

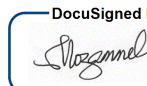
UNDP Bangladesh  
Revise 2022 Annual Work Plan (AWP) Review Checklist

Award ID: 00085027		Project ID: 00097336		Title: Human Rights Programme	
<b>Format and General Issues:</b>					
		Yes	No	N/A	Comments
1	Submitted AWP is prepared in Standard Prescribed Format including AWP cover page	√			Annex-1 (AWP) Annex-2 (MYB)
2	Atlas codes correctly mentioned (Award ID, Project ID, and Project title, Donor, Account, Fund etc.)	√			
3	AWP Planning meeting conducted				
4	Minutes of the Appraisal/Review meeting attached	√			Annex-3
5	Annual/Mid year Review Meeting conducted	√			
6	Annual HR , Procurement and Communications plans are prepared and attached with AWP	√			Annex-4 (HR) Annex-5 (PC) Annex-6 (Comm)
7	Resources are available to support the AWP	√			
8	AWP is approved by the Implementing Partner, if applicable				
9	AWP is endorsed/agreed by the Project Board/Steering Committee, if applicable				
10	Signature of the Project Manager/NPD available in the AWP	√			
<b>Results Related Issues:</b>					
		Yes	No	N/A	
1	The AWP reflects overall priorities of the year	√			
2	The activities are clearly defined (indicate what exactly will be done, to the point with expected timelines by quarter)	√			
3	The activity lines spell out the geographic location wise intervention	√			
4	Possible areas of collaboration with other projects have been considered in project activities	√			
5	Outputs and activities are aligned to the UNDAF, CPD and project document (The listed activity/s can be directly attributed to the achievement of the expected country programme outputs)	√			
6	The activity/s implemented with CSOs, academic institutions, other quasi-Governmental institutions, and other UN agencies as implementing partners are reflected in the work plans	√			
7	A one page summary of intended/achievable results is attached	√			Annex-07
8	The Outcome / Intermediate Outcomes and Outputs are correctly entered as per the language in the Results Framework	√			
9	M&E plan attached and adequately budgeted in the AWP	√			Annex-08
10	Field monitoring plan attached (for field-based project only)	√			Annex-09
11	Risk Log, Issue Log, monitoring Log updated in ATLAS and attached with AWP	√			Annex-10
12	Gender Marker is attributed in ATLAS	√			
13	Lessons learned have been incorporated in the AWP, as per the last APR minutes	√			Annex-11
14	Baseline, Target and Deliverables for 2021 are aligned to the Results Framework	√			Incorporated in M&E Plan
15	Baseline data for each indicator have been collected	√			Incorporated in M&E Plan
16	Annual target for each indicator has been set	√			Incorporated in M&E Plan
17	3 to 5 annual key results have been identified and attached	√			Annex-12
18	The Targets and baselines are gender-disaggregated where a population group is being measured	√			
19	Articulation of results of the AWP has followed the SMART and RBM guidelines	√			
20	Assumptions and risks specific to each output and outcome is contextualised and clearly spelled out	√			
21	Knowledge Management has been planned and budgeted	√			Incorporated in M&E Plan
22	Generation and use of evidence - from monitoring, research and/or evaluation - has been considered	√			
23	The Budget comply with the spirit of Results Based Budgeting (RBB)	√			
<b>Resources Related Issues:</b>					
		Yes	No	N/A	
1	Total proposed budget for the AWP does not exceed approved total project budget	√			
2	The AWP budget is within the scope of the funds availability/commitment (available Cash + Commitment)	√			Annex-13


3	Appropriate provisions are available according to the AWP Commissioning memo (Common cost, GMS, DPC, Communication, M&E etc.)	√			Annex-14
4	Updated list of Equipment assets with the project/ Programme showing UNDP assets	√			
5	The summary page reflects the resources	√			

Remarks/Comments (including justification for returning to Programme cluster):

**Submitted by**

<p>DocuSigned by:                    28-Apr-2022                  7685E1FE42924DC...  <b>Hamidur Rahman</b>                  Admin and Finance Officer                  Governance Portfolio</p>	<p>DocuSigned by:                    28-Apr-2022                  729E7A99C6944DB...  <b>Md. Monzurul Islam Kamal</b>                  Programme Associate                  Governance Portfolio</p>	<p>DocuSigned by:                    28-Apr-2022                  DD91A68D36431AB...  <b>Md. Mozammel Hossain</b>                  Programme Analyst                  Governance Portfolio</p>
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<p>Cleared by Programme Cluster:                  DocuSigned by:                    01-May-2022                  C2499D33D91941B...  <b>Sarder M. Asaduzzaman</b>                  Assistant Resident Representative, . and Head of DGC, a.i.                  Date:</p>	<p>Cleared by Partnerships Cluster:                  DocuSigned by:                    01-May-2022                  EE4E90292674A1...  <b>Sarder M. Asaduzzaman</b>                  Date:</p>
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Signed by DRR/RR, a.i:  01-May-2022  
 03E9A14C1B4D4E3... Date:

Clearance Certification  
 Project Document (AWP)  
 or  
 Project Budget -(AWP-2022-Revised)



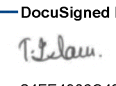
**SHORT TITLE :** HUMAN RIGHTS PROGRAMME

<b>PROJECT NUMBER:</b>	Award ID: 00085027	Project ID: 00097336
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(I) SUBMITTING PROGRAMME MANAGER: TASLIMA ISLAM, NATIONAL PROGRAMME COORDINATOR, HRP

I have checked, and hereby certify, the following:

1. Reasons and justification for this revision are clearly indicated on the cover page.
2. All relevant parties are in agreement with the revision: 
  - as is indicated in the justification, or
  - as per signature(s) obtained on the cover page, or
  - as per written agreement as has been referenced in relevant signature block.
3. An analysis of the budget increase/decrease (in case more than \$10,000) has been made and is attached.
4. The cover page and budget are according to standard format.



National Programme Coordinator. **Taslima Islam**, Signature:  Date: 28-Apr-2022  
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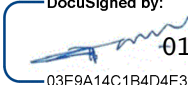
(II) CLUSTER HEAD : **Sarder M Asaduzzaman**, ARR, and Head of DGC, a. i  
DocuSigned by: 82499D33D91941B... Date: 01-May-2022

I have reviewed and hereby recommend approval of this **Revised AWP-2022**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**(III) BUSINESS DEVELOPEMNT & PARTNERSHIPS (BD&P):**

CLEARANCE FROM DESK OFFICER:	CLEARANCE FROM ARR:
<p><input type="checkbox"/> I have verified the attached submission and</p> <p><input type="checkbox"/> Justification for return</p> <p>Signature  Date 01-May-2022  <small>DocuSigned by: EE4EA53CFB674A1...</small></p>	<p style="text-align: center;">Recomendation for approval</p> <p>Signature  Date 01-May-2022  <small>DocuSigned by: C2499D33D91941B...</small></p>

 Date 01-May-2022  
DocuSigned by: 03F9A14C1B4D4E3...

Recommended/ Approved by DRR

\_\_\_\_\_  
 Approved by RR

**Note:** Please return Approved Budget to RRMC who retains original and for wards copy to Project Manager concerned for his/her file and submission to national and, if applicable, UN agencies.

## United Nations Development Programme

জাতিসংঘ উন্নয়ন কর্মসূচী



## United Nations Development Programme Budget -“M”

United Nations Development Programme, Bangladesh


UNDAF and CP Outcome	UNDAF Outcome 1.2: Justice and human rights institutions are strengthened to better serve and protect the rights of all citizens, including women and vulnerable groups  (Aligned with UNSDCF Outcome 4 and CPD outcome-3: By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law)			
Strategic Plan	Justice and human rights institutions are strengthened to better serve and protect the rights of all citizens, including women and vulnerable groups			
Expected Output(s)	To build the capacity of key human rights actors through collaboration and cooperation to advocate for and promote human rights to the most vulnerable communities in Bangladesh			
Implementing Agency	UNDP Bangladesh			
<p>The Human Rights Programme (the Programme) will build the capacity of existing human rights architectures in Bangladesh. The Programme will support state-based institutions, with a special focus on the National Human Rights Commission (NHRC), as well as undertake key civil society interventions to improve human rights coalitions across the country. The Programme will have a particular focus on working with vulnerable and marginalized groups, including women and girls, children and young people, ethnic and religious minorities, people with disabilities, Dalit and other minorities. It will build gender equality initiatives, strengthen civil society activities for women and girls and build the position of the NHRC as an important partner for gender equality in Bangladesh. The Programme will seek to expand on rights-based advocacy, in particular looking at developing the NHRC's role in engaging with Government on human rights. The Programme will focus on the following outputs:</p> <ol style="list-style-type: none"> <li>1. Strengthened capacity of the National Human Rights Commission to deliver on its mandate</li> <li>2. Enhanced capacity of civil society and community-based organizations to engage in human rights advocacy and awareness-raising</li> <li>3. Enhanced capacity of law enforcement agencies, in particular police, on human rights issues</li> <li>4. Strengthened capacity of national stakeholders to better protect and promote women's rights</li> <li>5. Strengthened capacity of national stakeholders to better protect and promote the rights of ethnic minorities</li> </ol>				
<b>Project Total Resources: \$11,633,185</b>				
Programme Period: January 2016 - June 2022 Key results are: UNSDCF/CPD outcome 3.1,3.2 and 3.3 Democratic Governance Atlas award ID: 00085027 Project ID: 00097336 Covid Project ID: 00121476 Start date: 01 January 2016 End date: 30 June 2022 PAC meeting date: 01 December 2015 Management arrangements: DIM/DEX	<b>Total Summary of Budget</b>			
	<b>Fund</b>	<b>L</b>	<b>M</b>	<b>Increase / Decrease</b>
	SIDA	4,800,450	4,800,464	14
	DANIDA	270,880	270,880	-
	SDC	3,283,532	3,283,179	(353)
	TRAC	426,926	309,713	(117,213)
	<b>HRP Total (A)</b>	<b>8,781,789</b>	<b>8,664,236</b>	<b>(117,552)</b>
	SIDA	75,000	75,000	-
	SDC	1,128,741	1,128,741	-
	TRAC 2	190,350	190,350	-
	TRAC1	74,920	74,920	-
	RFF	1,500,000	1,500,000	-
	<b>COVID19 Total (B)</b>	<b>2,969,011</b>	<b>2,969,011</b>	<b>-</b>
	<b>Total (A+B)</b>	<b>11,750,800</b>	<b>11,633,247</b>	<b>(117,552)</b>

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**Justification:**

The budget has been revised due to: A) last year's unspent balance of SIDA \$ 237,590 and of SDC \$ 190,525 has been reprogrammed, B) TRAC allocation reduce by \$ 117,213 as per actual expenditure of 2021. C) Some SIDA \$14 have been increase and SDC \$ 353 resources have been reduced by rate fluctuation and shown in the above table. For these reasons, the total project budget has been reduced to 11.63 million after this revision.

Approved by

DocuSigned by:  
 01-May-2022  
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Deputy/Resident Representative, a.i

Atlas Project ID: 00085027	<b>Revised Annual Work Plan (AWP) for 2022: HRP (Version 'M')</b>										
Atlas Output ID: 00097336	<b>Human Rights Programme (HRJP)</b>										
Project/Programme Title:	<b>Human Rights Programme (HRJP)</b>										
UNDAF Outcome 1.2:	Justice and human rights institutions are strengthened to better serve and protect the rights of all citizens, including women and vulnerable groups. <i>(Aligned with UNSDCF Outcome 4: By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law)</i>										
Applicable Output(s) from the UNDP Strategic Plan:	By 2020, Justice and Human Rights institutions more effectively serve and protect the rights of all citizens, in particular women and ethnic minorities										
CPD Outcome:	CPD outcome-3: By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law)										
CPD Output(s):	To build the capacity of key human rights actors through collaboration and cooperation to advocate for and promote human rights to the most vulnerable communities in Bangladesh; <i>(Aligned with CPD 22022-26: output 3.1, 3.2 &amp; 3.3)</i>										
<b>EXPECTED OUTPUTS</b>	<b>PLANNED ACTIVITIES</b>	<b>Timeframe</b>				<b>Responsible Party</b>	<b>Fund Code</b>	<b>Planned Budget</b>			
<i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas	Q1	Q2	Q3	Q4			Donor	Budget Code	<b>Budget Description</b>	<b>Year 2022</b>
Atlas Activity # 1: The National Human Rights Commission (NHRC) can more effectively deliver on its mandate	<b>Activity-1 : Strengthened capacity_NHRC</b>										
	<b>Activity-1.1: Thematic committees have the capacity to undertake rights dialogues.</b>										
<b>First Level Indicators:</b> 1) The extent to which the NHRC's legal framework and operation are aligned to the Paris Principles (ICC) Baseline: to be set; Target 2020: 3 (composite based on scaling – see footnote 6)	<b>Activity-1.1.1:</b> Support to NHRC thematic committees to undertake rights dialogues in their spheres. Actions: NHRC strategic plan, legal reform, etc.	X	X			001981	30000	00555	71300	IC Consultant	20,000.00
	Action: Integrated digital system of operationalization of NHRC (Phase I + Phase II)	X	X			001981	30000	00555	73300	Rental & Maint of Info Tech Eq	40,000.00
		X	X			001981	30000	00555	75700	Training, workshop & conference	5,000.00
	Action: TCs discussion/ meeting on digital system/ Support National Inquiry Initiative/	X	X			001981	30000	00555	71300	IC Consultant	2,000.00
		X	X			001981	30000	00555	75700	Training, workshop & conference	4,000.00
<b>Second level Indicators:</b>	Action: Research and knowledge management	X	X			001981	30000	00555	71300	IC Consultant	15,000.00
		X	X			001981	30000	00555	74200	Printing & Publication	6,000.00
Indicator-1: % of decisions of the forums that have resulted in implementation or policy advise to government and parliament. Baseline: 0; Target: at least 50%.	Action: International reporting (i.e. ICCPR, UPR)	X	X			001981	30000	00555	75700	Training, workshop & conference	7,000.00
		X	X			001981	30000	00555	71300	IC Consultant	7,000.00
	Action: Development of NAP on Human Rights + UPR+SDGs Tools	X	X			001981	30000	00555	71300	IC Consultant	25,000.00
		X	X			001981	30000	00555	75700	Training, workshop & conference	5,000.00
	<b>Activity 1.1.2:</b> Produce Human rights research papers and ensure its well dissemination at different level										-
	Action: Linked with above activity 1.1.1										-
	<b>Activity 1.2: Improved mechanisms in place for NHRC to coordinate and partner with national authorities and civil society.</b>										
Indicator-5: Number of Human rights (annual) situational analysis reports produced	<b>Activity 1.2.1: Partnership with Parliamentary Caucus/standing committees/other stakeholders</b>										-

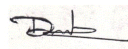
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EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas	Timeframe				Responsible Party	Fund Code	Planned Budget			
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022
from data collection system including CMS data and CSO/CBO/HRD data. Baseline: n/a; Target 2020: 5 (1 per year)	Action: SDGs and Human Rights Actions and UPR, International Reporting, coordination, monitoring and tracking of the functions of line ministries and Departments	X	X			001981	30000	00555	75700	Training, workshop & conference	6,000.00
	Action: Coordination with different stakeholders (Human Rights Focal Desks, District HRs Committees of the Government authorities, LEAs, Judiciary, NHRC Panel Lawyers, Ministries, NLASO, CSOs, HRDs, Media, Youths, interfaith leaders, Parliamentarians, academicians, private Sector stakeholders etc.) and develop directories	X	X			001981	30000	10282	75700	Training, workshop & conference	14,000.00
		X	X			001981	30000	10282	71600	Travel	5,000.00
	<b>Activity 1.3: NHRC fulfills its awareness raising and advisory roles and promotes access to justice</b>										
	<b>Activity 1.3.1:</b> Support the NHRC to leverage the Legal Aid Act and the Local Authority Act										
	<b>Activity 1.3.2:</b> Support an NHRC led nation-wide year-long campaign										-
	Action: Campaign and Awareness raising (day observance, media communication etc.)										-
	<b>Activity 1.4: A system of collecting and analysing human rights data is built and operational. (Linked with OP-2,4,5)</b>										
	<b>Activity 1.4.1:</b> Support NHRC to draft, train and undertake community profiles in pilot districts through CSO/CBOs and feed data back to NHRC.										
	<b>Activity 1.4.2:</b> Improve the NHRCs ability to collect and report data by introducing alternative ways for data collection, for example SMS based and crowd based technologies.										
	<b>Activity 1.4.4:</b> Support the NHRC and CSOs to undertake further research into the rights enjoyment of plain-land ethnic persons.										
	<b>Activity 1.5.1: Regional centres are established and have the capacity to</b>										
	Action: Establish district offices of NHRC/Support National Inquiry Initiative/District HRs Committees										-
	Action: - Support peer to peer learning opportunities										-
	Salary and Post Adj cst-IP staff (Salary and others allowances for CTA)	X	X			001981	30000	00555	61300	Salary and Post Adj cst-IP staff	-
		X	X			001981	30000	10282	61300	Salary and Post Adj cst-IP staff	-
		X	X			001981	30000	00555	62300	Recruitment Payroll Costs-IP staff	-
		X	X			001981	30000	10282	62300	Recruitment Payroll Costs-IP staff	-
		X	X			001981	30000	00555	63300	Non-Recruitment Payroll Costs-IP staff	-
		X	X			001981	30000	10282	63300	Non-Recruitment Payroll Costs-IP staff	-
		X	X			001981	30000	00555	63500	Ins. & Security Cost-IP Staff	-
		X	X			001981	30000	10282	63500	Ins. & Security Cost-IP Staff	-
		X	X			001981	30000	00555	64300	Staff Management Cost	-
		X	X			001981	30000	10282	64300	Staff Management Cost	-
		X	X			001981	30000	00555	65100	After Service Insurence Costs-IP staff	-
		X	X			001981	30000	10282	65100	After Service Insurence Costs-IP staff	-
		X	X			001981	30000	10282	71600	Travel	20.00
	X	X			001981	30000	00555	71600	Travel	25,000.00	
	Salary of Investigation & HR Expert (SB4)	X	X			001981	30000	00555	71400	Contractual Services - Individ	44,500.00
	Communication & Advocacy Expert	X	X			001981	30000	00555	71400	Contractual Services - Individ	44,500.00
		X	X			001981	30000	00555	72400	Mobile Telephone Charges	-

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Fund Code	Planned Budget			
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022
Components or major interim Results of the project ; To be shown as Activities in Atlas	Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas	X	X			001981	30000	00555	74500	Training, workshop & conference	16,368.00
		X	X			001981	30000	10282	64300	Training, workshop & conference	1,045.00
		X	X			001981	30000	00555	75100	Facilities & Administration	22,204.00
		X	X			001981	30000	10282	75100	Facilities & Administration	2,483.00
<b>Total of Atlas ACTIVITY 1</b>	<b>SUB -TOTAL : ACTIVITY 1</b>										<b>322,120.00</b>
Atlas Activity # 2: CSO/CBOs/HRDs raise human rights awareness and promote a human rights culture.	<b>ACTIVITY2: CSO/CBO capacity development</b>										
	<b>Activity 2.1: Human rights CSOs/CBOs initiatives mapped to increase coordination and collaboration.</b>										
	<b>Activity 2.1.1: Mapping and coordination of civil society organisations and initiatives.</b>										
	Action: Continue support to develop capacity of te CSOs and CSOs coalition members	X	X			001981	30000	10282	75700	Training, workshop & conference	9,000.00
	Action: National consultation of all CSOs/CBOs, working under the CF and MCG/LVG of HRP, UNDP (during 2016-2020) to capture their good practices, challenges & future actions in addressing HRs problems	X	X			001981	30000	00555	75700	Training, workshop & conference	5,000.00
	<b>Activity 2.2.1: Undertake mapping of civil society organisations and initiatives.</b>										
	Action: Coordination of multi-stakeholder platforms (platform includes: CSO, CSOs coalition, HRDs, interfaith leaders, Police, youth leaders, journalist) and support to produce HRs situation report at district level	X	X			001981	30000	10282	75700	Training, workshop & conference	8,000.00
	Action: Support small and emerging awareness and advocacy initiatives of coalitions addressing LNOB issues; Mapping of local accessible services and facilities for LNOB people to inform the people										-
	<b>Activity 2.2.2: Support CSOs to engage community radio to deliver human rights messaging</b>										
	<b>Activity 2.3: Forum for human rights defenders is built and operational.</b>										
	<b>Activity 2.3.1: Enhance capacity and engagement of HRDs in HRV monitoring and reporting at grassroots level.</b>										
	Action: Capacity development of HRs Platforms (Multistakeholders Platforms at District level) on HRs situation monitoring and reporting.	X	X			001981	30000	00555	75700	Training, workshop & conference	13,000.00
		X	X			001981	30000	00555	74200	Printing & Publication	5,000.00
		X	X			001981	30000	00555	71600	Travel	6,000.00
	<b>Activity 2.3.2: Build on the informal network already in place for human rights defenders</b>										
	<b>Activity 2.4: Small scale CSO/CBO human rights initiatives are supported through challenge fund.</b>										
	<b>Activity 2.4.1: Develop Challenge Fund administered by UNDP for small scale initiatives of CSO/CSO coalition</b>										
	Action: Small grants support to CSOs/CSOs coalition in addressing human rights issues post COVID-19 situation (new grantees in 2021)										-
	Action: Discussion/ dialogue with LGIs and local authorities for inclusion of LNOB representatives in their decision-making bodies	X	X			001981	30000	10282	75700	Training, workshop & conference	5,000.00
	Action: Filed visits (HRP)	X	X			001981	30000	00555	73400	Rental & Maint of Other Equip	1,000.00
		X	X			001981	30000	00555	71600	Travel	4,000.00
	<b>Activity 2.5.1 CSO/CBOs/HRDs contribute to school based human rights education.</b>										
	Data Analysis Experts (SB3)	X	X			001981	30000	10282	71400	Contractual Services - Individ	9,250.00

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28-Apr-2022

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EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas	Timeframe				Responsible Party	Fund Code	Planned Budget			
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022
	Monitoring & Evaluation Expert (SB3)	X	X			001981	30000	00555	71400	Contractual Services - Individ	40,000.00
		X	X			001981	30000	10282	72400	Mobile Telephone Charges	-
	Office miscellaneous, UNDP cost recovery-(DPC)	X	X			001981	30000	00555	64300	Training, workshop & conference	5,119.00
		X	X			001981	30000	10282	74500	Training, workshop & conference	2,682.00
	GMS	X	X			001981	30000	00555	75100	Facilities & Administration	9,852.00
		X	X			001981	30000	10282	75100	Facilities & Administration	2,389.00
<b>Total of Atlas ACTIVITY 2</b>	<b>SUB -TOTAL : ACTIVITY 2</b>										<b>125,292.00</b>
Atlas Activity # 3: Law enforcement, in particular the police, upholds and promotes human rights.	Activity 3: Law enforcement agency:										
	Activity 3.1 Establish a network of human rights champions and focal points in district police HQs.										
	Activity 3.2.1: Map of human rights interventions taking place within the police force.										
	Action: Continue support to PSC for Commissioning of three research	X	X			001981	30000	00555	75700	Training, workshop & conference	5,000.00
	Action: Commissioning of three research	X	X			013302	30000	10282	74200	Audio Visual&Print Prod Costs	-
		X	X			013302	30000	10282	75700	Training, Workshops and Confer	12,100.00
		X	X			013302	30000	10282	71800	Contractual Services-Imp Partn	9,800.00
		X	X			013302	30000	10282	71300	Local Consultants	-
		X	X			013302	30000	10282	71600	Travel	-
		X	X			013302	30000	10282	72500	Supplies	170.00
		X	X			013302	30000	10282	74500	Miscellaneous Expenses	110.00
	X	X			013302	30000	10282	75100	Facilities & Administration	1,650.00	
	Activity 3.3: Law enforcement is better able to conduct human rights advocacy.										
	Activity 3.3.1: Undertake joint campaigns with law enforcement										
	Action: Online HRs training for police	X	X			001981	30000	00555	72100	Contractual Services-Companies	10,000.00
	Action: Continue HRs orientation/training/orkshop for Police in collaboration with DTS/BPWN	X	X			001981	30000	00555	75700	Training, workshop & conference	5,000.00
	Activity 3.3.2: Undertake joint advocacy initiatives with law enforcement, CSOs and the NHRC on human rights issues										-
	Activity 3.4.1: Law enforcement and judiciary undertake human rights dialogues with the NHRC and CSOs.										-
	Action: Dialogue between LEAs, NHRC, Judiciary, CSOs and other stakeholders on emerging human rights issues including GBV	X	X			001981	30000	10282	75700	Training, workshop & conference	5,000.00
	X	X			001981	30000	00555	71600	Travel	500.00	
Activity 3.4.2: Facilitate biannual meetings between NHRC, CSO and law enforcement										-	
Activity 3.5.1: Human rights desks are established in police HQs and in districts.										-	
Estabilising Child care center at CMP	X	X			001981	30000	10282	72200	Equipment and Furniture	30,000.00	
	X	X			001981	30000	00555	75700	Training, workshop & conference	4,500.00	
National Programme Coordinator	X	X			001981	30000	00555	71400	Contractual Services - Individ	81,000.00	
Programme Officer	X	X			001981	30000	00555	71400	Contractual Services - Individ	43,000.00	
	X	X			001981	30000	10282	71400	Contractual Services - Individ	7,600.00	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Fund Code	Planned Budget			
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022
<i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas										
		X	X			001981	30000	10282	72400	Mobile Telephone Charges	-
	Office miscellaneous, UNDP cost recovery-DPC	X	X			001981	30000	00555	64300	Training, workshop & conference	7,768.00
		X	X			001981	30000	10282	74500	Training, workshop & conference	3,464.00
	GMS	X	X			001981	30000	00555	75100	Facilities & Administration	11,037.00
		X	X			001981	30000	10282	75100	Facilities & Administration	4,922.00
<b>Total of Atlas ACTIVITY 3</b>	<b>SUB TOTAL : ACTIVITY 3</b>										<b>242,621.00</b>
<b>Atlas Activity # 4: NHRC and national stakeholders better protect and promote women's rights.</b>	<b>Output # 4: Gender Capacity</b>										
	<b>Output # 4.1. Greater advocacy and awareness of women's and girl's rights.</b>										
	<b>Activity 4.1.1 Develop Women's rights campaigns</b>										
	Action: Continue capacity development of relevant stakeholders (including NHRC, Youth and CSOs) on Gender and Diversity	X	X			001981	30000	10282	75700	Training, workshop & conference	5,000.00
	Action: Day Observation (IWD, International Girl Child Day, VAW week)	X	X			001981	30000	00555	75700	Training, workshop & conference	10,000.00
	Action: Develop a roadmap/ plan engaging youths to sustain the Women Safety Campaign including an assessment	X	X			001981	30000	10282	75700	Training, workshop & conference	24,000.00
		X	X			001981	30000	00555	74200	Printing & Publication	5,000.00
	<b>Activity 4.1.2: NHRC is continuing to advocate for women's rights as a priority the national level.</b>										-
	Action: Strengthen the functions of TC, NHRC to better promote women rights and child rights	X	X			001981	30000	10282	75700	Training, workshop & conference	5,000.00
	Action: Support NHRC to submit the UN treaty body report	X	X			001981	30000	10282	75700	Training, workshop & conference	5,000.00
	<b>Activity 4.1.2</b>										-
	<b>Activity 4.1.3: Support the NHRC to work with Dalit community CSO's on women's empowerment</b>										-
	<b>Activity 4.2.1: NHRC undertake campaigns with schools and with support from education ministry.</b>										-
	Action: Discussion with NCTB, Education Ministry and other relevant stakeholders	X	X			001981	30000	00555	75700	Training, workshop & conference	3,000.00
		X	X			001981	30000	00555	74200	Printing & Publication	2,010.00
	Online HR Course for School Students	X	X			001981	30000	00555	75700	Training, workshop & conference	7,000.00
	Support NHRC To Establish Distric level HR Club for Students and Youth										-
	Action: Review the existing curriculum and Share the recommendation with NCTB, Education Ministry and other relevant stakeholders										-
	<b>Activity 4.3. Law enforcement and police have the capacity to uphold women's rights.</b>										-
	<b>Activity 4.3.2: Facilitate regular CSO and NHRC meetings with law enforcement to discuss women's rights and policing issues.</b>										-
	<b>Activity 4.4: Women's rights CSO/CBOs have the means and capacity to engage with local governments.</b>										-
	<b>Activity 4.4.1: Map women's CSO and legal aid services activity and</b>										-
	<b>Activity 4.4.2 Support UP governments to engage in women's rights activities:</b>										-
	Gender Expert	X	X			001981	30000	00555	71400	Contractual Services - Individ	44,500.00
		X	X			001981	30000	00555	72400	Mobile Telephone Charges	500.00
		X	X			001981	30000	00555	64300	Training, workshop & conference	3,754.00
	Office miscellaneous, UNDP cost recovery-DPC	X	X			001981	30000	10282	74500	Training, workshop & conference	2,841.00

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EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas	Timeframe				Responsible Party	Fund Code	Planned Budget			
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022
	GMS	X	X			001981	30000	00555	75100	Facilities & Administration	5,335.00
		X	X			001981	30000	10282	75100	Facilities & Administration	4,461.00
<b>Total of Atlas ACTIVITY 4</b>	<b>SUB TOTAL : ACTIVITY 4</b>										<b>127,401.00</b>
Atlas Activity # 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities	<b>Activity 5: Ethnic minorities component</b>										
	<b>Activity 5.1: NHRC has a system in place to collaborate with the Parliamentary Caucus, ethnic minority CSOs &amp; HRDs</b>										
	<b>Activity 5.1.1: Support NHRC regional offices to form networks with ethnic advocates and human rights defenders.</b>										
	<b>Activity 5.1.2 Convene ethnic minority people's thematic working group to</b>										
<b>Result-2020:</b>	<b>Activity 5.1.3 Convene meetings/forums between regional office and</b>										
	<b>Activity 5.1.4: Establish formal collaboration with the Parliamentary Caucus on Indigenous people</b>										
	Action: Multi-stakeholders dialogues on existig laws and policies (including BEMRA) for better protection of rights of the ethnic, Dalits and other excluded groups	X	X			001981	30000	10282	75700	Training, workshop & conference	8,000.00
	<b>Action: Fact-finding, rapid response and media reporting/sharing</b>										-
	<b>Activity 5.1.5 Support the NHRC to undertake advocacy for other minorities</b>										
	Action: Support the NHRC TCs priority action on minority rights issues										-
	Action: Celebration of world indigenous day					001981	30000	10282	75700	Training, workshop & conference	3,000.00
	Action: Support to connect local journalists with national media on HRs and FOE issues										-
	<b>Activity 5.2.1: Connect ethnic minority groups with community radio stations to broadcast language programming and rights education</b>										
	Action: Connect the Bangladesh Betar and community radio stations to develop and broadcast ethnic rights awareness and education programmes										-
	Action: Demonstration of LNOB rights issues through linking radio programming of Bangladesh Betar and community radio stations										-
	Action: Coordination and engagement of Bangladesh Betar and community radio programmes on ethnic/local language based rights education programmes	X	X			001981	30000	00555	75700	Training, workshop & conference	5,000.00
	Action: Consultation and wider dissemination of research findings on LNOB and HRs issues										-
	<b>Activity 5.3: Ethnic community youth leaders are empowered through increased knowledge and networking.</b>										
	<b>Activity 5.3.1: Support the next generation of youth leaders through leadership trainings, holding camps and establishing networks.</b>										
	Action: Capacity development of Youth leaders on HRs monitoring and reporting issues.	X	X			001981	30000	00555	75700	Training, workshop & conference	10,000.00
	Action: Extend networks (online platform) of youth leaders (Jubobangla and facebook page) and its handover	X	X			001981	30000	00555	72100	Contractual Services-Companies	5,000.00
	Action: Connecting Youth Leaders with community-based/school- based human rights education and awareness	X	X			001981	30000	00555	75700	Training, Workshops and Confer	7,000.00
	Action: Discussion/Dialogues with youth leaders on good practices, challenges and future actions	X	X			001981	30000	00555	75700	Training, workshop & conference	7,000.00
	<b>Activity 5.4: Ethnic minority CSOs/CBOs have capacity to maintain formal engagement with LGIs (UPs).</b>										

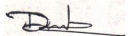
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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Fund Code	Planned Budget				
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022	
<i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas											
	<b>Activity 5.4.1: Support to promote cultural rights and diversity of the ethnic and excluded minority groups/communities in Bangladesh</b>											
Indicator-3: Number of community radio stations broadcasting minority language programming and rights education programmes. Baseline: NA; Target 2022: 5	Action: Support to organise events for promotion and protection of cultural rights and diversities of the ethnic and excluded minority groups/communities at local, regional and national levels										-	
	Action: Capacity development of of inter-faith leaders on peace, tolerance and social cohesion issues in post COVID situation	X	X			001981	30000	00555	75700	Training, Workshops and Confer	8,000.00	
	Action: Dissemination of cultural rights and peace messages in the society	X	X			001981	30000	00555	74200	Printing & Publication	3,000.00	
	<b>Activity 5.4.2: Support Local Governments (UP) to engage in human rights activities.</b>										-	
	<b>Activity 5.5.1: Law enforcement (police) is better able to uphold ethnic minority rights.</b>										-	
	Communities and Minorities Expert		X	X			001981	30000	00555	71400	Contractual Services - Individ	-
			X	X			001981	30000	10282	71400	Contractual Services - Individ	56,000.00
	Office miscellaneous, UNDP cost recovery-DPC		X	X			001981	30000	00555	74500	Training, workshop & conference	2,425.00
			X	X			001981	30000	10282	64300	Training, workshop & conference	3,495.00
	GMS		X	X			001981	30000	00555	75100	Facilities & Administration	3,445.00
		X	X			001981	30000	10282	75100	Facilities & Administration	4,965.00	
<b>Total of Atlas ACTIVITY 5</b>	<b>SUB TOTAL : ACTIVITY 5</b>										<b>126,330.00</b>	
<b>Atlas Activity # 6: Programme Management Activities</b>	<b>Activity6: Implementation Period Assets, Finance Resources, Procurement Plan Finalized</b>											
	Next Phase Formulation	X	X			001981	04000	00012	71300	IC Consultant	46,948	
Monitoring & Evaluation		X	X			001981	30000	00555	64300	Staff Mgmt Costs - IP Staff	7,840	
		X	X			001981	30000	00555	74500	Staff Mgmt Costs - IP Staff	3,335	
HRJP Evaluation		X	X			001981	30000	10282	71300	International Consultants	14,000	
		X	X			001981	30000	10282	71300	Local Consultants	8,000	
Salary and others allowances		X	X			001981	30000	00555	71400	Service Contracts-Individuals	10,000	
		X	X			001981	30000	00555	71400	Service Contracts-Individuals	6,500	
		X	X			001981	30000	00555	71400	Service Contracts-Individuals	5,000	
		X	X			001981	30000	10282	71400	Service Contracts-Individuals	9,800	
Local Travel		X	X			001981	30000	00555	71600	Travel	1,500	
Contractual Services Company		X	X			001981	30000	00555	72100	Contractual Services-Companies	4,000	
Fuel, petroleum and other oils		X	X			001981	30000	00555	72300	Materials & Goods	3,000	
Communication & Audio Visual [Internet, Mobile, Land Phone ect]		X	X			001981	30000	00555	72400	Postal & courier	3,000	
		X	X			001981	30000	00555	72400	Communic & Audio Visual Equip	2,000	
Supplies		X	X			001981	30000	00555	72500	Supplies	3,000	
		X	X			001981	30000	00555	73100	Rental & Maintenance-Premises	4,000	
		X	X			001981	30000	10282	73100	Rental & Maintenance-Premises	2,630	
		X	X			001981	30000	00555	73100	Rental & Maintenance-Premises	-	
		X	X			001981	30000	00555	73300	Rental & Maint of Info Tech Eq	500	
Maint, Oper of Transport Equip		X	X			001981	30000	00555	73400	Rental & Maint of Other Equip	2,000	
Leased Vehicles		X	X			001981	30000	00555	73400	Rental & Maint of Other Equip	2,000	
Project Audit		X	X			001981	30000	00555	74100	Professional Services	1,000	
Printing and Publications		X	X			001981	30000	10282	74200	Audio Visual & Print Prod Costs	-	
Contributions to ICSC		X	X			001981	30000	00555	74300	Contributions to Security	7,000	

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EXPECTED OUTPUTS <i>Components or major interim Results of the project ; To be shown as Activities in Atlas</i>	PLANNED ACTIVITIES Activity Results are the Outputs of the Project and Actions are the activities for achieving each output- not to be included in Atlas	Timeframe				Responsible Party	Fund Code	Planned Budget			
		Q1	Q2	Q3	Q4			Donor	Budget Code	Budget Description	Year 2022
		X	X			001981	30000	00555	74300	Contributions to Clinic	4,800
		X	X			001981	30000	00555	74700	Transport, Shipping and handle	500
	Office miscellaneous	X	X			001981	30000	00555	74500	Miscellaneous	2,134
	Office Meeting, Workshops and Confer DPC	X	X			001981	30000	00555	64300	Training, Workshops and Confer	4,786
		X	X			001981	30000	10282	74500	Training, Workshops and Confer	1,815
		X	X			001981	04000	00012	74500	Training, Workshops and Confer	3,052
	GMS	X	X			001981	30000	00555	75100	Facilities & Administration	5,275
		X	X			001981	04000	10282	75100	Facilities & Administration	2,578
<b>Total of Atlas ACTIVITY 6</b>	<b>SUB TOTAL : ACTIVITY 6</b>										<b>171,993.00</b>
	<b>Grand TOTAL : ACTIVITY (1+2+ 3+4+5)</b>										<b>1,115,757.00</b>


TOTAL PROJECT BUDGET	Output	Amount (\$)
<b>Total Budget by Output</b>	<b>Output 1</b>	<b>322,120.00</b>
	<b>Output 2</b>	<b>125,292.00</b>
	<b>Output 3</b>	<b>242,621.00</b>
	<b>Output 4</b>	<b>127,401.00</b>
	<b>Output 5</b>	<b>126,330.00</b>
	<b>Output 6</b>	<b>171,993.00</b>
	<b>Total</b>	<b>1,115,757.00</b>


Total Budget By Donor(s)	Donnors	Code	Amount (\$)
	SIDA	00555	771,487.00
	SDC	10282	294,270.00
	Trac	00012	50,000.00
	<b>Total</b>		<b>1,115,757.00</b>


Total Budget By Fund & Donor(s)	Fund	Code	Amount (\$)
	Cost Sharing (30000)	30000	1,065,757.00
	TRAC FUND (04000)	04000	50,000.00
	<b>Total</b>		<b>1,115,757.00</b>

Total by Implementing Agency	Total Programme Budget	Code	Amount (\$)
<b>Total by Implementing Agency(ies)</b>	UNDP	001981	1,091,927.00
	Commision of Three Research (BD Police)	013302	23,830.00
	<b>Total Project Budget</b>		<b>1,115,757.00</b>


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 Programme Coordinator  
 HRP, UNDP  
 28-Apr-2022

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 Chief Technical Adviser  
 HRP, UNDP  
 28-Apr-2022

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 Assistant Resident Representative, and Head of DGC, a.i.  
 UNDP Bangladesh  
 01-May-2022

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 Deputy Resident Representative, a.i.  
 UNDP Bangladesh  
 01-May-2022

This Annual Work Plan (AWP) is based on Results Management Guidelines (RMG) of UNDP. Once signed by UNDP and the Implementing Partner, the plan authorizes the responsible parties and project management to manage available resources and achieve set results.

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## Change Log 2022 (Version "M")

Project ID: 00097336

Project Title: Human Rights and Justice Programme (HRJP)

Budgetary Account		Activity	Implementing		Fund		Donor		Budget-L (2022)	Revised Budget (2022)	Difference
Budget Code	Code Description		Code	Description	Code	Description	Code	Description			
71300	IC Consultant	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	20,000.00	20,000.00	-
73300	Rental & Maint of Info Tech Eq	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	50,000.00	40,000.00	(10,000.00)
75700	Training, workshop & conference	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	5,000.00	5,000.00
74200	Printing & Publication	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	5,000.00	5,000.00
71300	IC Consultant	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	2,000.00	2,000.00
75700	Training, workshop & conference	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	20,000.00	4,000.00	(16,000.00)
72100	Contractual Services-Companies	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	-	(5,000.00)
71300	IC Consultant	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	20,000.00	15,000.00	(5,000.00)
74200	Printing & Publication	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	6,000.00	1,000.00
75700	Training, workshop & conference	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	7,000.00	7,000.00
71300	IC Consultant	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	7,000.00	7,000.00
71300	IC Consultant	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	25,000.00	25,000.00
75700	Training, workshop & conference	ACTIVITY 1.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	5,000.00	5,000.00
75700	Training, workshop & conference	ACTIVITY 1.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	6,000.00	1,000.00
75700	Training, workshop & conference	ACTIVITY 1.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	-	(5,000.00)
75700	Training, workshop & conference	ACTIVITY 1.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	14,000.00	14,000.00
71600	Travel	ACTIVITY 1.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	5,000.00	5,000.00
61300	Salary and Post Adj cst-IP staff	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	36,500.00	-	(36,500.00)
62300	Recruitment Payroll Costs-IP staff	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	12,000.00	-	(12,000.00)
63300	Non-Recruitment Payroll Costs-IP staff	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	4,250.00	-	(4,250.00)
63500	Ins. & Security Cost-IP Staff	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	4,600.00	-	(4,600.00)
64300	Staff Management Cost	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	500.00	-	(500.00)

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65100	After Service Insurence Costs-IP staff	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	4,000.00	-	(4,000.00)
71600	Travel	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	20.00	20.00
71600	Travel	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	25,000.00	25,000.00
71400	Contractual Services - Individ	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	22,200.00	44,500.00	22,300.00
71400	Contractual Services - Individ	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	22,200.00	44,500.00	22,300.00
64300	Training, workshop & conference	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	11,749.00	-	(11,749.00)
64300	Training, workshop & conference	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	1,045.00	1,045.00
74500	Training, workshop & conference	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,150.00	-	(1,150.00)
74500	Training, workshop & conference	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	16,368.00	16,368.00
75100	Facilities & Administration	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	15,086.00	22,204.00	7,118.00
75100	Facilities & Administration	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	2,582.00	2,483.00	(99.00)
<b>Total</b>									<b>266,817.00</b>	<b>322,120.00</b>	<b>55,303.00</b>
75700	Training, workshop & conference	ACTIVITY2.1.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,000.00	-	(1,000.00)
75700	Training, workshop & conference	ACTIVITY2.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	-	(5,000.00)
75700	Training, workshop & conference	ACTIVITY 2.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	9,000.00	9,000.00
75700	Training, workshop & conference	ACTIVITY 2.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	5,000.00	5,000.00
75700	Training, workshop & conference	ACTIVITY 2.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,000.00	8,000.00	7,000.00
75700	Training, workshop & conference	ACTIVITY 2.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,000.00	-	(1,000.00)
75700	Training, workshop & conference	ACTIVITY 2.3.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,182.00	-	(1,182.00)
75700	Training, workshop & conference	ACTIVITY 2.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	13,000.00	13,000.00
74200	Printing & Publication	ACTIVITY 2.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	5,000.00	5,000.00
71600	Travel	ACTIVITY 2.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	6,000.00	6,000.00
72600	Grants	ACTIVITY 2.4.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,000.00	-	(1,000.00)
75700	Training, workshop & conference	ACTIVITY 2.4.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,000.00	5,000.00	4,000.00
71600	Travel	ACTIVITY 2.4.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	1,000.00	4,000.00	3,000.00
73400	Rental & Maint of Other Equip	ACTIVITY 2.4.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	1,000.00	1,000.00
71400	Contractual Services - Individ	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	9,250.00	-	(9,250.00)

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71400	Contractual Services - Individ	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	20,000.00	40,000.00	20,000.00
71400	Contractual Services - Individ	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	9,250.00	9,250.00
64300	Training, workshop & conference	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,214.00	5,119.00	2,905.00
74500	Training, workshop & conference	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,262.00	2,682.00	1,420.00
75100	Facilities & Administration	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,037.00	9,852.00	5,815.00
75100	Facilities & Administration	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,602.00	2,389.00	787.00
								<b>Total</b>	<b>50,547.00</b>	<b>125,292.00</b>	<b>74,745.00</b>
75700	Training, workshop & conference	ACTIVITY 3.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	5,000.00	-
75700	Training, Workshops and Confer	ACTIVITY 3.2.1	<b>013302</b>	UNDP	30000	Cost Sharing	10282	SDC	6,769.00	12,100.00	5,331.00
71800	Contractual Services-Imp Partn	ACTIVITY 3.2.1	<b>013302</b>	UNDP	30000	Cost Sharing	10282	SDC	5,700.00	9,800.00	4,100.00
72500	Supplies	ACTIVITY 3.2.1	<b>013302</b>	UNDP	30000	Cost Sharing	10282	SDC	170.00	170.00	-
74500	Miscellaneous Expenses	ACTIVITY 3.2.1	<b>013302</b>	UNDP	30000	Cost Sharing	10282	SDC	85.00	110.00	25.00
75100	Facilities & Administration	ACTIVITY 3.2.1	<b>013302</b>	UNDP	30000	Cost Sharing	10282	SDC	-	1,650.00	1,650.00
72100	Contractual Services-Companies	ACTIVITY 3.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	10,000.00	5,000.00
75700	Training, workshop & conference	ACTIVITY 3.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,500.00	5,000.00	500.00
75700	Training, workshop & conference	ACTIVITY 3.4.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	-	(5,000.00)
75700	Training, workshop & conference	ACTIVITY 3.4.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	5,000.00	5,000.00
71600	Travel	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	500.00	500.00
72200	Equipment and Furniture	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,898.00	-	(5,898.00)
72200	Equipment and Furniture	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	30,000.00	30,000.00
75700	Training, workshop & conference	ACTIVITY 3.4.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	4,500.00	4,500.00
71400	Contractual Services - Individ	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	44,250.00	81,000.00	36,750.00
71400	Contractual Services - Individ	ACTIVITY 1.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	20,000.00	43,000.00	23,000.00
71400	Contractual Services - Individ	ACTIVITY 2.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	7,600.00	7,600.00
64300	Training, workshop & conference	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	3,809.00	7,768.00	3,959.00
74500	Training, workshop & conference	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,030.00	3,464.00	2,434.00
75100	Facilities & Administration	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,540.00	11,037.00	5,497.00

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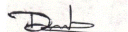


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75100	Facilities & Administration	ACTIVITY 3.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	900.00	4,922.00	4,022.00
<b>Total</b>									<b>113,651.00</b>	<b>242,621.00</b>	<b>128,970.00</b>
75700	Training, workshop & conference	ACTIVITY 4.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,000.00	-	(4,000.00)
75700	Training, workshop & conference	ACTIVITY 4.1.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	5,000.00	5,000.00
75700	Training, workshop & conference	ACTIVITY 4.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,000.00	10,000.00	6,000.00
75700	Training, workshop & conference	ACTIVITY 4.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	6,000.00	-	(6,000.00)
75700	Training, workshop & conference	ACTIVITY 4.1.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	24,000.00	24,000.00
74200	Printing & Publication	ACTIVITY 4.1.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	6,304.00	5,000.00	(1,304.00)
75700	Training, workshop & conference	ACTIVITY 4.1.2	001981	UNDP	30000	Cost Sharing	10282	SDC	1,820.00	5,000.00	3,180.00
75700	Training, workshop & conference	ACTIVITY 4.1.2	001981	UNDP	30000	Cost Sharing	10282	SDC	1,000.00	5,000.00	4,000.00
75700	Training, workshop & conference	ACTIVITY 4.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,415.00	-	(1,415.00)
75700	Training, workshop & conference	ACTIVITY 4.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	3,000.00	3,000.00
74200	Printing & Publication	ACTIVITY 4.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	2,010.00	2,010.00
75700	Training, workshop & conference	ACTIVITY 4.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	7,000.00	7,000.00
71400	Contractual Services - Individ	ACTIVITY 4.4.2	001981	UNDP	30000	Cost Sharing	00555	SIDA	22,000.00	44,500.00	22,500.00
72400	Mobile Telephone Charges	ACTIVITY 4.4.2	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	500.00	500.00
64300	Training, workshop & conference	ACTIVITY 4.4.2	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,021.00	3,754.00	1,733.00
74500	Training, workshop & conference	ACTIVITY 4.4.2	001981	UNDP	30000	Cost Sharing	10282	SDC	755.00	2,841.00	2,086.00
75100	Facilities & Administration	ACTIVITY 4.4.2	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,939.00	5,335.00	2,396.00
75100	Facilities & Administration	ACTIVITY 4.4.2	001981	UNDP	30000	Cost Sharing	10282	SDC	1,960.00	4,461.00	2,501.00
<b>Total</b>									<b>54,214.00</b>	<b>127,401.00</b>	<b>73,187.00</b>
75700	Training, workshop & conference	ACTIVITY 5.1.4	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	-	(5,000.00)
75700	Training, workshop & conference	ACTIVITY 5.1.4	001981	UNDP	30000	Cost Sharing	10282	SDC	-	8,000.00	8,000.00
75700	Training, workshop & conference	ACTIVITY 5.1.5	001981	UNDP	30000	Cost Sharing	10282	SDC	-	3,000.00	3,000.00
72600	Grants	ACTIVITY5.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	2,927.00	-	(2,927.00)
75700	Training, workshop & conference	ACTIVITY5.2.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,147.00	-	(1,147.00)
75700	Training, workshop & conference	ACTIVITY5.2.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	5,000.00	5,000.00

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75700	Training, workshop & conference	ACTIVITY 5.3.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,917.00	-	(1,917.00)
75700	Training, workshop & conference	ACTIVITY 5.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	10,000.00	10,000.00
72100	Contractual Services-Companies	ACTIVITY 5.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,750.00	5,000.00	2,250.00
75700	Training, Workshops and Confer	ACTIVITY 5.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	7,000.00	2,000.00
75700	Training, workshop & conference	ACTIVITY 5.3.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	6,500.00	7,000.00	500.00
75700	Training, Workshops and Confer	ACTIVITY 5.4.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	3,500.00	8,000.00	4,500.00
74200	Printing & Publication	ACTIVITY 5.4.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000.00	3,000.00	(2,000.00)
71400	Contractual Services - Individ	ACTIVITY 5.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	24,500.00	-	(24,500.00)
71400	Contractual Services - Individ	ACTIVITY 5.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	-	56,000.00	56,000.00
74500	Training, workshop & conference	ACTIVITY 5.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,494.00	2,425.00	(2,069.00)
64300	Training, workshop & conference	ACTIVITY 5.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	1,232.00	3,495.00	2,263.00
75100	Facilities & Administration	ACTIVITY 5.5.1	001981	UNDP	30000	Cost Sharing	00555	SIDA	6,440.00	3,445.00	(2,995.00)
75100	Facilities & Administration	ACTIVITY 5.5.1	001981	UNDP	30000	Cost Sharing	10282	SDC	675.00	4,965.00	4,290.00
								<b>Total</b>	<b>71,082.00</b>	<b>126,330.00</b>	<b>55,248.00</b>
71300	IC Consultant	ACTIVITY6	001981	UNDP	04000	Cost Sharing	00012	Trac	46,948	46,948.00	-
64300	Staff Mgmt Costs - IP Staff	ACTIVITY6	001981	UNDP	04000	Cost Sharing	00555	SIDA	7,676	7,840.00	164.00
74500	Staff Mgmt Costs - IP Staff	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,917	3,335.00	418.00
71300	International Consultants	ACTIVITY6	001981	UNDP	30000	Cost Sharing	10282	SIDA	-	14,000.00	14,000.00
71300	Local Consultants	ACTIVITY6	001981	UNDP	30000	Cost Sharing	10282	SIDA	-	8,000.00	8,000.00
71400	Service Contracts-Individuals	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	10,500	10,000.00	(500.00)
71400	Service Contracts-Individuals	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	6,500	6,500.00	-
71400	Service Contracts-Individuals	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,500	5,000.00	(500.00)
71400	Service Contracts-Individuals	ACTIVITY6	001981	UNDP	30000	Cost Sharing	10282	SDC	-	9,800.00	9,800.00
71600	Travel	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	-	1,500.00	1,500.00
72100	Contractual Services-Companies	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,000	4,000.00	-
72300	Materials & Goods	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	3,000	3,000.00	-
72400	Postal & courier	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	3,000	3,000.00	-

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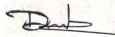


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72400	Communic & Audio Visual Equip	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,000	2,000.00	-
72500	Supplies	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	3,000	3,000.00	-
73100	Rental & Maintenance-Premises	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,000	4,000.00	(1,000.00)
73100	Rental & Maintenance-Premises	ACTIVITY6	001981	UNDP	30000	Cost Sharing	10282	SDC	-	2,630.00	2,630.00
73300	Rental & Maint of Info Tech Eq	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	500	500.00	-
73400	Rental & Maint of Other Equip	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,000	2,000.00	-
73400	Rental & Maint of Other Equip	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	2,000	2,000.00	-
74100	Professional Services	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	1,000	1,000.00	-
74300	Contributions to Security	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	7,000	7,000.00	-
74300	Contributions to Clinic	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	4,800	4,800.00	-
74700	Transport, Shipping and handle	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	500	500.00	-
74500	Miscellaneous	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	1,500	2,134.00	634.00
64300	Training, Workshops and Confer	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	3,680	4,786.00	1,106.00
74500	Training, Workshops and Confer	ACTIVITY6	001981	UNDP	30000	Cost Sharing	10282	SDC	-	1,815.00	1,815.00
74500	Training, Workshops and Confer	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00012	Trac	3,052	3,052.00	-
75100	Facilities & Administration	ACTIVITY6	001981	UNDP	30000	Cost Sharing	00555	SIDA	5,598	5,275.00	(323.32)
75100	Facilities & Administration	ACTIVITY6	001981	UNDP	30000	Cost Sharing	10282	SDC	-	2,578.00	2,578.00
<b>Total</b>									<b>131,671.32</b>	<b>171,993.00</b>	<b>40,321.68</b>
<b>Grand Total:</b>									<b>687,982.32</b>	<b>1,115,757.00</b>	<b>427,774.68</b>


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 28-Apr-2022

Prepared by: ...4B1F821A82C748D...

Durlow Chowdhury  
Finance and Admin Associate  
HRP, UNDP

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 28-Apr-2022

Approved by: ...24FE4906G42E4A6...

Taslima Islam  
Programme Coordinator  
HRP, UNDP

Atlas Project ID: 00085027		<b>MultiYear Budget 2016-2022</b>																	
Atlas Output ID: 00097336																			
Project/Programme Title:		<b>Human Rights Programme</b>																	
UNDAF Outcome 1.2:	Justice and human rights institutions are strengthened to better serve and protect the rights of all citizens, including women and vulnerable groups.																		
Applicable Output(s) from the UNDP Strategic Plan:		By 2020, Justice and Human Rights institutions more effectively serve and protect the rights of all citizens, in particular women and ethnic minorities																	
CPD Outcome:		CPD outcome-3: By 2026, more people, especially the most vulnerable, benefit from more equitable, non-discriminatory, gender-responsive, participatory, accountable governance and justice, in a peaceful and tolerant society governed by the rule of law																	
CPD Output(s):		To build the capacity of key human rights actors through collaboration and cooperation to advocate for and promote human rights to the most vulnerable communities in Bangladesh;																	
EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Fund Code	Donor	Budget Code	Budget Description	Planned Budget								Total
		Q1	Q2	Q3	Q4						2016 (Jan-Dec)	2017 (Jan-Dec)	2018 (Jan-Dec)	2019 (Jan-Dec)	2020 (Jan-Dec)	2021 (Jan-Dec)	2022 (Jan-June)		
Components or major interim Results of the project ; To be shown as Activities in Atlas	Activity Results are the Outputs of the Project and Actions are the activities for achieving each output-not to be included in Atlas																		
	<b>Activity-1 : Strengthened capacity_NHR</b>																		
	Activity-1.1: Thematic committees have the capacity to undertake rights dialogues.					001981	30000	10282	71600	Travel - Local				-	-			-	
	Activity-1.1.1: Support to NHRC thematic committees to undertake rights dialogues in their spheres.					001981	30000	10282	75700	Training, Workshops and Confer					8,640			8,640	
						001981	30000	00555	61300	Salary & Post Adj Cst-IP Staff	17,269	85,017	30,000	47,000	-	-		179,286	
						001981	30000	00095	61300	Salary & Post Adj Cst-IP Staff	-	28,127			-	-		28,127	
						001981	30000	10282	61300	Salary & Post Adj Cst-IP Staff			94,700	47,000	-	-		141,700	
						001981	30000	00555	62300	Salary & Post Adj Cst-IP Staff	5,342	55,075	28,500	-	-		88,918		
						001981	30000	00095	62300	Salary & Post Adj Cst-IP Staff	-	15,416			-	-		15,416	
						001981	30000	10282	62300	Salary & Post Adj Cst-IP Staff			37,800	34,000	-	-		71,800	
						001981	30000	00555	63300	Staff Mgmt Costs - IP Staff	4,587	27,584	16,000	-	-		48,171		
						001981	30000	10282	63300	Staff Mgmt Costs - IP Staff			5,320	-	-		5,320		
						001981	30000	00095	63300	Staff Mgmt Costs - IP Staff	-	7,418			-	-		7,418	
						001981	30000	00555	63500	Salary & Post Adj Cst-IP Staff	2,495	14,702	11,900	-	-		29,097		
						001981	30000	10282	63500	Salary & Post Adj Cst-IP Staff			11,902	-	-		11,902		
						001981	30000	00095	63500	Salary & Post Adj Cst-IP Staff	-	1,195	-	-	-	-		1,195	
						001981	30000	00555	64300	Salary & Post Adj Cst-IP Staff	9,254	42,838	1,100	-	15,489			68,681	
						001981	30000	10282	64300	Salary & Post Adj Cst-IP Staff			411	-	-			411	
						001981	30000	00095	64300	Salary & Post Adj Cst-IP Staff	-	4,681			-	-		4,681	
						001981	30000	00555	65100	Salary & Post Adj Cst-IP Staff	1,446	11,554	9,100	-	-		22,100		
						001981	30000	10282	65100	Salary & Post Adj Cst-IP Staff			3,100	-	-		3,100		
						001981	30000	00555	75100	F&A (GMS)				-	-		-		
						001981	30000	00095	65100	Salary & Post Adj Cst-IP Staff	-	193			17,875			18,068	
						001981	30000	00555	71200	International Consultant					1,201			1,201	
						001981	30000	10282	71200	International Consultant				6,000	9,623			15,623	
						001981	30000	00555	71400	Contractual Services - Individ	33,264	40,355	316	34,000	-	-		107,935	
						001981	30000	10282	71400	Contractual Services - Individ		13,543	36,000	-	8,281	-		57,824	
						001981	30000	00555	71600	National Travel	12,064				5,692			17,756	
						001981	30000	10282	71600	National Travel	-		3,600	3,500	-	-		7,100	
						001981	30000	00555	72600	Grants				-	16,860			16,860	
						001981	30000	00095	72200	Asstes & Furniture	-	75,685			-	-		75,685	
						001981	30000	00555	72400	Acquisition of Communic Equip					10,752			10,752	
						001981	30000	10282	72200	Asstes & Furniture			21,900	5,000	-	-		26,900	
						001981	30000	00555	72400	Communication Charges	1,013	20			-	-		1,033	
						001981	30000	10282	72400	Communication Charges				5,000	-	-		5,000	
						001981	30000	00095	72800	ICT equipment	-	3,510			-	-		3,510	
						001981	30000	00555	74200	Printing & Publication	107				14,012			14,119	
						001981	30000	00555	74500	Missaneous (dpc)	80	10,889			-	-		10,969	
						001981	30000	00095	74500	Missaneous (dpc)	-	4,006			-	-		4,006	
						001981	30000	10282	74500	Missaneous (dpc)			2,320		-	-		2,320	
						001981	30000	00555	75700	Learning Costs	10,495	23,317	16,242	4,455	-	-		54,510	
						001981	30000	00095	75700	Learning Costs	-	9,848			-	-		9,848	
						001981	30000	10282	75700	Learning Costs			8,885	43,990	-	-		52,875	
	Actions: NHRC strategic plan					001981	30000	00555	71300	IC consultant					-	5,000	20,000	25,000	
	Action: TCs discussion including strategic plan, planning meeting, legal and policy reform					001981	30000	00555	75700	Training, workshop & conference					-	5,000		5,000	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget												
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016 (Jan-Dec)	2017 (Jan-Dec)	2018 (Jan-Dec)	2019 (Jan-Dec)	2020 (Jan-Dec)	2021 (Jan-Dec)	2022 (Jan-June)	Total	
	Action: Integrated digital system of operationalization of NHRC					001981	30000	00555	74200	Translation Costs						200		200	
						001981	30000	10282	73300	Rental & Maint of Info Tech Eq									
						001981	30000	00555	73300	Rental & Maint of Info Tech Eq							40,000	40,000	
	Server maintenance					001981	30000	10282	72100	Contractual Services-Companies						1,000	5,000	6,000	
	Action: strengthen capacity of commission and its staff (training etc.)					001981	30000	10282	75700	Training, Workshops and Confer						30		30	
						001981	30000	10282	75700	Training, Workshops and Confer						5,970		5,970	
										LOA									
	Action: Research and knowledge management					001981	30000	00555	74200	Printing & Publication							5,000	5,000	10,000
	Action: International reporting (i.e. ICCPR)					001981	30000	00555	75700	Training, workshop & conference									
	Activity 1.1.2: Produce Human rights research papers and ensure its well dissemination at different level					001981	30000	10282	71300	National Consultant (IC)		3,595	6,600				2,000	12,195	
						001981	30000	10282	71400	Contractual Services - Individ									
	Activity 1.2: Improved mechanisms in place for NHRC to coordinate and partner with national authorities and civil society.																		
	Activity 1.2.1: Improved coordination with civil society and human rights defenders has led to stronger partnerships across the country					001981	30000	00555	71600	International Travel									
						001981	30000	10282	71600	International Travel				1,000	248			1,248	
						001981	30000	10282	71200	Int. Consultant					248			248	
						001981	30000	10282	75700	Training, Workshops and Confer				5,000			2,000	4,000	11,000
						001981	30000	00555	74200	Printing & Publication	716					2,000	6,000	8,716	
						001981	30000	00555	75700	Learning Costs	189	12,337						12,526	
						001981	30000	00095	75700	Learning Costs		22,631						22,631	
						001981	30000	10282	75700	Learning Costs			2,000					2,000	
	Action: SDGs and Human Rights Actions: coordination, monitoring and tracking of the functions of line ministries and Departments					001981	30000	00555	75700	Training, workshop & conference							4,000	15,000	19,000
	Activity 1.2.2: Support the NHRC to create a stronger network of human rights defenders					001981	30000	10282	71600	National Travel									
						001981	30000	00555	72400	Courier Charges	1							1	
	Activity 1.3: NHRC fulfills its awareness raising and advisory roles and promotes access to justice					001981	30000	10282	71600	National Travel									
	Activity 1.3.1: Support the NHRC to leverage the Legal Aid Act and the Local Authority Act					001981	30000	10282	71600	National Travel									
						001981	30000	00555	72400	Acquisition of Communic Equip	1,805					9,926		11,732	
						001981	30000	10282	75700	Learning Costs			4,000		644			4,644	
						001981	30000	00555	75700	Learning Costs		5,372						5,372	
	Action 1.3.1.1: Establish link with NLASO and other legal aid providers to ensure that legal aid services are provided to the victims					001981	30000	00095	72200	Equipment and Furniture									
						001981	30000	10282	72200	Equipment and Furniture									
	Activity 1.3.2: Support an NHRC led nation-wide year-long campaign on an invisible/ignored topic to build the issues profile					001981	30000	00095	72300	Materials & Goods		5,818						5,818	
						001981	30000	10282	72100	Contractual Services-Companies				17,000	6			17,006	
						001981	30000	00095	72200	Asstes & Furniture		2,822						2,822	
						001981	30000	00555	72200	Asstes & Furniture			3,424					3,424	
						001981	30000	00555	72400	Communication Charges			2,686					2,686	
						001981	30000	00555	72500	Supplies			44		1,496			1,540	
						001981	30000	00095	72800	ICT equipment		652			50			702	
						001981	30000	00095	73100	Rental & Maintenance-Premises		11,909			2,993			14,902	
						001981	30000	00555	71300	National Consultant (IC)		2,469					7,000	9,469	
						001981	30000	10282	71300	National Consultant (IC)				15,000	249		25,000	40,249	
						001981	30000	00095	73200	Premises Alternations		551			8,748			9,299	
						001981	30000	10282	73400	Rental & Maint of Other Equip					4,380			4,380	
						001981	30000	00555	74200	Printing & Publication			10,176		12,010			22,186	
						001981	30000	10282	74200	Printing & Publication		1,699	9,835	5,000		5,000		21,534	
						001981	30000	00555	75700	Training, Workshops and Confer	482				8,000	5,000	7,000	20,482	
	Action: Campaign and Awareness raising (day observance, media communication etc.)					001981	30000	00555	75700	Training, workshop & conference						5,000	5,000	10,000	
	Activity 1.4: A system of collecting and analysing human rights data is built and operational.					001981	30000	00095	74500	Miscellaneous (DPC)									
	Activity 1.4.1: Support NHRC to draft, train and undertake community profiles in pilot districts through CSO/CBOs and feed data back to NHRC.					001981	30000	00555	75700	Training, Workshops and Confer							20,000	20,000	
	Activity 1.4.2: Improve the NHRCs ability to collect and report data by introducing alternative ways for					001981	30000	00555	71300	Local Consultant			6,744					6,744	
						001981	30000	00555	72400	Acquisition of Communic Equip									
	Activity 1.4.3:					001981	30000	00555	71300	Local Consultant									
	Activity 1.4.4: Support the NHRC and CSOs to undertake further research into the rights enjoyment					001981	30000	00555	72400	Courier Charges									
						001981	30000	00555	71600	National Travel		1,364					5,000	6,364	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget												
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016	2017	2018	2019	2020	2021	2022	Total	
											(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-June)		
Activity 1.5.1: Regional centres are established and have the capacity to deliver on their mandate.	Action: Establish district offices of NHRC/support National Inquiry committee					001981	30000	00555	61300	Salary and Post Adj cst-IP staff					-	32,698			32,698
						001981	30000	10282	61300	Salary and Post Adj cst-IP staff					-	27,667			27,667
						001981	30000	00555	62300	Recruitment Payroll Gosts-IP staff					-	7,085			7,085
						001981	30000	10282	62300	Recruitment Payroll Gosts-IP staff					-	25,695			25,695
					001981	30000	00555	71400	Service Contracts-Individuals				17,889	-	1,463			19,352	
					001981	30000	00555	71600	National Travel			5,591	8,000	-	15,563	1,000	-	30,155	
					001981	30000	10282	71600	National Travel			10,326	46,500	5,000	6,968	8,000	-	76,795	
					001981	30000	10282	72100	Contractual service company					-	9,360			9,360	
					001981	30000	10282	72200	Equipment and Furniture				4,500	-	-	3,000	-	7,500	
					001981	30000	10282	72400	Communic & Audio Visual Equip					-	1,750			1,750	
					001981	30000	00555	74200	Printing and stationary				1,000	-	3,599			4,599	
					001981	30000	10282	74200	Printing and stationary					-	3,000			3,000	
					001981	30000	00095	76100	Foreign Exchange Currency Loss		6,879	41	-	-	3,741			10,661	
					001981	30000	10282	76100	Foreign Exchange Currency Loss				-	-	-			-	
					001981	30000	00555	76100	Foreign Exchange Currency Loss		1		-	-	-			1	
					001981	30000	00555	75700	Training, Workshops and Confer				6,900	-	3,991			10,890	
					001981	30000	10282	75700	Training, Workshops and Confer				11,057	-	349	10,000		21,406	
					001981	30000	00555	74500	DPC		481	17		-	-			498	
					001981	30000	00095	74500	DPC		2,520	-		-	-			2,520	
					001981	30000	10282	74500	DPC					-	-			-	
					001981	30000	00555	63500	Insurance and Security Costs				83	-	-	147			230
					001981	30000	10282	71300	IC Consultant					-	3,534	-		3,534	
					001981	30000	00555	71600	Travel					-	-		20	20	
					001981	30000	00555	61300	Salary and Post Adj cst-IP staff					-	-	60,000	-	60,000	
					001981	30000	10282	61300	Salary and Post Adj cst-IP staff					-	-	60,000	-	60,000	
				001981	30000	00555	62300	Recruitment Payroll Costs-IP staff					-	-	20,000	-	20,000		
				001981	30000	10282	62300	Recruitment Payroll Costs-IP staff					-	-	20,000	-	20,000		
				001981	30000	00555	63300	Non-Recruitment Payroll Costs-IP staff					-	-	8,500	-	8,500		
				001981	30000	10282	63300	Non-Recruitment Payroll Costs-IP staff					-	-	8,500	-	8,500		
				001981	30000	00555	63500	Ins. & Security Cost-IP Staff					-	-	9,300	-	9,300		
				001981	30000	10282	63500	Ins. & Security Cost-IP Staff					-	-	9,300	-	9,300		
				001981	30000	00555	64300	Staff Management Cost					-	-	1,000	-	1,000		
				001981	30000	10282	64300	Staff Management Cost					-	-	1,000	-	1,000		
				001981	30000	00555	65100	After Service Insurance Costs-IP staff					-	-	8,000	-	8,000		
				001981	30000	10282	65100	After Service Insurance Costs-IP staff					-	-	8,000	-	8,000		
				001981	30000	00555	71400	Service Contracts-Individuals					-	-	40,980	41,500	44,500	126,980	
				001981	30000	00555	71400	Service Contracts-Individuals					-	-	15	41,500	44,500	86,015	
				001981	30000	00555	72400	Mobile Telephone Charges					-	-	1,209	800	-	2,009	
				001981	30000	10282	71600	Travel				2,750	-	-	129		25,000	27,879	
				001981	30000	00095	72400	Communic & Audio Visual Equip				-	-	3,900	-	-	-	3,900	
				001981	30000	00555	75700	Training, Workshops and Confer					-	-	212	16,420	16,368	33,000	
				001981	30000	10282	75700	Training, Workshops and Confer					-	-	19,310	11,434	1,045	31,789	
				001981	30000	00095	75100	Facilities and Administration		639	14,425	-	-	2,900	-	-	17,964		
				001981	30000	00555	75100	Facilities and Administration		8,692	28,038	11,491	6,836	1,121	14,112	22,204	92,493		
				001981	30000	10282	75100	Facilities and Administration				2,578	24,223	13,399	-	13,337	2,483	56,020	
				001981	30000	00555	71600	National Travel					-	-	-	-	-	-	
<b>Total of Atlas ACTIVITY1</b>										<b>119,824</b>	<b>609,613</b>	<b>515,993</b>	<b>305,681</b>	<b>359,669</b>	<b>419,903</b>	<b>322,120</b>	<b>2,652,802</b>		
Atlas Activity # 2: CSO/CBOs /HROS raise human rights awareness and promote a human rights culture.	ACTIVITY2: CSO/CBO capacity development																	-	
	Activity 2.1: Human rights CSOs/CBOs initiatives mapped to increase coordination and collaboration.																	-	
	Activity 2.1.1: Mapping and coordination of civil society organisations and initiatives.					001981	30000	00095	64300	Staff Mgmt Costs - IP Staff				3,181	-	79		3,260	
						001981	30000	00555	64300	Staff Mgmt Costs - IP Staff				5,920	-	352		6,272	
						001981	30000	10282	64300	Staff Mgmt Costs - IP Staff				780	-	4,327		5,107	
						001981	30000	10282	71400	Contractual Services-Individual					26,626	-	210	26,835	
						001981	30000	00555	71400	Contractual Services-Individual			20,220	21,396	-	-	-	41,616	
						001981	30000	00555	71300	Individual consultant				2,409	-	-	-	2,409	
						001981	30000	00555	71500	UNV				(872)	-	2,621	1,749		
						001981	30000	00555	71600	National Travel		477	3,378	-	-	-	-	3,856	
						001981	30000	00095	71600	National Travel			3,170		916	7,516	11,602		
						001981	30000	10282	71600	National Travel			407	1,103	-	601	-	2,111	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget											
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016 (Jan-Dec)	2017 (Jan-Dec)	2018 (Jan-Dec)	2019 (Jan-Dec)	2020 (Jan-Dec)	2021 (Jan-Dec)	2022 (Jan-June)	Total
						001981	30000	10282	72400	Communication Charges			60	-	-			60
						001981	30000	00555	75700	Training, Workshops and Confer				-	-			-
						001981	30000	00555	74200	Printing & Publication	4,024			-	-			4,024
						001981	30000	00095	74500	DPC	-	300		-	-			300
						001981	30000	00555	74500	DPC		2,200		-	-			2,200
						001981	30000	10282	74500	DPC		500		-	-			500
						001981	30000	00555	75700	Training, Workshops	5,427	1,255		-	-			6,681
						001981	30000	00095	75700	Training, Workshops	-	76		-	-			76
						001981	30000	10282	75700	Training, Workshops		11,579	4,000	5,000	-			20,579
	Action: Continue support to develop capacity of CSOs and CSOs coalitions as per need of CSOs in post COVID-19 situation					001981	30000	00555	75700	Training, workshop & conference					-		9,000	9,000
	Action: National consultation of all CSOs/CBOs, working under the CF and MCG/LVG of HRP, UNDP (during 2016-2020) to capture their good practices, challenges and future actions in addressing HRs problems at grassroots level					001981	30000	00555	75700	Training, workshop & conference						5,000	5,000	10,000
						001981	30000	00555	71600	Travel				84	-			84
						001981	30000	00555	74200	Printing and publications				5,000	-			5,000
						001981	30000	00095	75100	Facilities & Administration	-	-		73	-			73
	<b>Activity 2.2.1: Undertake mapping of civil society organisations and initiatives.</b>					001981	30000	00555	75700	Training, Workshops		40,787	3,000	-	-			43,787
						001981	30000	10282	75700	Training, Workshops			12,420	-	-			12,420
						001981	30000	10282	72100	Contractual Services-companies				-	-			-
						001981	30000	10282	72200	Equipment and Furniture				-	-			-
						001981	30000	10282	72600	Grants				-	-			-
						001981	30000	00095	74200	Printing & Publication	-	1,556		-	-			1,556
						001981	30000	10282	71300	Local Consultant			19	-	-			19
	Action: Coordination of relevant stakeholders (CSO, CSOs coalition, HRDs, interfaith leaders, Police, youth leaders, journalist) and support to produce situation					001981	30000	10282	75700	Training, workshop & conference					-		8,000	8,000
						001981	30000	10282	74200	Printing and publications					-		5,000	5,000
	Action: Support small and emerging awareness and advocacy initiatives of coalitions addressing LNOB issues; Mapping of local accessible services and facilities for LNOB people to inform the people					001981	30000	10282	75700	Training, workshop & conference					-		-	-
	<b>Activity 2.2.2: Support CSOs to engage community radio to deliver human rights messaging</b>					001981	30000	10282	72100	Contractual service Company				3,000	-			3,000
						001981	30000	10282	72600	Grants				20,000	-			20,000
	<b>Activity 2.3: Forum for human rights defenders is built and operational.</b>					001981	30000	10282	72600	Grants				-	-			-
	<b>Activity 2.3.1: Build a formal online forum for human rights defenders to engage in human rights discussions and where they can gain access to resources.</b>					001981	30000	00555	71600	National Travel				-	33			6,000
						001981	30000	10282	75700	Training, Workshops			2,500	7,000				9,500
	<b>Action: Capacity development of HRDs and activate HRDs networks</b>					001981	30000	00555	75700	Training, Workshops and Confer					-		-	13,000
						001981	30000	10282	71600	Travel					-		-	-
	<b>Activity 2.3.2: Build on the informal network already in place for human rights defenders</b>					001981	30000	10282	71400	Contractual service company				-	-			-
						001981	30000	00555	71300	Local Consultant				7,000	-			7,000
						001981	30000	00555	75700	Training, Workshops		4,538	5,000	-	-			9,538
						001981	30000	10282	75700	Training, Workshops			3,423	-	-			3,423
	<b>Activity 2.4: Small scale CSO/CBO human rights initiatives are supported through challenge fund.</b>					001981	30000	10282	71600	National Travel					-			-
	<b>Activity 2.4.1: Develop challenge fund administered by UNDP for small scale initiatives to be undertaken by CSO in coalitions with key actors on priority issues</b>					001981	30000	10282	72400	Comm. & Audio Visual					-		200	200
						001981	30000	00555	75700	Training, Workshops		40			-			40
						001981	30000	10282	75700	Training, Workshops		4,911			-			4,911
	Action: Small grants support to existing CSOs and CSOs Coalitions in post COVID-19 situation					001981	30000	10282	72600	Grants					-		136,500	5,000
	- Continue with CSOs coalition (2019 grantees)					001981	30000	00555	74200	Printing and Publications					-		1,000	1,000
	- Support to new grantees (2021)					001981	30000	00555	72500	Supplies					-		2,000	2,000
	Action: Orientation and Coordination of CSOs (grants recipients)					001981	30000	00555	75700	Training, workshop & conference					-		-	-
						001981	30000	00555	71600	Travel					-		-	-

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget											
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016 (Jan-Dec)	2017 (Jan-Dec)	2018 (Jan-Dec)	2019 (Jan-Dec)	2020 (Jan-Dec)	2021 (Jan-Dec)	2022 (Jan-June)	Total
	Action: Discussion/ dialogue/advocacy with LGIs, local administration and authorities for inclusion of LNOB representatives in their decision-making bodies					001981	30000	10282	75700	Training, workshop & conference							1,000	1,000
	Action: Learning and exchange visits of CSOs					001981	30000	00555	71600	Travel							4,000	4,000
	Activity 2.4.2: Provide seed funding to a challenge fund administered by UNDP for small scale initiatives being undertaken by CSO coalitions					001981	30000	10282	71400	Contractual Services - Individ			-	-	-	-	-	-
						001981	30000	00555	71400	Contractual Services - Individ		(9)						(9)
						001981	30000	00555	71600	Travel				2,000	41,748			43,748
						001981	30000	10282	72200	Furniture and equipment			22,000					22,000
						001981	30000	00555	72600	Grants	24,437	136,053		135,107	4,220			299,816
						001981	30000	10282	72600	Grants			27,000					27,000
						001981	30000	00555	74100	Professional Services-Audit			2,000					2,000
						001981	30000	00555	74200	Printing and Publications		878	1,000					2,878
						001981	30000	00555	75700	Training, Workshops		200		8,000	22			8,222
						001981	30000	00555	71600	National Travel								-
						001981	30000	10282	75700	Training, Workshops				8,000				8,000
						001981	30000	00555	72600	Grants			2,602					2,602
	Activity 2.4.2.1					001981	30000	00555	71400	Contractual Services - Individ				18,000				18,000
	Activity 2.5.1: CSO/CBOs/HRDs contribute to school based human rights education.					001981	30000	10282	71400	Contractual Services - Individ				15,000				15,000
						001981	30000	10282	71600	Travel				5,000	23,710			28,710
						001981	30000	10282	74200	Printing and Publications					15			3,626
						001981	30000	00555	71200	International Consultant	13,553	3,611			1,164			14,716
						001981	30000	00555	71300	National Consultant (IC)	3,326							3,326
						001981	30000	00555	75700	Training and workshop				13,365	194			13,559
						001981	30000	10282	75700	Training and workshop				5,202	82			5,284
	Data Analysis Experts (SB3)					001981	30000	10282	71600	Service Contracts-Individuals					566	13,000	9,250	22,816
	Monitoring & Evaluation Expert (SB3)					001981	30000	10282	72400	Service Contracts-Individuals						16,000	40,000	56,000
						001981	30000	10282	72400	Mobile Telephone Charges						500		500
	Activity: 2.5.6:					001981	30000	10282	71400	Service Contracts-Individuals			5,400		57,048			62,448
						001981	30000	10282	71600	National Travel		106	1,000		32,417			33,523
						001981	30000	00555	74200	Printing and Publications		3,611			20,405			24,016
	Office miscellaneous, UNDP cost recovery-DPC					001981	30000	00555	75700	Training and workshop					4,226	1,200	5,119	10,545
	Office miscellaneous, UNDP cost recovery-DPC					001981	30000	10282	75700	Training and workshop			6,391			8,100	2,682	17,173
						001981	30000	10282	73500	Reimbursement Costs		52						52
						001981	30000	00555	76100	Foreign Exchange Currency Loss	30							30
						001981	30000	10282	64397	Staff related Cost-Others								-
						001981	30000	00555	74596	UNDP cost recovery chrgs-Bills								-
						001981	30000	00095	75100	Facilities and Administration		663						663
	GMS					001981	30000	00555	75100	Facilities and Administration	4,099	18,079	2,800	20,436	2,376	1,050	9,852	58,693
						001981	30000	10282	75100	Facilities and Administration		1,210	11,106	6,499	3,975	9,419	2,389	34,597
<b>Total of Atlas ACTIVITY2</b>											<b>55,372</b>	<b>270,788</b>	<b>160,845</b>	<b>285,715</b>	<b>207,874</b>	<b>193,969</b>	<b>125,292</b>	<b>1,299,855</b>
Atlas Activity # 3: Law enforcement, in particular the police, upholds and promotes human rights.	Activity 3: Law enforcement agency					001981	04000	00012	72600	Grants			34,394					34,394
						001981	04000	00012	74200	Printing & Publication			25,739		4,647			30,386
						001981	30000	10282	71300	National Consultant (IC)		11,446	3,200		372			15,018
						001981	30000	00555	71300	National Consultant (IC)			777	2,200				2,977
						001981	30000	00555	71400	Contractual Services-Individual			92,562	82,000				174,562
						001981	30000	10282	71400	Contractual Services-Individual		15,183	39,300					54,483
						001981	04000	00012	72300	Materials & Goods			63,799					63,799
						001981	30000	00555	72400	Communication			60					60
						001981	30000	10282	72400	Communication			36					36
						001981	30000	10282	72500	Supplies					150			150
						001981	30000	10282	74200	Printing & Publication			5,173		1,876			7,049
						001981	30000	00095	64300	DPC		400						400
						001981	30000	00555	64300	DPC		800						800
						001981	30000	10282	64300	DPC		400						400
						001981	30000	00095	74500	DPC		200						200
						001981	30000	00555	74500	DPC		400						400
						001981	30000	10282	74500	DPC		200		6,000				6,200
						001981	30000	00555	75700	Learning cost				1,000				1,000
						001981	30000	10282	75700	Learning cost		96	12,000					12,096

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget											
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016	2017	2018	2019	2020	2021	2022	Total
											(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-June)	
rights.	Activity 4.1.1: Develop Women's rights campaigns					001981	30000	00095	64300	DPC	-	1,400		-	9,871			11,271
						001981	30000	00555	64300			2,200		-	9,729			11,929
						001981	30000	00555	71300	Local Consultant				-	295			295
						001981	30000	10282	71300	Local Consultant				-	22,246			22,246
						001981	30000	00555	72100	Contractual Services-Companies				-	3,702			3,702
						001981	30000	00555	74200	Printing & Publication			5,000	-	4,133			9,133
						001981	30000	10282	74200	Printing & Publication				-	5,559		5,000	10,559
						001981	30000	00555	75700	Training and workshop			8,000	-	445			8,445
						001981	30000	10282	75700	Training and workshop				-	-			-
			Action: Continue capacity development of relevant stakeholders (including NHRC, Youth and CSOs) on Gender and Diversity					001981	30000	10282	75700	Training, Workshops and Confer					5,000	10,000
		Action: Day Observation (IWD, VAW week)					001981	30000	10282	75700	Training, workshop & conference					5,000	24,000	29,000
							001981	30000	10282	74200	Printing & Publication					10,000	5,000	15,000
							001981	30000	10282	72100	Contractual Services-Companies					15,000		15,000
		Action: Awareness raising campaign on GBV particular focus on women safety in public spaces					001981	30000	10282	75700	Training, workshop & conference					20,000	5,000	25,000
		Awareness raising among adolescent and youths on HR including women rights/GBV (linked with OP-5)					001981	30000	10282	74200	Printing & Publication					21,318	5,000	26,318
							001981	30000	10282	72100	Contractual Services-Companies					20,000	-	20,000
							001981	30000	00555	74200	Printing & Publication					20,000	-	20,000
							001981	30000	10282	72300	Materials & Goods					1,350		1,350
							001981	30000	10282	72400	Communic & Audio Visual Equip					200		200
							001981	30000	10282	72500	Supplies					500		500
		Activity 4.1.1.1: Action: capacity building training for CSOs/ HRDs/Youths on gender and diversity following manual					001981	30000	00555	75700	Training and workshop	4,714		7,162	-	-		11,875
							001981	30000	10282	75700	Training and workshop		9,771	6,237	20,000	355		36,363
							001981	30000	00555	71200	International Consultant	2,606				4,448		7,055
							001981	30000	00555	71300	National Consultant	1,878				-		1,878
							001981	30000	10282	71300	National Consultant				6,000	-		6,000
							001981	30000	10282	72100	Contractual Services-company				25,000	-		25,000
							001981	30000	00555	72600	Grants				10,000	-		10,000
							001981	30000	00555	74200	Printing and Publications			90	9,000	-		9,090
							001981	30000	10282	71400	Contractual Services-Individual			10,000	-	-		10,000
							001981	30000	00555	71400	Contractual Services-Individual	7,310	30,172	27,168	-	-		64,650
							001981	30000	00555	71600	Local Travel		348		-	-		348
							001981	30000	10282	71600	Local Travel		136	1,597	-	-		1,733
							001981	30000	00095	74500	DPC	-	200		-	-		200
							001981	30000	00555	74500	DPC		1,100		-	-		1,100
							001981	30000	10282	74500	DPC		700		-	-		700
		Activity 4.1.2: NHRC is continuing to advocate for women's rights as a priority the national level.					009657	30000	00555	72100	Contractual Services-company			23,290	-	-		23,290
							001981	30000	00555	72100	Contractual Services-company				-	-		-
							001981	30000	10282	72100	Contractual Services-company				-	-		-
							001981	30000	00555	75700	Training and workshop			14,000	-	-		14,000
		Continue policy advocacy/dialogues					001981	30000	10282	75700	Training and workshop				-	-		-
		Policy brief based on three research findings					001981	30000	10282	74200	Printing and Publications				3,000	-		3,000
		Action: Strengthen the functions of TC, NHRC to better promote women rights and child rights					001981	30000	00555	75700	Training, workshop & conference					5,000	3,000	8,000
		Action: Advocacy on legal reform (eg. new SH law and so on)					001981	30000	00555	75700	Training, workshop & conference					5,000	2,010	7,010
		Action: Support NHRC to submit the UN treaty body report					001981	30000	00555	75700	Training, workshop & conference					5,000	7,000	12,000
		Activity 4.1.2.1: Action: Support NHRC to continue advocating for women and child rights and					001981	30000	10282	71600	Local Travel		1,118		-	-		1,118
						001981	30000	10282	74200	Printing and Publications				-	-		-	
	Action: Launching and sharing two researches					001981	30000	00555	75700	Training and workshop		9,977		-	-		9,977	
						001981	30000	10282	75700	Training and workshop		14,461		9,000	-		23,461	
						001981	30000	10282	75700	Training and workshop		15,762		-	-		15,762	
						001981	30000	10282	73500	Reimbursement Costs		53		-	-		53	
	Activity 4.1.3: Support the NHRC to work with Dalit community CSOs on women's empowerment					001981	30000	00555	71600	Local Travel		671		-	-		671	
						001981	30000	10282	73500	Reimbursement Costs				-	-		-	
						001981	30000	10282	76100	National Travel				-	-		-	
						001981	30000	00555	75700	Learning Costs	4,070			-	-		4,070	
						001981	30000	00555	72600	Grants			4,500	-	-		4,500	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget												
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016 (Jan-Dec)	2017 (Jan-Dec)	2018 (Jan-Dec)	2019 (Jan-Dec)	2020 (Jan-Dec)	2021 (Jan-Dec)	2022 (Jan-June)	Total	
						001981	30000	10282	72100	Contractual Company		1,832		-	-			1,832	
	Activity 4.2.1: NHRC undertake campaigns with schools and with support from education ministry					001981	30000	10282	72600	Grants		14,709	117,000	43,000	400			175,109	
	Action: Continue school-based campaigns					001981	30000	10282	74200	Printing and Publications		9,240		-	31			9,271	
						001981	30000	10282	71600	National Travel				-	385			385	
						001981	30000	00555	75700	Learning Costs				3,000	15			3,015	
						001981	30000	10282	75700	Learning Costs			6,501	-	-			6,501	
	Action: Discussion with NCTB, Education Ministry and other relevant stakeholders					001981	30000	00555	75700	Training, workshop & conference					-	5,000	-	5,000	
	Online HR Course for School Students					001981	30000	00555	72100	Contractual Company					-	2,500	-	2,500	
	Support NHRC To Establish Distric level HR Club for Students and Youth					001981	30000	00555	75700	Training, workshop & conference					-	-	-	-	
	Action: Review the existing curriculum and Share the recommendation with NCTB, Education Ministry and other relevant stakeholders					001981	30000	00555	71300	IC Consultant					-	-	-	-	
	Activity 4.3. Law enforcement and police have the capacity to uphold women's rights.																		
	Action: Strengthen women networks and link to TCs - Journalist, Police and Female entrepreneurs'					001981	30000	00555	75700	Learning Costs		-		-	-			-	
	Activity 4.3.2: Facilitate regular CSO and NHRC meetings with law enforcement to discuss women's					001981	30000	00555	72500	Stationery & other Office Supp		53		-	-			53	
						001981	30000	00555	75700	Learning Costs		629		-	-			629	
	Activity 4.4: Women's rights CSO/CBOs have the means and capacity to engage with local governments.					001981	30000	00555	63200	Non-Recurrent Payroll - GS Sif				-	-			-	
	Activity 4.4.1: Map women's CSO and legal aid services activity and geographic reach.					001981	30000	00555	64300	DPC				-	-			-	
	Activity 4.4.2 Support UP governments to engage in women's rights activities.					001981	30000	00555	71400	Contractual Services - Individ				35,000	14,980			49,980	
						001981	30000	10282	71400	Contractual Services - Individ			-	35,000	1,224			36,224	
						001981	30000	00555	71600	National Travel				-	1,296			1,296	
						001981	30000	10282	71600	National Travel				1,000	-		500	1,500	
	Salary of Gender Expert					001981	30000	10282	71400	Contractual Services - Individ				-	-	40,500	44,500	85,000	
	Office miscellaneous, UNDP cost recovery-DPC					001981	30000	00555	75700	Training and workshop				3,135	-	5,000	3,754	11,889	
						001981	30000	10282	75700	Training and workshop				7,810	-	5,700	2,841	16,351	
						001981	30000	00095	75100	Facilities and Administration		-	48	-	-	-	-	48	
	GMS					001981	30000	00555	75100	Facilities and Administration		1,701	4,768	7,182	4,811	-	9,500	5,335	33,296
						001981	30000	10282	75100	Facilities and Administration			4,375	8,907	11,985	-	16,100	4,461	45,828
<b>Total of Atlas ACTIVITY4</b>											<b>22,961</b>	<b>123,671</b>	<b>246,633</b>	<b>226,741</b>	<b>79,115</b>	<b>217,668</b>	<b>127,401</b>	<b>1,044,190</b>	
Atlas Activity # 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities	Activity 5: Ethnic minorities component																		
	Activity 5.1: NHRC has a system in place to collaborate with the Parliamentary Caucus, ethnic minority CSOs & HRDs					001981	30000	00095	64300	DPC		-	100	-	-			100	
						001981	30000	00555	64300	DPC			4,000	-	-			4,000	
						001981	30000	10282	64300	DPC			800	-	-			800	
						001981	30000	00555	71400	Contractual Services - Individ			38,677	32,040	-	-		70,717	
						001981	30000	10282	71400	Contractual Services - Individ				11,350	-	-		11,350	
						001981	30000	00555	71600	National Travel			6,642	204	-	-		6,846	
						001981	30000	10282	72300	Fuel & Patrol				15	-	-		15	
						001981	30000	00555	72300	Fuel & Patrol			288	54	-	-		342	
						001981	30000	00095	74500	DPC		-	50	-	-			50	
						001981	30000	00555	74500	DPC			2,000	-	-			2,000	
						001981	30000	10282	74500	DPC			400	-	-			400	
						001981	30000	00095	75700	Training and workshop			-	-	-			776	
	Activity 5.1.1: Support NHRC regional offices to form networks with ethnic advocates and human rights defenders.					001981	30000	00555	75700	Training and workshop		1,621	38,799	2,000	-	-		42,420	
						001981	30000	10282	75700	Training and workshop			1,292	-	285			1,578	
						001981	30000	00555	73400	Maint, Oper of Transport Equip			81	-	-			81	
						001981	30000	00555	73500	Reimbursement Costs			52	-	-			52	
						001981	30000	00555	71600	National Travel				204	-	-		204	
						001981	30000	10282	72600	Grants				15,000	-	-		15,000	
	Activity 5.1.1:					001981	30000	00555	71600	National Travel				751	-	-		751	
	Activity 5.1.2 Convene ethnic minority people's thematic working group to engage identified groups																	-	
	Activity 5.1.3 Convene meetings/forums between regional office and ethnic minority CBOs and CSOs with the thematic chair to identify priorities.																	-	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget												
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016	2017	2018	2019	2020	2021	2022	Total	
											(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)		
	<b>Activity 5.1.4:</b>					001981	30000	00555	71600	Travel					-	-			-
						001981	30000	00555	73400	Rental & Maint of Other Equip					-	-			-
	<b>Continue joint fact finding missions on HRV</b>					001981	30000	00555	75700	Learning Costs				11,000	-	-			11,000
	Action: Multi-stakeholders dialogues on existig laws and policies (including BEMRA) for better protection of rights of the ethnic, Dalits and other excluded groups					001981	30000	00555	75700	Training, workshop & conference							5,000		5,000
	Action: Fact-finding, rapid response and media reporting/sharing					001981	30000	00555	75700	Training, workshop & conference							-	8,000	8,000
						001981	30000	00555	71600	Travel					-	-			-
	<b>Activity 5.1.4.1: Establish formal collaboration with the Parliamentary Caucus on Indegenous people</b>					001981	30000	00555	71300	National Consultant					-	-			-
						001981	30000	00555	71600	National Travel	315			2,000	-	-			2,315
						001981	30000	00555	72400	Communication Charges		2,633		-	-				2,633
						001981	30000	00555	75700	Learning Costs	2,370	6,076		-	-				8,445
						001981	30000	10282	75700	Learning Costs				-	-				-
	<b>Activity 5.1.5 Support the NHRC to undertake advocacy for other minorities:</b>					001981	30000	00555	75700	Training, Workshops and Confer			2,500	-	44				2,544
	Action: Review existing laws and policies related to land rights of the ethnic/religious minorities and					001981	30000	00555	71300	National Consultant				8,000	-	-			8,000
	Action: Support the NHRC TCs priority action on minority rights issues					001981	30000	10282	75700	Training, Workshops and Confer			6,946	6,000	-	-			12,946
	Action: Support the NHRC TCs priority action on minority rights issues					001981	30000	00555	75700	Training, workshop & conference					-	-			-
	Action: Celebration of world indegenous day					001981	30000	00555	75700	Training, workshop & conference					-	-			-
	Action: Support to connect local Journalists with national media on HRs and FOE issues					001981	30000	00555	75700	Training, workshop & conference					-	-			-
	<b>Activity 5.2. Community radio stations supported to broadcast ethnic minority and rights programming.</b>														-	-			-
	<b>Activity 5.2.1: Connect ethnic minority groups with community radio stations to broadcast language programming and rights education</b>					009356	30000	10282	72100	Contractual Services-Companies		2,813	9,880	-	8,681				21,374
						011360	30000	00555	72100	LOA		9,357	17,350	-	695				27,401
						001981	30000	00555	72100	Contractual Services-Companies				3,000	-				3,000
						001981	30000	10282	72100	Contractual Services-Companies				2,500	-				2,500
						001981	30000	00555	72600	Grants			9,500	33,000	-				42,500
						001981	30000	10282	73400	Rental & Maint of Other Equip				-	-				-
						001981	30000	00555	74200	Printing and publications			1,720	3,000	-				4,720
						001981	30000	00555	75700	Training, Workshops and Confer		2,033	74,461	3,000	-		3,000		82,494
						001981	30000	10282	75700	Learning Costs				5,000	-				5,000
						001981	30000	00555	72500	Supplies		3,605		-	-				3,605
						001981	30000	00555	74200	Printing and publications				-	-				-
	Action: Connect the Bangladesh Betar and community radio stations to develop and broadcast ethnic rights awareness and education programmes					011360	30000	10282	72100	Training, Workshops and Confer							-	5,000	5,000
	Action: Demonstration of LNOB rights issues through linking radio programming of Bangladesh Betar and community radio stations					009375	30000	10282	72100	Contractual Services-Companies					-	-		10,000	10,000
	Action: Coordination and exchange of Bangladesh Betar and community radio programmes on ethnic/local language based rights education programmes					001981	30000	00555	72600	Grants					-		30,000	5,000	35,000
						001981	30000	00555	75700	Training, workshop & conference					-		8,000	7,000	15,000
						001981	30000	10282	74200	Printing and publications					-	-		7,000	7,000
	Action: Consultation and wider dissemination of research findings on LNOB and HRs issues					001981	30000	00555	75700	Training, Workshops and Confer					-	-			-
	<b>Activity 5.3.1: Ethnic community youth leaders are empowered through increased knowledge and networking.</b>					001981	30000	00555	72100	Contractual Services-Companies				-	-				-
						009375	30000	00555	72100	Contractual Services-Companies			7,506	-	-				7,506
						009375	30000	10282	72100	Contractual Services-Companies				-	-	5,479			5,479
						001981	30000	10282	73300	Rental & Maint of Info Tech Eq				-	-	68,485			68,485
						001981	30000	00555	73400	Rental & Maint of Other Equip			1,707	-	-				1,707
						001981	30000	10282	73400	Rental & Maint of Other Equip				-	-				-
						001981	30000	00555	74200	Printing & Publication			15,929	-	-				15,929
						001981	30000	00555	75700	Training, Workshops and Confer			12,000	-	-				12,000
						001981	30000	10282	75700	Training, Workshops and Confer				-	-				-
	Action: Capacity development of Youth leaders to address post COVID-19 HRs issues & concerns					001981	30000	10282	75700	Training, workshop & conference					-	-			-
	Action: Extend networks (online platform) of youth leaders (Jubobangla and facebook page) and its handover					001981	30000	00555	72100	Contractual Services-Companies							5,000		5,000

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget											
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016	2017	2018	2019	2020	2021	2022	Total
											(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-June)	
	Action: Connecting Youth Leaders with community-based/school-based human rights education and awareness					001981	30000	10282	75700	Training, Workshops and Confer								
	Action: National youth dialogues for searching good practices, challenges and future actions					001981	30000	00555	75700	Training, workshop & conference								
	Activity 5.3.1.9: Support the next generation of youth leaders through leadership trainings, holding camps and establishing networks.					001981	30000	00555	71300	Local Consultant								
						001981	30000	00555	71600	National Travel					345			
						001981	30000	00555	72100	Contractual service company				2,400	4,309			
						001981	30000	00555	72400	Communic & Audio Visual Equip		2,633						
						001981	30000	00555	72500	Office supplies		3,605						
						001981	30000	10282	72500	Office supplies								
						001981	30000	00555	72600	Grants		9,357		20,000				
						001981	30000	00555	75700	Learning Costs		2,869		27,000				
						001981	30000	10282	75700	Learning Costs								
		Activity 5.4: Ethnic minority CSOs/CBOs have capacity to maintain formal engagement with Local Government (UPs).					001981	30000	00555	72500	Supplies							
	Activity 5.4.1: Capacity development of local ethnic minority CSOs/CBOs to formalise engagement with Local Government (Union Parishad)					001981	30000	00555	71300	Local Consultant				10,000	180			
						001981	30000	00555	71600	Travel	0		387	1,000	316			
						001981	30000	10282	71600	Travel			3,000		24,936			
						009573	30000	00555	72100	Contractual Services-Companies			30,000		56			
						001981	30000	00555	74200	Printing and publications					3,482			
						001981	30000	10282	74200	Printing and publications			773		18,050			
						001981	30000	00555	75700	Training, Workshops and Confer			7,915	16,000				
						001981	30000	10282	75700	Training, Workshops and Confer		733	9,135					
		Action: Support to organise events for promotion and protection of cultural rights and diversities of the ethnic and excluded minority groups/communities at local, regional and national levels					001981	30000	10282	75700	Training, Workshops and Confer							
	Action: Capacity development of inter-faith leaders on peace, tolerance and social cohesion issues in post COVID situation					001981	30000	00555	75700	Training, workshop & conference								
	Action: Wider dissemination of cultural rights, diversity and peace messages in society					001982	30000	00555	74200	Printing & Publication						5,000		
						001981	30000	00555	72100	Contractual Services-Companies								
	Activity 5.4.2: Support Local Governments (UP) to engage in human rights activities.					001981	30000	00555	75700	Training, Workshops and Confer				6,000				
	Activity 5.5: Law enforcement (police) is better able to uphold ethnic minority rights.																	
	Activity 5.5.1: Expert on Ethnic Minorities & Indigenous (SB-4)					001981	30000	00555	71400	Contractual Services - Individual	9,333				7,520			
						001981	30000	10282	71400	Contractual Services - Individual				48,000	30,756			
	Field visit					001981	30000	00555	71600	National Travel	68		2,000	1,000	18	1,000		
	Communities and Minorities Expert					001981	30000	10282	71400	Contractual Services - Individ					1,431	29,000		
						001981	30000	10283	72400	Mobile Telephone Charges					212	500		
	Office miscellaneous, UNDP cost recovery-DPC					001981	30000	00555	73400	Rental Maintenance	185				3,223			
						001981	30000	00555	75700	Training and workshop	3,089			7,364	4,253	2,000		
						001981	30000	10282	75700	Training and workshop				4,070		2,425		
						001981	30000	10282	64397	Staff related Cost-Others					5,814	3,495		
						001981	30000	00555	74596	UNDP cost recovery chrgs-Bills								
						001981	30000	00095	75100	Facilities and Administration		74				74		
	GMS					001981	30000	00555	75100	Facilities and Administration	1,588	10,402	15,956	11,302		1,600		
						001981	30000	10282	75100	Facilities and Administration		483	4,621	6,246		6,000		
<b>Total of Atlas ACTIVTY5</b>											<b>21,437</b>	<b>147,761</b>	<b>294,904</b>	<b>236,881</b>	<b>182,754</b>	<b>98,914</b>	<b>126,330</b>	<b>1,108,981</b>
Atlas ACTIVITY6: Programme Management Activities	Activity6: Implementation Period Assets, Finance Resources, Procurement Plan Finalized Monitoring and evaluation					001981	30000	10282	63100	Staff Mgmt Costs - IP Staff						5,400		
						001981	30000	00095	64300	DPC		600			4,314			
						001981	30000	00555	64300	DPC	5,213	16,692	25,900		15,195		7,840	
						001981	30000	10282	64300	DPC		400					3,335	
						001981	30000	00555	63200	Common Security cost recovered fr	319							
						001981	30000	10282	71200	International Consultant			1,970				14,000	
						001981	30000	00555	71300	Local Consultant					15		8,000	
						001981	30000	10282	71400	Service Contracts-Individuals	74,684	72,076	49,000		53,156	17,704	10,000	
						001981	30000	10282	71400	Service Contracts-Individuals			11,174	45,000	1,236	13,500	6,500	

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EXPECTED OUTPUTS	PLANNED ACTIVITIES	Timeframe				Responsible Party	Planned Budget											
		Q1	Q2	Q3	Q4		Fund Code	Donor	Budget Code	Budget Description	2016	2017	2018	2019	2020	2021	2022	Total
											(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	(Jan-Dec)	
	Driver cum Messenger					001981	30000	10282	71400	Service Contracts-Individuals					128	10,500	5,000	15,628
	Local Travel					001981	30000	00555	71600	National Travel	52	3,946	500	1,000	218	2,000	9,800	17,515
						001981	30000	10282	71600	National Travel		83	50	-	802	500	1,500	2,935
	Contractual Services Company					001981	30000	00555	72100	Contractual Services-Companies		1,319	3,000	-	8,188	1,900	-	14,406
						001981	30000	10282	72100	Contractual Services-Companies			1,000	5,000	3,336			9,336
						001981	30000	00555	72200	Equipment and Furniture	159	30,376	46	-	1,890			32,472
						001981	30000	00555	BA007	Photocopier				-	1,728			1,728
	ICT materials					001981	30000	00555	72200	Furniture & Equipment					132	-		132
	Vehicle Fuel and oil					001981	30000	00555	72300	Materials & Goods	1,479	2,679	2,000	-	2,598			8,756
						001981	30000	10282	72300	Materials & Goods				5,000	1,951	2,500	4,000	13,451
	Communication & Audio Visual [Internet, Mobile, Land Phone ect]					001981	30000	00095	72400	Communic & Audio Visual Equip	-	3,344		-	5,127			8,471
						001981	30000	00555	72400	Communic & Audio Visual Equip	596	520	31,756	10,000	72			42,944
						001981	30000	10282	72400	Communication Charges			8,823	1,000	11,169			20,993
						001981	30000	10282	72400	Postal & courier					2,020	2,900	3,000	7,920
						001981	30000	00555	72400	Communic & Audio Visual Equip					220	-	3,000	3,220
	Supplies					001981	30000	00555	72500	Stationery & other Office Supp	203	6,147	6,000	-	256	1,000	2,000	15,606
						001981	30000	10282	72500	Supplies			695	7,500	863	2,500		11,558
	ICT equipment					001981	30000	00555	72800	Information Technology Equipmt	278			16,000	3,035	2,000		21,313
	Office maintenance					001981	30000	00555	73100	Office Premises	61	16,309	16,000	-	-		3,000	35,370
						001981	30000	10282	73100	Rental & Maintenance-Premises		9	15,371	-	2,930	2,500	4,000	24,810
						001981	30000	00555	73100	Rental & Maintenance-Premises					10,087	1,000	2,630	13,717
						001981	30000	00555	73200	Premises Alternations	47			-	1,256	813	500	2,616
	Maint, Oper of Transport Equip					001981	30000	00555	73400	Rental & Maint of Transport Equip.			6,000	11,000	-	2,200	2,000	21,200
	Leased Vehicles					001981	30000	00555	73400	Rental & Maint of Transport Equip.	16,517	8,700	3,341	1,000	-	1,800	2,000	33,358
	Project Audit					001981	30000	00555	74100	Audit			1,000	-	-	1,000	1,000	3,000
	Communication & Audio Visual [Internet, Mobile, Land Phone ect]					001981	30000	00095	74200	Printing and Publications	-	30,100		-	-			30,100
						001981	30000	00555	74200	Printing and Publications		1,425	287	5,000	-	2,000	-	8,712
						001981	30000	10282	71300	IC Consultant			-	-	-		46,948	46,948
	Office maintenance					001981	30000	00555	74300	Maint, Oper of Transport Equip	1,010	659	2,000	-	-			3,669
						001981	30000	10282	74300	Security Contributions		3,291	2,836	-	-			6,127
	Miscellaneous Exp;					001981	30000	00095	74500	Miscellaneous Exp	-	300		-	-			300
						001981	30000	00555	74500	Miscellaneous Exp	2,606	7,549	11,210	-	-		2,134	23,499
						001981	30000	10282	74500	Miscellaneous Exp		364	-	7,500	-	3,000	-	10,864
	Contributions to ICSC					001981	30000	10282	74300	Contributions to Security					-	14,000	7,000	21,000
						001981	30000	00555	74300	Contributions to Clinic					-	4,800	4,800	9,600
						001981	30000	00555	74700	Transport, Shipping and handle					-	500	500	1,000
	Office Meeting, Workshops and Confer DPC					001981	30000	00555	75700	Training, Workshops and Confer	1,403	175	994	20,594	-	3,233	4,786	31,185
						001981	30000	10282	75700	Training, Workshops and Confer		558	1,006	4,510	-	3,660	1,815	11,549
						001981	30000	10282	74500	Training, Workshops and Confer				-	-		3,052	3,052
						001981	30000	00555	74596	UNDP cost recovery chrgs-Bills					-	-		-
	GMS					001981	30000	00095	75100	Facilities and Administration	-	437		-	-			437
						001981	30000	00555	75100	Facilities and Administration	8,370	15,787	3,830	4,288	-	5,956	5,275	43,506
						001981	30000	10282	75100	Facilities and Administration		352	12,413	6,921	-	3,936	2,578	26,199
	<b>Total of Atlas ACTIVITY6</b>										<b>112,997</b>	<b>224,197</b>	<b>218,202</b>	<b>151,312</b>	<b>131,923</b>	<b>112,802</b>	<b>171,993.0</b>	<b>1,123,425</b>
	<b>Activity 7.1: Strengthening justice delivery Institutions</b>																	
	Action: Support to develop Strategic plan of SC	X	X	X	X	001981	04001	00012	75700	Training, Workshops and Confer	-	-	-	-	-	2,000		2,000
		X	X	X	X	001981	04001	00012	71300	Local Consultant-Individual	-	-	-	-	-	4,000		4,000
	Action: Broadening of remedies by the High Court benches on writ cases of commercial nature and Support to Record management in the pilot Benches	X	X			001981	04001	00012	72200	Equipments and furniture	-	-	-	-	-	2,000		2,000
		X	X	X	X	001981	04001	00012	75700	Training, Workshops and Confer	-	-	-	-	-	2,000		2,000
	Action: Support to improve commercial legal justice delivery mechanism (labour courts)	X	X	X	X	001981	04001	00012	75700	Training, Workshops and Confer	-	-	-	-	-	2,000		2,000
	Action: Reinforce the ADR mechanism in higher and subordinate courts, in legal aid and labour courts	X	X	X	X	001981	04001	00012	75700	Training, Workshops and Confer	-	-	-	-	-	-		-
		X	X	X	X	001981	04001	00012	72100	Contractual Services-Companies	-	-	-	-	-	-		-
	Action: Functioning of the NJCC and DJCC	X	X	X	X	001981	04001	00012	75700	Training, Workshops and Confer	-	-	-	-	-	-		-
	Action: Support to improve the quality of legal aid services through Advocacy and awareness, (with relevant stakeholders including Women Judges Association, Bangladesh Women Police Network, Women Journalist Forum)	X	X	X	X	010381	04000	00012	71600	Travel	-	-	-	-	-	3,000.00		3,000
		X	X	X	X	010381	04000	00012	71800	Contractual Services-Imp Partn	-	-	-	-	-	20,500.00		20,500
		X	X	X	X	010381	04000	00012	72200	Equipment and Furniture	-	-	-	-	-	12,000.00		12,000
		X	X	X	X	010381	04000	00012	74200	Audio Visual&Print Prod Costs	-	-	-	-	-	3,600.00		3,600
		X	X	X	X	010381	04000	00012	75700	Training, Workshops and Confer	-	-	-	-	-	67,800.00		67,800

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Prject ID: 00097336

Annexer 14

**Statement of Common Costs:**

Budget Code	Head	SIDA	SDC	TRAC	Total
75100	- GMS (8%)	57,148.00	21,798.00	-	<b>78,946.00</b>
74300	- Security Costs	7,000.00	-	-	<b>7,000.00</b>
74300	- UN Clinic	4,800.00	-	-	<b>4,800.00</b>
74100	- Audit	-	1,000.00	-	<b>1,000.00</b>
64300	- Support on M & E	7,840.00	-	-	<b>7,840.00</b>
74500	- Support on M & E	3,335.00	-	-	<b>3,335.00</b>
64300	-Direct Project Cost (DPC) 5.5%	21,427.00	4,540.00	-	<b>25,967.00</b>
74500	-Direct Project Cost (DPC) 5.5%	18,793.00	10,802.00	3,052.00	<b>32,647.00</b>

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**Resource Available:**

Annexer 13

Description	SIDA	SDC	TRAC	Total
Best Estimate of Ending balance of 2021	-	-	-	-
Fund Available for 2022	771,487.00	294,270.00	-	1,065,757.00
Contribution Received in 2022	-	-	-	-
Contribution Receivables of 2022	-	-	50,000.00	50,000.00
Receivables of beyond 2021	-	-	-	-
Total:	771,487.00	294,270.00	50,000.00	<b>1,115,757.00</b>

Please enclose ATLAS report in support of the Rev. calculations: 14015 account balance/Cost sharing deficits report/Project resources overview report

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**Human Rights Programme, UNDP**  
**Minutes of the Eighth Programme Advisory Board Meeting**  
**12 September 2021**

**Introduction:**

The 8th Programme Advisory Board (PAB) meeting of the Human Rights Programme (HRP), UNDP was held virtually on 12 September 2021. The meeting was co-chaired by **Ms. Nasima Begum, ndc, Hon'ble Chairman, National Human Rights Commission, Bangladesh** and **Mr. Sudipto Mukerjee, Resident Representative, UNDP Bangladesh**.

**Ms. Nasima Begum, the Hon'ble Chairman of NHRC** welcomed all board members and delivered a speech. She mentioned:

- The world is facing a very challenging time due to the COVID-19 pandemic. It has adversely affected a wide range of basic human rights. The Commission believes that human rights is key in shaping the pandemic responses including health emergencies and people's lives and livelihood. NHRC has made timely interventions by recommending the relevant authorities to take necessary actions to uphold human rights standards during the pandemic thus reminding all that it is not a time to neglect human rights but to navigate this crisis in a way that allow us to promote, protect and ensure human rights for all.
- The present Commission has completed two years of term. In the meantime, the Commission has introduced e-filing system to expedite its activities which resulted in continuity of its regular activities even during the pandemic. Also, for quick decision-making, a WhatsApp group has been created and necessary arrangements have been made for NHRC staff and Commissioners so that all can continue working from home.
- At the outbreak of COVID-19, the Commission monitored emerging trends of human rights violations and, with support from the HRP, developed a database based on which it made recommendations to relevant authorities to take appropriate actions in compliance with their legal human rights obligations. We believe this step has had positive impact on the protection of human rights.
- NHRC has long been concerned about levels of violence against women and girls in Bangladesh and the lack of a systematic response to this problem. As we have seen, reports have increased enormously during COVID-19 and NHRC decided to act decisively by conducting a National Inquiry into Violence Against Women and Girls with a focus on rape. A National Inquiry is a good means to address complex human rights situations that are historical and systemic in nature and that require comprehensive examination and reporting.

**Mr. Sudipto Mukerjee, RR, UNDP**, in his speech thanked all participants despite the COVID-19 pandemic. In his speech, he stated that:

- UNDP has had a vital and long-standing partnership with NHRC for more than 10 years now. UNDP is delighted that this partnership has helped NHRC to grow, to expand its interventions, and to strengthen its ability to deliver its mandate.
- Due to Covid-19 pandemic there is a negative impact on the sustainable development everywhere which is playing role in declining global human rights development, creating socio-economic

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havoc, increased inequality and crumbling social security nets have been exposed. The need for change has become evident.

- Through the online MyCourt platform, HRP was able to train judges, lawyers and court officials on the system, which led to a reduction in the prison population of almost 12% as well as reducing the risk of COVID-19 infections in prisons, which allowed thousands of absent family members to return home to provide support and reduce economic hardship at a crucial time.
- Since last year, the UN in Bangladesh has engaged in an intensive research, analysis and drafting process to articulate a United Nations Sustainable Development Cooperation Framework for 2022 – 2026 as well as UNDP's Country Programme Document, which are aligned to the Government's Five-year plan and the SDGs. He mentioned that these are excellent documents based on well-argued analysis and theories of change. Both these documents reflect a strong commitment to continuing work in the area of human rights and justice. With its trusted and enduring relationships with NHRC, institutions of justice and the police, and a growing network of CSOs, the HRP is uniquely positioned to pursue a human rights agenda with even greater ambition and success.
- HRP has functioned as a foundation programme which we shall build upon. In this regard, UNDP has already been reaching out to development partners seeking continued support as well as support from new sources so that we may increase our institution-oriented human rights work to support the NHRC, the judiciary, and the police and at the same time ensure continued support for HRP's work with civil society and those left behind, which complements and intersects with UNDP's governance work with institutions.

The meeting then proceeded with the following agenda:

Sl No.	Agenda
1.	Adoption of minutes of the 7 <sup>th</sup> PAB meeting and follow up
2.	Key results achieved in 2020
3.	2021 planned activities
4.	The Way Forward
5.	AoB

**Mr. Andrew MacGregor, Chief Technical Adviser (CTA), Human Rights Programme, UNDP** presented: HRP's Key Results of 2020 and Key Activities of Annual Work Plan 2021 and estimated budget; HRP's response to the COVID-19 pandemic; budget and expenditure by activity in 2020; estimated budget for 2021; lessons learned; and proposed ways forward.

#### **Open Discussion by PAB Members:**

In the open discussion, **Ms. Nasima Begum, Hon'ble Chairman, NHRC** appreciated the support of HRP in making the NHRC office management system digitalised and advised to complete the process at least the digitalization of complaint handling system within a shortest possible time. She also inquired on the progress of NHRC new Strategic Plan. In response, **Ms. Taslima Islam, National Programme Coordinator, HRP** said that the integrated digital office management system consists of 10 modules - 5 modules are already completed and are under trial including the complaint handling system. A process to hire a firm has been initiated for the remaining 5 modules. Regarding NRC Strategic Plan, she reported that the ToR is under review by NHRC and once cleared and confirmed, HRP will go for advertisement for hiring a consultant.

**Mr. Amal Krishna Mandal, Joint Secretary, ERD** inquired into the delivery status and suggested to fix some measurable units in setting targets for the year 2021 and to demonstrate the percentage of achievement based on the targets. He also raised question about the rationality for the inclusion of the representative

from justice institution in PAB since the project will end very soon. In response **Ms. Taslima Islam** said that, regarding the financial expenditure, the deliver rate in 2020 was 60% while it is nearly 50% in 2021. She said that, since the justice component has been included in the extension phase of the project, i.e., in 2021 and the current PAB meeting is the first meeting after the extension, there was no scope to raise the issue earlier.

**Dr. Fauzia Moslem, President, Bangladesh Mahila Parishad (BMP)** opined that there has been an increasing trend of early marriage during the COVID-19 pandemic. Therefore, emphasis should be given to prevent the early marriage through small grant supports in order to retrieve and rehabilitate the victims. She also suggested sharing news bulletins or reports with the PAB members and publish them through websites so that the visibility and dissemination of the HRP's interventions are increased. She emphasised on the need to provide training to the human rights lawyers. In response, **Ms. Nasima Begum, Hon'ble Chairman, NHRC** said that, there has been some interventions from NHRC on early marriage. The issue on early marriage is also included in the National Inquiry of NHRC. **The Co-Chair** also suggested involving BCS Women Network in the programmatic interventions in addition to Policewomen Network and Bangladesh Women Judges Association.

**Mr. Nazmul Haque, Director (UN), MoFA** said that there has been a long collaboration between NHRC and MoFA while the Ministry has been playing a positive role in submitting reports to UN Human Rights Treaty Bodies. On the other hand, he discouraged the project's use of specific terminologies, like "indigenous people" since the Constitution of Bangladesh does not include such term. He also requested HRP to support MoFA in international reporting. **Ms. Nasima Begum** mentioned that the Constitution in its Art 23A stated that the State shall take steps to protect and develop the unique local culture and tradition of the tribes, minor races, ethnic sects and communities. So, the issues related to ethnic minorities is embedded in the Constitution. **Mr. Sanjeeb Drong, General Secretary, Bangladesh Indigenous Peoples' Forum (BIPF)** expressed gratitude for including indigenous peoples and their issues in the programme and appreciated HRP's intervention since its inception. He mentioned that the term "indigenous people" has been included in different state documents including the recent 8<sup>th</sup> Five Year Plan. The Education Policy 2010 and the Small Ethnic Minority Cultural Institute Act 2010 also refer to the term "indigenous people". He also said that the term "indigenous peoples" used by UN refers to the same groups, such as Garo, Chakma, Marma, and Santal who are termed as the tribes, minor races, ethnic sects and communities. The point, he continued is that these people lag behind in the enjoyment of basic human rights, therefore, importance should be given in promotion of their rights.

**Ms. Rehana Khan, Senior Programme Officer, Swedish International Development Authority (SIDA)** said that it is necessary to build coordination and synergies in the areas of justice and legal aid related interventions since both Swiss and Swedish Embassies are working on this. She also said that, since the project is going to end soon, it is the time for consolidating the results achieved and any normative changes that are evident from the years of collaboration which will help to evaluate the project. **Ms. Taslima Islam** reported that during the extension phase, HRP has started working with National Legal Aid Services Organization (NLASO) and building the linkage with NLASO and CSOs to better support the referral mechanism. She also mentioned that there is a plan to consolidate the results achieved and lessons learned by the project.

**Ms. Sabina Yasmeen Lubna, Programme Manager, Swiss Agency for Development and Cooperation (SDC)** said that the delivery in 2021 is still low and there is uncertainty that whether the planned activities could be completed within 2021. She asked whether the final evaluation of the project will be done independently, or by UNDP. She suggested HRP to have an exit plan. Ms. Lubna mentioned that the workshops arranged with CSOs and relevant stakeholders on UPR were very useful, but no discussion was



held thereafter on developing UPR action plan. She also raised a query on the acquiring the “A” status of NHRC and whether the necessary steps for this upgrading of NHRC is ready or not.

Regarding the low delivery rate, **Ms. Taslima Islam** said that, due to the strict lockdown resulting from the pandemic, the activities were hampered for at least four months which caused the delays in executing the planned tasks. She informed that the final evaluation will be done by UNDP and the ToR has already been already approved. **Ms. Islam** said that the exit plan is already placed in the project document, though its relevance needs to be checked since it was developed prior to 2016. She opined that, not only the digitalization of NHRC, but some other big-ticket items cannot be completed within the three months to the end of the current year, in particular the NHRC integrated office management system; research under NHRC Thematic Committees; formulation of NHRC Strategic Plan; Rules under NHRC Act; online course for Police and implementation of CSOs activities under low value grants. **Ms. Islam** also informed that the UPR discussion and development of an action plan has been coordinated by UN RC Office since 2018.

**Mr. Andrew MacGregor** said that as there are some big-ticket items of the project which cannot be completed by December 2021. In drawing attention to this, and sought advice from PAB.

**Mr. Md. Golam Rasul, MDS, Police Staff College Bangladesh, Dhaka** said that due to the pandemic some of the activities, including field work for the three pieces of research and seminars, could not be completed by Police Staff College under the LAO signed with UNDP. Therefore, he sought three months extension for their project. In response to a query made by **Ms. Nasima Begum** regarding inclusion of human rights in police training curriculum, he informed that the basic training for police includes a course on human rights and he also promised to include the NHRC Act as a content in future.

**Ms. Jesmin Ara Begum, Honorary Member, NHRC** said that in terms of access to justice, attention should be given not only to the criminal offenses, but also to the civil cases by UNDP. She also suggested to include interventions on women’s right to property in 2022.

**Mr. Md. Asaduzzaman Nur, Joint Secretary, Legislative and Parliamentary Affairs Division, Ministry of Law, Justice and Parliamentary Affairs** opined that awareness raising initiatives should be undertaken not only for the domestic owners of RMG sector but also for the ultimate buyers in terms of corporate social responsibilities. He also requested involving officials from the Legislative and Parliamentary Affairs Division in NHRC events. In response, **Ms. Nasima Begum** said that NHRC is an independent institution, therefore it functions independently. However, the officials from Legislative and Parliamentary Affairs Division are also involved in relevant programmes of NHRC.

**Dr. Kamal Uddin Ahmed, Full Time Member, NHRC** said that due to the pandemic there have been many problems and obstructions in implementing planned tasks, including research works under the NHRC Thematic Committees; awareness raising initiatives on different human rights issues, SDGs Monitoring Tool namely SDGs into Action and its associated activities with government ministries. He said, proper coordination and monitoring should be in place with HRP regarding the execution of the pending tasks. **Dr. Kamal** said that a decision needs to be taken so that the important but incomplete activities can be accomplished. He drew attention of the Co-Chairs in this regard.

In response, **Mr. Sudipto Mukerjee** proposed to have an extension of the project for 6 months until June 2022 saying that many of the important activities will otherwise be in vain if the project is discontinued. He committed to allocate internal resources to continue with HRP’s activities, if necessary. **Ms. Nasima Begum, nde,** said that HRP team should organize a meeting with her on the AWP revision while after three months she will review the progress of implementation of the AWP.

The development partners agreed in principle to extend the project till June 2022 and requested HRP to submit a proposal for extension with justification.

**When asked by the Chair, Mr. Amal Krishna Mandal** said that if the PAB members thinks it necessary to extend the project for 6months (January – June 2022), ERD, he saw no procedural problem in doing so.

**Key Decisions:**

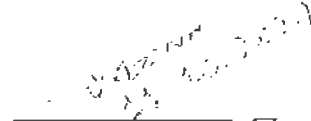
1. The minutes of 7<sup>th</sup> PAB meeting was approved.
2. HRP will be extended for 6 months (January – June 2022) in order to complete all its pending activities.
3. A formal request/proposal from UNDP will be sent to SIDC and SIDA for extension.
4. Final Evaluation of the project will be done by UNDP.
5. The exit plan will be based on the project document. The exit plan included in the project document should be examined to check its relevance and measures will be taken accordingly.
6. After three months of the AWP revision, the Co-Chair, Ms. Nasima Begum, ndc, will review the progress of implementation of the AWP

Co- Chair



Sudipto Mukerjee

Co-Chair



Nasima Begum

**Participants (not in order of seniority):**

1. Ms. Nasima Begum, ndc, Chairman, National Human Rights Commission
2. Mr. Sudipto Mukerjee, Resident Representative, a.i., UNDP Bangladesh, UNDP
3. Dr. Kamal Uddin Ahmed, Full-Time Member, National Human Rights Commission
4. Ms. Jesmin Ara Begum, Hon'ble Member, National Human Rights Commission, Bangladesh
5. Mr. Nazmul Haque, Director (UN), Ministry of Foreign Affairs
6. Mr. Amal Krishna Mandal, Joint Secretary, ERD Economic Relations Division
7. Mr. Md. Asaduzzaman Nur, Joint Secretary, Legislative and Parliamentary Affairs Division, Ministry of Law
8. Mr. Abu Hena Mostofa Zaman, Joint Secretary, Public Security Division, Ministry of Home Affairs
9. Mr. Narayan Chandra Sarkar, Secretary, National Human Rights Commission
10. Mr. Md. Golam Rasul, MDS, Police Staff College Bangladesh, Dhaka
11. Ms. Corinne Henchoz Pignani, Deputy Head of Cooperation, Embassy of Switzerland, Bangladesh
12. Ms. Sabina Yasmin Lubna, Programme Manager, Swiss Agency for Development and Cooperation (SDC)

13. Ms. Rehana Khan, Senior Programme Officer, Swedish International Development Authority (SIDA)
14. Mr. Sanjeeb Drong, General Secretary, Bangladesh Indigenous Peoples' Forum (BIPF)
15. Dr. Fauzia Moslem, President, Bangladesh Mahila Parishad (BMP)
16. Mr. Abdus Shahid Mahmood, Director, Bangladesh Shishu Adhikar Forum
17. Mr. Ashekur Rahman, Assistant Resident Representative (Governance Portfolio Manager), UNDP
18. Mr. Andrew MacGregor, Chief Technical Adviser (CTA), HRP, UNDP
19. Ms. Taslima Islam, National Programme Coordinator, HRP, UNDP.
20. Mr. Kazi Arfan Ashik, Director (Admin & Finance), National Human Rights Commission

**Observers:**

1. Mr. Shankor Paul, Ethnic Minority and Vulnerable Communities Expert, HRP, UNDP
2. Mr. Md. Mahbubul Haque, Data Analysis Expert, HRP, UNDP
3. Mr. Mong Sing Neo, Programme Officer, HRP, UNDP
4. Ms. Bithika Hasan, Gender Expert, HRP, UNDP
5. Ms. Lubna Yasin, Investigation & Human Rights Expert, HRP, UNDP
6. Ms. Shahreen Sraon Tilotoma, Project Officer, Engaging with Institutions (EI) Project, UNDP
7. Mr. Mollah Sayedur Rahman, Monitoring and Evaluation Expert, HRP, UNDP
8. Ms. Sungeun Choi, Business and Human Rights Specialist, B+HR Asia Project
9. Ms. Mehruna Islam Chowdhury, Business and Human Rights National Specialist, B+HR Asia Project
10. Mr. Mujin Lee, Democratic Governance Analyst, UNDP.

**UNDP Bangladesh DEX/DIM project Recruitment Plan - 2022**  
**Project/Cluster: Human Rights Programme**

**1. HR Plan for 2022**

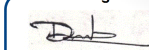


Position	Position reflected in Annual work Plan Yes/No	Contract modality	Number of position(s)	Category/Band	Contract Duration	Person Expected on board*	Budgeted Amount in USD	Position budgeted & reflected in AWP Yes/No**
Data Analysis Expert	YES	NPSA	1	SB-3/NPSA - 5	January to June -2022	31-04-2022	9,000	YES

NOTE: \* Request for Service to be submitted at least 2 months prior the recruitment process

\*\* The SCs salaries and Performance Bonus amount shall be allocated under 71405


**2. Position management - Existing Staff (both national and international if applicable) - all contract type (SC, IFTA, ITA, SSA)**

Name	Position Title	Contract Modality	Level/Band	Contract end date (DD/MM/YYYY)	Planned extension	Remarks
Herpreet Kaur	Chief Technical Advisor	FT	P-5	30-Jun-2022	30 June 2022	
Taslima Islam	Programme Coordinator	SC	SB-5/NPSA 11	30-Jun-2022	30 June 2022	
Lubna Yasin	Investigation/Human Rights Expert	SC	SB-4/NPSA -8	30-Jun-2022	30 June 2022	
Bithika Hasan	Gender Expert	SC	SB-4/NPSA -8	30-Jun-2022	30 June 2022	
Shankor Paul	Communities and Minorities Expert	SC	SB-4/NPSA -9	30-Jun-2022	30 June 2022	
Mong Sing Neo	Programme Officer	SC	SB-4/NPSA -8	30-Jun-2022	30 June 2022	
Oli Md. Abdullah Chowdhury	Communication & Advocacy Expert	SC	SB-4/NPSA -8	30-Jun-2022	30 June 2022	
Mollah Sayedur Rahman	Monitoring and Evaluation Expert	SC	SB-3/NPSA -7	30-Jun-2022	30 June 2022	
Durlov Chowdhury	Finance & Admin Associate	SC	SB-3/NPSA -6	30-Jun-2022	30 June 2022	
Nondon Chandra Paul	Programme Assistant	SC	SB-2/NPSA -4	30-Jun-2022	30 June 2022	
Md. Kamal Hossain	Driver cum Messenger	SC	SB-1/NPSA -2	30-Jun-2022	30 June 2022	

	Name	Designation	Signature	Date
Prepared by	Durlov Chowdhury	Finance & Admin Associate,HRP		28-Apr-2022
Recommended By	Taslima Islam	National Programme Coordinator		28-Apr-2022
Approved by	Harpreet Kaur	Chief Technical Advisor		28-Apr-2022

## Bureau: RBAP | Business Unit: Bangladesh | Project ID: 00097336 | Year: 2022 | Report Date: April 18, 2022

#	Request ID	Requester Name	Title of Procurement Action	Type of Procurement Action	Procurement Category	Estimated Contract Value (USD)	Is Amendment?	Amendment Value (USD)	Submission Date for Documents	Target Purchase Order Date (if Goods)	Planned Contract Start Date (if Civil Works, IC, or Services)
1	BGD-0000165653	Nondon Chandra Paul	Local Consultant	Individual Contract	Individual Consultants - National	20,000	No	0	01-Feb-22		01-Mar-22
2	BGD-0000165654	Nondon Chandra Paul	Local Consultant	Individual Contract	Individual Consultants - National	20,000	No	0	30-Jan-22		27-Feb-22
3	BGD-0000165655	Nondon Chandra Paul	Local Consultant	Individual Contract	Individual Consultants - National	46,948	No	0	01-Feb-22		01-Mar-22
4	BGD-0000181717	Nondon Chandra Paul	International Consultant_final evaluation	Individual Contract	Individual Consultants - International	14,000	No	0	21-Apr-22		10-May-22
5	BGD-0000181718	Nondon Chandra Paul	Local Consultant_final evaluation	Individual Contract	Individual Consultants - National	8,000	No	0	21-Apr-22		10-May-22
<b>TOTAL</b>						<b>108,948</b>		<b>0</b>			
<b>Grand Total (Estimated Contract Value+ Amendment Value)</b>								<b>108,948</b>			

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<b>Communication Plan for Human Rights Programme 2022</b>						
<b>Total Budget: USD 46180</b>						
<b>SL</b>	<b>Target Audience</b>	<b>Communication Activities</b>	<b>Timing</b>	<b>Expected Results / Indicators of Achievement</b>	<b>Resource requirements</b>	<b>Responsible Person</b>
01	<ul style="list-style-type: none"> <li>National Human Rights Commission</li> <li>Law Enforcing Agency</li> <li>The Government (National &amp; Local)</li> <li>The Programme Donor(s)</li> <li>The Communities &amp; Beneficiaries</li> <li>General Public &amp; Development Partners</li> </ul>	Publication and dissemination of Advocacy & Communications Materials (AV and other communication contents)	Q1	<ul style="list-style-type: none"> <li>Raise awareness on women's safety in public space (WSPP) and the importance of women's participation in economic and social activity</li> <li>Youths, including youths from left-behind community, take a lead and engage other stakeholders in ensuring WSPP amidst the COVID-19 situation and beyond</li> </ul>	Project fund (USD 10000)	<ul style="list-style-type: none"> <li>Communications and Advocacy Expert</li> <li>Operations Unit, HRP</li> <li>Strategic partner               <ul style="list-style-type: none"> <li>Partner CSOs</li> </ul> </li> </ul>
02	<ul style="list-style-type: none"> <li>National Human Rights Commission</li> <li>The Government (National &amp; Local)</li> <li>The Programme Donor(s)</li> <li>Academia</li> <li>The Communities &amp; Beneficiaries</li> <li>General Public &amp; Development Partners</li> </ul>	<ul style="list-style-type: none"> <li>Publication and dissemination of study reports (sharing of action research), news, features, and study</li> </ul>	Q1	Raise awareness of left-behind communities and suggest the way forward for the diversity and inclusion	Project fund (USD 2000)	<ul style="list-style-type: none"> <li>Communications and Advocacy Expert</li> <li>Operations Unit, HRP               <ul style="list-style-type: none"> <li>Partner CSOs</li> <li>Researchers</li> </ul> </li> </ul>
03	<ul style="list-style-type: none"> <li>National Human Rights Commission</li> <li>The Government (National &amp; Local)</li> <li>The Programme Donor(s)</li> <li>Law enforcing agency including Bangladesh Police</li> <li>The Communities &amp; Beneficiaries</li> </ul>	Publication and dissemination of study reports (key finding with recommendations)	Q1	Improved police practices to promote human rights	Project fund (USD 9180)	<ul style="list-style-type: none"> <li>Communications and Advocacy Expert</li> <li>Operations Unit, HRP</li> <li>Bangladesh Police</li> </ul>

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04	<ul style="list-style-type: none"> <li>• The Government (National &amp; Local)</li> <li>• The Programme Donor(s)</li> <li>• The Communities &amp; Beneficiaries</li> <li>• General Public &amp; Development Partners</li> <li>• Others</li> </ul>	Photography Archive ( <i>This photo archive will document IWD 2022 and other interventions on youth and left behind community</i> )	Q1-Q2	Photos used in different communication materials, social media and website will contribute in resource mobilization and advocacy for the left behind community.	Project fund (USD 1000)	<ul style="list-style-type: none"> <li>• Communications and Advocacy Expert</li> <li>• Operations Unit, HRP</li> <li>• Partner CSOs</li> </ul>
05	Media/Journalists	Orientation for journalists on key HRP issues, including justice and B&HR issues	Q1	Awareness raised on youth engagement and the importance of Leaving No One Behind (LNOB) agenda	Project fund (USD 2000)	<ul style="list-style-type: none"> <li>• Communications and Advocacy Expert</li> <li>• Operations Unit, HRP</li> <li>• Partner/ vendor</li> </ul>
06	<ul style="list-style-type: none"> <li>• National Human Rights Commission</li> <li>• The Government (National &amp; Local)</li> <li>• The Programme Donor(s)</li> <li>• Academia</li> <li>• The Communities &amp; Beneficiaries</li> <li>• General Public &amp; Development Partners</li> </ul>	Stories and features on left behind persons shared in HRP and UNDP Bangladesh website	Q1-Q2	Websites and social media platforms will have stories and features on left behind persons and policymakers will be able to address human rights issues of left behind community	Fund not required	<ul style="list-style-type: none"> <li>• Communications and Advocacy Expert</li> <li>• Operations Unit, HRP</li> </ul>
07	<ul style="list-style-type: none"> <li>• The Government (National &amp; Local)</li> <li>• The Programme Donor(s)</li> <li>• General Public &amp; Development Partners</li> <li>• Others</li> </ul>	Advocacy Events including IWD 2022	Q1	Sharing through website, print and social media will help realize rights of women, particularly women from marginalized women and girls	Project fund (USD 22000)	<ul style="list-style-type: none"> <li>• Communications and Advocacy Expert</li> <li>• Operations Unit, HRP</li> <li>• Partner CSOs/ vendor</li> </ul>

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**UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)  
KEY RESULTS OF HUMAN RIGHTS PROGRAMME**

<b>Key Result 1 (2022): NHRC-B enables to handle the human rights violations complaints with better satisfaction of clients through application of digitalized complaint handling system</b>							
Indicators	Baseline (Year)	Target (M/Year)	Progress Against Target (M/Y) *	Evidence (Data sources/Name of Document/Website, etc)			
				Full Title	Date of Publication	Author	Link (if available)
1.2) Percentage of NHRC clients expressing satisfaction in the complaint's mechanism of the NHRC. <sup>1</sup>	Baseline: An Exercise seeking client satisfaction is yet to be conducted in July 2018	0% (2017) 20% (2018) 20% (2019) 10% (2020) 10% (2021) 20% (2022)	Clients' level of satisfaction- Very Satisfied: 5.88 %, Satisfied; 82.35 %, Dissatisfied: 11.76 %, (July 2021 ).				
1.3 Digital Complaint Handling System of NHRCB is effectively operationalized.	0	1 (2022)  •5 Modules on: HR Pay Role; Finance; Travel & Transport Management; Knowledge Management; Inventory	•5 Modules developed (Complaint management; Media monitoring; Thematic Committee; Field Monitoring; and Integrated MIS)				
<b>Key Result 2 (2022): Human Rights Defenders (HRDs) are united and active to perform their roles in defending, monitoring and reporting of human rights situation at grassroots level</b>							
2.2) Percentage of trained CSOs reporting on international obligations of Bangladesh under selected treaties and UN special procedure.	0	10% (2017) 10% (2018) 20% (2019) 10% (2020) 20% (2021) 20% (2022)	21% (8 out of 39) trained CSOs and 4% HRDs (7 out of 183) submitted report to selected treaty bodies and UN special procedures				
2.6) Number of Human Rights Defenders' active in online/offline networking and joint platform.	0	50 (2017) 50 (2018) 50 (2019) 50 (2020) 50 (2021) 250 (2022 Cumulative)	HRP has increased the capacity of HRDs in human rights activism. So far, 183 HRDs (Male-117 and Female-66) in 22 districts are playing active roles on online /offline networking and joint platform				
<b>Key Result 3 (2022): Police Officials have better understanding on Human Rights frameworks and its applications to respond for protection of rights of the people in Bangladesh.</b>							

<sup>1</sup> Client satisfaction sample surveys to be carried out annually with 3 scale or mode of satisfaction: good, moderate, and bad.

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**UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)  
KEY RESULTS OF HUMAN RIGHTS PROGRAMME**

3.3) % of police officials that have better understanding (change attitude and its application) of Human Rights issues as a result of human rights training and rights advocacy	November 2017 (Not yet conducted)	3% increase (2017) 10 % increase (2018) 10 % increase (2019) 10% increase (2020) 33% increase (2021) 33% increase (2022)	A total of 1,508 police officials (Male 1,186 & Female 322) have enhanced their conceptual understanding and sensitized on fundamental human rights and gender-related concerns, and have increased level of understanding on the role of police to protect and promote human rights in compliance with national and international human rights standards.				
<b>Key Result 4 (2022): The laws/policies related to GBV are reviewed, reformed and reinforced as a result of dialogues/policy advocacy with national institutions and stakeholders</b>							
4.4) Number of policy or service recommendations made as a result of rights dialogues on GBV with stakeholders	0	1 (2017) 2 (2018) 1 (2019) 4 (2020) 7 (2021) 1 (2022) 16 (2022 Cumulative)	A total of 07 policy recommendations have been proposed based on the result of research and rights dialogues on women's rights and GBV with stakeholders including Bangladesh Women Police Network, Women Judges Network, and CSO/CBOs (June 2021).				
<b>Key Result 5 (2022): The ethnic and excluded minorities have better knowledge and understanding on the human rights and the rights of minorities because of human rights education, programming and campaign</b>							
5.5.A) Number of community radio stations broadcasting minority language Programme and rights education Programme.	i) 0 ii) 0	1 (2017) 2 (2018) 2 (2019) 0 (2020) 5 (2021) 17 (2022 cumulative)	17 Community Radios stations and Bangladesh Betar received support from HRP for broadcasting minority language Programme and rights education Programme				
5.6) % of youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic, excluded and other LNOB category people.		15% (2017) 20% (2018) 25% (2019) 10% (2020) 10% (2021) 10% (2022)	73.5% youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic, excluded and other LNOB category people.				

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## Project Monitoring and Evaluation Plan (2022)

### Annexure-2: HRP Monitoring and Evaluation Plan 2022

<b>Project Title and Duration</b>	: Human Rights Programme; (01 January 2016- 30 June 2022)
<b>Project ID (Atlas)</b>	00097336
<b>CPD Outcome/Output</b>	: (CPD Outcome 2) Develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequalities and advancement of vulnerable individuals and groups (CPD Output 2.1) Civil society, interest groups, relevant government agencies and political parties have tools and knowledge to set agendas and to develop platforms for building consensus on national issues (CPD Output 2.2) The Government has the capacity to carry out formal or quasi-formal, demand-driven and gender-sensitive reforms of the justice sector to provide more equal access to justice to women and men, especially those from marginalized groups
<b>UNDAF Output</b>	: (UNDAF Outcome 1) Develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequalities, and advancement of vulnerable individuals and groups (Output 1.4.) National and subnational authorities empowered to implement gender sensitive policies and strategies, especially for gender-based violence and child marriage (UN System) (Output 1.5.) Communities, public servants and traditional leaders made aware and empowered to foster demand of rights and use of services through partnerships (UN System)
<b>Strategic Plan Outcome/Output</b>	: SP Outcome 2: Accelerate structural transformations for sustainable development SP Output 2.2.3 (Governance) Capacities, functions, and financing of rule of law and national human rights institutions and systems strengthened to expand access to justice and combat discrimination, with a focus on women and other marginalized groups. SP Output 2.6.1 (Gender) Capacities strengthened to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women's
<b>SDG Goal/Target</b>	: (SDG Goal 5) Achieve gender equality and empower all women and girls (SDG Target 5.1) End all forms of discrimination against all women and girls everywhere (SDG Goal 16) Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels (SDG Target 16.a) Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime (SDG Target 16.2) End abuse, exploitation, trafficking and all forms of violence against and torture of children

DocuSigned by:

Mollaki Sayedur Rahman

28-Apr-2022



## Project Monitoring and Evaluation Plan (2022)

### Expected Outcome 1: The National Human Rights Commission (NHRC) can more effectively deliver on its mandate. (HRP – Output 1)

Outcome Indicators	Baseline (2016)	Target * *Unless otherwise stated	Progress Against Target (M/Y) *	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
1.1) The extent to which the NHRC's legal framework and operation are aligned to the Paris Principles (ICC) <sup>1</sup>	NHRC was accredited by the Sub-Committee of Accreditation of Global Alliance of the National Human Rights Institutions with a 'B' status in May 2013 and again in March 2015. This indicates that it is largely, but not fully, in compliance with the Paris Principles.	3 (composite based on scaling – see footnote) <sup>2</sup>	Legal framework: NHRCB has reviewed the NHRC Act 2009 and submitted to the Ministry of Law, Justice and Parliamentary Affairs and following-up on the amendment. NHRCB is also engaged in intense lobbying using international & local platforms e.g., UPR, Pre-UPR meetings, GNHRI, APF & national debates and seminars.  Operations: NHRCB has displayed a very autonomous approach in	Review of ICC Sub-Committee on Accreditation (SCA) report.	ICC Sub-Committee on Accreditation (SCA) review report, MTR and Final Evaluation Report	Mid and End of the Project	NHRC, ICC Sub-Committee, Project Team, M&E Expert, Data Analysis Expert.		Government of Bangladesh may remove or reduce resources allocated to NHRC. A change in the political climate may increase pressure on NHRC and reduce perception of independence.

<sup>1</sup> Composite indicator based on the Paris Principles criteria evaluated by the ICC: Scale: 1 point for each criterion met: 1) Mandate and competence; 2) Autonomy from Government; 3) Independence 4) Pluralism; 5) Adequate resources; and 6) Adequate powers of investigation. NHRC to be encouraged to apply for evaluation by the ICC before the end of the programme i.e. 2019-2020.

<sup>2</sup> Composite indicator based on the Paris Principles criteria evaluated by the ICC: Scale: 1 point for each criterion met: 1) Mandate and competence; 2) Autonomy from Government; 3) independence 4) Pluralism; 5) Adequate resources; and 6) Adequate powers of investigation. NHRC to be encouraged to apply for evaluation by the ICC before the end of the programme i.e. 2019-2020.

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Mollak Sayedur Rahman

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## Project Monitoring and Evaluation Plan (2022)

			handling selected issues. <sup>3</sup>						
			Analysis of the composite indicators show that NHRC has achieved medium level results. See Note <sup>4</sup> (Dec 2019)						
<b>1.2) Percentage of NHRC clients expressing satisfaction in the complaint's mechanism of the NHRC.<sup>5</sup></b>	Baseline: 10% Respondents complained among them 39% were very satisfied) Follow-up Perception Survey-2015 <sup>6</sup>	0% (2017) 20% (2018) 20% (2019) 10% (2020) 10% (2021) 20% (2022) At least 60 % clients indicating the services to be moderate – good (2021) (See footnote)	Client Satisfaction Survey is officially introduced from Dec 2018 at the front Desk of NHRC to digitalize client satisfaction tool. <sup>7</sup>  Very Satisfied: 9%, Satisfied; 58.2%, Dissatisfied : 5%, Very Dissatisfied : 0	Client satisfaction surveys.	Client satisfaction survey report MTR and Final Evaluation Report Action	Mid and End of the Project	NHRC, Project Team, M&E Expert, Data Analysis Expert.		Government of Bangladesh may remove or reduce resources allocated to NHRC. A change in the political climate may increase pressure on NHRC and reduce perception of independence.

<sup>3</sup> NHRCB has intervened on human rights violations across the borders including Rohingya Crisis, drafting Rules under the Child Marriage Restraint Act 2017 minimising misuse of legislative gaps, systemic approach VAW incidents in (Bogra) and to an extent in rape case in Banani. There was lack of follow up in supporting the victims of the Rape case: Media report: <http://www.theindependentbd.com/post/94371>. Whereas issues related to minority matters and enforced disappearance NHRCB was not too proactive and was less assertive.

<sup>4</sup> Composite indicator based on the Paris Principles criteria evaluated by the ICC: Scale: 1 point for each criterion met: 1) Mandate and competence; 2) Autonomy from Government; 3 Independence 4) Pluralism; 5) Adequate resources; and 6) Adequate powers of investigation. NHRC to be encouraged to apply for evaluation by the ICC before the end of the programme i.e. 2019-2020. The newly appointed NHRC (22 September 2019) has expressed interest in looking ways to make wider interpretation of NHRC Act 2009, in particular, Section 18 which is the procedure for inquiry against the disciplined force.

<sup>5</sup> Client satisfaction sample surveys to be carried out annually with 4 scale: 1-very satisfied, 2-satisfied, 3-Dissatisfied, 4-Very Dissatisfied.

<sup>6</sup> The sample size was 3740, among them 10% respondent complained to the NHRC on human rights violations and 39% expressed very satisfaction.

<sup>7</sup> NHRC is in the final stage of making the whole system including the complaint management system digitalized with a comprehensive E-filing system by mid-2020. Then the Clients satisfaction survey will be fully operational.

DocuSigned by:

Mollali Sayedur Rahman

28-Apr-2022





## Project Monitoring and Evaluation Plan (2022)

			(As of Dec 2019)						
			Very Satisfied: 0%, Satisfied: 80%, Dissatisfied: 13.33%, Very Dissatisfied: 6.67% (As of March 2020 <sup>8</sup> ).						
Project Output Indicators	Baseline (Year)	Target (Year)	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
<b>1.3 A.</b> Number of submissions made by NHRC- B to international human rights instruments /mechanisms (Human rights council, UPR, treaty bodies and special procedures	4 <sup>9</sup>	1 (2017) 2 (2018) 1 (2019) 1 (2020) 1 (2021) 0 (2022) 6 (2021) Cumulative)	04 (Dec 2017) <sup>10</sup> 01 (Dec 2018) <sup>11</sup>  0 (Dec 2019) <sup>12</sup> (As of Dec 2019, Cumulative -5)  2020: <sup>13</sup> in progress <sup>14</sup>	Review of NHRC reports, Programme reports, acknowledgement of relevant UN bodies,	NHRC reports, Programme reports, acknowledgement of relevant UN bodies.	Annually	NHRC, Project Team, M&E Expert, Data Analysis Expert.	\$6000	There may be competing priorities which sometimes delayed the reporting process.
<b>1.3.B.</b> Number of dialogues/ consultations held by NHRC with government authorities	0	1 (2017) 2 (2018) 1(2019)	09 (Dec 2017) <sup>15</sup> 02 (Dec 2018) <sup>16</sup>	Review of NHRC reports,	NHRC reports, Programme reports,	Annually	NHRC, Project Team, M&E Expert,		There may be competing priorities which may delay

<sup>8</sup> In addition, another Follow-up Perception Survey report in underway which started at the end of 2019. A draft report is received on perception survey and under review which is expected to be finalized by end April 2020.

<sup>9</sup> CRC- United Nations Convention on the Rights of the Child, UPR- Universal Periodic Review 2<sup>nd</sup> cycle, CEDAW- Convention on the Elimination of All Forms of Discrimination against Women is prepared and pending submission, ICCPR- International Covenant on Civil and Political Rights, Source: BNHRC-CDP Closing Report, December 2015.

<sup>10</sup> Information/statement on ICCPR-International Covenant on Civil and Political Rights; Information/statement on CMW- International Covenant on the Protection of the Rights of all of Migrant Workers and Members of Their Families; UPR- Universal Periodic Review 3<sup>rd</sup> Cycle, Voluntary National Report (VNR) for SDGs.

<sup>11</sup> ICESCR-International Covenant on Economic, Social and Cultural Rights prepared in December 2018 but not submitted yet CEDAW- Convention on the Elimination of All Forms of Discrimination against Women Interim report.

<sup>12</sup> In 2019 NHRC didn't submit any international human rights report.

<sup>13</sup> [https://tbinternet.ohchr.org/\\_layouts/15/TreatyBodyExternal/countries.aspx?CountryCode=BGD&Lang=EN](https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/countries.aspx?CountryCode=BGD&Lang=EN)

<sup>14</sup> CRPD review of Bangladesh on the 23 sessions of the committee in 2020 on which the current NHRC may engage itself, ICCPR State party report due on 29 March 2021 after that stakeholders report will be due, CEDAW State report is due on 30 November 2020, stakeholders report will be due after that, CRC State report is due on 1 March 2021 then the stakeholders' report will be due. However, NHRC has been engaged itself in the follow-up of implementation of the recommendations from UPR 3<sup>rd</sup> cycle, concluding observations of the committees established under the treaties as well as SDG goals by the interventions of the thematic committees of NHRC.

<sup>15</sup> As of December 2017, a total of 9 consultations were conducted (CMW -1, UPR - 8)

<sup>16</sup> Consultation on ICESCR: February 2018 & Mock UPR May 2018.

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and CSOs for preparation of reports to international Human Rights mechanisms.		6 (2020) 5 (2021) 15 (2022) Cumulative)	0 (Dec 2019) <sup>17</sup>  (As of Dec 2019, Cumulative -11)  As of March, 2020 <sup>18</sup>	Programme reports, acknowledgement of relevant UN bodies,	acknowledgement of relevant UN bodies.		Data Analysis Expert.		the reporting process
<b>1.3 C</b> Number of recommendations made by rights forums of NHRC on legislative, policy advice or procedural changes.	04 <sup>19</sup> (2015)	50% (2017) 50% (2018) 50% (2019) 50% (2020) 50% (2021) 50% (2022) 50% of total decisions (2021 Cumulative)	3 (December 2017) <sup>20</sup>  2 (December 2018) <sup>21</sup>  1 Policy Dialogue <sup>22</sup> (As of Dec 2019)  (As of Dec 2019, Cumulative 6)  As of March 2020 <sup>23</sup>	Review of NHRC reports.	NHRC reports, Rights Forums reports,  Annual review.	Annually	NHRC, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive political and civil rights environment may stifle human rights dialogue.

<sup>17</sup> In 2019 NHRC didn't submit any international human rights report since didn't have any consultations.

<sup>18</sup> It is expected that the NHRC will organize a few workshop/consultations in 2020 for the preparation/stock-taking of the reports to international human rights mechanisms which are due in 2021 as well as for UPR (report due in 2022 and review will take place in May 2023).

<sup>19</sup> Major/Significant recommendations were made: Anti-Trafficking Act 2012; Children Act 2013; Child Marriage Restraint Act 2017; Policy advice and recommendations to government on combating human trafficking and repatriation of victims; role of key actors, Source: BNHRC-CDP Project in 2010-2015.

<sup>20</sup> 1. Drafting of Rules under CRMA (Child Marriage Restraint Act), 2. Consolidating the road map on disabilities/National Action Plan, 3. Recommendation from discussions on Anti discriminatory law.

<sup>21</sup> Rule of Law and Protection of Human Rights: NHRCs Direction to the Law Enforcement Agency During Anti-Drug Operation, The Marrakech Declaration 'Expanding the civic space and promoting and protecting human rights defenders, with a specific focus on women: The role of national human rights institutions'

<sup>22</sup> 14 Recommendations were made. Due to transition of NHRC and new appointment in 2019 there was not any recommendations that resulted in policy or procedural changes. However, NHRC (thematic committee on BHR) has been able to engage in consultations with the stakeholders including private sector and the Government agencies on formation of a National Action Plan on Business & Human Rights following UNGPs on BHR. This may be complimented by working on the Policy for the Informal Sector in 2020.

<sup>23</sup> The core committee meeting on 11 March 2020 [a. Committee on Dalits, Hijra, other Excluded Minorities, b. Committee on Protection of Religious and Ethnic Minorities & Non-citizen's rights made decision to recommend the Ministry of CHT affairs to revisit its name and form two separate divisions (for CHT and Plain land indigenous people).

On 16 March 2020 NHRC sent 3 recommendation letters to the Ministry of Education, Ministry of Labour and Employment and Ministry of Women and Children Affairs to take steps to implement the milestone Guideline of the High Court Division of the Supreme Court (14 May 2009) to address the sexual violence at the educational institutions and work place by establishing a Committee (prevention) at the educational institutions and work place as well as to take awareness activities.

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<b>1.3.D.</b> Number of recommendations made by national stakeholders (including private sector) for legislative, policy procedures, services, and practices in post-COVID 19 situation	0	3 (2020) 3 (2021) 6 (2022) Cumulative)		Review of NHRC reports.	NHRC reports, Rights Forums reports,  Annual review.	Annually	NHRC, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive political and civil rights environment may stifle human rights dialogue. Key stakeholders may be unwilling to participate in activities.
<b>1.4)</b> Number of Human Rights focal points across the Government re-established and that actively participates in the decision-making process including the thematic committee of the NHRC's Human Rights forums.	15 <sup>24</sup>	5 (2017) 5 (2018) 5 (2019) 10 (2020) 5 (2021) 30 (2022) Cumulative)	4 (Dec 2017) <sup>25</sup>  12 Thematic Committees of NHRC (Dec 2018) <sup>26</sup>  New Commission is revisiting the thematic committees and then work on the HR Focal Points in the ministries by March 2020.  As of March 2020 <sup>27</sup>	Review of NHRC reports and Government office orders and ToRs.	NHRC reports, Government office order, ToRs.	Annually	Government, NHRC, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive political and civil rights environment may stifle human rights engagement.
<b>1.5)</b> Extent to which NHRC	i) Drafted-6,	i) 0% (2017)	i) 15% (Dec 2019)	Review of	NHRC strategies,	Annually	NHRC,		Government of

<sup>24</sup> BNHRC-CDP Closing Report, December 2015, page 39 (Human Rights Focal Point appointed 15)

<sup>25</sup> During the launching of UPR report drafting 4 Human Rights Focal Persons participated from different ministries. NHRCB will be organizing a discussion to adopt TORs of the Human Rights Focal Persons and finalize the names of the Human Rights Focal Persons from each ministry. In 2016 Child Rights Committee had 4 meetings, 2017 Committee on Women's Rights, Dalits, Hijra and other Excluded Minorities, Disability and Autism, Migrant Workers Religious & Ethnic Rights, Child Rights had 7 meeting, & 9 meetings in total in 2018 NHRC had thematic committee meetings to which at least 1 focal person from ministry participated.

<sup>26</sup> Committee on Women's Rights, Committee on CHT Affairs, Committee on Dalits, Hijra and other Excluded Minorities, Committee on Business and Human Rights and CSR (Corporate Social Responsibility), Committee on Person with Disability and Autism, Committee on Migrant Worker's Rights, Committee for Protection of Religious and Ethnic Minorities & Non-citizen's rights, Committee for Child Rights, Child Labor and Anti Trafficking and Migration, Committee on Economic, Social, Cultural, Civil and Political Rights, Committee on Climate Change, Environment and Disaster Management, Committee on Elderly People's Rights, & Committee on Freedom of Expression. It is expected that by 2019, 12 Human Right Focal Points will be re-established.

<sup>27</sup> The newly appointed 5<sup>th</sup> National Human Rights Commission (NHRC) has started reforming the thematic committees from the beginning of 2020 where they have included government representation from the government which will consequently translate them to Human Rights Focal Points. Moreover, the RC Office has assumed the responsibility to draft an action plan under 3<sup>rd</sup> Cycle UPR in 2018 (which was the initial plan of NHRC to re-establish human rights focal points in thematic order per UPR recommendations) which is not seen to be established as yet.

Notwithstanding that the current NHRC plans and strategies itself to channel with the government Human Rights Focal Points- and effectively operationalize them with the SDG-human rights implementation tracker which is at the development stage by NHRC with support of HRP

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has demonstrated a proactive approach in 1. Finalizing SOPs 2. Establish NHRC – Fund 3. Recruit needed staff 4. Build staff capacity 5. Outreach of services following and applying a i) HRBA and ii) mainstreaming gender issues.	Adopted-1, <sup>28</sup> Consolidated SOPs <sup>29</sup> ii) Fund-allocation from Ministry of Law, Justice and Parliamentary Affairs iii. NHRC Staff/Official <sup>30</sup> iv)Build staff capacity <sup>31</sup> v) Outreach- 0	i) 20% (2018) i) 20% (2019) i) 40% (2020) i) 20% (2021) i) 100% (2021 Cumulative) ii) 0% (2017) ii) 20% (2018) ii) 20% (2019) ii) 40% (2020) ii)20% (2021)  ii) 100% (2021 Cumulative)	<sup>32</sup> ii) Fund <sup>33</sup> iii) Staff <sup>34</sup> iv)Staff capacity building <sup>35</sup> ii) Outreach <sup>36</sup>  <b>As of 2020:</b> Work in progress	relevant NHRC documents.	documents, legal advisories, SOPs.		Project Team, M&E Expert, Data Analysis Expert.	Bangladesh removes or reduces resources to NHRC and priorities may change.
<b>1.6</b> % of trained human rights defenders who have reported a human rights situation or violation to NHRC.	0	10% (2017) 10% (2018) 10% (2019) 20% (2020) 20% (2021) 70% (2022 Cumulative)	<b>17%</b> Total trained 342, male-239, female-103, 36 reports submitted, CAT-10. [50 trained (Male 38, Female 12) (As	Review of NHRC reports, Training record sheet	NHRC reports, Programme reports	Annually	NHRC, Project team, M&E Expert, Data Analysis Expert	Trained HRDs remain active in Human Rights reporting throughout the programme period.

<sup>28</sup> BNHRC-CDP Closing Report, December 2015, drafted: SOP on Decision-Making; SOP on Monitoring & Reporting on Human Rights Violations; SOP on Child Friendly Complaint Management System; SOP on Media and Communications; SOP on Complaint handling; SOP on Conducting human rights fact-finding investigation, adopted: 1 SOP on Decision Making

<sup>29</sup> HRP supported NHRC in consolidating SOPs and the consolidated SOPs has been unanimously adopted in the Commission meeting on 31 July 2019.

<sup>30</sup> Official and Staff: Organogram total 93, Approved Official and Staff is 48 among which 17 is Official. Present status is 13 and 4 vacant position (Officials left). 3 positions are in the process of being filled.

<sup>31</sup> Staff Capacity Building- A 60-hour Government recommended training programme was adopted for the Officials of NHRC, B for 2016-2017, from which they have completed a 40-hour training. For 2017-2018 NHRC, B has adopted a 60-hour training for its Officials. In addition to which the project will be starting a peer to peer learning session to be held once in every month.

<sup>32</sup> SOPs were discussed at the Commission meeting and awaiting approval on next steps (15% achieved), Pending SOPs 5 for adoption.

<sup>33</sup> Budget: NHRC budget has been doubled 6,96,40,000 for the financial year 2016-2017. In addition to which a training centre in NHRC has been established which can generate income by renting it out for trainings/workshops/meetings from September 2017

<sup>34</sup> March 2019 total number of staff/official: 18: NHRC website: [http://nhrc.org.bd/site/view/officer\\_list/](http://nhrc.org.bd/site/view/officer_list/)-. NHRC organogram updated and recruitment will be done in 2019.

<sup>35</sup> The newly appointed Commission will have an orientation by APF in February 2020. The new Commission will also do the recruitment in 2020 then new staff will be trained. Training for staff (to be identified from a survey) designed based on TORs and linked with Annual performance appraisal (APA). HRP also proposing to regularize and institutionalize staff facilities (in commensurate with other similar state entities) and introduce staff motivational practices (acknowledgement of best unit, rewards, foreign trainings)

<sup>36</sup> Established regional Offices in Khulna & Rangamati in 2017 Cox's Bazar in October 2018

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			<p>of Dec 2017),<sup>37</sup> 37 trained (Male25-, Female-12 as of Dec 2018)</p> <p>87 HRDs (As of December 2018 Cumulative) Male-63 Female-24</p> <p>129 HRDs (male:94 &amp; female:35) as of Dec 2019.</p> <p>10% of HRDs in Dec 2019)<sup>38</sup></p> <p>39 HRDs (M=19 and F=20) from 10 districts (as of March 2020)</p>						
1.7) Number of Human rights situation analysis reports (annual) produced by NHRC based on evidence-based data and information (generated from CMS data, media monitoring, and field investigation)	6 <sup>39</sup>	1 (2017) 1 (2018) 2 (2019) 1 (2020) 1 (2021) 6 (2022 Cumulative)	1 (July 2017) <sup>40</sup> 2 (2018) <sup>41</sup> 1 (Dec 2019) report <sup>42</sup>  4 (Cumulative as of Dec 2019)	Review of NHRC annual reports.	NHRC annual report.	Annually	NHRC, Project Team, M&E Expert, Data Analysis Expert.		Government of Bangladesh removes or reduces resources allocated to NHRC.

<sup>37</sup> A Refresher Training of 26 HRDs from the Roster of Investigators of NHRCB among which 8 female HRDs participated. Training for new HRDs was conducted in July 2017 on which 24 HRDs participated among which 4 were females. Training test result attached with this M&E Plan as Annexure-A,

<sup>38</sup> 12 HRDs (out of 129) submitted HRV incidence report to NHRC in 2019.

<sup>39</sup> Annual Report of the National Human Rights Commission, Bangladesh 2010-2015: [http://nhrc.org.bd/site/page/74b9f308-8a25-4e28-a8cb-fb26daf7d93e/-](http://nhrc.org.bd/site/page/74b9f308-8a25-4e28-a8cb-fb26daf7d93e/)

<sup>40</sup> NHRC has prepared report on human rights situational analysis from January to June 2017 and uploaded NHRC website. Another report will be prepared from July to December 2017.

<sup>41</sup> Annual Report of the National Human Rights Commission, Bangladesh of 2016 [http://nhrc.org.bd/site/page/74b9f308-8a25-4e28-a8cb-fb26daf7d93e/-](http://nhrc.org.bd/site/page/74b9f308-8a25-4e28-a8cb-fb26daf7d93e/) & 2017 submitted to the President.

<sup>42</sup> Alternative Report on the Status of Implementation of the Convention on the Rights of Persons with Disabilities in Bangladesh, February 2019, Prepared by Turning Point Foundation, Youth Power in Social Action (YPSA), HRP MCGA partner.

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## Project Monitoring and Evaluation Plan (2022)

Expected Outcome 2: CSO/CBOs raise human rights awareness and promote a human rights culture.(HRP output-2)									
Outcome Indicators	Baseline (2016)	Target * *Unless otherwise stated	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
<b>2.1)</b> Number of human rights legislative or policy consultations between Government and CSO/CBOs resulting implementation or policy advice or procedural changes (linked with 1.3 C)	04 <sup>43</sup> (2015)	1 (2017) 1 (2018) 2 (2019) 1 (2020) 1 (2021) 6 (2022) Cumulative)	3 <sup>44</sup> (Dec 2017) 3 (December 2018) <sup>45</sup>  6 (December 2018)  1 (As of Dec 2019) <sup>46</sup>  6 Cumulative (As of Dec 2019) 3 (three) (As of March 2020) <sup>47</sup>	Review of Government policy and legislative documents, NHRC reports, and CSO/CBO reports.	Government policy and legislative documents, NHRC reports, CSO/CBO reports.	Annually	Government of Bangladesh, NHRC, CSO/CBOs, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive political and civil rights environment may stifle human rights dialogue.
<b>2.2)</b> % trained CSOs reporting on international obligations of Bangladesh under selected treaties and UN special procedure.	0	10% (2017) 10% (2018) 20% (2019) 10% (2020) 20% (2021) 20% (2022)	One training conducted on HRBA for CSOs <sup>48</sup>  22% CSOs and 8% HRDs in December 2018 <sup>49</sup>  19% CSOs (4 CSOs out of 21) in Dec	Review of NHRC reports, and CSO/CBO reports and Training Record sheet.	Submissions made to the international forums	Annually	NHRC, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive political and civil rights environment may hamper human rights reporting

<sup>43</sup> Major/Significant policy consultations were held on Anti-Trafficking Act 2012; Children Act 2013; Child Marriage Restraint Act 2017; Policy advice and recommendations to government on combating human trafficking and repatriation of victims; role of key actors, Source: BNHRC-CDP Project in 2010-2015.

<sup>44</sup> Consultations were held to discuss the CMRA rules with CSOs: Consultation held involving Government and CSOs to discuss the CMRA Rules. Based on the recommendations a separate draft Rules has been prepared by NHRC, B which will be submitted to the Government soon.

<sup>45</sup> Business & Human Rights, Rohingya, Person with Disability (PWD)

<sup>46</sup> 1 Policy dialogue for formation of a separate Land commission for plain land ethnic minorities living in Bangladesh.

<sup>47</sup> Three (3) recommendations letters based on the High Court guideline in addressing sexual harassment at education institutions and workplaces sent to the Ministry of Education, Ministry of Labour and Employment and Ministry of Women and Children Affairs for taking necessary measures.

<sup>48</sup> The project conducted a training on HRBA for CSO members and will now follow up to ascertain how many of them are part of the next reports under HR instruments.

<sup>49</sup> 22% COSs (3 CSOs National Development Programme (NDP), SoDESH, ABALAMBAN submitted in UN special procedure and 1 CSO NARIPOKKHO in Treaty Bodies out of 18 CSOs and 8% HRDs (7 HRDs out 87) reported on UN special procedure in 2018.

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## Project Monitoring and Evaluation Plan (2022)

			2019) <sup>50</sup> As of March, 2020 <sup>51</sup>						
2.3 % beneficiary of HRP belong to LNOB category <sup>52</sup>	TBD	10% (2020) 20% (2021) 50% ((2022 Cumulative)		Review of CSOs QRR. Review of Attendance sheet of training	Quarterly Progress Report submitted to the Country office	Quarterly	M&E Expert, Data Analysis Expert and HRP Team	<b>No extra cost needed</b>	Identification of LNOB category people remains challenging.
2.4) Number of HR victims benefiting from legal aid and /or referral services including psycho-social services	0 <sup>53</sup> .	10 (2017) 10 (2018) 20 (2019) 20 (2020) 40 (2021) 100 (2022 Cumulative)	0 (2017) 30 (Dec 2018 <sup>54</sup> ) 39 (Dec 2019) 69 (Cumulative as of Dec 2019) As of March, 2020 <sup>55</sup>	CSO reports	CSO narrative reports, HR data base	Annually total	NHRC, Project Team, M&E Expert.	<b>No extra cost needed</b>	CSO and NLSO willing to work in a coordinated manner
2.5 A) Number of CSO coalitions formed under the support of HRP (including challenge fund) to improve Human Rights situation at grass roots level.	0	5 (2017) 5 (2018) 10 (2019) 20 (2020) 20 (2021) 60 (2022 Cumulative)	15 (Dec2017) <sup>56</sup> 18 (Dec 2018 Cumulative) <sup>57</sup> 14 <sup>58</sup> (Dec 2019) 47 CSOs coalition and 7 district level CSOs coalition	Review of NHRC reports and coalition official documents, challenge fund report. Monitoring visit reports.	NHRC reports, coalition official documents, challenge fund report, and monitoring field visits.	Bi-annual.	NHRC, Project Team, M&E Expert, Data Analysis Expert.	\$6000	Further politicization of civil society and media may undermine engagement.

<sup>50</sup> 04 Convention Against Torture (CAT) reports were submitted by CSOs (SoDESH-2, ABALAMBAN-1 and NDP-1) during the month of June 2019 to the UN.

<sup>51</sup> During this reporting period two CSOs submit situation report out of 14 CSOs.

<sup>52</sup> Ethnic, Dalit including women, persons with disability, Hijra (third gender) and other excluded minority

<sup>53</sup> No referral services currently exist.

<sup>54</sup> 30 Cases were referral to District Legal Aid Office. (Male-6, Female-22 & Girls-2) by PULSE Bangladesh in 2018.

<sup>55</sup> Data did not collect from NHRC due to COVID 19.

<sup>56</sup> 15 CSO Coalitions formed at local and national level. The CSOs coalitions are as follows: NARIPOKKHO, BSAF, Bandhu Social Welfare Society and RDC at national level; and Uddipto and SoDESH in Satkhira; YPSA, Pulse Bangladesh and ACLAB in Cox's Bazar; SMS and Abalamban in Gaibandha; NDP and PWD in Sirajganj; IDEA and Aporijita in Habiganj districts.

<sup>57</sup> 3 CSOs Platform established in three Districts at grassroot level in Sirajganj, Gaibandha and Coax's bazar districts.

<sup>58</sup> 14 CSOs coalitions under the CF and LVG support of HRP-UNDP

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			(Cumulative as of Dec 2019) <sup>59</sup> . As of March, 2020 <sup>60</sup>						
<b>2.5.B)</b> Numbers of CSOs/CSO Coalitions produced and submitted HRV report and /or HR situation reports to NHRC and other platforms (New)	TBD	10 (2020) 10 (2021) 20(2022 Cumulative)	15 CSO	Review of NHRC reports and coalition official documents, challenge fund report. Monitoring visit reports.	NHRC reports, coalition official documents, challenge fund report, and monitoring field visits.	Quarterly	NHRC, Project Team, M&E Expert, Data Analysis Expert.		
<b>2.5 C)</b> Number of LNOB category people of HRP get access to local support services and opportunities in post COVID-19 situations.	TBD	2000(2020) 3000 (2021) 5000 (2022 Cumulative)		Review of NHRC reports and coalition official documents, challenge fund report. Monitoring visit reports.	NHRC reports, coalition official documents, challenge fund report, and monitoring field visits.	Quarterly	NHRC, Project Team, M&E Expert, Data Analysis Expert.		
<b>2.6)</b> Number of Human Rights Defenders' active in online/offline networking and joint platform.	0	50 (2017) 50 (2018) 100 (2019) 50 (2020) 50 (2021) 250 (2022 Cumulative)	24 HRDs. (December 2017) <sup>61</sup> Male-20 Nos. Female-4 Nos. 87 HRDs (As of December 2018 Cumulative) <sup>62</sup> Male-63 Female-24	Review of online forum and NHRC reports.	Online forum, NHRC reports. 18-month review report	Annually.	NHRC, Project Team, M&E Expert, Data Analysis Expert.		Possible continued violence directed at online activists.

<sup>59</sup> Additionally, HRP has formed 7 districts level (i.e. Sirajganj, Habiganj, Satkhira, Co's Bazar, Gaibandha, Mymensingh and Khulna) coalition/platform of CSOs comprising of total 167 CSOs

<sup>60</sup> 14 CSOs coalition and 1 district level CSO coalitions (Dinajpur district level coalition as of March 2020

<sup>61</sup> 24 HRDs trained on HRD's roles and standards, and they are actively engaged in Human Rights actions in five HRP priority districts (i.e. Satkhira, Gaibandha, Sirajganj, Habiganj and Cox's Bazar) in Bangladesh

<sup>62</sup> 87 trained HRDs are playing active role in offline forum and participating in different coalition meetings and dialogues as well as submitting reports in NHRC complaint mechanism.

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			129 HRDs in 22 districts (As of Dec 2019 Cumulative <sup>63</sup> ) Male-94 Female-35 39 HRDs (M=19 and F=20) from 10 districts (as of March 2020)					
2.6 A) i) % of small grants that have met respective target and goals and ii) % of small grants consulted with women or minority groups in their design.	0	i) 85% (2017) i) 85% (2018) i) 85% (2019) i) 85% (2020) i) 85% (2022 Cumulative) ii) >50% (2017) ii) >50% (2018) ii) 40% (2019) ii) 50% (2020) iii) 50% (2022) Cumulative)	i) 80% <sup>64</sup> (Dec 2017) ii) 73% (Dec 2017) i) 100% (Dec 2018) ii) 87% (Dec 2018) i) 100% (Dec 2019) ii) 80% (Dec 2019)  <b>As of March 2020:</b> No small grant support provided in 2020	Findings of sample evaluation, review of challenge fund report. Monitoring visit reports.	Sample evaluation of projects, challenge fund report, project reports. Monitoring field visits.	i) At the end of challenge fund project cycle. ii) the start of the cycle.	NHRC, Project Team, M&E Expert, Data Analysis Expert.	Further politicisation of civil society and media may compromise engagement.
2.7. Number of rights forums jointly undertaken by NHRC thematic committees and CSOs to discuss contemporary human right issues.	07 <sup>65</sup> (2014)	5 (2017) 5 (2018) 5 (2019) 10 (2020) 10 (2021)	11 <sup>66</sup> (Dec 2017) 11 (Dec 2018) 13 (Dec. 2019)	NHRC reports, and CSO/CBO reports.	CSO narrative reports submitted to HRP	Annual	NHRC, Project Team, M&E Expert, Data Analysis Expert.	NHRC remains flexible to include CSO in the thematic committee dialogues.

<sup>63</sup> 160 (HRP-129, M-94, F-35: CSOs-31, M-13, F-18) trained HRDs are playing active role in offline forum and participating in different coalition meetings and dialogues as well as submitting reports in NHRC complaint mechanism. (From 28 Districts )

<sup>64</sup> 4 CSOs out of 5 challenge fund recipients during January'16 to June 17 met the target and goal of their rights-based actions; Besides, 4 CSOs out of 5 CSOs (under the small grants) consulted with women and minority groups in designing of their rights-based actions. Besides, another 11 CSOs received the challenge fund support (for Oct. 17 to Sept. 18) out of 15 CSOs consulted with women and minority groups in designing of their rights-based actions.

<sup>65</sup> 07 Thematic committees were formed in earlier phase of BNHRC Capacity Development Project (CDP), Sources: HRP 18 Month review Report.

<sup>66</sup> A total number of 11 rights forums formed and actively function under the thematic committees of NHRC, B in addressing contemporary human rights issues.

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		35 (2022) Cumulative)	35 (Cumulative as of 2019) 4 As of March 2020 <sup>67</sup>						
2.8) Number of students with increased awareness of human rights as a result of school campaigns with CSO/CBOs. and youth leaders.	4.9% (November 2017)	10% (2017) 10% (2018) 10% (2019) 20% (2020) 30% (2021) 80% (2022 Cumulative)	986(December 2017) <sup>68</sup>  56.4% (Dec 2018) <sup>69</sup>  57.4% (16,182 student as of Dec 2019)  2020: still in progress	Sample Survey	Survey Report	Before and after school campaigns	CSO/CBOs, NHRC, Project Team, M&E Expert, Data Analysis Expert.		Further politicisation of civil society may compromise social engagement.  An increasingly restrictive political and civil rights environment may stifle human rights promotion.
<b>Expected Outcome 3: Law enforcement, in particular the police, upholds and promotes human rights. (HRP Output-3)</b>									
Outcome indicators	Baseline (2016)	Target *Unless otherwise stated	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
3.1) Number of cases reported against law enforcement agencies and police to NHRC.	50% of total cases	10% (2017) 10% (2018) 10% (2019) 20% (2020) 20% (2021) 70% of total cases (2022 Cumulative) (<2% per year)	50 % (46 Number cases Dec 2017) <sup>70</sup>  74% (69 cases Reported Dec 2018) <sup>71</sup>  39% (18 Cases reported Dec 2019) <sup>72</sup>	Review of NHRC Annual Reports, NHRC UPR Stakeholder Report, Case Management System. Key	NHRC Annual Reports, UPR Stakeholder Report. Case Management System. 18-month review report	Annually	NHRC, Police, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive political and civil rights environment may stifle human rights reporting.

<sup>67</sup> 4 Thematic Committee of NHRC meetings held during 2020 [a. Committee on Dalits, Hijra, other Excluded Minorities, b. Committee on Protection of Religious and Ethnic Minorities & Non-citizen's rights, c. Committee on Women and Children's Rights (as of March 2020)].

<sup>68</sup> Achieved by DHRUBO-325, NARIPAKHKHO-61, UMUS-100 and Rupantar Uddyog-500 students.

<sup>69</sup> 15,893 Nos Students aware out of 28,171 total students as a result of school campaign with CSOs/CBOs.

<sup>70</sup> NHRC received 46 Number of cases from NGOs and others against law enforcement agencies and police and 100% were sent for action.

<sup>71</sup> 69 Cases were received against Law Enforcement Agency (LEA) and 51 Cases were sent for action by the NHRC.

<sup>72</sup> 18 Cases were received against Law Enforcement Agency (LEA) and 100% Cases were sent for action by the NHRC but 11 cases still under process in 2019.

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			2020: Data did not collect from NHRC due to COVID 19 outbreak.	Informant Review (KII)					
3.2) Number of targeted CSOs and HRDs expressing their satisfaction on the role of coordination by the law enforcement officers	November 2017	10% increase (2017) 10% increase (2018) 20% increase (2019) 10% (2020) 25% (2021) 25% (2022)	0 (Dec 2017) <sup>73</sup> 48 CSOs (Dec 2018) <sup>74</sup> Data not yet collected for 2019  2020: Data not yet collected for 2019, Data would be available at the end of the month of April 2020 from perception survey report.	Reports from CSOs and police Satisfaction Survey	Data base – HRDs and CSO feedback, Survey Report.	Annually	Police, UNDP, Project Team, M&E Expert, Data Analysis Expert.		Willingness of LEAs to work with CSOs
<b>Project Output Indicators</b>	<b>Baseline (Year)</b>	<b>Target (Year)</b>	<b>Progress Against Target (M/Y)</b>	<b>Data Collection Methods (M&amp;E Activities)</b>	<b>Means of Verification (data sources)</b>	<b>Frequency</b>	<b>Responsibilities</b>	<b>Resources (M&amp;E Cost)</b>	<b>Assumptions and Risks</b>
3.2 A) % of human focal points actively engaged in human rights initiatives and actions in the post-covid-19 situation.	0	15% (2017) 15% (2018) 15% (2019) 30% (2020) 25% (2021) 25% (2022)	0 (Dec 2017) 57% (Dec 2018) <sup>75</sup> 80% (as of Dec 2019) <sup>76</sup> 2020: Work in progress	Review of Police reports and ToRs and monitoring visit reports.	Police reports, ToRs and monitoring field visits. HRP Annual Report	Annually.	Police, Project Team, M&E Expert, Data Analysis Expert.	\$6000	Partnerships with police may become challenging to implement as they are busy with their professional tasks and might be reluctant to UNDP tasks.

<sup>73</sup> Survey is pending and to be conducted in June 2018.

<sup>74</sup> Survey to be conducted by Mid July 2019.

<sup>75</sup> Seven (7) Focal Points nominated and among them 4 Focal points are active and converted in to percentage 57%.

<sup>76</sup> 4 (Four) Human Focal Persons are more actively engaged in human rights events and actions out of five (05) and converted in to percentage 80%.

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<b>3.2.B) % of trained LEA Officials actively engaged in human rights actions and effectively dealt with human rights concerns/issue in the post-covid-19 situation.</b>		15% (2020) 30% (2021) 45% ((2022)		Review of Police reports and ToRs and monitoring visit reports.	Police reports, ToRs and monitoring field visits. HRP Annual Report	Annually.	Police, Project Team, M&E Expert, Data Analysis Expert.	Partnerships with police may become challenging to implement.
<b>3.3) % of police officials that have better understanding (change attitude and its application) of Human Rights issues as a result of human rights training and rights advocacy.</b>	November 2017 (Not yet conducted)	3% increase (2017) 10 % increase (2018) 10 % increase (2019) 10% (2020) 30% (2021) 30% (2022)	100 Nos (Dec 2018) <sup>77</sup> 60 Nos (As of Sept 2019) M-56, F-4 227 Nos (As of Dec 2019 cumulative) Male- 205, Female- 22 83% Police Officials <sup>78</sup> (As of Dec 2019) 2020: 182 Nos <sup>79</sup>	Sample survey, review of Police reports and monitoring visit reports.	Sample survey, Police reports and monitoring field visits.	Annually.	Police, Project Team, M&E Expert.	Partnerships with police may become challenging to implement.
<b>3.4) Number of times the police Officials take part in human rights dialogues with the NHRC judiciary, CSOs, NLASO on different emerging issues in post-COVID 19 situations.</b>	0	04 (2020) 04 (2021) 03 ((2022)		Review of the events calendar and meeting minutes	Quarterly Progress Report and Annual Report of the Project	Quarterly	Police, Project Team, M&E Expert, Data Analysis Expert.	COVID 19 outbreak may be prolonged in the country. Partnerships with police may become challenging to implement.
<b>3.6) % of established Human Rights Desks at district level Police HQ that have effectively dealt with human rights concerns/issues of the service recipients (people) as well as the police.</b>	0	10% (2017) 10% (2018) 10% (2019) 20 % (2020) 20% (2022)	0 (Dec 2017) NB: This indicator has dropped consulting with SDC donor as during the project tenure it is not possible to be achieved.					

<sup>77</sup> Training manual has been prepared for training to the Police.

<sup>78</sup> On average 83% police Officials have better understanding (change attitude and its application) of Human Rights.

<sup>79</sup> 182 Police Officials received training on Human Rights during this reporting period. (Among them Male-173 and Female-09).

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3.7) Numbers of police officials from the ethnic, excluded, and other minorities actively engaged in Human Rights actions.	November 2017 (Not yet conducted)	100 (2020) 100 (2021) 210 (2022)		Review of the events calendar and meeting minutes	Quarterly Progress Report and Annual Report of the Project	Quarterly	Police, Project Team, M&E Expert, Data Analysis Expert.		COVID 19 outbreak may be prolonged in the country.
3.8) Gender parity policy introduced in the policy framework of the Police institution.	No Gender parity policy exists	0 (2020) 01 (2021) 01 (2022)		Review the policy framework	Annual Report of the Project	Six-monthly	HRP Team		COVID 19 outbreak may be prolonged in the country.
<b>Expected Outcome 4: NHRC and national stakeholders better protect and promote women's rights. (HRP Output-4)</b>									
Outcome Indicators	Baseline (2016)	Target * *Unless otherwise stated	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
4.1) Number of cases that the NHRC and legal aid offices provided legal assistance/advise to women and girls victims of violence.	0	1 (2017) 5 (2018) 10 (2019) 30 (2020) 54 (2021) 50 (2022) 150 (2022 Cumulative)	An MOU is under process (Dec-17) <sup>80</sup>  52 Nos (Dec 2018) 58 Cases (Dec 2019) 110 Cases (Cumulative)	Review of NHRC Report, Police Women Support and Investigation Division	NHRC Annual Report. Police Women Support and Investigation Division report, NALSO Data.	Annually	Project Team, M&E Expert, Data Analysis Expert.		Partnerships with police may become challenging to implement as they are busy with their professional tasks. Therefore, they show reluctant to UNDP tasks.

<sup>80</sup> HRP supported NHRC, B to draft a MoU with NLASO and discussion are ongoing to finalize the MOU.

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			2020: Survey is ongoing. NHRC and NLASO has almost same panel lawyers. Data did not collect from NHRC due to COVID 19 outbreak.	reports. Key informant Interview (KII)					
4.2) % of women population who understands and are aware of their rights as a human being and as women. <sup>81</sup>	57% (2014)	10% (2017) 20% (2018) 20% (2019) 20% (2020) 20% (2021) 10% (2022) 100% (2022 Cumulative)	10 % (699 Number of women (Dec 2017) <sup>82</sup> 4.67% ((Dec 2018) <sup>83</sup>  56% Women (As of Dec 2019 <sup>84</sup> ) 2020: 400 Nos of women aware on their rights. (January to March 2020)	Sample Survey	Survey report	At least once throughout programme.	NHRC, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive rights environment may stifle human rights promotion.
<b>Project Output Indicators</b>	<b>Baseline (Year)</b>	<b>Target (Year)</b>	<b>Progress Against Target (M/Y)</b>	<b>Data Collection Methods (M&amp;E Activities)</b>	<b>Means of Verification (data sources)</b>	<b>Frequency</b>	<b>Responsibilities</b>	<b>Resources (M&amp;E Cost)</b>	<b>Assumptions and Risks</b>
4.3) % of students, adolescents and youth that have a better understanding on women and girl's rights as a result of campaigns.	2.8 % (February 2018) <sup>85</sup>	5% (2017) 10 % (2018) 15% (2019) 20% increase over baseline in 2020	10% (447 Number of Students (Dec 2017) <sup>86</sup>	Sample Survey	Sample Survey Report. MTR Report	Two times (Before and after school campaigns)	Ministry of Education, NHRC, Project team, M&E Expert, Data Analysis	\$6000	Relationships between CSOs/CBOs/HRDs with School and local authorities remain functional.

<sup>81</sup> Baseline survey asked: have you heard of the term human rights, follow-up survey should attempt to measure a deeper understanding of rights. Follow-up survey has still to be designed. The survey will focus on selected districts.

<sup>82</sup> Achieved by NARIPAKHKHO-248, DHURABA-425 and EKTA-26 on women rights, sexual violence and play a proactive role in ensuring access to justice and social services for women and girls.

<sup>83</sup> Awareness and advocacy campaigns on women rights resulted in an increase of knowledge, understanding and awareness of 28,251 women out of a total of 6,05,481.

<sup>84</sup> Awareness and advocacy campaigns on women rights resulted in an increase of knowledge, understanding and awareness of 16,197 (5000 girls from CMMS) women out of a total of 28,684.

<sup>85</sup> Baseline Data collected from CSO report.

<sup>86</sup> 61 Students aware on human right and sexuality achieved by the NARIPAKHKHO and 325 Girls by DHRUBA. Apart this, TOT has been given to 15 Teachers from 15 Schools who will be closely involved to run the Brave Men campaign

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		30% (2021) 30% (2022)	14% (Dec 2018) <sup>87</sup>  48% Students (As of Dec 2019) <sup>88</sup>  As of March, 2020 <sup>89</sup>				Expert		Further politicisation of civil society may compromise social engagement.
<b>4.4</b> Number of policy recommendations made as a result of research findings and rights dialogues on women rights and GBV. with stakeholders: Bangladesh Women Police Network, VSU, Women Judges Network and CSO/CBOs. (NCTB needs to include) (Go to footnote)	0	1 (2017) 2 (2018) 1 (2019) 4 (2020) 7 (2021) 1 (2022) 16 (2022 Cumulative)	1 (December-2017) <sup>90</sup>  1 (Dec 2018)  2 (Dec 2019) <sup>91</sup>  2 (Cumulative Dec 2019)  <b>2020: Still under process</b>	Review of rights dialogues/NHRC reports.	NHRC reports.  Police reports.  Ministry of Home Affairs reports.  18 Months review report	Annually	NHRC,  Police,  Ministry of Home Affairs, Project Team, M&E Expert, Data Analysis Expert.		Priorities of NHRC may change with consequences for engagement on women's rights. Further politicisation of civil society may compromise engagement.
<b>4.5</b> Number of complaints of women's rights violations submitted to the NHRC by the Committee on Violence Against Women and Children (NNPC) and CSOs/CBOs.	20% cases (2016) <sup>92</sup>	20% (2017) 20% (2018) 20% (2019) 20% (2020) 20% (2021)  100% (2022)	50% (45 Number of Complaints (Dec 2017) <sup>93</sup>  61% of total complaints (Dec 2018) <sup>94</sup>	Review of NHRC CMS reports and NNPC and CSO/CBO reports.	NHRC CMS reports, NNPC and CSO/CBO reports.	Annually	NHRC, NNPC, CSO/CBOs, Project Team, M&E Expert, Data Analysis Expert.		Change in political climate increases pressure on NHRC and reduces perception of independence.

<sup>87</sup> 600 students between age groups 11-15 Years out of 4,125 Students in 2018, However, among the participated students 97% students are aware on women and girl's rights.

<sup>88</sup> 1500 students are age groups 11-15 Years out 3125 students in 2019. However, among them 100 percent students are aware somehow on women and girl's rights.

<sup>89</sup> There is no targeted CSOs, who will work with students directly, however two CSOs (ASK, IDEA) are working with child rights, they did not yet report on students understanding on women or girls' right during this reporting period. Next quarter, data would be available.

<sup>90</sup> A separate Rules on Child Marriage Restraint Act 2017 formulated and submitted to Ministry of Women and Children Affairs.

<sup>91</sup> Two key recommendations were made based on research of ----- and rights dialogues in 2019.

<sup>92</sup> Baseline data collected from NHRC published report in 2016.

<sup>93</sup> NHRC received 45 number of complaints of women's rights violations from NGOs and individual victim and 100% are in action.

<sup>94</sup> NHRC received 33 complaints of women's rights violations of which 22 complaints (61%) are in under process of solution or referral.

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		Cumulative)	90% of total complaints (Dec 2019 <sup>95</sup> )						
			<b>2020:</b> Data would be collected at the end of the year. Need to collect the data from NHRC						
4.6) Number of children engaged in child labour enrolled in education.	TBD	200 (2020) 200 (2021) 400 (2022)		Sample Survey and review of CSOs QRR	Survey Report and Annual report of the Project	Quarterly	Project Team, M&E Expert, Data Analysis Expert		COVID 19 outbreak may be prolonged in the country.
4.7) Number of women able to participate in family income and decisions. (new)	TBD	100 (2020) 300 (2021) 400 (2022))		Sample Survey and review of CSOs QRR	Survey Report and Annual report of the Project	Quarterly	Project Team, M&E Expert, Data Analysis Expert		COVID 19 outbreak may be prolonged in the country.

### Expected Outcome 5: NHRC and national stakeholders better protect and promote the rights of ethnic minorities. (HRP Output-5)

Outcome Indicators	Baseline (2016)	Target * *Unless otherwise stated	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
5.1) % of ethnic and excluded minority populations aware of their human rights and as per international human rights instruments. <sup>96</sup>	5% (August 2018)	5% (2017) 5% (2018) 5% (2019) 5 % (2020 ) 10% (2021) 30 % increase from Baseline	3700 Number (Dec 2017) <sup>97</sup> members 24% (Dec 2018) <sup>98</sup> 35% (As of Dec 2019) <sup>99</sup>	Review of surveys.	Survey Report	Mid and End of the Project	NHRC, Project Team, M&E Expert, Data Analysis Expert.		An increasingly restrictive rights environment may stifle human rights promotion.

<sup>95</sup> NHRC received 57 complaints of women's rights violations of which 51 complaints (90%) are solved and 6 cases are in under process of solution or referral.

<sup>96</sup> Baseline survey asked: have you heard of the term human rights, follow-up survey should attempt to measure a deeper understanding of rights. Follow-up survey has still to be designed. The survey will be conducted in selected districts (linked with OP 4)

<sup>97</sup> Achieved by UMUS-2810, DHRUBO-750 and 140 numbers of people by N.Z EKTA CSOs, Data collected from final report submitted by CSOs.

<sup>98</sup> 47,536 ethnic and excluded minority communities are aware on their rights form a total population of 1,96,323 in 2018.

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Project Output Indicators	Baseline (Year)	Target (Year)	Progress Against Target (M/Y)	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
5.2) Number of international instruments/national laws/acts/policies on the rights of ethnic minority and other vulnerable groups adopted and implemented by government.	0	0 (2017) 1 (2018) 1 (2019) 1 (2020) 1 (2021) 4 (2022) Cumulative)	2020: 1070 Nos. Ethnic and People aware on their rights during the reporting period. (January to mid of March 2020)	Review of government reports, laws and policies, NHRC, CSO/CBO reports.	Government reports.  NHRC reports, CSO/CBOs reports.	Mid and End of the Project	NHRC, Project Team, M&E Expert, Data Analysis Expert		An increasingly restrictive political and civil rights environment may stifle human rights promotion of minority rights.

<sup>99</sup> 61,920 ethnic and excluded minority communities are aware on their rights form a total population of 1,77,932 in 2019.

<sup>100</sup> A Position Paper on Land Commission Act (for the plain land ethnic minorities) submitted to Policy makers and Bangladesh Ethnic Minority Rights Act (BEMRA) drafted by Parliamentary Caucus and NHRC submitted to the parliament.

<sup>101</sup> Includes: 1. Rules, 2018 under Child Marriage Restraint Act, 2017; 2. Sexual Harassment Prevention and protection Act (on process)

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<p><b>5.3)</b> % collaborations between the NHRC, parliamentary caucus and CSOs/CBOs that have resulted in at least one policy initiative or campaign on ethnic and <b>excluded</b> minority rights.</p>	<p>i) 0 ii) 0</p>	<p>i) 10% (2017) ii) 10% (2017) i) 10% (2018) ii) 10% (2018) i) 10% (2019) ii) 10% (2019) i) 10% (2020) ii) 10% (2020) i) 10% ii) 10% increase (2021) i) 10% ii) 10% increase (2022)</p>	<p>i) 1 collaborative event<sup>102</sup> (NHRC, Parliamentary caucus and CSOs done on Santal land eviction issues at Gaibandha in 2016</p> <p>i) 1 collaborative event (joint fact-finding) of NHRC, Parliamentary caucus and CSOs done on Khasi land conflict issues at Moulvibazar in 2018</p> <p>ii) 1 Policy dialogue initiated by NHRC, national stakeholders and CSOs on Anti-discrimination law<sup>7</sup> in Bangladesh.</p> <p>2 Policy dialogues initiative by RDC, NHRC and UNDP on Bangladesh Indigenous People's Rights Act (BIPRA) and Land commission Act for plain land indigenous people in 2018</p>	<p>Review of NHRC reports and MoUs.</p>	<p>NHRC reports, MoUs, and Parliamentary Caucus and CSO/CBO reports.</p>	<p>Annually</p>	<p>NHRC, Parliamentary Caucus, CSO/CBOs, Project Team, M&amp;E Expert, Data Analysis Expert.</p>	<p>\$6000</p>	<p>Further politicisation of civil society may compromise engagement. Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights.</p>
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<sup>102</sup> Joint fact-finding mission with Parliamentary Caucus on Santal incidence held in December 2016. A MoU has also been drafted with support of HRP which is yet to be finalized by NHRC, B.

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			2 Policy dialogues in 2019 <sup>103</sup>						
			1 As of March 2020 <sup>104</sup>						
5.4) Number of collaborative actions (fact-findings, rapid response, spot visit, published media reports etc.) taken by the NHRC, Parliamentarians and CSOs in post COVID-19 situation.	0	0 (2017) 1 (2018) 1 (2019) 3 (2020) 5 (2021) 10 (2022) Cumulative)	1 (Dec 2017) <sup>105</sup> 1 (Dec 2018) <sup>106</sup> 2 (Dec 2018 Cumulative) 3 <sup>107</sup> (Dec 2019) 7 (Cumulative as of Dec 2019) <b>2020: 2 fact-findings mission</b>	Review of fact-finding reports	Fact-finding reports, programme reports, NHRC Thematic Committee report	Need-based	Project team, NHRC, Parliamentary caucus		Partnership between Parliamentary Caucus and the NHRC remain functional  Political instability doesn't interfere the fact-finding missions

<sup>103</sup> 1 High level Policy dialogue in collaboration with Parliamentary caucus and CSOs on separate land commission for plain land ethnic minorities (as part of indigenous day 2019) and another policy dialogue in collaboration with CSOs (DYDF) on National Youth Action Plan in line with National Youth Policy 2017 (as part of the National Youth Congress 2019) for better inclusion of youth from ethnic and excluded minorities in Bangladesh.

<sup>104</sup> 1 collaborative action taken by NHRC to visit and information campaign on the problems and challenges of Horijon community at Miranjol Horijon Colony, Dhaka.

<sup>105</sup> At least 18 national newspapers published news articles on the findings of fact-finding mission report.

<sup>106</sup> HRP supported Parliamentary Caucus on Indigenous Issues and NHRCB in a joint fact-finding mission on 22nd July 2018, at Nahar Punji-1 to observe human rights situation of Khasi community, Moulvibazar district. On behalf of Parliamentary Caucus

<sup>107</sup> The **Facts Finding Mission** was conducted on 18-21 March 2019, by an 8-member team to investigate land rights violation by Julekhanagar tea garden owner against an ethnic village – Lakhaichora Duttbasti. village under # 4 Sindurkhan and #8 Kalighat union, of Srimongol upazila of Moulavibazar District. RDC conducted 2nd Fact Finding Mission on 23-24 November, 2019 of Santal Village, Shahebganj Bagda Farm, Gobindaganj Upazila, Gaibandha District. Another one is Fenni by NHRC

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<p><b>5.5 A)</b> Number of community radio stations broadcasting minority language programming and rights education programmes.</p>	0	1 (2017) 2(2018) 2(2019) 0 (2020) 5 (2021) 17 (2022 Cumulative)	2 (Dec 2017) <sup>108</sup> 2 (Dec 2018) <sup>109</sup> 4 <sup>110</sup> (Cumulative Dec 2018) 4 (Cumulative <sup>111</sup> Dec 2019) <b>2020:</b> 1 community radio station (Radio NAF) and Bangladesh Betar (national radio) broadcasting ethnic/local language-based rights education programmes	Review of media monitoring, NHRC reports and monitoring visits reports.	Media monitoring reports, NHRC reports, monitoring field visits.  Assessment report of Bangladesh Betar and community radio station	Annually	Community radio stations, NHRC, Project Team, M&E Expert, Data Analysis Expert.		Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights.
<p><b>5.6)</b> % of youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic, excluded and other LNOB category people.</p>	0 (November 2017)	15% (2017) 20% (2018) 25% (2019) 10% (2020) 10% (2021) 10% (2022)	67% (Dec 2017) <sup>112</sup> Male-41%; Female-26%  61% <sup>113</sup> (Dec 2018)  72% (1525 out of 2118 youth) – as of Dec 2019) 40 As of March 2020 <sup>114</sup>	Review of NHRC reports, training materials and monitoring visits reports. Sample survey of participants.	NHRC reports, training materials, monitoring field visits, surveys.	Annually	NHRC, Project Team, M&E Expert, Data Analysis Expert.		Priorities of NHRC change having consequences for engagement with CSOs working on ethnic-minority rights.

<sup>108</sup> Community Radio Sarabela and Community Radio NAF stations are broadcasting ethnic minority language programming and rights education programmes.

<sup>109</sup> New agreement was done with community Radio Nalta. Community Radio Sarabela and Community Radio NAF stations and one Bangladesh Betar at national context.

<sup>110</sup> Four Community Radio Stations are broadcasting minority language including Bangladesh Betar and Community Radio Sarabela received two times financial supports.

<sup>111</sup> Four Community Radio Stations are broadcasting minority language including Bangladesh Betar and Community Radio Sarabela (2 times), Community Radio NAF, Community Radio Nalta.

<sup>112</sup> Out of 54 (male:29 and female: 25) trained youth leaders, total 36 (male-22, female-14) are defined as active youth leaders in addressing human rights concerns/issues of ethnic minority group.

<sup>113</sup> 38 Youth leaders participated in 2<sup>nd</sup> batch Training for Youth Leaders on Human Rights, Leadership and Youth Empowerment. Test result is attached with this M&E Plan as Annex A. (HRP Youth Leaders: Total -97, Male-57, female-38, TG-02; Total CSOs Youth is 1781, Grand Total is 1878 and active is 723 Nos. (From 23 Diverse Community)

<sup>114</sup> **2020:** 40 Youth leaders are active as they were community indigenous people for their rights at root level. They are participating in human chain to establish indigenous people rights in root level.

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5.7) Number of ethnic, excluded and LNOB category peoples' representatives included and active in the local decisions making structure/platform (including LGIs standing committees).	0 (November 2017)	20 (2017) 20 (2018) 30 (2019) 30 (2020) 50 (2021) 150 (2022) Cumulative)	4 (Dec 2017) <sup>115</sup> Men-2, Women-2  48 Nos. (Nov - 2018) Women-25 Men-23 35 (As of Nov 2019) Male-18, Female-17) As of March 2020: 05 Persons included in standing committee. 92 cumulative (2020)	Assessment of UP standing committees	Programme reports, Committee lists	Annually	UPs, ethnic minority CSOs/CBOs, Project team, M&E Expert, Data Analysis Expert		LG authorities (UP) in ethnic minority prone areas have positive mind set to include ethnic minority representatives in the UP SC
5.8) No. of interfaith leaders trained and transforming their role in promoting peace, tolerance and harmony in the society in the post COVID-19 situation.	TBD	50 (2019) 100 (2020) 100 (2021) 250 (2021) Cumulative)	75 cumulative (as of 2020)	Sample Survey and CSOs QRR	Quarterly Progress Report  Annual Report	Quarterly	HRP Team  M&E Expert, Data Analysis Expert		COVID situation may hamper the project activities
<b>Expected Outcome 6: Strengthened capacity and coordination of justice sector institutions to better justice delivery and remedies to all citizens including LNOB people.</b>									
Outcome Indicators	Baseline (2016)	Target *	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
6.1) % of pending cases disposed of the Nari Shishu Nirjaton DamanTribunal.	TBD	5% (2020) 15% (2021) 20% (2021) Cumulative)		Review of documents of disposed cases	Programme reports, Committee lists	Six-monthly	Project team, M&E Expert, Data Analysis Expert,	500 US\$	It may be challenging to ensure fair justice

<sup>115</sup> Data collected from Uddipto Mohila Unnayan Samity (UMUS) CSOs final report submitted and PULSE Bangladesh.

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6.2) % of LNOB category people have increased access to quality legal aid services.	To be determined (TBD)	10% (2020) 20% (2021) 20% (2022)	20% increase of providing legal aid services to the people from third gender via National Helpline Canter.	Sample Survey	Survey report  Quarterly Progress Report	Six-monthly	High Court/Supreme Court  Project Team, M&E Expert, Data Analysis Expert.  Data Analysis Expert	\$500 US\$	COVID 19 may be prolonged and hamper the progress of the Project
Project Output Indicators	Baseline (2016)	Target *  *Unless otherwise stated	Progress Against Target (M/Y)*	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (M&E Cost)	Assumptions and Risks
6.3) Number judges and public prosecutors have adequate knowledge to deal with a digitalized case management system	TBD	300 (2020) 300 (2021) 600 (2022 Cumulative)	No Progress calculated yet	Sample Survey	Survey report  Quarterly Progress Report	Quarterly	M&E Expert, Data Analysis Expert, Project Team	\$500 US \$	COVID 19 may be prolonged and hamper the progress of the Project
6.4) % of pending cases reduced in the lower court cases (Nari o Shishu Nirajotn Daman Tribunal)	TBD	5% (2020) 10% (2021) 10% (2022 Cumulative)	Process to conduct the study on reducing the case backlog of the concerned tribunal has been initiated in coordination with BWJA.	Sample survey and review the pending cases	Quarterly Progress Report  Annual Report	Quarterly	M&E Expert, Data Analysis Expert, Project Team	\$500 US \$	It may be delayed to hire Expected Consulting Firm to introduce Digitalization process
6.5) Number of policy recommendations made on reduction of VAW cases and followed up by NJCC, DJCC	0	1 (2020) 2 (2021) 3 (2022 Cumulative)	Discussion of policy guideline on the reduction of VAW cases have initiated with law and Justice Division.	Review the record and minutes of the consultations	Quarterly Progress Report	Quarterly	M&E Expert, Data Analysis Expert, Project Team	\$500 US \$	COVID 19 outbreak may hamper to conduct policy dialogues

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6.6) Number of women judges played leadership role in the judicial reform and innovation process.	TBD	100 (2020) 100 (2021) 200 (2022 Cumulative)	20% as by end of March 20 women judges from Bangladesh Women Judges Association have been playing the role of researcher in identifying the challenges to ensure speedy justice for GBV victims.	Sample Survey	Survey report  Quarterly Progress Report	Quarterly	M&E Expert, Data Analysis Expert, Project Team	500 US \$	The High Court and Supreme court management may be reluctant to introduce in leadership role.
6.7) Number High Court benches record system digitalized on commercial nature.	TBD	02 (2020) 02 (2021) 04 (2022 Cumulative)	No Progress calculated yet. However. Process of digitalized software development has been already initiated.	Review the digitalized record system	Survey report  Quarterly Progress Report	Quarterly	M&E Expert, Data Analysis Expert, Project Team	500 US \$	The High Court and Supreme court management may be reluctant to record system digitalized
<b>SP Output 2.2.3 (Governance) Capacities, functions, and financing of rule of law and national human rights institutions and systems strengthened to expand access to justice and combat discrimination, with a focus on women and other marginalized groups</b>									
<b>SP Output Indicators with code number</b>	<b>Baseline (Year)</b>	<b>Target (Year)</b>	<b>Progress Against Target (M/Y)</b>	<b>Data Collection Methods (M&amp;E Activities)</b>	<b>Means of Verification (data sources)</b>	<b>Frequency</b>	<b>Responsibilities</b>	<b>Resources (Cost)</b>	<b>Assumptions and Risks</b>

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<p><b>Indicator 2.2.3.1</b> Existence of strengthened institutions and systems supporting fulfilment of nationally and internationally ratified human rights obligations:</p> <p>a) Rule of law and justice</p> <p>b) Human rights</p>	<p>A review of the NHRC act was conducted in 2014 and recommendations to amend the act was submitted to the MOLJPA</p>	<p>a) Yes</p> <p>b) Yes</p>	<p>a) No (Dec 2018)</p> <p>b) No (Dec 2018)</p> <p>a) No (Dec 2019)</p> <p>b) Yes<sup>116</sup> (Dec 2019)</p>	<p>The ICC accreditation, the Human Rights Index of the OHCHR, and other reports from OHCHR. Reports of Other human rights mechanisms, including the Human Rights Council, the Universal Periodical Review, Treaty Bodies, and Special Procedures, provide comprehensive periodic reports</p>	<p>Annual Report</p> <p>Mid-Term Evaluation Report</p>	<p>Annually</p>	<p>NHRC, ICC Sub-Committee, Project Team, M&amp;E Expert, Data Analysis Expert</p>	<p>No additional fund is needed</p>	<p>Government of Bangladesh may remove or reduce resources allocated to NHRC. A change in the political climate may increase pressure on NHRC and reduce perception of independence.</p>
<p><b>SP Output 2.6.1 (Gender) Capacities strengthened to raise awareness on and undertake legal, policy and institutional reforms to fight structural barriers to women’s</b></p>									

<sup>116</sup> The Programme supports state-based institutions, with a special focus on the NHRC to fulfill its core mandates, encourage partnerships with stake holders in the sector including civil society organizations and support NHRC to be positioned as vital stake holder catalyzing the discourse of human rights in Bangladesh. According to criterion set by Global alliance of National Human Rights Institutions, NHRC is categorized as a B status institution. Category - B refers to a commission that is partially compliant with the Paris Principles. The founding NHRC Act has several shortcomings that prevent the Commission complying fully with the Paris Principles. Those shortcomings include: i. inadequate definition of human rights; ii. the provision on the investigation of allegations of human rights violations committed by the ‘disciplined force’, that is, the military and the police; iii. deficiencies in the procedure for selection of members; iv. limitations on full financial independence. The institutional capacity in terms of financial and human resources have been increased over the years. Its budget has been doubled since 2013. Currently NHRC is seeking to further increases in its staff number – at present it has 48 staff and trying to bring its total staff number to 148 of which 40 positions have been approved by the government.

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SP Output Indicators with code number	Baseline (Year)	Target (Year)	Progress Against Target (M/Y)	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (Cost)	Assumptions and Risks
<p><b>Indicator 2.6.1.1</b> Existence of adopted legal, policy and institutional reforms to remove structural barriers to women's empowerment:</p> <p>a. Discrimination in labour markets (formal and informal sectors)</p> <p>b. Access to and control over assets and services</p> <p>c. Regulation of identity, tenancy rights, inheritance, marital status</p> <p>d. Reduction or redistribution of unpaid care work</p> <p>e. SGBV</p> <p>f. Others</p>	<p>a) No</p> <p>b) No</p> <p>c) No</p> <p>d) No</p> <p>e) No</p> <p>f) No</p>	<p><b>2018:</b></p> <p>a) No</p> <p>b) No</p> <p>c) No</p> <p>d) No</p> <p>e) Yes</p> <p>f) No</p> <p><b>2019:</b></p> <p>a) Yes</p> <p>b) No</p> <p>c) No</p> <p>d) No</p> <p>e) Yes</p> <p>f) No</p> <p><b>2020:</b></p> <p>a) Yes</p> <p>b) Yes</p>	<p>a) No</p> <p>b) No</p> <p>c) No</p> <p>d) No</p> <p>e) Yes</p> <p>f) No (Dec 2018)</p> <p>a) Yes (No significant progress achieved in 2019)</p> <p>b) No</p> <p>c) No</p> <p>d) No</p> <p>e) Yes</p> <p>f) No</p> <p>e) Yes <sup>117</sup>( Dec 2019)</p>	<p>Government records (administrative data, budget allocations, planning documents) on the adoption of proposals.</p>	<p>Annual Report</p> <p>Mid-Term Evaluation Report</p>	<p>Annually</p>	<p>NHRC, ICC Sub-Committee, Project Team, M&amp;E Expert, Data Analysis Expert</p>	<p>No additional resources needed</p>	<p>1. NHRC remains flexible to include CSO in the thematic committee dialogues</p> <p>2. GoB is willing to accept proposals of rights forums</p>

<sup>117</sup> Mass campaigns of 16 days activism jointly undertaken UN Agencies, NHRCB and partner CSOs increased the public awareness on early marriage, sexual harassment, domestic violence, dowry, gender discrimination and multiple vulnerabilities has resulted in an increase of knowledge, understanding and awareness of 39,448 women.

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		c) Yes							
		d) Yes							
		e) Yes							
		f) No							

**Key Result 1 (2022):** NHRC-B enables to handle the human rights violations complaints with better satisfaction of clients through application of digitalized complaint handling system

Indicators	Baseline (Year)	Target (M/Year)	Progress Against Target (M/Y) *	Evidence (Data sources/Name of Document/Website, etc)			
				Full Title	Date of Publication	Author	Link (if available)
1.2) Percentage of NHRC clients expressing satisfaction in the complaint's mechanism of the NHRC. <sup>118</sup>	Baseline: An Exercise seeking client satisfaction is yet to be conducted on July 2018	0% (2017) 20% (2018) 20% (2019) 10% (2020) 10% (2021) 20% (2022)	Clients express their satisfaction- Very Satisfied: 5.88 %, Satisfied; 82.35 %, Dissatisfied: 11. 76 %, (July 2021 ).				
1.3 Digital Complaint Handling System of NHRCB is effectively operationalized.	0	1 (2022)  •5 Modules on: HR Pay Role; Finance; Travel & Transport Management; Knowledge Management; Inventory	•5 Modules (Complaint management; Media monitoring; Thematic Committee; Field Monitoring; and Integrated MIS)				

Capacity on gender and diversity has enhanced of 85 number of CSOs representatives, peace leaders and youth have increased level of knowledge and understanding on gender and diversity. As a result, youth from different segments of societies has prepared action plan to conduct campaign to reduce GBV.

<sup>118</sup> Client satisfaction sample surveys to be carried out annually with 3 scale or mode of satisfaction : good, moderate, and bad.

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### Key Result 2 (2022): Human Rights Defenders (HRDs) are united and active to perform their role in defending, monitoring and reporting of human rights situation at grassroots level

2.2) % trained CSOs reporting on international obligations of Bangladesh under selected treaties and UN special procedure.	0	10% (2017) 10% (2018) 20% (2019) 10% (2020) 20% (2021) 20% (2022)	21% (8 out of 39) trained CSOs and 4% HRDs (7 out of 183) submitted report to UN Human Rights Mechanism as of 2020.				
2.6) Number of Human Rights Defenders' active in online/offline networking and joint platform.	0	50 (2017) 50 (2018) 50 (2019) 50 (2020) 50 (2021) 250 (2022 Cumulative)	HRP has increased the capacity of HRDs in human rights activism. So far, 183 HRDs (Male-117 and Female-66) in 22 districts are playing active roles on online /offline networking and joint platform				

### Key Result 3 (2022): Police Officials have better understanding on Human Rights frameworks and its applications to respond for protection of rights of the people in Bangladesh.

3.3) % of police officials that have better understanding (change attitude and its application) of Human Rights issues as a result of human rights training and rights advocacy	November 2017 (Not yet conducted)	3% increase (2017) 10 % increase (2018) 10 % increase (2019) 10% increase (2020) 33% increase (2021) 33% increase (2022)	Total 1508 police (Male 1186 & Female 322) have strengthened their conceptual understanding and enhanced their sensitization to fundamental human rights and gender related concerns as well increased level of understanding on human rights protection and their role to promote in compliance with national and				
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## Project Monitoring and Evaluation Plan (2022)

			international human rights standards.				
<b>Key Result 4 (2022):</b> <i>The laws/Policies related to GBV are reviewed, reformed and reinforced as a result of dialogues/policy advocacy with national institutions and stakeholders</i>							
4.4) Number of policy or service recommendations made because of rights dialogues on GBV with stakeholders: Bangladesh Women Police Network, VSU, Women Judges Network and CSO/CBOs.	0	1 (2017) 2 (2018) 1 (2019) 4 (2020) 7 (2021) 1 (2022) 16 (2022 Cumulative)	Total 07 policy recommendations have been made as a result of research findings and rights dialogues on women rights and GBV with stakeholders: Bangladesh Women Police Network, Women Judges Network and CSO/CBOs (June 2021).				
<b>Key Result 5 (2022):</b> <i>The ethnic and excluded minorities have better knowledge and understanding on human rights and the rights of minorities because of human rights education, programming, and campaign</i>							
5.5 A) Number of community radio stations broadcasting minority language programming and rights education programmes.	i) 0 ii) 0	1 (2017) 2 (2018) 2 (2019) 0 (2020) 5 (2021) 17 (2022 cumulative)	17 Community Radios stations and Bangladesh Betar received support from HRP for broadcasting minority language programming and rights education programmes				
5.6) % of youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic, excluded, and other LNOB category people.		15% (2017) 20% (2018) 25% (2019) 10% (2020) 10% (2021) 10% (2022)	73.5% youth leaders trained have become active in transforming their leadership role to promote the rights of ethnic, excluded and other LNOB category people.				

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## Project Monitoring and Evaluation Plan (2022)

**CPD Output 2.1 Civil society, interest groups, relevant government agencies and political parties have tools and knowledge to set agendas and to develop platforms for building consensus on national issues**

CPD Output Indicators	Baseline (Year)	Target (Year)	Progress Against Target (M/Y)	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (Cost)	Assumptions and Risks
[CPD Indicator 2.1.1.]: Extent to which there is a strengthened environment for civic engagement, including legal/regulatory framework for civil society organizations to function in the public sphere and contribute to development, and effective	Baseline (2016): low (on 3 groups)	0 (2017) 0 (2018) Medium (2019) By 2020: medium (on 3 groups) <sup>119</sup>	There is no significant progress up to now. (Dec 17)  0 (2018)  07 (As Dec 2019)  40 <sup>120</sup> (Cumulative Dec 2019)	Review the Documents and annual reports	Human Right Commission Report  Mid Term and Final Evaluation Report	Annually	NHRC, M&E Expert, Data Analysis Expert of HRP project	US \$ 500	Government may reluctant to provide real information

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<sup>120</sup> With the technical and financial supports of HRP-UNDP 7 CSOs Coalitions were formed in 2019 whilst 40 Coalitions cumulative as of Dec 2019 and consisting of total of 129 CSOs implemented rights-based awareness programmes at grassroots levels. The CSO coalitions have made considerable efforts to improve people's awareness on women, child and minority rights (including persons with disabilities and third-gender) issues through engaging communities

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mechanisms/platforms to engage civil society (with a focus on women, youth or excluded groups)									
<b>CPD Output 2.2 The Government has the capacity to carry out formal or quasi-formal, demand-driven and gender-sensitive reforms of the justice sector to provide more equal access to justice to women and men, especially those from marginalized groups</b>									
CPD Output Indicators	Baseline (Year)	Target (Year) (2020)	Progress Against Target (M/Y)	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (Cost)	Assumptions and Risks
<b>[CPD Indicator 2.2.2.]:</b> Extent to which operational institutions have the capacity to support fulfilment of nationally and internationally ratified human rights obligations	A review of the NHRC act was conducted in 2014 and recommendations to amend the act was submitted to the MOLJPA	3 (composite based on scaling – see footnote) <sup>121</sup> 0 (2018)	NHRC has displayed a very autonomous approach in handling selected issues <sup>122</sup>  Analysis of the composite indicators show that NHRC has achieved medium level	Review of NHRC report, GoB report	Published NHRC report, GoB report	Annually	NHRC, M&E Expert, Data Analysis Expert of HRP project	US\$.500	Sometimes government shifts its priority for publishing national monitoring report

awareness sessions, campaigns and issue-based advocacy initiatives/action. Awareness and advocacy campaigns on women rights resulted in an increase of knowledge, understanding and awareness of 39% of women (11,197 women out of a total of 28,684) and 35% ethnic and excluded minority communities (a total of 61,920 form a total population of 177,932 in 2019 in selected working areas, in selective Districts of working areas in 2019. A total of 2,118 youths involved transforming their leadership role to promote the rights of ethnic minorities in 2019 at grassroot level of Bangladesh.

<sup>121</sup> Composite indicator based on the Paris Principles criteria evaluated by the ICC. Scale: 1 point for each criterion met: 1) Mandate and competence; 2) Autonomy from Government; 3) Pluralism; 4) Adequate resources; and 5) Adequate powers of investigation. NHRC to be encouraged to apply for evaluation by the ICC before the end of the programme i.e. 2019-2020.

<sup>122</sup> The issues were such as the Rohingya crisis, child marriage rules, VAW incidents in Bogura and to an extent in rape cases in Banani. There was lack of follow up in supporting the victims of the Rape cases. Whereas issues related to minority matters and enforced disappearance NHRC was not too proactive and was less assertive.

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			<p>results . See Note <sup>123</sup>(Dec 2018)</p> <p>Analysis of the composite indicators show that NHRC has achieved medium level results . See Note <sup>124</sup>(Dec 2019)</p>						
<p><b>[CPD Indicator 2.2.3]</b> Number of cases resolved through legal aid services to the poor and disadvantaged groups.</p>	<p>No referral services currently exist.</p>	<p>50 (2017) 50 (2018) 50 (2019) 200 (2020)<sup>125</sup></p>	<p>46 Number of cases. (Dec 2017) <sup>126</sup></p> <p>51 Cases (Dec 2018)</p> <p>58 Cases (Dec 2019)</p> <p>155 Cases solved (Cumulative as of Dec 2019)</p>	<p>Review of Report of National Legal Aid Services Organization, NHRC</p>	<p>Report of National Legal Aid Services Organization, NHRC</p>	<p>Annually</p>	<p>NHRC, M&amp;E Expert, Data Analysis Expert of HRP project</p>	<p>US\$.500</p>	<p>NHRC and NLSO willing to work in a coordinated manner</p>

<sup>123</sup> Note 1: NHRC achieved in 1) Mandate and competence: obtained Medium 2) Autonomy from Government; obtained Medium 3) Pluralism; obtained low-Medium 4) Adequate resources; obtained Medium and 5) Adequate powers of investigation: obtained Low -Medium in 2018. (Composite indicator, based on the Paris Principles criteria evaluated by the ICC: Scale: 1 point for each criterion met: )

<sup>124</sup> Note 1: NHRC achieved in 1) Mandate and competence: obtained Medium (present Commission is looking at the ways for providing a wider interpretation of the NHRC Act 2009 in particular Section 18. 2) Autonomy from Government; obtained Medium 3) Independence- 4) Pluralism; obtained low-Medium 5) Adequate resources; obtained Medium-High and 6) Adequate powers of investigation: obtained Low -Medium in 2019. (Composite indicator, based on the Paris Principles criteria evaluated by the ICC: Scale: 1 point for each criterion met:)

<sup>125</sup> At least 50 referrals per year

<sup>126</sup> NHRC received 46 Number of cases from NGOs and others against law enforcement agencies and police and 100% were sent for action.

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<b>[CPD Indicator 2.2.4.]</b> Number of victim cases of sexual and gender-based violence redressed through institutional responses;	0 In 2016-750 (Sources UNDP Data base) <sup>127</sup>	10 (2017) 10 (2018) 10 (2019) 50 (2020)	45 Number of complaints (Dec 2017) <sup>128</sup> .  20 Complaints (Dec 2018)  51 Complaints (Dec 2019) <sup>129</sup>  116 Complaints (Cumulative as of Dec 2019)	Review of Report of National Legal Aid Services Organization, NHRC	Report of National Legal Aid Services Organization, NHRC	Annually	NHRC, M&E Expert, Data Analysis Expert of HRP project	US\$..500	NHRC and NLSO willing to work in a coordinated manner
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### *(UNDAF Outcome 1) Develop and implement improved social policies and programmes that focus on good governance, reduction of structural inequalities, and advancement of vulnerable individuals and groups*

CPD Output Indicators	Baseline (Year)	Target (Year) (2020)	Progress Against Target (M/Y)	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (Cost)	Assumptions and Risks
<b>[UNDAF Indicator 1.7a]</b> Percentage of poor and disadvantaged accessing and using legal aid services as compared to the total litigants	0 <sup>130</sup>	10% (2017)  10% (2018)  10% (2019)	An MOU has been proposed between NHRC and NLASO <sup>131</sup> to ensure the coordination of LA to victims of HR  58 Cases (Dec	Review of Report of National Legal Aid Services Organization, NHRC	Report of National Legal Aid Services Organization, NHRC	Annually	M&E Expert, Data Analysis Expert of HRP project	No additional is needed	Sometimes government shifts its priority for publishing national monitoring report

<sup>127</sup> Source: UNDP database 'Strengthening response to gender-based violence'

<sup>128</sup> NHRC received 45 number of complaints of women's rights violations from NGOs and individual victim and 100% are in action.

<sup>129</sup> NHRC received 57 complaints of women's rights violations of which 51 complaints (90%) are solved and 6 cases are in under process of solution or referral.

<sup>130</sup> No referral services currently exist.

<sup>131</sup> National Legal Aid Service Organization

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		50% (2020)	2019) 155 Cases solved (Cumulative as of Dec 2019)						
<b>[UNDAF Indicator 1.9]</b> Number of national laws or policies revised to remove discriminatory provisions	0	10% (2017) 10% (2018) 10% (2019) At least 50% of decisions (2020) (disaggregated by thematic area including gender)	3 (Dec 2017) <sup>132</sup> 01 <sup>133</sup> (as of 2019)	Review of Report of, NHRC	Report of NHRC	Annually	M&E Expert, Data Analysis Expert of HRP project	No additional is needed	<ol style="list-style-type: none"> <li>NHRC remains flexible to include CSO in the thematic committee dialogues.</li> <li>GoB is willing to accept proposals of rights forums</li> </ol>

### 5.1 End all forms of discrimination against all women and girls everywhere

SDG Indicators	Baseline (Year)	Target (Year)	Progress Against Target (M/Y)	Data Collection Methods (M&E Activities)	Means of Verification (data sources)	Frequency	Responsibilities	Resources (Cost)	Assumptions and Risks
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<sup>132</sup> 1.drafting of CRMA rules. 2. Consolidating the road map on disabilities. 3. Recommencc discussions on Anti discriminatory law

<sup>133</sup> With technical support of HRP, NHRC drafted and submitted a separate rule on "Child Marriage Restraint Act 2017" to Ministry of Women & Children Affairs. which have later been adopted by the Government in 2018 incorporating 67% of NHRC's draft Rules.

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<b>SDG Indicator 5.1.1</b> Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	There is no legal framework in Project or in NHRC	0 (2017) 0 (2018) 0 (2019) 01 (By June 2020 but process will start from 1 <sup>st</sup> of January 2018	Standard Operating Procedure (SOP) approved by the Commission 15% (As of Dec 2019) <sup>134</sup>	Review of GoB reports	GOB reports	Annually	M&E Expert, Data Analysis Expert of HRP project	No additional is needed	Sometimes government shifts its priority for publishing national monitoring report
<b>16.a Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime</b>									
<b>SDG Indicators</b>	<b>Baseline (Year)</b>	<b>Target (Year) (2020)</b>	<b>Progress Against Target (M/Y)</b>	<b>Data Collection Methods (M&amp;E Activities)</b>	<b>Means of Verification (data sources)</b>	<b>Frequency</b>	<b>Responsibilities</b>	<b>Resources (Cost)</b>	<b>Assumptions and Risks</b>
<b>SDG Indicator 16.a.1</b> Existence of independent national human rights institutions in compliance with the Paris Principles	A review of the NHRC act was conducted in 2014 and recommendations to amend the act was submitted to the MOLJPA	0 (2017) 0 (2018) 0 (2019) 3 (composite based on scaling – see footnote 6)	NHRC is categorized as a B status institution. Category - B refers to a commission that is partially compliant with the Paris Principles <sup>135</sup> (As of Dec 2019)	Review of ICC Sub-Committee on Accreditation (SCA) report.	ICC Sub-Committee on Accreditation (SCA) report.	Once at the end of project.	NHRC, ICC Sub-Committee, Project Team, M&E Expert, Data Analysis Expert.	No additional is needed	Government of Bangladesh may remove or reduce resources allocated to NHRC. A change in the political climate may increase pressure on NHRC and reduce perception of independence.

<sup>134</sup> SOPs were discussed at the Commission meeting and awaiting approval on next steps (15% achieved), Pending SOPs 5 for adoption. The newly appointed NHRC (22 September 2019) has expressed interest in looking ways to make wider interpretation of NHRC Act 2009, in particular, Section 18 which is the procedure for inquiry against the disciplined force

<sup>135</sup> The founding NHRC Act has several shortcomings that prevent the Commission complying fully with the Paris Principles. Those shortcomings include: i. inadequate definition of human rights; ii. the provision on the investigation of allegations of human rights violations committed by the 'disciplined force', that is, the military and the police; iii. deficiencies in the procedure for selection of members; iv. limitations on full financial independence. The institutional capacity in terms of financial and human resources have been increased over the years. Its budget has been doubled since 2013. Currently NHRC is seeking to further increases in its staff number – at present it has 48 staff and trying to bring its total staff number to 148 of which 40 positions have been approved by the government.

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## Project Monitoring and Evaluation Plan (2022)

Evaluation/Study/Survey Title	UNDP Strategic Plan Outcome	Partners (joint evaluation)	Evaluation commissioned by (if not UNDP)	Type of Evaluation/Study / Survey	Starting date	Planned Evaluation/Study/Survey Completion Date (Month/Year)	Estimated Cost	Provisional Source of Funding	Commissioned to external firm/consultant
Final Evaluation of HRP Project	(SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development	N/A	UNDP	Final Project Evaluation	1 January 2022	March 2022	23,000 US \$	Donor/Project Budget	Two consultants will be hired
Client satisfaction sample surveys	(SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development	N/A	UNDP	Annual Perception Survey	12 November 2019	March 2022	No cost	Donor/Project Budget	The Consulting Firm on the survey
Perception survey (CSOs/HRDs on police coordination)	(SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development	N/A	UNDP	The said information will be captured in the final evaluation					
Sample survey (understanding of police on human rights)	(SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development	N/A	UNDP	The said information will be captured in the final evaluation					
Perception survey (understanding of women on human rights)	(SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development	N/A	UNDP	The said information will be captured in the final evaluation					
Perception survey (understanding of ethnic minority population on their rights)	(SP Outcome 2) SP Outcome 2: Accelerate structural transformations for sustainable development	N/A	UNDP	The said information will be captured in the final evaluation					

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## Project Monitoring and Evaluation Plan (2022)

### M&E Budget/Expenditure in 2022

Description	Budget allocated in 2020 (USD)	Total cost spent in 2020 (USD)	Time spent on 1) Monitoring and 2) Evaluation
<b>1. Dedicated M&amp;E staff</b>			
a) M&E Specialist ( SC )	15,000		Monitoring (80%) Evaluation (20%) Others (%)
b) M&E Consultant ( IC )	0		Monitoring ( % ) Evaluation ( % )
<b>Sub-Total</b>	<b>15,000</b>		
<b>2. Monitoring Activities</b>			
a) Monitoring travel	6,000		
b) Baseline survey	0		
<b>Sub-Total</b>	<b>6,000</b>		
<b>Grand Total</b>	<b>21,000</b>		
<b>Proportion to Total Project Budget/Cost</b>			

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### Risk Log: Human Rights Programme

#	Description	Date identified	Type	Impact & probability	Countermeasures / management response
	Enter a brief description of the risk	When was the risk first identified	1. Environmental 2. Financial 3. Operational 4. Organizational 5. Political 6. Regulatory 7. Strategic 8. Other	Enter probability on a scale from 1 (low) to 5 (high)  P =  Enter impact on a scale from 1 (low) to 5 (high)  I =	What actions have been taken/will be taken to counter this risk
1	Key stakeholders unwilling to participate in relevant activities.	2015	Operational	P=2  I=5	Clear terms of reference drafted in consultation with stakeholders and CBOs will provide strong ownership.
2	Increasingly restrictive political and civil rights environment stifles human rights dialogue.	2015	Strategic and political	P=3  I=4	Human rights monitoring as part of the United Nations' Rights up Front policy will inform all Programme-based decisions and be subject to regular review.

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#	Description	Date identified	Type	Impact & probability	Countermeasures / management response
3	Civil unrest and political violence disrupt forums and limits participation because of public safety concerns.	2014	Political/Operational	P=3 I=4	Human rights monitoring as part of the United Nations' Rights up Front policy will inform all Programme-based decisions and be subject to regular review.
4	Civil unrest and political violence lead to a reduction in social cohesion and a more dangerous environment for vulnerable groups to participate in Programme functions.	2014	Political/Operational	P=3 I=3	Human rights monitoring as part of the United Nations' Rights up Front policy will inform all Programme-based decisions and be subject to regular review. Programme will adopt 'do no harm' principles to ensure risks to vulnerable are minimised. Programme will work closely with police to ensure security measures are taken for events.
5	Change in political climate increases pressure on NHRC and reduces perception of independence	2014	Operational	P=4 I=3	The Programme will continue to undertake close assessments of NHRC's political independence

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#	Description	Date identified	Type	Impact & probability	Countermeasures / management response
6	Changed leadership at the NHRC in 2016	2015	Strategic/Operational		The Programme will engage closely with Government, the NHRC and stakeholders to develop a consensus on the need for a smooth transition in 2016.
7	Government of Bangladesh removes or reduces resources allocated to NHRC	2015	Operational	P=1 I=5	The Programme will maintain close cooperation and communication with the Government of Bangladesh.
8	Priorities of NHRC change following 2016 transition having consequences for engagement with CSOs and Ethnic People	2015	Operational	P=1 I=4	The Programme will work closely with new members to highlight the necessity CSO and IP interaction.
9	Further politicisation of civil society and media compromises engagement	2015	Strategic	P=3 I=4	The Programme will undertake CSO and media monitoring to assess the extent of capture by political movements.
10	Partnership with police and local authorities becomes challenging to implement	2015	Operational	P=3 I=3	The Programme will continually engage with police and local authorities to sensitise them to Programme activities.

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#	Description	Date identified	Type	Impact & probability	Countermeasures / management response
11	Limited Capacity of new staff	2015	Operational	P=3 I=2	UNDP will work closely to train and support new staff and ensure capacity is developed.
12	DEX modality leading to confusion amongst counterparts	2015	Operational	P=3 I=4	UNDP will work closely and transparently with all stakeholders to keep them updated on the DEX modality
13	Continued violence directed at online activists.	2015	Operational	P4 I4	Continued violence against individuals engaging online in discussions that may offend religious or social groups could severely limit the ability for UNDP to engage with rights organisations.

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## Human Rights Programme (HRP) Field Monitoring Plan

01 January – 30 June 2022

**Project Name: Human Rights Programme, UNDP**

<b>DATE (Month/Year)</b>	<b>LOCATION (District / Upazila)</b>	<b>MISSION MEMBERS (Name / Designation)</b>	<b>PURPOSE</b>	<b>METHODOLOGY</b>
January 2022	Dinajpur; ABALAMBAN	<ul style="list-style-type: none"> <li>- Shankor Paul, Communities and Minorities Expert, HRP</li> <li>- Oli Chowdhury, Communication Expert, HRP</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- Progress monitoring and monitoring the activities of the partner CSOs under the output 2</li> <li>- Provide quality assurance and programmatic support</li> </ul>	<ul style="list-style-type: none"> <li>- Field observations</li> <li>- FGD with target beneficiaries</li> <li>- Meeting with CSOs representatives</li> <li>- Interview key stakeholders</li> </ul>
February 2022	Rajshahi ; Anagrasar Samaj Unnyan Songstha (ASUS)	<ul style="list-style-type: none"> <li>- Mong Sing Neo, Programme Officer, HRP</li> <li>- Mollah Sayedur Rahman</li> <li>- Monitoring and Evaluation Expert, HRP</li> </ul>	<ul style="list-style-type: none"> <li>- Progress monitoring and monitoring the activities of the partner CSOs</li> <li>- Provide quality assurance and programmatic support</li> </ul>	<ul style="list-style-type: none"> <li>- Field observations</li> <li>- FGD with beneficiaries</li> <li>- Meeting with CSOs and coalition members</li> <li>- KII with key stakeholders</li> </ul>
March 2022	Khulna; DALIT	<ul style="list-style-type: none"> <li>- Durlav Chowdhury, Finance and Admin Associate, HRP</li> <li>- Nondon Chandra Paul, Programme Assistant/M&amp;E Expert</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- Progress monitoring and monitoring the activities of the partner CSOs</li> <li>- Provide quality assurance and programmatic support</li> </ul>	<ul style="list-style-type: none"> <li>- Field observations</li> <li>- FGD with target beneficiaries</li> <li>- Meeting with lead CSOs and coalition members</li> <li>- Interview with key stakeholders</li> </ul>
April 2022	Satkhira; SAHAYA	<ul style="list-style-type: none"> <li>- Mong Sing Neo, Programme Officer, HRP</li> <li>- Oli Chowdhury, Communication Expert, HRP</li> </ul>	<ul style="list-style-type: none"> <li>- Progress monitoring and monitoring the activities of the partner CSOs</li> <li>- Provide quality assurance and programmatic support</li> </ul>	<ul style="list-style-type: none"> <li>- Field observations</li> <li>- FGD with target beneficiaries</li> <li>- Meeting with CSOs representatives</li> <li>- Interview with key stakeholders</li> </ul>

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May 2022	Mymensingh; Sewal Somaj Unnoyon Songstha (SSUS)	<ul style="list-style-type: none"> <li>- Shankor Paul, Communities and Minorities Expert, HRP/M&amp;E Expert</li> <li>- Durlav Chowdhury, Finance and Admin Associate, HRP</li> </ul>	<ul style="list-style-type: none"> <li>- Progress monitoring and monitoring the activities of the partner CSOs</li> <li>- Provide quality assurance and programmatic support</li> </ul>	<ul style="list-style-type: none"> <li>- Field observations</li> <li>- FGD with target beneficiaries</li> <li>- Meeting with CSOs representatives</li> <li>- Interview key stakeholders</li> </ul>
	Habiganj; Institute of Development Affairs (IDEA)	<ul style="list-style-type: none"> <li>- Oli Chowdhury, Communication Expert, HRP</li> <li>- Bithika Hasan, Gender Expert</li> </ul>	<ul style="list-style-type: none"> <li>- Progress monitoring and monitoring the activities of the partner CSOs</li> <li>- Provide quality assurance and programmatic support</li> </ul>	<ul style="list-style-type: none"> <li>- Field observations</li> <li>- FGD with target beneficiaries</li> <li>- Meeting with CSOs representatives</li> <li>- KII with key stakeholders</li> </ul>

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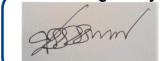
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## Human Rights Programme Gender Action Plan for 2022

Actions	Person/Unit Responsible	Timeline	Budget allocation		Proposed Indicator
			Budgeted amount (USD)	Percentage	
<b>OUTPUT-1: STRENGTHENED CAPACITY OF THE NATIONAL HUMAN RIGHTS COMMISSION TO DELIVER ON ITS MANDATE</b>					
A gender-sensitive strategic plan developed for NHRC'	Investigation and HR Expert, NPC	By March 2022	6,000.00	Around 30% of 20,000	NHRC's strategic plan developed
Integrated digital system of operationalization of NHRC	Investigation and HR Expert, Data Analysis Expert, NPC	By May 2022	15,000.00	Around 30% of 50,000	Integrated digital system operational
Research and knowledge management	Investigation and HR Expert, NPC	By June 2022	11,000.00	Around 20% of 55,000	Number of Research report produced
Coordination with different stakeholders - Panel Lawyers	Investigation and HR Expert, NPC	By February 2022	13,750.00	Around 25 % of 55,000	Panel lawyers are oriented capacitated on HR issues
SDGs and Human Rights Actions: coordination, monitoring and tracking of the functions of line ministries and Departments	Investigation and HR Expert, NPC	By April 2022	1,000.00	Around 20 % of 5,000	Coordination between NHRC and line ministries strengthened
Support national inquiry initiative on violence against women with special focus on rape	Investigation and HR Expert, Gender Expert, NPC	By April 2022	10,000.00	100% of 10,000	National inquiry revealed some policy and practice level findings to tackle VAW
<b>OUTPUT-2: ENHANCED CAPACITY OF CIVIL SOCIETY AND COMMUNITY-BASED ORGANISATIONS TO ENGAGE IN HUMAN RIGHTS ADVOCACY AND AWARENESS RAISING</b>					
Continue support to develop capacity of the CSOs and CSOs coalition members	Communities and Minority Expert, NPC	By June 2022	2,750.00	Around 25% of 11000	Capacity of CSOs and coalition members strengthened
National consultation of all CSOs/CBOs, working under the CF and MCG/LVG of HRP, UNDP (during 2016-2020) to capture their good practices, challenges & future	Communities and Minority Expert, NPC	By March 2022	3,000.00	Around 30% of 10,000	National consultation held

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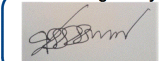
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Actions	Person/Unit Responsible	Timeline	Budget allocation		Proposed Indicator
			Budgeted amount (USD)	Percentage	
actions in addressing HRs problems					
Coordination of multi-stakeholder platforms (platform includes: CSO, CSOs coalition, HRDs, interfaith leaders, Police, youth leaders, journalist) and support to produce HRs situation report at district level	Communities and Minority Expert, NPC	By June 2022	3,000.00	Around 30% of 10,000	Multi-stakeholders' platforms produced HR report
Capacity development of HRDs and activate HRDs networks	Communities and Minority Expert, NPC	By April 2022	3,600.00	Around 36 % of 10,000	Number of HRDs and HRDs network received capacity development training
Small grants support to CSOs/CSOs coalition in addressing human rights issues post COVID-19 situation	Communities and Minority Expert, NPC	By June 2022	10,750.00	Around 25 % of 43,000	Number of small grant support given to CSOs/CSOs
Discussion/ dialogue with LGIs and local authorities for inclusion of LNOB representatives in their decision-making bodies	Communities and Minority Expert, NPC	By May 2022	2,000.00	Around 40% of 5,000	Number of women LNOB's are included in the LGIs
<b>Output-3:</b>					
<b>Enhanced capacity of LEAs with focus on police to better protection of Human Rights</b>					
Continue support to PSC for Commissioning of three research	Gender Expert, NPC	By March 2022	2,000.00	Around 40 % of 5,000	3 research reports are produced
Online HRs training course for police	Gender Expert, Communication and Advocacy Expert, NPC	By June 2022	1,250.00	Around 25% of 5,000	Online course developed and launched
Continue HRs orientation/training/workshop for Police in collaboration with DTS/BPWN	Gender Expert, NPC	By May 2022	1,625.00	Around 25% of 6,500	Number of training/workshop and seminar held.
Dialogue between LEAs, NHRC, Judiciary, CSOs and other stakeholders on emerging human rights issues including GBV	Gender Expert, NPC	By April 2022	1,250.00	Around 25% of 5,000	Number of dialogues held between relevant stakeholders
<b>Output-4:</b>					
<b>Strengthened capacity of national stakeholders to better protect and promote women's rights</b>					

Actions	Person/Unit Responsible	Timeline	Budget allocation		Proposed Indicator
			Budgeted amount (USD)	Percentage	
Continue capacity development of relevant stakeholders (including NHRC, Youth and CSOs) on Gender and Diversity	Gender Expert, NPC	By March 2022	5,000.00	100% of 5,000	Number of relevant stakeholders participated in the capacity development events.
Day Observation (IWD, International Girl Child Day, '16 Days of Activism')	Gender Expert, Communication and Advocacy Expert NPC	By March 2022	5,000.00	100% of 5,000	Number of interventions held to mark IWD
Awareness raising campaign on GBV particular focus on women safety in public spaces	Gender Expert, Communication and Advocacy Expert, NPC	By June 2022	30,000.00	100% of 30,000	Women safety campaign in 10 districts
Strengthen the functions of TC, NHRC to better promote women rights and child rights	Gender Expert, NPC	By May 2022	4,733.00	100% of 4,733	Number of meeting of women's and child rights committee
Support NHRC to submit the UN treaty body report	Gender Expert, NPC	By June 2022	4,000.00	100% of 4,000	NHRC submitted the CEDAW report to treaty body
Discussion with NCTB, Education Ministry and other relevant stakeholders	Gender Expert, NPC	By May 2022	7,000.00	100% of 7,000	Meeting held between NHRC and NCTB
<b>Output-5:</b>					
<b>Strengthened capacity of national stakeholders to better protect and promote the rights of ethnic minorities.</b>					
Multi-stakeholders' dialogues on existing laws and policies (including BEMRA) for better protection of rights of the ethnic, Dalits and other excluded groups	Communities and Minority Expert, NPC	By April 2022	3,200.00	40 % of 8,000	Multi stakeholders dialogues organized to enact BEMRA
Coordination and engagement of Bangladesh Betar and community radio programmes on ethnic/local language-based rights education programmes	Communities and Minority Expert, NPC	By June 2022	3,000.00	Around 60% of 5,000	Regular Radio programme broadcasted in Bangladesh betar and community radios
Capacity development of Youth leaders to address COVID-19 HRs issues & concerns	Communities and Minority Expert, NPC	By May 2022	6,000.00	Around 40 % of 15,000	Number of youth trained on HR issues
Extend networks (online platform) of youth leaders (Jubobangla and Facebook page) and its handover	Communities and Minority Expert, NPC	By March 2022	300.00	Around 40 % of 750	Online network/website handed over to youth

Actions	Person/Unit Responsible	Timeline	Budget allocation		Proposed Indicator
			Budgeted amount (USD)	Percentage	
Connecting Youth Leaders with community-based/school-based human rights education and awareness	Communities and Minority Expert, NPC	By April 2022	7,000.00	Around 70 % of 10,000	Group of women youth connected with community-based awareness raising actions
National youth dialogues for searching good practices, challenges and future actions	Communities and Minority Expert, NPC	By May 2022	3,800.00	Around 40 % of 9,500	Youth dialogue organized represent by 40% of female youth
Capacity development of inter-faith leaders on peace, tolerance and social cohesion issues in post COVID situation	Communities and Minority Expert, NPC	By April 2022	1,900.00	Around 20 % of 9,500	Number of interfaith leaders received women's rights focused orientation.
Dissemination of cultural rights and peace messages in the society	Communities and Minority Expert, NPC	By March 2022	3,000.00	Around 60 % of 5,000	Number of female youth are engaged to disseminate peace message to society particularly among women.
<b>Output-7: Strengthened capacity and coordination of justice sector institutions to better justice delivery and remedies to all citizens including LNOB people.</b>					
Functioning of the NJCC and DJCC in pilot areas	Programme, M&E, NPC, Data Expert	By --- 2022	15,000	Around 15% of 50,000	Number of female officials from justice stakeholders to be engaged
Support to improve the quality of legal aid services and digital through Advocacy and awareness and reinforce the functions of NLASO for quality legal aid services to LNOB people	Programme, M&E, NPC, Data Expert	By June, 2022	40,000	Around 60% of 60,000	Engaging women legal aid officers in capacity building and including the female legal aid recipients
Reinforce the ADR mechanism in higher and subordinate courts, in legal aid and labour courts	Programme, NPC, M&E and data expert	By June 2022	15,000	Around 100% of 15,000	Number of female litigants will receive justice services through mediation and ADR
Joint initiatives with Bangladesh Women Judges Association in addressing GBV cases amid COVID-19 and beyond	Programme, Data Expert, M&E	By Dec 2022	30,000	Around 70% of 50,000	Number of female judges to be engaged in technical capacity building and number of survivors of GBV cases will get access to justice and GBV cases

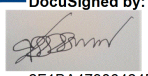
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Actions	Person/Unit Responsible	Timeline	Budget allocation		Proposed Indicator
			Budgeted amount (USD)	Percentage	
					will be disposed by reducing case backlog
Access to Justice Hackathon: promotion innovation for legal remedy	Programme, M&E, NPC, Data Expert	By March 2022	35,000	Around 50% of 25,000	Number of female hackathon participants will be engaged in developing justice innovations
Campaign on access to justice for Left Behind Communities by engaging community youth leaders at national and local level	Programme, M&E, NPC, Data Expert	By June 2022	12,000	Around 50% of 25,000	Female and youth participants from LNOB community will have knowledge on access to justice and legal aid
<b>Total Gender Budget= \$318,908</b>					

- ✓ **Draft Total Programmatic Budget: 1,119,206 USD**
- ✓ **Draft Total Gender Budget: 318,908 USD**
- ✓ **% of Gender Budget: 28.49%**

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## Annual Work Planning Workshop 2022

### Human Rights Programme

#### Key achievement of 2021 and lessons learned

Indicator	Target/milestone	Progress
<b>Key Result 1 (2021):</b> <i>NHRC-B enables to handle the human rights violations complaints with better satisfaction of clients through application of digitalized complaint handling system</i>		
1.2) Percentage of NHRC clients expressing satisfaction in the complainant's mechanism of the NHRC. <sup>1</sup>	10% (2021)  At least 60 % clients indicating the services to be moderate – good (2021)	Clients' level of satisfaction: Very Satisfied: 5.88 %, Satisfied; 82.35 %, Dissatisfied: 11.76 %, (July 2021 ).
1.3 Digital Complaint Handling System of NHRCB is effectively operationalized.	1 (2021)	Integrated Digital Systems for NHRC consists of five modules i.e. i) complaints management system ii) media monitoring iii) thematic committee iv) field visit and monitoring v) integrated MIS. Except field visit monitoring module other four modules have been completed and waiting for vetting.
<b>Key Result 2 (2021):</b> <i>Human Rights Defenders (HRDs) are united and active to perform their role in defending, monitoring and reporting of human rights situation at grassroots level</i>		
2.2) % of trained CSOs reporting on international obligations of Bangladesh under selected treaties and UN special procedure.	20% (2021) Cumulative)	21% (8 out of 39) trained CSOs and 4% HRDs (7 out of 183) submitted report for international obligations of Bangladesh under selected treaties and UN special procedure.
2.5) Number of human rights defenders' active on new offline forum	250 (2021) Cumulative)	183 human rights defenders (male-117, female-66) actively engage in the new offline forum
<b>Key Result 3 (2021):</b> <i>Police Officials have better understanding on Human Rights frameworks and its applications to respond for protection of rights of the people in Bangladesh.</i>		
3.4) % of police officials that have better understanding (change attitude and its application) of Human Rights issues as a result of human rights advocacy and campaigns.	15% increase (2021) Cumulative)	235 police officials have improved understanding and perception on human rights issues after taking the training session on human rights and advocacy.
<b>Key Result 4 (2021):</b> <i>The laws/Policies related to GBV are reviewed, reformed and reinforced as a result of dialogues/policy advocacy with national institutions and stakeholders</i>		
4.4) Number of policy or service recommendations made as a result of rights dialogues on GBV with stakeholders	1 (2021)	Two sets of policy recommendations have been proposed based on the research findings and rights dialogues on women's rights and GBV. - A set of policy recommendations has been proposed as a result of rights dialogue on Gender and GBV Responsive Policing organized in collaboration with the Bangladesh Police Women Network (BPWN) - A set of recommendations has been prepared relating to the draft law of prevention and

<sup>1</sup> Client satisfaction sample surveys to be carried out annually with 3 scale or mode of satisfaction: good, moderate, and bad.

Indicator	Target/milestone	Progress
		protection of sexual harassment. which will be submitted to the relevant ministry after one more round of discussion
<b>Key Result 5 (2020):</b> <i>The collaborations between the NHRC, Parliamentarians and CSOs/CBOs are visible to take policy initiatives or campaign on the rights of ethnic minorities in Bangladesh</i>		
<b>5.3)</b> % of NHRC's (including its regional offices) collaborative engagement with i) parliamentary caucus and ii) CSOs/CBOs that have resulted in at least one policy initiative or campaign on ethnic minority rights.	i) 50% (2020) ii) 50% (2020)	Two collaborative initiatives between NHRC, Parliamentary Caucus and CSO that transformed resulted in formulating two policy recommendations for the GoB. - Increased allocation of national budget for the indigenous community's empowerment. - A committee was formed to identify adibashi land rights-related challenges and law reform issues.

### Lessons Learned:

- The coalition-based working approach of the rights-based CSOs has been proven to be effective to act together and jointly address local human rights problems and issues.
- Extended moral, technical and logistic supports to indigenous girls is necessary to restore and preserve the declining culture and traditions of the indigenous communities in plain land areas. It will contribute to outcome-4 (NHRC and national stakeholders better protect and promote women's right) and outcome-5 (NHRC and national stakeholders better protect and promote the rights of ethnic minorities).
- Youth-led interactive discussion and awareness-raising sessions at the community and school/college levels are necessary for better realization of their rights and expanding space for indigenous youth in education and other local opportunities.
- Engaging duty bearers were very crucial while designing the legal aid programme within the extended period of LoA between NLASO and UNDP. The schedule of actions reflects the recommendations from the district legal aid officers.
- Implementation of complex digitalization projects, such as Accelerating Digital Justice System in Bangladesh, requires a seamless multi-sectoral stakeholders' coordination that yields good progress. Strong synergies between the projects of UNDP are crucial and both HRP and A2I are closely working together.
- Consultation and inclusion of multiple stakeholders in planning, implementing, and monitoring activities, particularly in COVID-19 responses, worked well since it produced better cooperation.
- Inter-project collaboration served as an opportunity for innovation and generated synergy in developing a virtual court application system
- Youth engagement in community-based awareness-raising initiatives has generated interest among communities to engage in rights dialogues. Youths are more enthusiastic and can involve voluntary tasks easily.
- Involvement of HRDs in situation monitoring and reporting was useful in generating factsheets during COVID-19 as they could produce information easily.



## Donor Reporting Calendar

<b>Project Title</b>	Human Rights Programme
<b>Duration</b>	7 years (2016-2022)
<b>Project ID (Atlas)</b>	00097336

Donor's Name	Type of Report <sup>1</sup>	Reporting Frequency <sup>2</sup>	Reporting Deadline
The Swiss Agency for Development and Cooperation (SDC)	Narrative Report and Financial Report	Yearly	By 31 December 2022
Swedish International Development Cooperation Agency (SIDA)	Narrative Report and Financial Report	Yearly	By 31 December 2022

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<sup>1</sup> Narrative/Financial

<sup>2</sup> Quarterly/Half-yearly/Annual



## HACT Follow-up Action Plan

<b>Project Title</b>	Human Rights Programme
<b>Duration</b>	January 2016 – June 2022
<b>Project ID (Atlas)</b>	00097336

Type of Assessment/Assurance <sup>1</sup>	IP's Name	List of Observations	Actions taken		Deadline
			Planned	Executed	
<b>Micro Assessment</b>					
NLASO microsegment Date: 03 June 2021	National Legal Aid Services Organization (NLASO)	Cash Book of NLASO was not found up to date. Bank Reconciliation Statement of NLASO has not been prepared.	Cash book will be kept up to date by NLASO. Bank reconciliation statement will be prepared immediately, and the practice will be continued.	- Executed	
		NLASO did not follow Public Procurement Rules, 2008 while procuring goods pertaining to the project 'Human Rights Programme - HRP' financed by UNDP.	NLASO will follow the Public Procurement Rules, 2008 as and when it requires procuring anything.	To be done	31 Dec. 2021
		Invoices are not stamped 'Paid'.	Partner will ensure stamp as "Paid by UNDP" in the future.	Executed	
		A physical count of fixed assets and inventories is not done.	A physical count of fixed assets and inventories will be done at least once a year.	To be done	31 Dec. 2021
<b>Spot Check</b>					
21 October 2021	Police Staff College Bangladesh (PSC)	Expenditure should not exceed the approved budgets. If there is urgency from the Programme aspects, the justification needs to be provided.	Recommendation will be followed up from next FACE.	To be done	28 Feb. 2022
		PSC should consider assessing the feasibility of implementing	Recommendation will be followed up from the next reporting cycle.	To be done	28 Feb. 2022

<sup>1</sup> Micro Assessment, Audit, Spot Check (year should be mentioned)  
Please add more rows if needed.



		development scopes mentioned in A.2 section for future data collection assignments. The IP should prepare and maintain a surveyor-wise summary bill containing information on a total number of days worked and a total amount paid to the surveyor as an audit trail.			
		PSC should cancel the bills/vouchers along with any supporting documents to report any expenses to UNDP with 'Paid from UNDP grant' seal.	It will be followed as per recommendation immediately.	To be done	28 Feb. 2022
		PSC should determine the maximum cash ceiling for third party payment in line with govt. practice. In addition, the IP should ensure payment of any salary/honorarium to shared staffs/project staffs/researchers through the banking channel only.	PSC will follow up the advice accordingly.	To be done	28 Feb. 2022
		UNDP should specifically mention the involvement ratio of any position for this project in the ICE (i.e., the percentage of time required from the position to implement project activities should be mentioned). PSC should maintain time sheet for the shared staffs, highlighting the time dedicated for the implementation of projects activities. In addition, PSC should discontinue to pay salary of shared staff directly in cash.	PSC will follow the advice accordingly	To be done	28 Feb. 2022

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		<p>Project management should transfer the salary of common staff to general fund of PSC and pay the agreed monthly salary to the respective common staff through banking channel.</p> <p>PSC should preserve source documents like a specimen of signature/NID from any person who is allowed to take advance from the project. The advance forms should be prepared and placed by the respective surveyor requesting the advance.</p> <p>Management should check the handwriting and recipient's signature before approving the advance payment.</p>			
		<p>PSC should identify the reasons for such similarity in invoices of two separate vendors. The source documents like memorandum and articles of associations of any company, constitution, trade license, TIN certificate, BIN certificate etc. should be obtained and checked across the vendor pool to know the vendor owners.</p>	<p>It will be followed as per recommendation immediately.</p>	To be done	28 Feb. 2022
		<p>PSC should maintain the required basic documents as mentioned in section D.1. of observation number in the spot check report. PSC should maintain</p>	<p>PSC will follow up as per recommendation immediately.</p>	To be done	28 Feb. 2022

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		employees personnel file in addition to the currently maintained Appointment Letter and NID copy.			
		PSC should issue the appointment letter mentioning the monthly agreed salary along with other non-financial terms and conditions as per the organization's policy.	It will be followed as per recommendation immediately.	To be done	28 Feb. 2022
		PSC should consider maintaining the books of accounts using accounting software.	It will be followed as per recommendation immediately		
<b>Audit</b>					

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**United Nations Development Programme (UNDP)  
Human Rights Programme (HRP)**

**Resource Mobilization Plan 2022**

<b>Target Partner</b>	<b>Expected funding (+X% or \$Y from \$Z in YYYY)</b>	<b>Targeted area(s) of cooperation</b> (Linked to new Strategic Plan) (*Can also name the titles of associated projects)	<b>Concrete actions and timing for engagement</b> (Consider partners' budget cycle and most influencing persons for identifying good entry points for partnership and influencing funding decisions by partners. Specify the joint policy dialogues, high level meeting/letters, proposal submissions, etc. Indicate needed CO capacity investments)	<b>Responsible CO Unit/Person</b> (And supporting unit/persons if any)
SDC	300,000 (from 01 July to 31 December 2022)	New UNSDCF outcome-4 and CPD outcome 3: Human Rights Programme	High level meeting (During the meeting between SDC and HRP management team, SDC expressed their interest to provide support to continue the remaining period (July to Dec. 2022) before a new funding cycle started from 2023)	DG Cluster (Ashekur Rahman, Mujin Lee)  SMT, CO, UNDP
SIDA	300,000 (from 01 July to 31 December 2022)	Same	Need more discussion with SIDA	Same
TRAC, UNDP	500,000 (from 01 July to 31 December 2022) for OP- 1 to 5 of HRP	Same	As SDC has shown their interest to continue their support for the remaining period of 2022, HRP required the TRAC fund as shared cost to expedite and secure the donor funding.	Same

2. During Mujin & Shahreen's visit to the HRP office, Andrew articulated that no TRAC fund is required for the HRP continuation in 2022 (6 months) and the expense could be covered using the existing fund. Nevertheless, I understand that TRAC is required for Output 7 (Justice sector institution) for an amount of USD 269,025, as per the submitted AWP 2022 of HRP. This leaves us with USD 230,975 for Output 1-5, which needs a justification/rationale for this requirement to be provided. For TRAC 2022, the priority will be given to catalytic, and strategic initiatives.

**Justification:**

A High-level meeting was done between SDC and HRP management. During the meeting, SDC expressed their interest to provide additional support to continue the existing human rights efforts for the remaining period (July to Dec. 2022) before a new funding cycle started from 2023. The continuation of human rights interventions in some specific areas and its achievements & lessons learned in the extended period (July to Dec. 2022) will pave the way for UNDP to secure funding from new funding cycle of SDC and SIDA, starting from 2023. Therefore, HRP highly required the TRAC funding support for the period of July to Dec. 2022.

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