechanism(CRM) functioning Target (2012) CRM in Drajshang: 1	1	Implementation of CRC and periodic report a. Presentation of 3rd periodic report to CRC committee (5th Qtr) b. Consultation workshop for report preparation sharing of outcome (Pre and post)	X	X	X	X	NCWC	UNICEF	OR	Cash	2,500.00	14,000.00	16,500.00
		c. CRC TOT and curriculum development	X	X			NCWC	UNICEF	OR	TA/Cash	15,600.00		15,600.00
		d. Workshop to draft NPA for children			X	X	NCWC	UNICEF	OR	Cash	3,500.00		3,500.00
		Develop and implement communication strategy to build the capacity of children, families and communities to protect children from violence, abuse and exploitation a) Consultations to develop strategy b) TA to develop strategy c) Production of IEC materials (logo development and related materials, CABA) d) Sensitization and awareness campaign on CP for key decision makers e) Roll out advocacy and awareness on child protection in line with CCPA, CRC.			X	X	NCWC	UNICEF	OR	TA/Cash	37,500.00		37,500.00
	3	Media code of conduct and responsibilities to protect women and children		X			NCWC	UNICEF	OR	Cash	2,500.00		2,500.00
	4	Sensitization on CRC for the Drajshang Members a. For Lobdara Lopens in 3 regions b. For Drajshang (monks) c. Travel for resource persons		X	X	X	NCWC/ Drajshang	UNICEF	OR	Cash	12,762.27		12,762.27
	5	Capacity building of CP unit to Coordinate and manage Child protection and child rights program in the Drajshang. a. Exposure and Capacity building of CP officer. b. Monitoring visits to monastic institutions by CP unit and NCWC	X	X	X	X	NCWC/ Drajshang	UNICEF	OR	Cash	8,000.00		8,000.00
	6	World Day of Prayer and Action on Child Protection			X		NCWC/ Drajshang	UNICEF	OR	Cash	4,500.00		4,500.00
7	Supporting implementation of child friendly procedures in monastic institutions (Development of alternative forms of discipline) a. TA b. TOT c. Roll out	X	X	X		NCWC/ Drajshang	UNICEF	OR	TA/Cash	30,000.00		30,000.00	
8	National Consultation with Lam Nalens/heads of monastic institutions and 11 member Expert committee	X	X	X		NCWC/ Drajshang	UNICEF	OR	Cash	7,500.00		7,500.00	

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		2012		2013		Implementin g Partner	UN	Sources of Funds	Budget Description	2012	Amount (US\$) 2013	Total	
		Q1	Q2	Q3	Q4								Q1
	9 Support to address issues of Child Labour: a. Develop communication and advocacy strategy for eliminating child labour including in domestic setting b. Observe International Day against Child Labour on June 12 c. Roll out awareness campaign based on strategy through radio, print and television to reach 100,000 members of general public	X	X	X	X	X	MOLHR	UNICEF	OR	TA/Cash	12,250.00		12,250.00
	10 Develop a strategy to protect children from exploitative work in dryangs and other entertainment settings			X	X		MOLHR	UNICEF	OR	TA/Cash	2,000.00		2,000.00
	11 Update the Labour and Employment Regulation in line with the International Conventions like CRC, CEDAW & ILO			X	X		MOLHR	UNICEF	OR	Cash	-		-
	12 Capacity building of Child Labour Task Force members and labour inspectors (10 inspectors and 20 CLTF members): a. Ex Country ToT for 2 officials b. In Country training for CLTF members and labour Inspectors	X	X				MOLHR	UNICEF	OR	Cash	15,000.00		15,000.00
	13 Y- VIA to develop film based on true stories on child marriage (also encouraging youth participation and awareness in Child Protection)	X	X	X	X	X	YDF	UNICEF	OR	Cash	10,000.00		10,000.00
	14 Develop a strategy and implement support of CCPA based on the findings of Mapping and assessment through integrated CP services.	X	X	X	X	X	YDF	UNICEF	OR	TA/cash	1,500.00	10,000.00	11,500.00
	15 Training of Child Protection Program Officers (in country)		X	X			YDF	UNICEF	OR	TA	10,000.00		10,000.00
	16 Launching of SOWC	X					YDF	UNICEF	OR	Cash	7,000		7,000.00
Target (2012)	Follow Up on the Situational Study on Human Trafficking: a) Launch, Publication and Dissemination	X					NCWC	UNDP	RR	Workshop/Printing	3,000.00		3,000.00
1) Evidence based study on Human Trafficking in Bhutan published 2) Findings Disseminated through the media 3) Standard Operating Procedure on Trafficking Finalized 4)80 Immigration Officials Trained	b) Rapid assessment/Capacity gap analysis of the Department of Immigration c)Ex Country ToT for 2 officials (on Child Protection and human trafficking)	X	X	X	X		NCWC/ DoI	UNICEF	OR	Int/Ex Country/ Travel/Training	13,307.00		13,307.00

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		2012		2013			UN	Source of Funds	Budget Description	2012	Amount (US\$) 2013	Total			
		Q1	Q2	Q3	Q4	Q1							Q2	Q3	Q4
Target (2012) 1) 15-20 GFPs (new) trained on gender 2) 3-4 Sectors sensitized on gender analysis and mainstreaming Target (2012) 1) GRB Strategy Finalized 2) 4 -5 Executives exposed on GRB 3) Budget Officials Sensitized on GRB 4) GRB Task Force exposed on regional practices.	d) Two Consultations and finalization of SOP (women and children) -Phuntsholing 2-3 days -Gelephu 2-3 days e) In Country Training of 80 Immigration Officials (Roll out of SOP - 60 inspectors and 20 officials) -Phuntsholing 3-4 days (30 officials) -Paro/Gelephu (50 officials) f) EX Country visit for NCWC and relevant partners(Immigration, OAG,Police) related to Human Trafficking	X	X					NCWC	UNDP	RR	In country workshop/travel	10,000.00		10,000.00	
								NCWC	UNICEF	OR	Unfunded (Paro/Gelephu training)	15,000.00		15,000.00	
								NCWC	UNDP	RR	In country workshop/travel	5,000.00		5,000.00	
								NCWC	UNDP	RR	Ex country training/travel	5,000.00		5,000.00	
								NCWC	UN Women	OR	Ex country training/travel	25,000.00		25,000.00	
								NCWC	UN Women	OR	In country workshop	5,000.00		5,000.00	
								NCWC	UN Women	OR	In country travel/training	13,422.00		13,422.00	
								NCWC	UN Women	OR	TA/in country workshop	4,620.00		4,620.00	
								NCWC	UN Women	OR	In country workshop	1,200.00		1,200.00	
								NCWC	UN Women	OR	Ex country training/travel	17,800.00		17,800.00	
		4.2.2. Capacity of the judiciary, law enforcement and relevant agencies strengthened in developing and implementing juvenile justice system and women and child friendly procedures	Mapping and assessment of child protection system a. Recruitment of consultants (National) b. Meetings/consultations c. Printing of the report d. Awareness programs e. Implementation of M&A results (budget to be included after the M&A result)	X	X	X	X	X	NCWC	UNICEF	OR	TA/Cash	20,500.00		20,500.00

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		2012				2013		UN	Source of Funds	Budget Description	2012	Amount (US\$) 2013	Total	
		Q1	Q2	Q3	Q4	Q1	Q2 g Partner							
Indicators: 1. # courts and police stations exercising women and child friendly procedures. Target (2012) 14 2. # officials from relevant agencies with enhanced capacities on child care protection intervention procedures. Target (2012): 30 monastic head, 30 RBP, 100 Govt/CSO officials	2 Mapping and assessment of children affected by AIDS (CABA) and mainstreaming of CABA into the national child protection system	X	X	X			NCWC	UNICEF	OR	TA / Cash	-	-		
		3 BMIS Thematic Analysis	X					NCWC	UNICEF	OR	TA / Cash	7,000.00		7,000.00
	4 Exposure visit for NCWC and relevant officials on Alternative Care of children			X	X			NCWC	UNICEF	OR	Cash	10,000.00		10,000.00
	5 Capacity Building of Police Personnel to implement women and child friendly procedure		X	X				NCWC/ RBP	UNICEF	OR	Cash	10,000.00		10,000.00
	Support to Police Youth Partnership Program	a. Assessment of the PYPP		X	X			NCWC/ RBP	UNICEF	OR	TA/Cash	10,000.00		10,000.00
		b. PYPP (7th and 8th)		X	X	X		NCWC/ RBP	UNICEF	OR	Cash	30,000.00		30,000.00
		c. POSYPP (3rd and 4th)	X	X	X	X		NCWC/ RBP	UNICEF	OR	Cash	10,000.00		10,000.00
	Target (2012)	Result 1: Research on VAW developed		X	X	X		NCWC	UN Women	OR	Nat TA /Travel	14,224.00		14,224.00
		1) Research on VAW developed 2) 4-5 Officials exposed on shelter homes		X	X	X		NCWC	UN Women	OR	Ex country travel	10,906.00		10,906.00
	3) Sensitization in two institutions (500 participants, including students, faculty members and administration staff)	Result 2: Exposure visit of relevant officials	X					NCWC	UN Women	OR	In country travel/training	9,993.00		9,993.00
		a)NCWC and RENEW officials visit to Bangladesh to study shelter homes		X	X			NCWC	UN Women	OR	Meeting/Workshop	1,400.00		1,400.00
4) One CEDAW interim report and one CRC periodic report			X				NCWC	UN Women	OR	Meeting/Workshop	1,400.00		1,400.00	
	b) Report on CRC prepared		X				UNDP/ NIM	UN Women	OR	F&A	7,348.00		7,348.00	
	11 Facilities & Administration GMS (7%)													

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		2012		2013			Implementm	UN	Source of Funds	Budget Description	2012		Amount (US\$)	
		Q1	Q2	Q3	Q4	Q1					Q2	Q3	Q4	2012
<p>4.2.3. Strengthened capacity of relevant institutions to enhance knowledge and information on ratified conventions among partners and the public</p> <p>a) Increased national capacity on social work, counseling, child protection case management and psychosocial care.</p> <p>Indicators: # CBSS advising and training people on social work, counseling, child protection case management and psychosocial care. Target (2012)</p> <p>-CBSS expanded to 40 Gewoggs and villages in 20 districts.</p> <p>b) Complaints and response mechanism on child and women's rights violations and Community-based child protection networks accessible in districts.</p> <p>Indicators:</p> <p>1. Proportion of primary and secondary school students sensitized on youth safety and crime prevention</p> <p>Target (2012): 280</p> <p>2. # functioning police stations with women and child unit/desks</p> <p>Target (2012): 4</p> <p>c) National child protection legislation, strategies, policies developed, which are knowledge based and in line with CRC/CEDAW, other ratified international conventions and standards</p> <p>Indicators: Women & Children related legislations implemented: Target 2012: CCPA implemented; DVP Bill enacted; Adoption Bill</p>	1	Media campaign and dissemination of CCPA Act and Adoption Act	X	X	X	X		NCWC	UNICEF	OR	Cash	6,000.00		6,000.00
	2	Strengthening and expansion of WCPU: a. Paro b. Wangduephodrang	X	X	X			NCWC/RBP	UNICEF	OR	Cash/Supplies	20,000.00		20,000.00
	3	Support to implement CCPA and Child Adoption Act a) Workshop to develop Rules and Regulations on CCPA b) Support to develop Rules and Regulations on Child Adoption Act c) Printing and distribution of the Child Adoption Act (funded in 2011 for 2012 implementation)	X	X	X			NCWC	UNICEF	OR	TA/Cash	8,000.00		8,000.00
	4	Strengthening the capacity of the Counseling Department a. training for two counselors		X				RENEW	UNICEF	OR	Cash	5,000		5,000.00
	5	Strengthen crisis support services for women and children experiencing violence a. Design a conceptual Framework Model for crisis accommodation and support services b. Field test in two district	X	X	X	X	X	RENEW	UNICEF	OR (10,000 unfunded for field test)	Cash	10,000	5,000	15,000.00
	6	Support to happy home (selekha shelter) programs. a. Client support b. Procurement of materials for the ECCD programs	X	X	X	X		RENEW	UNICEF	OR	Cash/Supplies	3,000		3,000.00
	7	Strengthening CBSS volunteer network capacity on Child Rights and Child Protection	X	X	X	X	X	RENEW	UNICEF	OR	TA/Cash	15,000		15,000.00
	8	Expansion and assessment of DAISAN. a. Establish DIASN network in two districts b. Assessment of DIASAN Network c. Scaleup of DAISAN network based on recommendation from the assessment.		X	X	X		RENEW	UNICEF	OR	TA/Cash	10,000	5,000	15,000.00
	9	Observation of International Days and media outreach: i. 8th March IWD ii. 25th November IEVAW iii. 1st December WAD	X			X		RENEW	UNDP	RR	Workshop	7,500.00		7,500.00
	10	Stakeholder consultation workshops for legal personnel's on SOP related to DV/GBV i. Mongar ii. Paro	X					RENEW	UNDP	RR	In country training/workshop	10,000.00		10,000.00

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		2012			2013						UN	RR	2012	2013	Total	
		Q1	Q2	Q3	Q4	Q1	Q2									Implementing Partner
enacted; L&E Act regulations updated Target 2012: 30 legal persons trained on SOP related to DV/GBV	Re- Integration Program for Survivors of Domestic Violence: • Livelihood skills training • Basic computer skills Fund Support for the educational film titled "the other side of the moon" Fund Support for the educational film titled "the other side of the moon" Facilities & Administration GMS (7%)	11	X	X	X	X		RENEW	UNDP	RR	In country training/workshop	10,000.00		10,000.00		
		12	X					RENEW	UNDP	RR	Publication	2,000.00		2,000.00		
		13	X					RENEW	UNDP	OR/UN Women	Publication	10,000.00		10,000.00		
		14						UNDP/NIM	UNDP	OR/UN Women	F&A	700.00		700.00		
		Sub-total UNICEF/NCWC											284,169	14,000.00	298,169	
		Sub-total UNICEF/RENEW											43,000.00	10,000.00	53,000.00	
		Sub-total UNICEF/MoLHR											29,250.00		29,250.00	
		Sub-total UNICEF/YDF											28,500.00	10,000.00	38,500.00	
		Sub-total UNDP/RENEW											29,500.00		29,500.00	
		Sub-total UNWomen/RENEW											10,700.00		10,700.00	
		Sub-total UNDP/NCWC											23,000.00		23,000.00	
		Sub-total UN Women/NCWC											112,313.00		112,313.00	
			Assurance Activities													
			1 Quarterly, mid year and annual review meetings	X	X	X	X	X	UNICEF	UNICEF	RR	travel, Misc.	2,000		2,000.00	
	2 Joint field monitoring visits and advocacy visits	X	X	X	X	X	UNDP/ NIM	UNDP	RR	travel, Misc.	1,500		1,500.00			
		X	X	X	X	X	NCWC	UNICEF	RR	travel, Misc.	2,000		2,000.00			
							RENEW	UNICEF	RR	travel, Misc.	1,000		1,000.00			
							MoLHR	UNICEF	RR	travel, Misc.	1,000		1,000.00			
		X	X	X	X	X	YDF	UNICEF	RR	travel, Misc.	1,000		1,000.00			
		X	X	X	X	X	UNDP/ NIM	UNDP	RR	travel, Misc.	1,000		1,000.00			
		X	X	X	X	X	UNDP/ NIM	UN	RR	travel, Misc.	1,000		1,000.00			
	3 On-site review	X	X	X	X	X	UNICEF/ MoLHR	Women UNICEF/UNDP	RR	travel, Misc.	7,500		7,500.00			
		X	X	X	X	X	YDF	UNICEF	RR	travel, Misc.						
		X	X	X	X	X	MoLHR	UNICEF	RR	travel, Misc.						
		X	X	X	X	X	RENEW	UNICEF/UNDP	RR	travel, Misc.						
	4 HACT audit						NCWC	UNICEF	RR	travel, Misc.						
							UNDP/NIM	UNDP	RR	travel, Misc.						
Total UNICEF/NCWC											288,169	14,000	302,169			
Total UNICEF/RENEW											44,000	10,000	54,000			
Total UNICEF/MoLHR											30,250	0	30,250			
Total UNICEF/YDF											29,500	10,000	39,500			
Total UNDP/RENEW											31,000.00		31,000			
Total UNDP/NCWC											24,000		24,000			
Total UN Women/RENEW											10,700		10,700			
Total UN Women/NCWC											119,813.00		119,813			